

# THE 52 LAWS OF **BLACK**

  
**O**  
**W**  
**E**  
**R**

JOE DREW-HUNDLEY & ERIC D. PANNELL

All rights reserved.

ISBN: 979-889238967-9

## ACKNOWLEDGEMENTS

FROM ERIC:

For my parents,

MELVIN AND CONNIE PANNELL,

who prepared me for this game we call life. You both have given me vision, strength, and the mentality to pursue whatever dream that pops into my head. I love you both and owe you everything. My sister Necy, I love you dearly.

To my wife and amazing kids,

You're the reason I wake up every day and push for my dreams. You've been right by me every step of the way and are my biggest cheerleader. I pray that I lead by example and give you the greatest gift. To always dream.....

FROM JOE:

For my Parents,

JOE & DENISE HUNDLEY

Thank you for preparing me for the Journey. I am grateful for the hard work you both displayed in providing for me and my Brothers (Oh, thanks Chris & Mike). Your example inspired us to maximize our opportunities, treat people right and do whatever it takes to take care of our families.

To my Person and my Little People

Whatever I have done, am doing, or will do is for you. I love the family I have been blessed with and get inspiration from you all daily. I strive to be the best Husband and Father that I can be and seeing your love, appreciation, and joy makes the Journey all worth it.

APPRECIATE THE JOURNEY



## TABLE OF CONTENTS

### ACKNOWLEDGEMENTS

### WHY YOU SHOULD READ THIS BOOK

#### LAW 1

##### NEVER PLACE ALL YOUR TRUST IN THE GOVERNMENT

*The government is responsible for political, social, and economic conditions, not your success. Learn to develop an extreme ownership mentality that your success is your responsibility.*

#### LAW 2

##### LEARN HOW TO PLAY THE GAME OF LIFE

*Like all other games, life is a game. Only life is different in that we are the only ones who don't recognize it as a game. Based on our cultural views and ideas, each of us has created a set of rules (or values), generally unconsciously, and we believe that these rules are right and fundamentally true.*

#### LAW 3

##### ALWAYS QUESTION YOUR CULTURAL HISTORY FOR SUCCESS

*Connected to the game of life, culturally, we've been given norms of how to play the game. Learn how and when to question your cultural history to correct your path. Understand when to use those norms and when to discard them as well.*

#### LAW 4

##### HOW TO OVERCOME THE GOOD OL' BOY NETWORK

*If you focus solely on being left out of the network instead of how to exert your power within, then you will never overcome the Good Ol' Network.*

#### LAW 5

##### BEING TWO TIMES BETTER AS A BLACK PERSON IS THE WRONG MINDSET

*The message that you have to be two times better while being black is the wrong mindset. People and corporations will need you most when you are a master at execution. Develop an execution mentality over the objective opinion of being "two times better."*

#### LAW 6

##### BE A GREAT EXAMPLE FOR THOSE COMING BEHIND YOU

*You have an obligation to be an example of everything good for the black community regardless of your title or status. In order to correct and strengthen the development of young black leaders, we must be an example for them to follow.*

#### LAW 7

##### LEARN HOW THE WEALTHY VALUE THEIR MONEY

*Regardless of race, it's critical that we learn and follow the habits the wealthy apply to how they value their money. Bigger than how much you make, the value you place on money will have a major impact on your family generationally.*

## **LAW 8**

### **VALUE YOUR TIME AT ALL COST**

*Regardless of race, it's critical that we learn and follow the habits the wealthy apply to how they value their time. We all get 24 hours in a day, how you value that time could change your family dynamic generationally.*

## **LAW 9**

### **BE SELECTIVE ABOUT WHOM YOU KEEP AND ADD TO YOUR CIRCLE OF TRUST**

*Remember the concept of iron sharpens iron. The people that you add and keep in your circle will have a dramatic impact on your success in life.*

## **LAW 10**

### **FAILURE MEANS YOU'RE ON THE PATH TO SUCCESS**

*By experiencing failure, it means that you're learning and on your way to success. Develop the mindset that failure is not a final destination. Failure builds physical and mental calluses that will propel us to build increased confidence.*

## **LAW 11**

### **DON'T LIVE YOUR LIFE ON THE MOMENTUM OF OTHERS' STEREOTYPES**

*Tap into your own thoughts instead of living your life for other people's expectations. Measuring your success through the lens of your own expectations will help you avoid the trap of life.*

## **LAW 12**

### **ALWAYS BE UNAPOLOGETICALLY BLACK AND TRUE TO YOURSELF**

*Be your true self no matter what rooms you walk into or who occupies them. By showing up as your true self you'll be more confident, authentic, and secure.*

## **LAW 13**

### **DO NOT ALLOW THE SINS OF OUR PAST TO BLOCK YOUR VISION**

*Understand that as a black person, our past is filled with trauma, pain and fear. Do not allow those sins inflicted upon us to block your vision for today.*

## **LAW 14**

### **OVERCOME THE IMPACTS OF RACIAL IMPOSTER SYNDROME**

*Become the best version of yourself by being aware of racial imposter syndrome and staying true to yourself regardless of the opinions of others.*

## **LAW 15**

### **SHOW YOUR WORTH WITH YOUR ACTIONS NOT YOUR ATTITUDE**

*Develop the ability to be loud with your skills and execution not your voice. People will recognize you faster by what you bring to the table and will want to be in your presence more often than not.*

## **LAW 16**

### **EXERT YOUR POWER THROUGH YOUR PURPOSE**

*Unleash the full wrath of your inner power through the daily pursuit of your purpose. Do not live your life just merely breathing, make sure every breath is moving you closer to your purpose.*

### **LAW 17**

#### **LEAVE YOUR BIASES AND FEARS OF BEING BLACK AT THE DOOR**

*Live your life through experiences, not your perceptions. More times than not your perceptions are not true, but you can never question the reality of your experiences.*

### **LAW 18**

#### **REMEMBER THIS WORLD OWES YOU NOTHING**

*Develop a mindset of service as opposed to expecting handouts or getting something in return. You're no different than anyone else, get up and work... serve other people.*

### **LAW 19**

#### **UNDERSTAND THAT HAVING LIMITED RESOURCES DOESN'T MEAN YOU CAN'T BE SUCCESSFUL**

*Being poor or having limited resources does not give you permission to complain or give up pursuing your goals. Today's technological advancements have led the playing field with unlimited information and access. Use it*

### **LAW 20**

#### **BREAK OUT OF THE CONSUMER MENTALITY**

*When you break free from the consumer mentality of excessively handing out your focus, time and money you'll become more self-aware. Establish mental guardrails to de-clutter your life.*

### **LAW 21**

#### **DO NOT RELY ON TRADITIONAL EDUCATION TO DEVELOP BETTER SKILLS**

*Develop better skills through a variety of methods that are not available through the traditional education system.*

### **LAW 22**

#### **USE TECHNOLOGY TO ENHANCE YOUR SKILLS NOT TO WASTE YOUR TIME**

*Utilize technology in positive ways to enhance your skills and connect with other people that will propel your journey. It's the fastest and easiest way to create a better version of yourself.*

### **LAW 23**

#### **REMEMBER THAT FINANCIAL LITERACY IS JUST AS IMPORTANT AS BREATHING AIR**

*Master the true essence of financial literacy for yourself, and your family and to serve others. The lack of true financial skills is the #1 deterrent in the black community that will help us better level the playing field.*

### **LAW 24**

#### **UNDERSTANDING YOUR DECISIONS TODAY CAN IMPACT YOUR FAMILY DYNAMIC FOR GENERATIONS**

*Making the right decision isn't always the one that you're most in favor of but best for your family for generations to come. Families have been torn apart by the lack of focus to make the right decision.*

### **LAW 25**

#### **THE CORPORATE LADDER ISN'T FOR EVERYONE**

*Climbing the corporate ladder isn't always the best choice for everyone. Tap into your goals, purpose, and vision*

*to determine if you're headed in the right direction.*

**LAW 26**

**SPEAKING ELOQUENTLY DOESN'T MEAN YOU'RE ACTING WHITE**

*Be yourself and don't be afraid to use your voice eloquently in front of others. Speaking with confidence, power, and presence will open up doors for you.*

**LAW 27**

**LEARN HOW TO EMBRACE BEING THE "ONLY ONE" IN THE ROOM**

*Don't allow yourself to be a representative of "the only", transform yourself into being the expert voice for "the only" in the room.*

**LAW 28**

**DEGREES ARE GREAT BUT DEVELOP SKILLS THAT ARE OF HIGH VALUE**

*Do not rely solely on your college degree to help you to achieve your goals. You must be willing to continuously learn and develop yourself.*

**LAW 29**

**PLACE MORE VALUE IN ASSETS NOT LIABILITIES**

*Break the cultural and generational curse of a consumer-first mindset by understanding that status is about acquiring liabilities. Assets are about acquiring wealth.*

**LAW 30**

**LIVE EVERY DAY WITH PURPOSE, DISCIPLINE, AND A STRONG WORK ETHIC**

*Do not live your life as a walking zombie by not pursuing goals and a higher standard for success. It's not just about you, it's about the community around you that depends on you.*

**LAW 31**

**CREATE OPPORTUNITIES FOR BLACK PEOPLE BY CREATING OPPORTUNITIES**

*Be willing to act on your ideas to create opportunities of freedom for yourself and others in the Black community.*

**LAW 32**

**DON'T RELY ON THE HEALTHCARE SYSTEM, FOCUS ON YOUR HEALTH**

*Just like your goals for your career and wealth, it's your responsibility to care for your health.*

**LAW 33**

**BUILD YOUR OWN TRIBE TO CREATE MASSIVE SUCCESS**

*Understand the importance of building a network around you to create the level of success in your life that you desire.*

**LAW 34**

**ELIMINATE THE MINDSET THAT IT'S HARDER TO BE BLACK**

*Learn how to shift your mindset from being Black is harder to the solutions that will help you prosper.*

**LAW 35**

**DON'T OVERLOOK YOUR MENTAL HEALTH**

*Your mental health is just as important as the wealth that you generate.*

**LAW 36**

**BREAK OLD GENERATIONAL HABITS AND FORM NEW ONES**

*Become aware of the generational habits that's holding you back from breaking generational curses.*

**LAW 37**

**YOU HAVE A RESPONSIBILITY TO MAKE YOUR NAME GREAT**

*Your name, particularly your last name, is sacred. It's your responsibility to make that name memorable not only for you but for generations to come.*

**LAW 38**

**UNDERSTAND THAT ENTREPRENEURSHIP IS A FORM OF FREEDOM**

*Learn the benefits of entrepreneurship as an option to create opportunities of freedom in your life.*

**LAW 39**

**STOP COMPARING WHERE YOU GOT A DEGREE AS VALIDATION OR WORTH**

*Your degree is nothing more than a frame and decoration on your way. What you do with your degree matters more than where you obtained it.*

**LAW 40**

**YOU CAN TRAVEL THOUSANDS OF MILES AND LEARN FROM MENTORS BY READING BOOKS**

*Reading books is the quickest and most affordable way to increase your knowledge and learn from mentors all around the world.*

**LAW 41**

**DON'T ALLOW THE LIMITATIONS OF YOUR PAST TO DERAIL YOUR JOURNEY TO SUCCESS**

*Many before us have allowed the failures of our personal and generational past to derail the success we deserve in life. The past is meant for learning to use as fuel for the future.*

**LAW 42**

**DEVELOP THE MINDSET OF INVEST LEARN TEACH (ILT)**

*Use this method to develop more skills and allow you to become an immediate asset to others around you.*

**LAW 43**

**UNDERSTAND THAT PARENTING IS DIFFERENT TODAY THEN WHEN YOU GREW UP**

*How we grew up in the past is different from how we're growing up today. Just like many other things, it's time for Black parents to adjust your parenting style*

**LAW 44**

DEVELOP A SPIRIT OF SELF-DETERMINATION INSTEAD OF BEING  
FORCED TO TAKE ACTION

*Learn the importance of being proactive when approaching the game of life. Avoid the traditional trap that life offers us.*

**LAW 45**

IMITATE THE HABITS OF SUCCESSFUL PEOPLE NOT WHAT MAKES YOU  
COMFORTABLE

*Following the habits of successful people is by no means comfortable, but it is necessary. We find comfort in our generational knowledge which keeps us from climbing the ladder of success.*

**LAW 46**

DEVELOP THE COMFORT OF OPERATING IN AN UNCOMFORTABLE  
STATE

*Understand the benefits of getting outside of your comfort to reach success in life.*

**LAW 47**

APPLY SPECIFIC KNOWLEDGE WITH LEVERAGE, AND EVENTUALLY,  
YOU WILL GET WHAT YOU DESERVE

*Overcoming the obstacle of an unequal system is just like pursuing success, it's a long-term approach. You will have to develop the knowledge to achieve the outcomes you desire but over time.*

**LAW 48**

FIGHT SYSTEMATIC RACISM BY DEVELOPING A CREATIVE MENTALITY

*Developing a creative mentality will give you many opportunities to experience more success in your life.*

**LAW 49**

LEARN TO BUILD. LEARN TO SELL. IF YOU CAN DO BOTH, YOU WILL  
BE UNSTOPPABLE.

*Bigger than selling a product or a service, you need to be able to sell yourself first. Doors will open and an unequal system will crumble before you if you can sell and build.*

**LAW 50**

FOCUS ON DOING YOUR PART INSTEAD OF YOUR LIMITATIONS OF  
BEING BLACK

*Helping people and changing lives doesn't mean you have to be a millionaire. It's important to learn the key activities that will allow you to make a change in the Black community.*

**LAW 51**

EVERYTHING IS HAPPENING FOR YOU NOT AGAINST YOU

*Developing a mindset that everyone is out to get you or against you is a losing strategy. Lose the victim mentality and take control of the opportunities you have to gain more.*

**LAW 52**

SEEK PARTNERSHIPS WITH ALLIES TO FIGHT RACISM

*Forming partnerships with allies and advocates is vital to the success of Black people.*

“Change will not come if we wait for some other person, or if we wait for some other time. We are the ones we’ve been waiting for. We are the change that we seek.”

-PRESIDENT BARACK OBAMA

“Success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed.”

-BOOKER T. WASHINGTON

“He who is not courageous enough to take risks will accomplish nothing in life.”

-MUHAMMAD ALI



## WHY YOU SHOULD READ THIS BOOK

I remember at an early age my parents gave me “the talk” about how things are different for black people, especially black men. This was my awakening of racism, specifically systemic racism. My dad would always reference the “game of life” of how it needs to be played as a Black person.

At an early age, I got involved in sports which also came with another version of “the talk” that you have to be two times better. He told me stories of his experiences where white kids would get more playing time over him and his friends undeservedly.

I also remember getting another version of “The Talk” when I started in Corporate America. The importance of having to be two times better to climb the corporate ladder. It was at this time that it left me learning not only the reality of this mindset but also where did all of this begin. How do you phrase this? What is the true meaning of this?

When I went to my friend's house, I would hear the same messages there as well. The talk about overly respecting the police. Do what you need to do to come home. Don't appear to be threatening to other white people. The message was all the same, different parents and different households. These messages and thoughts have been passed down from generation to generation.

I later learned about Social Learning theory which was developed by psychologist Albert Bandura. According to the social learning theory, people learn social conduct through seeing and copying the actions of others. This includes our mindset, the way we talk, how we react or respond to others, our fears, and many other affects.

When we talk about the implications of racism, it's uncomfortable for everyone. Black people come into the discussion at a different level of awareness when we talk about systematic and systemic racism. Simple because we live in our skin, we live the experience.

Then there are some who are knowledgeable on the subject but who find it difficult to relate to the experience. But when we all come to understand one another, things could start to seem awkward. That's okay because discomfort is something that has been naturally accepted for years while living in this skin.

Through the years I finally fully developed an understanding of the meanings of what I was hearing from my parents and others. It is multi-generational trauma and social learning theory that continues to get passed down. We're talking about 240+ years of slavery, where no slaves have been clinically treated for their trauma. Which has been passed down for generations. This is how we approach life and even though slavery ended years ago, the system still exists even today.

Everyone for over 240+ years has been affected by the events of slavery, good and bad. It's important that we acknowledge all of it.

This book consists of laws or principles to help balance the scale. We know there is a different set of rules in the game of life for black people. Reading this book alone will not

fix this issue. You will have to digest these laws over and over as a reference. Additionally, we call upon our allies to join forces with us.

When the conversation of slavery surfaces today it's often met with the response of that's not your experience. Or that may have been our ancestors, we don't own slaves today. In reality, it only takes one event indirectly for a person to experience trauma emotionally. An event like slavery created a system that still lives on today. Which shapes the different set of rules and laws that Black people must play the game by.

In today's climate, if you experience any sort of trauma, you have access to treatment by a clinical psychologist. If you look back in history, do you ever recall hearing about slaves getting clinical treatment? So, we have hundreds of years of trauma and no treatment. Which left us with hundreds of years of residual trauma that's been passed down for generations. Generationally, it has shaped our lives and continues today.

Black folks, in my opinion, are living miracles. With minimal assistance and under a broken system, we've accomplished a lot. But we continue to exist and move forward. Still, we face things in the game of life that our white neighbors largely aren't faced with.

It's possible that your grandma saw her father being bought and sold as a slave. She has become more agitated and hypervigilant. Your mother adopted these characteristics after witnessing this event. What do you believe you have most likely inherited? What qualities are you picking up? All of this is based on the social learning theory, which holds that our prior experiences have been ingrained in us. The issue with that is that in this game we call life; those characteristics are used against us. The biggest drawback is these occurrences leave them powerless, hoping for a change.

Many people see power as something external. It's looked at as permission granted by a person or a group of people. A symbol of a door being opened. Many see it as a title or a position held, which comes with control and authority, and a belief in the form of supremacy over others.

Meanwhile, others view power as something that comes from within all of us. This means that power is the ability of every person to discover and use it to propel themselves to their goals. Real power is put on display within a person by the choices they make, the actions they take, and most importantly it's a mindset.

Special thank you to Robert Greene, who wrote the book *The 48 Laws of Power*. This book helped me to frame the understanding of what true power is on a broad scale.

But it struck the thought in my head, what does true power look like for black people in this country? The laws that Mr. Greene shared in his book are all true and I use them every day. The reality is that we all know the scale is not balanced demographically for people of color due to the systematic racism that haunts us still today in 2023.

When we start to quantify what racial inequality looks like in America here are a few areas: Criminal justice contact, economic security, employment, and health.

The founding principles of the United States embrace the ideals of freedom and equality, but it is a nation built on systematic exclusion and suppression of communities of color. This stems from this country's laws and policies, which prevented people of color from fully participating in the freedoms that it claims impact us today. Circling back to the question, how can we have a balance of power?

The 48 Laws of Power are principles that we all should follow while at the same time, black and white people must be aware of the imbalance in the use of that power.

When we give more, we gain more. By extending a helping hand and engaging in meaningful service, we create a positive impact that not only helps others but also

increases our own influence. We create a ripple effect that can be felt by others and lead to even more opportunities for us down the line. The real power lies in being able to help and serve others. This is the kind of power that will last.

Clarity is the true source of power, and it grows stronger with practice. Having power is more about fostering an atmosphere where each person feels free to practice their own brand of self-control. That's not to suggest that discipline never occurs from above, but by encouraging accountability among all employees, discipline from above will be necessary less frequently. Discipline increases a person's power by bringing clarity to every situation.

Real power is energy, and as our awareness and self-awareness expand, it grows from within. Being powerful depends on having insight. A real power user thinks about the greater picture, which starts inside, before influencing the environment around them. The likelihood of real growth—both personally and professionally—is much higher, in my opinion from this vantage point. Intelligent people have the ability to access an inside power that is perceived by others.

The influence of real power increases as we concentrate on imagination. Waving the magic wand won't change the future. It is a practical technique that helps one become strong with a purpose. The impact is made by innovative solutions on individuals, groups, and societies. Sometimes the most unlikely sources of power are the most effective.

Real power is confidence, and confidence grows as we comprehend and uphold our principles more fully. What do you believe in? You get more power when you speak about your values and live by them because you are sure of what you are saying. The strength is tangible and powerful.

When people, black and white, link their actions to who they are, real power emerges. Now that we have a perspective on what true power is and how to appropriately use it, let's highlight the areas where the use is not balanced even today for black people. It's important to highlight the journey of systematic inequality to where we are today.

Voting and citizenship were largely denied to people of color until 1870. The United States' original naturalization legislation limited national citizenship to free white persons of good moral character. Enslaved Black people, who made up more than 85% of the country's Black population between 1790 and 1860, were not allowed to vote anywhere in the United States, even if free Black men were occasionally authorized to do so in various states.

Free African Americans who were legally entitled to vote did so infrequently out of fear (lack of power) of reprisals, even in states like Pennsylvania where Quakers promote racial tolerance. The infamous *Dred v. Stanford* ruling by the U.S. Supreme Court in 1857 established that no Black person could become a citizen of the United States and, as a result, had no protections to exercise their right to vote. By 1865, almost all white men had the right to vote in presidential elections, but Black men could only do so in six states.

The 14th and 15<sup>th</sup> Amendments, which guaranteed citizenship to everyone born or naturalized in the nation and forbade disenfranchisement based on race or color, or previous servitude, were ratified by the United States after the Civil War. Between 1870 and 1871, the country also passed three laws known as the Enforcement Acts, which made voter suppression illegal and established federal election oversight.

However, parliamentarians dedicated to defending Black residents' constitutional and human rights were short-lived. By the 1870s, Reconstruction was no longer widely supported, and Rutherford B. Hayes' election as president heralded the era's coming end.

Reconstruction's demise sparked a rise in white nationalist violence, occupational segregation, and racial discrimination that was meant to keep Black Americans in a permanent position of inferiority. The systematic deprivation of voting rights and suppression of Black voters served as the cornerstone of these initiatives.

Reconstruction came to an end in 1877 with the departure of the last American troops from former Confederate states, and the Jim Crow era began. In the decades that followed, Southern governments would pass a number of laws codifying the repression and exclusion of Black people. In several places, making vagrancy illegal and preventing persons with convictions from voting criminalized low-income Black inhabitants. Although the 13<sup>th</sup> Amendment forbade slavery, it also made an exception for criminal activity. Because of this loophole, Southern states were able to use the convict leasing system to use inmates for free labor. This paved the way for other states to enact "Black Codes," or legislation that solely applied to people of African descent. After being found guilty under these rules, Black people were hired for a variety of tasks.

States also implemented poll taxes and English literacy requirements for voting during this time, requiring residents to pay a charge and respond to a seemingly never-ending series of difficult and perplexing civics and citizenship questions in order to cast a ballot. Thanks to "grandfather clauses", which permitted anyone who was qualified to vote prior to the 15<sup>th</sup> Amendment, along with their descendants, to vote in elections, White residents—even those who were low-income and illiterate—were conveniently excused from literacy tests. Jim Crow rules like these made it nearly impossible for Black individuals in the South who were otherwise entitled to vote in elections.

To ensure that all Americans, regardless of race, could exercise the rights and protections granted to them in the U.S. Constitution, Black activists started the American Civil Rights Movement in 1954. In a decade-long fight against prejudice, segregation, and voting suppression, movement leaders and members took personal risks.

They were able to bring down many of the institutions that had repressed people of color since Reconstruction's end via nonviolent protest, civil disobedience, litigation, education, and tenacity. The Voting Rights Act of 1965 (VRA) and its later amendments, one of the many significant legislative successes of the civil rights struggle, ushered in a new age of demographic involvement.

Numerous thousands of voters of color then had greater access to the voting booth because of the VRA. Black voters registered to vote in states like Alabama, Georgia, and Louisiana more than doubled from 1965 to 1988 alone.

However, the VRA fell short of its goal of uprooting structural racism from American democracy. Federal and state lawmakers persisted in their attempts to restrict communities of color's ability to vote across the nation. For instance, lawmakers in California, Florida, Illinois, Michigan, Mississippi, Nevada, North Carolina, and South Carolina alone submitted proposals in 2011 and 2012 that would make it harder to register to vote by limiting registration drives.

Even after the VRA was passed, citizens of the United States with prior felony convictions, as well as those who reside in Washington, D.C., and the U.S. territories, continued to be generally disenfranchised from political participation. Despite these drawbacks, the VRA is nevertheless regarded as one of the biggest successes for voting rights in American history since it significantly increased the number of eligible voters and removed several structural obstacles to democracy.

For the first time in American history, Black citizens turned out to vote at a higher

national percentage than White citizens in 2012. But shortly after that, the U.S. Supreme Court issued two catastrophic decisions that threatened to reverse decades of advancement toward a robust democracy by eliminating fundamental protections for voting rights. Millions of Americans' fundamental right to vote is in jeopardy as a result of these judgments and the continuous application of laws that have been used to suppress and deny voters their right to vote for many years.

Section 5 of the Voting Rights Act was rendered useless in 2013 by the U.S. Supreme Court's ruling in *Shelby County vs. Holder*, which ruled that the method used to identify covered jurisdictions was unconstitutional. Without a coverage formula, Section 5 is virtually inoperative, allowing states with a track record of overt white supremacy and voter suppression to modify their voting laws and procedures without first obtaining federal approval.

9.5 million adult Americans, the majority of whom were people of color, lacked full voting rights in 2016. When you look back, if black people lacked the power to vote and lack representation when making laws, how can we execute our power in a balanced manner? Another form of power we will discuss is the racial wealth gap related to the voting laws of the past.

Black Americans now live in substantially lower income levels than white Americans due to centuries of prejudice and exploitation. The average white household is 10 times wealthier than the average black household. Black households would have \$12.68 trillion in household worth instead of the real \$2.54 trillion if they owned a percentage of the national wealth proportionate to their share of the U.S. population. Therefore, the total racial wealth difference is \$10.14. trillion.

Any initiative to reduce the income gap between races must address the reality of wealth concentration in modern America. The aggregate wealth of the 400 wealthiest billionaires in the United States exceeds that of the 10 million Black American households. The 400 richest billionaires in the United States own 3.5% of all household wealth, while black households make up roughly 3% of all households' wealth. The racial wealth disparity is concentrated among the wealthiest families in America due to the country's extremely high wealth concentration and the fact that the wealthiest citizens are virtually exclusively white.

African American residents continue to face additional barriers to finding employment, much alone a decent one. They still have consistently higher unemployment rates, fewer job openings, worse income, inferior benefits, and increased work instability. These persistent disparities are a result of structural barriers to quality employment, including outright discrimination against African American workers, occupational segregation, which frequently results in lower pay for African Americans than for Whites, and segmented labor markets, which make it more difficult for Black workers than for White workers to find stable, well-paying employment.

Black women in the workforce experience particular hardships. Compared to white women, they are more likely to be employed: 84.4% of Black mothers are the primary providers for their families, which is a higher percentage than for any other racial or ethnic group. Because they are frequently responsible for providing care for children, grandchildren, and elderly parents, black women also frequently bear disproportionate financial difficulties.

Additionally, compared to white women and white men, Black women have much more difficulty finding employment. In September 2019, 57.2% of Black women were

employed, which was somewhat higher than the 55.2% of white women who were employed. However, their unemployment rate in September 2019 was 5.1%, which was significantly higher than the 2.7% of white women who were unemployed and seeking work at the same time.

In summary up to this point, if you can't vote, can't have elected official representation, and lack jobs... what power do you have? Who has the ability to speak up for you and who can you vote for... if you can at all? Let's look at health inequality for black people.

People of color and other oppressed groups suffer disproportionately from the disparities in the American healthcare system. These disparities help explain why some communities experience worse health outcomes, unequal access to treatments, and gaps in health insurance coverage. The greatest portion of these healthcare issues affects African Americans.

Millions of Americans now have access to health insurance thanks to the Affordable Insurance Act (ACA). Following the law's implementation, the uninsured rate among African Americans decreased: 2.8 million of the more than 20 million people who have obtained coverage as a result of the ACA are African-American.

However, compared to white Americans, this group is still more likely to lack insurance: as of 2018, the uninsured rate for African Americans was 9.7%, while it was only 5.4% for whites. A higher percentage of African Americans have private or employer-sponsored health insurance: In 2018, 41.2% of African Americans were covered by Medicaid or another public health care program, while 55% of them had private health insurance.

While the ACA's coverage expansions have sped up the process of achieving universal coverage, many coverage options continue to be expensive, making it difficult for many Americans, especially African Americans, to get affordable health care. Professional leagues like the NFL most recently through the acts of race norming.

In August 2020, two retired players who argued that the practice codified racial injustice brought "race norming"—a practice based on the assumption that Black people deviate predictably from an alleged biological/cultural norm that is white—to wider attention. This practice has been contested in the NFL settlement since at least 2018, and it was first brought to the public's attention. In reality, the settlement used two distinct standards to determine the degree of cognitive impairment and the size of the award—one for Black players and one for White players.

Retired Black athletes were thought to have poorer baseline levels of cognitive function than retired White athletes under the practice of racial norming. Therefore, in order for black claimants to earn the same cash awards as white claimants, they had to establish a greater degree of disability. This settlement, in the words of some neuropsychologists, "exposed a major weakness in the field of neuropsychology."

The concept that the NFL treated former Black players with such blatant discrimination, refusing them equal pay for harm suffered on the field, was nothing short of startling to many. The concept of "race norming" has its origins in plantation slavery and has been employed routinely and covertly in medicine for decades.

Race norming, also known as "race correction" and "ethnic adjustment," is the process of numerically adjusting Black patients' organ function levels based on a white norm or a different population-specific standard. In other words, racial norming assumes that there are basic cognitive and physiological differences between Blacks and Whites. Racial and

ethnic categories, according to theories of race rectification, are clinically significant and can guide practitioners' judgments, regardless of whether those distinctions are genetic, cultural, or socioeconomic.

Here are examples of voting barriers, lawmaker representation, wealth and employment gaps, and healthcare coverage. These challenges all impact the confidence of executing your power as a black person in the United States. Wealth is largely generated from housing and land ownership. Let's look at inequalities in homeownership for black people.

Black Americans and other minorities have continued to face housing inequities even after the Fair Housing Act was passed in 1968. Black households had the lowest homeownership rate in the first quarter of 2020, according to the Census Bureau, at 44% roughly 30 percentage points lower than white families.

To that end, the National Association for Realtors discovered that black home purchasers in 2019 bought homes for the lowest median price of \$228,000 compared to their Hispanic and white counterparts. The typical household income for black buyers of homes was \$75,000, which was the lowest. As a result, with a median square footage of 1,800, their dwellings are also the smallest.

Black and Hispanic households, who depend more heavily on their homes to create wealth, have lower overall wealth due to low housing equity (caused by small down payments and low median property value), according to the Urban Institute. Hispanic homeowners hold roughly 67% of their wealth in their homes, compared to black homeowners who have about 57% of their net worth related to the value of their homes. Only 41% of white homeowners' net assets are allocated to housing.

America builds separate and unequal neighborhoods separating black and white residents. The impact can be seen in the form of the differences in access to resources like medical care, banks, and other forms of necessary resources.

Millions of Black people were forced to live in certain areas early in the 20<sup>th</sup> century as they moved from the rural South to industrial cities in the Northeast and Midwest due to local zoning laws, restrictive covenants, and violence. African Americans were legally forbidden from owning, renting, or residing in homes in specific areas by racially restrictive covenants, which served as a legal justification for the systematic segregation of people of color up until the late 1940s. Racial covenants were nonetheless utilized as potent social cues to exclude people of color long after the Supreme Court declared them to be unenforceable.

Throughout the majority of the 20<sup>th</sup> century, the federal government also contributed to the development and maintenance of racial segregation patterns and unequal neighborhood investment. The Federal Housing Administration forbade mortgage insurance in African-American areas starting in the 1930s.

Following the Second World War, the country's resurgent economy fueled the growth of suburban areas, resulting in new governmental jurisdictions and school districts, the continued practice of "redlining," which excludes Black families from the majority of developing suburban developments and prevents lending to people who live in neighborhoods with a high Black population.

Neighborhood distress, disinvestment by public and commercial institutions, and the spatial concentration of poverty were all fueled by the racial segregation of neighborhoods and the denial of capital to people of color. More precisely, discriminatory behaviors and laws that isolated Black people from other city neighborhoods—where the incidence of

poverty was noticeably greater than for White people—led to significantly higher poverty rates in those areas.

For many Black and Hispanic Americans, who often have lower creditworthiness than other racial groups and report feeling the system is biased against them, credit ratings in the U.S. don't work.

According to a recent Credit Sesame poll of 5,000 U.S. people, 54% of Black Americans report having no credit or a bad to middling credit score, which is regarded as any score below 640. The percentage of Hispanic Americans who say they fit into this category is around 41%. Comparatively, only 18% of Asian Americans and 37% of White Americans report having similar credit situations.

What you read up to this point wasn't a history lesson that you may or may not have learned in school. It's an illustration that black people face an additional barrier when it comes to executing our power.

In *The 48 Laws of Power*, you learn principles like “Always Say Less Than Necessary”, “Pose As A Friend, Work As A Spy”, and “Do Not Commit To Anyone”. But, it's important to understand there's a deeper layer of strategy when it comes to black people.

Circling back to the meaning of true power, it's within. Black people are still challenged by the unfortunate circumstances presented previously. These issues have been pushed down through generations. While the government is continuously developing programs to resolve these structural issues, as individuals we must develop the mindset to exert our power.

This comes in the form of our thoughts, our habits, the things we associate ourselves with, the people we spend time with, and the choices we make. In a general sense, this is critical for everyone, but especially for black people. The game of life has already started and is designed for you to be behind.

As black people, we must realize that what lies ahead of us is a gamed system, one that is rigged against the fair plan. This hinders our ability to compete on a level playing field. Where we don't understand the rules of the game where the playing field is not level.

In this book, you're going to learn about *The 52 Laws of Black Power*, which is a guide for black people and allies. The intent is to not alienate the principles you learn in *The 48 Laws of Power* but to use them in conjunction where it fits to do so. Here you're going to learn 52 principles that I carefully crafted to exert your power.

Nowhere in this book will I emphasize the reliance on the government or another individual. This book is all about extreme ownership and accountability to yourself.

This book can be utilized in several ways. Of course, the natural way is to read it straight through. It can be used as a reference guide that you come back to when you're faced with different challenges. It's a great tool to share with others who are faced with similar challenges that you learned. This represents the best part of exerting your power by helping others.

The book is carefully designed as a guide for study groups to dissect and apply various principles. Many groups that are built around the betterment of black people to succeed in the United States can apply these principles. As stated by Coretta Scott King, “struggle is a never-ending process. Freedom is never really won, you earn it and win it in every generation.” *The 52 Laws of Black Power* strive to be a tool to help each of us in this fight. The laws that you are about to learn will help you play offense instead of defense. Most importantly, it will help you break the multi-generational trauma of our past.

***Disclaimer:*** *This book was in no way written with the collaboration of The 48 Laws of Power. We have an extreme amount of respect for the author Robert Greene and enjoy his work, but in no way was he involved in the development of this book.*