

MEMO

TO: EXECUTIVE COMMITTEE AND EXECUTIVE SECRETARY AND CHAIRMAN  
FROM: JULIAN BOND  
RE: SUGGESTIONS

There are several matters I would like to ask you august gentlemen to address yourselves to. They are:

#### RECRUITMENT OF NEGRO STAFF

I should like to see each Executive Committee member take it upon himself (or herself) to recruit several young, college age Negroes for our staff.

We are three years old. We are attracting large numbers of Northern and Western whites, but do not seem able to gather sizeable numbers of young Negroes.

I think project directors and other staff members who work in college communities should undertake this responsibility.

I emphasize college age, because I think we have a need for people with skills we commonly associate with young persons in college. By skills I mean typing, writing ability, speaking ability, organizing ability and thinking ability.

#### FINANCES

I think some additional attention must be given toward acquainting our staff with existing procedures for obtaining operating funds.

Hardly a week goes by that I do not receive two or more calls from some part of SNCC's empire requesting money.

These requests usually say: "I sent in our receipts yesterday" or "I'm sending you a full report tomorrow" or "I only have fifty cents" or "I can't afford to buy stamps."

What I am saying is: staff should request funds before they run out, not after; they should direct their requests to Mrs. Johnson, and not myself or other staff members; and they should exercise care and caution with handling money.

#### ATLANTA PROJECT

There are some 5,000 Negro college students here, several thousand high school students.

As our Executive Secretary pointed out during Atlanta's little March on Washington on December 15, Atlanta is as segregated as most cities.

Atlanta also has an organization called the Committee On Appeal For Human Rights, an affiliate of SNCC.

There is no-I repeat - no student anti-segregation activity in Atlanta beyond negotiations as I presently write.

Atlanta is my home.

I therefore suggest that serious attention be given toward beginning an attempt to involve large numbers of college and high school students and adults in:

- (1) an action program
- (2) a voter registration and education program
- (3) a community mobilization program ( since this report was written, a beginning has been made.)

#### AFFILIATES

Following this suggestion, I think SNCC is neglecting a responsibility we have to our affiliates, such as the Committee On Appeal For Human Rights. We have neglected them because when we have seen them falter -- as COAHR and, for instance, the Rome, Ga. Student Movement has -- we have not rushed to bolster their programs or to extend other aid to them.

I think we need a traveling "affiliate booster" who would help flagging groups organize, organize new groups, and would bring SNCC closer to the groups which may have slowed down since the 1960 push.

#### DIRECT ACTION

We need to implement a suggestion by Froman that all direct action attempts be cleared with the office and him. Twice in the past two months we have been asked to bail people out after direct action attempts began.

We also need to stop and think before direct action is begun in any area.

We also need to initiate direct action in places other than rural areas. (Atlanta is a good direct action spot).

#### PROJECTS

We need to evaluate each project more fully -- that is, the Executive Committee does -- and they need to become more familiar with all of SNCC.

Especially admirable was past summer's work done by Cox and Mahoney, who were able to visit several projects.

Everyone needs to do this.

#### DISCIPLINE

All of SNCC needs to return -- if we have slipped away -- to a more serious consideration of what we are about. We need to think more courteously of each other, others outside SNCC and those we work with.

We need to plan more, and to work toward achieving more immediate goals -- while we work on long-range programs -- so we do not slip away from those who depend on us.

For instance, Mississippi is a good example of this. While the results of voting in Mississippi will not be evident in many years, the food and clothing program has given people there something tangible to hold on to while they fight on for the vote.