

## A. Philip Randolph, "The Call to Negro America to March on Washington" (1941)

In May 1941, A. Philip Randolph (1889–1979), the African-American head of the Brotherhood of Sleeping Car Porters, threatened a "thundering march" on Washington of 150,000 blacks "to wake up and shock white America as it has never been shocked before." Such a dramatic public event, he decided, was the only way to convince President Roosevelt to ensure equality of opportunity in the rapidly expanding defense industries and government agencies. Just before the scheduled march, President Roosevelt issued Executive Order 8802, which created a Fair Employment Practices Committee (FEPC) to eliminate racial discrimination in government hiring. Randolph thereupon canceled the march. But the mere creation of a new federal agency did not ensure justice. Randolph therefore kept the pressure on the administration to provide adequate funding and staffing for the FEPC. Although black employment in federal jobs increased from 60,000 in 1941 to 200,000 in 1945, the FEPC could not directly regulate private employers or labor unions. Moreover, despite these limitations, attempts to make the FEPC a permanent government agency never generated broad-based political support.

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We 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. . . .

We call upon you to demonstrate for the abolition of Jim-Crowism in all Government departments and defense employment.

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 finally 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.

With faith and confidence of the Negro people in their own power for self-liberation, Negroes can break down that 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 of 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 DEPARTMENT, 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 by 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.

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. . . .

Today we call on President Roosevelt, a great humanitarian and idealist, to . . . 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 on race and color as long as it practices discrimination itself against Negro Americans.

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[From A. Philip Randolph, "Call to Negro America to March on Washington for Jobs and Equal Participation in National Defense," *Black Worker* 14 (May 1941):n.p.]