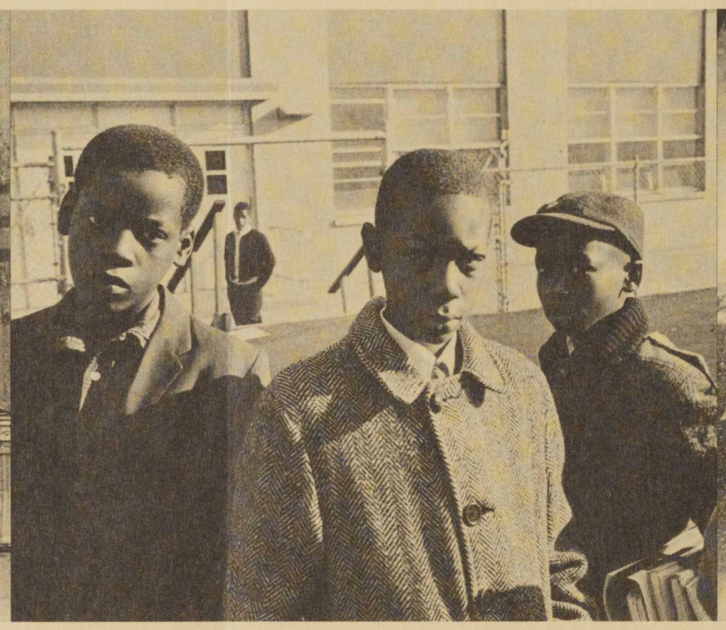
"The very decade which has witnessed the decline of legal Jim Crow has also seen the rise of de facto segregation in our most fundamental socio-economic institutions. More Negroes are unemployed today than in 1954, and the unemployment gap between the races is wider. The median income of Negroes has dropped from 57 per cent to 54 per cent of that of whites. A higher percentage of Negro workers are now concentrated in jobs more vulnerable to automation than was the case ten years ago. More Negroes attend de facto segregated schools today than when the Supreme Court handed down its famous decision; while school integration proceeds at a snail's pace in the South, the number of Northern schools with an excessive proportion of minority youth proliferates. And behind this is the continuing growth of racial slums, spreading over our central cities and trapping Negro youth in a milieu which, whatever its legal definition, sows an unimaginable demoralization. Again, legal niceties aside, a resident of a racial ghetto lives in segregated housing, and more Negroes fall into this category than ever before."

– BAYARD RUSTIN,
Commentary magazine, February 1, 1965.



Photographs by Bob Adelman

Yet the Negro movement by itself does not possess sufficient economic or political power to effect basic changes in the situation. The white community must be organized and in motion. And united we can win the social reforms America needs.

Thus, the A. Philip Randolph Institute was founded in 1964 to assist in achieving this unity by encouraging the full participation of the labor movement, religious groups, liberals and intellectuals in the day-to-day work of the civil rights movement. The Institute will raise the economic and social demands necessary for achieving an integrated social justice.

The Institute was formed in honor of **A. Philip Randolph,** vice president of the AFL-CIO, founder of the March on Washington Movement, president of the Brotherhood of Sleeping Car Porters Union, and president of the Negro American Labor Council.

Its Executive Director is **Bayard Rustin,** first field-secretary of the Congress of Racial Equality, architect of the Southern Christian Leadership Conference, and organizer of the 1963 March on Washington.

Michael Harrington, author of **The Other America** and **The Accidental Century,** is special consultant.

And **Robert Gilmore,** founder of the Upland Institute, is treasurer.

The Advisory Board includes civil rights leaders: **James Farmer, Dorothy Height, Martin Luther King, Jr., John Lewis, Roy Wilkins, and Whitney Young.**

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