

Foreman returned to Columbia University in the fall of 1931, wiser about the ways of the South but uncertain how to find a path forward. As the country sank deeper into the depression, the Rosenwald Fund continued to pay his salary while he completed his dissertation. He was awarded a Ph.D. in the spring of 1932. Since Foreman had no job prospects, Embree decided to keep him on for another year. The Rosenwald Fund sent him to Europe to broaden his education and suggested that he study rural organization in preparation for further work in the South. While visiting with his family in Highlands, North Carolina, before his departure, Clark listened to Franklin Roosevelt accept the Democratic Party's nomination in Chicago, pledging a "new deal."

1.5

Asa Philip Randolph

## Civil Rights Can Be Secured by Mass Action

*Asa Philip Randolph (1889–1979) was a labor and civil rights leader. He was president of the Brotherhood of Sleeping Car Porters, the largest black union in America.*

**W**e call upon you to fight for jobs in National Defense.  
We call upon you to struggle for the integration of Negroes in the armed forces, such as the Air Corps, Navy, Army and Marine Corps of the Nation.  
We call upon you to demonstrate for the abolition of Jim-Crowism in all Government departments and defense employment.

### An Hour of Crisis

This is an hour of crisis. It is a crisis of democracy. It is a crisis of minority groups. It is a crisis of Negro Americans.

What is this crisis?

To American Negroes, it is the denial of jobs in Government defense projects. It is racial discrimination in Government departments. It is widespread Jim-Crowism in the armed forces of the Nation.

While billions of the taxpayers' money are being spent for war weapons, Negro workers are being turned away from the gates of factories, mines and mills—being flatly told, "NOTHING DOING." Some employers refuse to give Negroes jobs when they are without "union cards," and some unions refuse Negro workers union cards when they are "without jobs."

What shall we do?

What a dilemma!

What a runaround!

What a disgrace!

What a blow below the belt!

'Though dark, doubtful and discouraging, all is not lost, all is not hopeless. 'Though battered and bruised, we are not beaten, broken or bewildered.

Verily, the Negroes' deepest disappointments and direst defeats, their tragic trials and outrageous oppressions in these dreadful days of destruction and disaster to democracy and freedom, and the rights of minority peoples, and the dignity and independence of the human spirit, is the Negroes' greatest opportunity to rise to the highest heights of struggle for freedom and justice in Government, in industry, in labor unions, education, social service, religion and culture.

## Self-Liberation

With faith and confidence of the Negro people in their own power for self-liberation, Negroes can break down the barriers of discrimination against employment in National Defense. Negroes can kill the deadly serpent of race hatred in the Army, Navy, Air and Marine Corps, and smash through and blast the Government, business and labor-union red tape to win the right to equal opportunity in vocational training and re-training in defense employment.

Most important and vital to all, Negroes, by the mobilization and coordination of their mass power, can cause PRESIDENT ROOSEVELT TO ISSUE AN EXECUTIVE ORDER ABOLISHING DISCRIMINATIONS IN ALL GOVERNMENT DEPARTMENTS, ARMY, NAVY, AIR CORPS AND NATIONAL DEFENSE JOBS.

Of course, the task is not easy. In very truth, it is big, tremendous and difficult.

It will cost money.

It will require sacrifice.

It will tax the Negroes' courage, determination and will to struggle. But we can, must and will triumph.

The Negroes' stake in national defense is big. It consists of jobs, thousands of jobs. It may represent millions, yes, hundreds of millions of dollars in wages. It consists of new industrial opportunities and hope. This is worth fighting for.

But to win our stakes, it will require an "all-out," bold and total effort and demonstration of colossal proportions.

Negroes can build a mammoth machine of mass action with a terrific and tremendous driving and striking power that can shatter and crush the evil fortress of race prejudice and hate, if they will only resolve to do so and never stop, until victory comes.

Dear fellow Negro Americans, be not dismayed in these terrible times. You possess power, great power. Our problem is to harness and hitch it up for action on the broadest, daring and most gigantic scale.

## Aggressive Mass Action

In this period of power politics, nothing counts but pressure, more pressure, and still more pressure, through the tactic and strategy of broad, organized, aggressive mass action behind the vital and important issues of the Negro. To this end, we propose that ten thousand Negroes MARCH ON WASHINGTON FOR JOBS IN NATIONAL DEFENSE AND EQUAL INTEGRATION IN THE FIGHTING FORCES OF THE UNITED STATES.

An "all-out" thundering march on Washington, ending in a monster and huge demonstration at Lincoln's Monument will shake up white America.

It will shake up official Washington.

It will give encouragement to our white friends to fight all the harder by our side, with us, for our righteous cause.

It will gain respect for the Negro people.

It will create a new sense of self-respect among Negroes.

But what of national unity?

We believe in national unity which recognizes equal opportunity of black and white citizens to jobs in national defense and the armed forces, and in all other institutions and endeavors in America. We condemn all dictatorships, Fascist, Nazi and Communist. We are loyal, patriotic Americans, all.

But, if American democracy will not defend its defenders; if American democracy will not protect its protectors; if American democracy will not give jobs to its toilers because of race or color; if American democracy will not insure equality of opportunity, freedom and justice to its citizens, black and white, it is a hollow mockery and belies the principles for which it is supposed to stand.

To the hard, difficult and trying problem of securing equal participation in national defense, we summon all Negro Americans to march on Washington. We summon Negro Americans to form committees in various cities to recruit and register marchers and raise funds through the sale of buttons and other legitimate means for the expenses of marchers to Washington by buses, train, private automobiles, trucks, and on foot.

We summon Negro Americans to stage marches on their City Halls and Councils in their respective cities and urge them to memorialize the President to issue an executive order to abolish discrimination in the Government and national defense.

However, we sternly counsel against violence and ill-considered and intemperate action and the abuse of power. Mass power, like physical power, when misdirected is more harmful than helpful.

We summon you to mass action that is orderly and lawful, but aggressive and militant, for justice, equality and freedom.

Crispus Attucks marched and died as a martyr for American independence. Nat Turner, Denmark Vesey, Gabriel Prosser, Harriet Tubman and Frederick Douglass fought, bled and died for the emancipation of Negro slaves and the preservation of American democracy.

Abraham Lincoln, in times of the grave emergency of the Civil War, issued the Proclamation of Emancipation for the freedom of Negro slaves and the preservation of American democracy.

## Freedom from Stigma

Today, we call upon President Roosevelt, a great humanitarian and idealist, to follow in the footsteps of his noble and illustrious predecessor and take the second decisive step in this world and national emergency and free American Negro citizens of the stigma, humiliation and insult of discrimination and Jim-Crowism in Government departments and national defense.

The Federal Government cannot with clear conscience call upon private industry and labor unions to abolish discrimination based upon race and color as long as it practices discrimination itself against Negro Americans.