

Tripartite Principles

Expanding, defending, and diversifying a prosperous multiracial middle class in New Jersey

Jobs

Too many young people of all races and backgrounds face an economy they cannot count on. For many, particularly African Americans, the promise of a good union job in manufacturing is almost nonexistent; the public sector has been under sustained assault; and, as work in the building trades has become more inclusive in recent years, that industry is now threatened and undermined by a growing push for non-union employers who exploit low-wage labor in a never-ending race to the bottom.

While hundreds of billions are spent on modernizing and upgrading existing infrastructure and billions more on new industries and technologies. It's time for the civil rights and labor communities to merge our interests and demand expanded economic opportunities to create good jobs that are both union and deliberately and explicitly racially inclusive.

Investment in infrastructure, including roads, bridges, water, schools, public transportation, communication, renewable energy, and healthcare, must:

- *Promote good-paying union jobs*
- *Expand a diverse workforce that fully reflects the makeup of the multiracial working class of our regions and states.*
- *And prioritize those investments in communities and neighborhoods in urban cities and our many diverse middle-class suburbs.*

We can do this by:

- *Expanding and strengthening the use of Project Labor Agreements (PLAs) that promote good wages and a fully integrated workforce.*
- *We can lower the threshold to increase the number of projects eligible and incentivize communities to use Project Labor Agreements.*
- *And we can strengthen the requirements and incentives to ensure all workforces are fully inclusive, including women and Black and Brown workers—from across metropolitan areas.*
- *We can institute responsible employer policies (particularly those receiving government subsidies) to punish unscrupulous business practices that exploit, endanger, or cheat workers and communities.*
- *And we can incentivize local municipalities and school districts to create regionally coordinated building projects for roads, transit, water, and sewers.*

Housing

We need a housing policy that builds on the Mount Laurel doctrine that says, “If you are good enough to work in an affluent community with good schools and services, you are good enough to live there.”

We need a housing policy that promotes maximum social and economic mobility.

- *One that provides and promotes affordable housing in every community across the state—but especially those who have done the least but have the most—those with the best schools, least poverty, and biggest tax base.*
- *And rewards those communities that have done the most with the least, including the middle and working-class towns, school districts, and neighborhoods that are the most inclusive.*
- *No going backward with Regional Contribution Agreements or any scheme to allow the rich to pay their way out of affordable housing and further segregate our already over-segregated state.*
- *Affordable housing obligations should not be used for exploitive private developers to rake in cash at the expense of tenants, communities, and workers. The need for more affordable housing should be provided by responsible builders who respect workers' rights, managers who treat tenants and residents with respect and dignity, and developers who promote and support fully integrated communities.*

Schools

- *We need a school policy that recognizes what courts have already acknowledged and everyone already knows: that we are living in a deeply segregated state, especially when it comes to our schools.*
- *The level of segregation in our schools correlates powerfully with concentrated poverty, racial isolation, low academic achievement, high dropout rates, and high rates of incarceration.*
- *Our response has been to blame the victim. We tell parents, communities, teachers, and ultimately children—who had nothing to do with creating these conditions—that they must overcome the obstacles and well-documented harms of a segregated education.*
- *We tell ourselves there is nothing that can be done or that it is too big or too deep. These are all excuses.*
- *The next governor must act to desegregate the schools. Not because the court ruled that they are segregated. Not because New Jersey's constitution outlaws segregation. The next governor*

must desegregate the schools so that our children have a chance at a decent life and so our state can enter the 21st century.

Building One New Jersey has put forth an achievable policy agenda—all based on changing existing programs and legislation—

- Strengthen the DOE's civil rights capacity and mission to develop a desegregation plan with the power, funds, mandate, & expertise to enforce it.*
- The school funding formula must make integration its primary goal by incentivizing inclusion and rewarding the already diverse suburban and urban districts.*
- Change the Interdistrict Public School Choice Law to be a mandatory tool to achieve and fund regional integration goals.*
- Remove the segregationist loopholes from the School Consolidation Law.*
- Amend the County Vocational School Act to designate & support pro-integration magnet schools in cities & require county schools to meet regional integration goals.*
- Amend the Charter School Act to require charters to be fully integrated & meet regional integration goals.*
- Strengthen the Fair Housing Act to increase affordable housing obligations on districts that maintain exclusionary schools.*

All these reforms can be advanced in a way that not only dismantles segregation but benefits most middle- and working-class districts—districts that are already diverse but struggling under the weight of rising costs and crushing property taxes. We can do it in a way that is morally right, politically smart, in all our interests, and unifying.

To summarize:

§ A jobs policy that prioritizes both civil rights and racial justice AND expands and diversifies good-paying, secure, union jobs.

§ A housing policy that prioritizes affordability AND maximizes mobility and integration—if we are good enough to work here, we are good enough to live here.

§ A school policy committed to ending the scourge of segregation while providing support and tax relief to diverse working- and middle-class districts.

§ And finally, we want a commitment that if you prevail in June, you will commit to sitting down with our coalition this summer to discuss these issues in more detail and the consensus that