

An Ideal Public Administrator

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Mr. Derrick Johnson holds the seat of the Chief Executive Officer in one of the most prestigious nonprofit organizations that continues to perform the legacy of his predecessors and fight for equality of all: the National Association for the Advancement of Colored People, also known as the NAACP. Before he became the 19th president of the organization at the age of 49 in October 2017, he was president of the Mississippi division. Derrick Johnson is a board-certified attorney interested in humanitarianism and has used his voice to be an active leader to better political, educational, social, and economic equality of all persons' rights and eliminate race-based discrimination.

Mr. Johnson's fellowship at the Congressional Black Caucus Foundation and his studies in political management at George Washington University led him on this career path to make extraordinary changes within the US and the world.

Johnson's interest in civil rights and all aspects of Black access to the promise of the American Dream attracted him to the NAACP. Consequently, "The Movement for civil rights, which began in 1905, NAACP (National Association for the Advancement of Colored People) aimed to secure for all people the rights guaranteed in the 13th, 14th, and 15th Amendments to the United States Constitution, which promised an end to slavery, provide equal protection of the law, and the right for all men to vote, respectively. Accordingly, the NAACP's mission is to ensure the political, educational, and equality of minority group citizens of states and eliminate race prejudice" (NAACP *People*). Indeed, the NAACP works to remove all barriers to racial discrimination through democratic processes. Johnson strives for leadership at multiple levels of the organization until he assents to the CEO.

Johnson is CEO in honor of his predecessors and the organization's rich history. The organization explains its history: "The national office was established in New York City in 1910, and a board of directors and president, Moorfield Storey, a white constitutional lawyer and former president of the American Bar Association. Other early members included Joel and Arthur Spingarn, Josephine Ruffin, Mary Talbert, Inez Milholland, Jane Addams, Florence Kelley, Sophonisba Breckinridge, John Haynes Holmes, Mary McLeod Bethune, George Henry White, Charles Edward Russell, John Dewey, William Dean Howells, Lillian Wald, Charles Darrow, Lincoln Steffens, Ray Stannard Baker, Fanny Garrison Villard, and Walter Sachs. Despite a foundational commitment to multiracial membership, Du Bois was the only African American among the organization's original executives. He was made director of publications and research and, in 1910, established *The Crisis*, the acclaimed publication of the NAACP" (NAACP *Our history*).

The NAACP focuses on issues such as inequality in jobs, education, health care, and the criminal justice system and protecting voting rights. The group also has pushed for the removal of Confederate flags and statues from public property. The following symbolism of the flag holds a form of hatred, bloodshed, and slavery in southern states. The NAACP fought for civil rights, eliminating racial discrimination, desegregation, fair voter registration, and advancing African Americans through lobbying, legal action, and education. The public voices must be heard through these avenues.

NAACP leaders and activists entered the 21st Century reinvigorated and, in 2000, launched a massive get-out-the-vote campaign. As a result, 1 million more African Americans cast their ballots in the 2000 presidential election than in 1996. The turnout of people in record numbers

showed that change could come if you're involved in executing the necessary steps to help make those changes a reality.

To be an effective CEO, Johnson must lead and motivate different types of people in the organization. He can't just rely on charisma but to learn the leadership skills that get results. He must understand system languages, operating the system, and project management. These following technical skills allow him to maneuver his way around the system and colleagues. Mr. Johnson's integrity, accountability, empathy, humility, resilience, vision, influence, and positivity have made him a transition leader of the 21st Century. He speaks to the people and treats everyone as a human; this allows him to relate to others within the same profession and outside the organization. His personable characteristics and engagement bring hope to the organization's followers to join the humanitarian cause. Mr. Johnson's persistence shows his followers that he cares.

Mr. Johnson's interviews with multiple media outlets show he is a creative thinker and an excellent communicator. He analyzes his audiences to use his status to influence the spread of the anti-racism message among those who support and follow him. He continues to be transparent with his agendas on this media platform to get the messages disseminated to the communities. His social entrepreneurship continues to create value and economic advancement within the community.

Mr. Johnson's law degree has given him an advantage as the CEO of the NAACP. Mr. Johnson has fought the court systems by taking on high-profile cases whose fight is for the people; as in the DACA case, the Supreme Court ruled in favor of the NAACP for the courts not following the legally mandated procedures that were supposed to protect the people. The Deferred Action for Childhood Arrivals was implemented to protect immigrants from deportation and allow them

options to obtain work permits. Regardless of the individual's background, the NAACP is all about people having a fair chance within the community, so this case was a more prominent cause that needed their backing to bring attention to the unfair treatment of a human being because of their resident status. The NAACP felt the public needed to know they would have their back.

Through speeches and community activism, Mr. Johnson can show that exposure to people/leaders of different backgrounds and having friends from various relationships from diverse cultural backgrounds reduces racism and increases warmth between groups. Leaders are greatly influenced by friends, family, colleagues, and peers, so leaders can be anti-racism by talking positively about friendships with people from different cultural backgrounds within their network. The more acceptance is seen as standard, the more likely people will adopt accepting behaviors and attitudes.

If Mr. Johnson were a silent leader, he would be unfit for this role because the organization's mission and goals are to fight for all who face racism or unfair treatment. For the organization to be successful and efficient, it should focus on fighting for those who support and work in the communities. Mr. Johnson is passionate and driven by the organization's mission. His collaboration with his staff in dealing with general unfairness has allowed him to think strategically and implement the process for change tactfully. He is a servant leader concerned about what he can give to others, not what is given back to him. Being a selfless leader means he doesn't let obstacles stand in his way and can persevere through difficult times for the organization.

Derrick Johnson must actively receive input and listen to other viewpoints daily to sift through alternatives, deliberate, and make sound decisions. His decision-making is only as good as the organizational components that make up the team coming together and collaborating for change in the more significant cause. He relies on the subdivisions within his hierarchy to do their

due diligence by constantly researching common issues regarding unfair treatment. His team must examine previous court cases to understand rulings and how they affected the community. Mr. Johnson's staff has to do background work to keep Mr. Johnson abreast of current community activities and injustices. At the same time, he continues to be the fearless leader of the NAACP organization.

Derrick Johnson is the ideal public administrator because he will continue to fight for the people and tackle issues with eagerness and within the confinement of the laws set by the American judicial system. He will continue to face public matters that need the organization's support and bring cases to the Supreme Court until the road to equality is refined. Mr. Johnson will continue to communicate the mission of the NAACP to obtain justice for all, regardless of your background. He will endure the grueling process of creating an environment where everyone will have equal protection under the law. Mr. Johnson has shown us that he has the skills we have acknowledged in our readings, such as leadership and organizational and human theories. Derrick Johnson, an American lawyer and humanitarian, has used his voice to be an active and vocal leader to improve political, educational, social, and economic equality of rights for all persons and eliminate race-based discrimination.

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