

RESOLUTION ON VOTER SUPPRESSION

WHEREAS the National Coalition of 100 Black Women, Inc. (NCBW) advocates to influence policy that promotes gender equity in health, education, and economic empowerment; and a world where black women and girls live without socio-economic inequities. Rebukes all voter suppression tactics used to keep African Americans from exercising their Constitutional right to vote; *and*

WHEREAS suppression of voter registration drives occurs in many states with restrictive laws (for instance, requiring the presentation of a birth certificate) make it virtually impossible to conduct voter registration drives; *and*

WHEREAS de-registering “inactive” voters without reasonable notification, such as sending postcards designed to look like junk mail with instructions in tiny type instructing voters to reply if they want to remain registered; *and*

WHEREAS Black American still face massive disparities and inequalities in accessing the right to vote 150 years after the passage of the Fifteenth Amendment; *and*

WHEREAS due to ongoing racial disparities in felony charges and convictions, Black Americans are more likely than whites to be disenfranchised due to having a felony record; *and*

WHEREAS Black voters also face barriers in many places to registering to vote at all, staying on the voter rolls, and having their mail-in ballots counted; *and*

WHEREAS the 2020 Presidential Election resulted in a record number of voter participation (two thirds of the eligible population with 30 million African Americans eligible); *and*

WHEREAS, in 2021 State lawmakers across 28 states have introduced, prefiled, or carried over 106 bills to restrict voting access. These proposals primarily seek to: (1) limit mail voting access; (2) impose stricter voter ID requirements; (3) limit successful pro-voter registration policies; and (4) enable more aggressive voter roll purges; *and*

THEREFORE, BE IT RESOLVED, that the National Coalition of 100 Black Women shall work collaboratively with government agencies, community organizations, and fair-minded legislators to advocate against all voter suppression through expanded community outreach, web-based information and advocacy forums.

THEREFORE, BE IT FURTHER RESOLVED, that each chapter shall meet with legislators to advocate for voter rights and denounce voter suppression.

THEREFORE, BE IT FURTHER RESOLVED, that each NCBW chapter shall implement these actions as appropriate to the resources of its chapter and the needs of its members and community.

Authored by Members of National Public Policy Committee

2021 Resolution – Police Reform

WHEREAS the National Coalition of 100 Black Women, Incorporated, herein known also as the **Coalition**, is aware of and disturbed by the fact that police violence is leading cause of death for young Black men in the United States; *and*

WHEREAS, Paternal Mortality Over the life course, it is estimated that about 1 in every 1,000 Black men can expect to be killed by police; *and*

WHEREAS, Risk of being killed by police peaks between the ages of 20 to 35 years for men and women and for all racial and ethnic groups. Black women and men and American Indian and Alaska Native women and men are significantly more likely than white women and men to be killed by police; *and*

WHEREAS, The average lifetime odds of being killed by police are about 1 in 2,000 for men and about 1 in 33,000 for women. For young men of color, police use of force is among the leading causes of death; *and*

WHEREAS, Violent encounters with the police have profound effects on health, neighborhoods, and life chances; *and*

WHEREAS, Policing plays a key role in maintaining structural inequalities between people of color and white people in the United States; *and*

WHEREAS, The killings of George Floyd, Oscar Grant, Michael Brown, Breonna Taylor, Charleena Lyles, Stephon Clark, and Tamir Rice, among many others, and the protests that followed have brought sustained national attention to the racialized character of police violence against civilians; *and*

FURTHERMORE, Social scientists and public health scholars now widely acknowledge that police contact is a key vector of health inequality (3, 6) and is an important cause of early mortality for people of color; *and*

WHEREAS, The Civil Rights Acts passed during Reconstruction made it a federal crime to deprive someone of their constitutional rights while acting in an official capacity, a provision now known as Section 242 of Title 18; *and*

FURTHERMORE, Today, when state or local law enforcement is accused of misconduct, the federal government is often seen as the best avenue for justice — to conduct a neutral investigation and to serve as a backstop when state or local investigations falter; *and*

WHEREAS, The vague wording of Section 242 and a series of Supreme Court decisions that raised the standard of proof needed for a civil rights violation, it's often difficult for federal prosecutors to hold law enforcement accountable using this statute; *and*

FURTHERMORE, The Coalition finds that it appears that there is an intrinsic and systemic problem within our nation's law enforcement system where African American men are at an extraordinarily higher risk of death from police encounters than white men across all income levels and education.

THEREFORE, BE IT RESOLVED, the National Coalition of 100 Black Women, Incorporated is charging our United States Legislative Body to prioritize research and preventive methodology to correct and eradicate the reprehensible practices and attitudes in the United States law enforcement structure allows police brutality and racial bias to result in the death of African American men. We declare that the Constitution and laws of the United States must prohibit public officials from engaging in excessive force, sexual misconduct, and introduce bills to improve law enforcement oversight and accountability.

References:

Proceedings of the National Academy of Sciences of the United States of America (PNAS)
[Risk of being killed by police use of force in the United States by age, race-ethnicity, and sex | PNAS](#)

USA Today

[Black Lives Matters: Police departments have long history of racism \(usatoday.com\)](#)

Submitted by the NCBW, Inc. National Public Policy Committee

NCBW 2021 Biennial Resolution The State of Black Women

WHEREAS the National Coalition of 100 Black Women, Inc. (NCBW, a non-partisan organization) advocates to promote policy regarding gender equity in Health, Education, and Economic empowerment; in a world where black women and girls live without socio-economic inequities is particularly concerned with the *current data indicating the State of Black Women*.

WHEREAS pertaining to **Health**, Black women are at particularly high risk for [heart disease](#) and [strokes](#), and are at least [three times](#) as likely to die as a result of childbirth as white women, contributing to the overall [alarming high](#) maternal mortality rate in the United States. There are shocking statistics around breast cancer, which affects one in every eight women and is the [most common](#) non-skin cancer affecting women. Black women are less likely to develop it—but 40% more likely to die from it than white women, [according](#) to the U.S. Centers for Disease Control and Prevention *and*, additionally **About 49% of African American women over age 20 have some type of heart disease, like:**

- Clogged arteries in the heart, arms, or legs
- Stroke
- High blood pressure
- Angina (chest pain)
- That means nearly 1 in every 2 Black women in the U.S. has heart disease, *and*

WHEREAS American women die in childbirth at a higher rate than in any other developed country, while non-Hispanic Black women are more than 3 times more likely to have a maternal death than white women in the United States, according to a review presented at the American Diabetes Association's 80th Scientific Sessions *and*,

WHEREAS Before the pandemic, Black women were three times more likely than Hispanic women and 2.5 times more likely than white women to die from causes linked to pregnancy, according to the latest [Centers for Disease Control and Prevention](#) data from 2018. Those statistics suggest that for every 100,000 live births, 37 Black women died while pregnant or within six weeks of pregnancy compared to 12 Hispanic women and 15 white women, *and*

WHEREAS pertaining to **Education**, Although Black women only make up 12.7% of the female population in the country, they consistently make up over 50% of the number of Black people who receive postsecondary degrees. Percentagewise, Black women outpace white women, Latinas, Asian/Pacific Islanders, and Native Americans in this arena as well, *and*

WHEREAS per the U.S. Department of Labor Blog (March 19, 2021), women earn less than their same race and ethnicity counterpart at every level of educational attainment.

[Compared with white men with the same education](#), Black and Latina women with only a bachelor's degree have the largest gap at 65%, and Black women with advanced degrees earn 70% of what white men with advanced degrees earn. Educational attainment is not enough to close gender earnings gaps. In fact, most women with advanced degrees earn less than white men, on average, with only a bachelor's degree, *and*

WHEREAS per the CNBC article [Here's How the Wage Gap Affects Black Women](#) AUG 22, 2019, even when broken down by education level, the gap is present. Among doctorate degree holders, for instance, black women earn 60% of what white men do, resulting in an annual loss of nearly \$49,000, or more than \$1.9 million over the course of a 40-year career, the report said.

WHEREAS pertaining to **Economic Empowerment**, Black women have always had [the highest labor market participation](#) as compared with other women in the U.S. regardless of age, marital status, or presence of children at home—and Black women’s higher participation rates extend over their lifetimes, even after marriage. Yet despite impressive work ethic and engagement, most Black women remain at the bottom of the economic ladder when measured by household wealth. Black women make \$226 less per week than the average American. Over a year, that adds up to a difference of \$11,752. Based on full-time earnings in 2019, for every dollar white, non-Hispanic men earned: Black women earned 63 cents, *and*

WHEREAS Based primarily on data from Lean In and [McKinsey & Company's annual Women in the Workplace](#) study, the report, *The State of Black Women in Corporate America 2020* ([HTML](#) or [PDF](#), 38 pages), found that African-American women, who seek promotions at the same rate as white men, are only 58 percent as likely to be promoted to a managerial position and only 64 percent as likely to be hired into such positions. At a disadvantage from the beginning of their careers, Black women see the representation gap continue to widen and end up accounting for only 1.6 percent of vice presidents and 1.4 percent of C-suite executives, while white men hold 57 percent and 68 percent of those positions, *and*

WHEREAS Black women are suffering financially. (December, 2020).The latest data show the US unemployment rate stayed steady at 6.7% for the month of December. The number of unemployed persons, at 10.7 million was also unchanged, [according](#) to the US Bureau of Labor Statistics (BLS). White men, white women, and Black men all registered job gains for the month in the household pulse survey, which provides demographic information. But 82,000 Black women and 31,000 Hispanic women lost their jobs, *and*

WHEREAS Black women are nearly twice as likely as white men to say that they would either have been laid off, furloughed, or had their hours and/or pay reduced because of the COVID-19 pandemic. More than half (58%) of Black women report this vs. less than a third (31%) of white men, *and*

WHEREAS via key findings (from surveys, in-person focus groups, one-on-one interviews, qualitative questionnaire and web-based tools) from the significant report of ***BEING BLACK IN CORPORATE AMERICA An Intersectional Exploration from The Center for Talent Innovation*** where data was used to reveal the systems of prejudice that many experience reads that “we (the report) share what it is like to be Black at work – and explore intersectional differences. Then, we (the report) explore how employers can build more equitable inclusive cultures for Black professionals. The report also tells us that the US has not fully reckoned with the legacy of racism, the conversations about race are fraught. The report also reads that “**Despite the fact that hate crimes are on the rise, half of white Americans say There is too much attention paid to race and racial issues in our country these days**”. One of the findings show that prejudice and micro aggressions along with other issues result in one in three black employees leaving their jobs in corporate America. Blacks are 30% more likely to intend to leave than white employees are.

ADDITIONALLY, *let it be known that*

- In 2019, the imprisonment rate for African American women (83 per 100,000) was over 1.7 times the rate of imprisonment for white women (48 per 100,000). *and*
- For every black woman who reports rape, at least 15 black women do not report. One in four black girls will be sexually abused before the age of 18. One in five black women are survivors of rape. Thirty-five percent of black women experienced some form of contact sexual violence during their lifetime. Forty to sixty percent of black women report being subjected to coercive sexual contact by age 18. Seventeen percent of black women experienced sexual violence other than rape by an intimate partner during their lifetime, *and*

- Black women have the highest rates of homicide in the country, says [Kimberlé Crenshaw](#), a professor of law at UCLA and Columbia Law School and the executive director of the African American Policy Forum. She says she has repeatedly seen the killings of Black women go unnoticed.

THEREFORE, BE IT *RESOLVED*, that the National Coalition of 100 Black Women, Incorporated is committed to encouraging engagement of our legislators to address the advance the State of Black Women and Girls through legislation that will give full access and equity to resources that enhance the quality of the Constitutionally mandated life, liberty, and pursuit of happiness, *and*

THEREFORE, BE IT FURTHER *RESOLVED*, that **the** National Coalition of 100 Black Women, Incorporated, Incorporated will continue to have each of its local chapters remain always engaged with community, local, and state leaders who set policy that will influence the quality of life in the areas of Health, Education, and Economic Empowerment for our black women and girls.

<https://fred.stlouisfed.org/series/LNU04000032>

<https://www.thoughtco.com/black-women-most-educated-group-us-4048763>

https://docs.google.com/document/d/19UkIM_LtTUj02E19Hw7U03ybv0sCGUNTYGdnrHz7FU/edit

<https://www.wbur.org/hereandnow/2020/06/16/black-women-deaths-protests>

<https://qz.com/1955437/black-and-hispanic-women-continued-to-lose-jobs-in-december/>

<https://www.ajmc.com/view/racial-disparities-persist-in-maternal-morbidity-mortality-and-infant-health>

<https://fortune.com/2020/06/30/black-women-breast-cancer-mortality-racism-healthcare-pandemic/>

<https://www.sentencingproject.org/publications/incarcerated-women-and-girls/>

<https://www.apa.org/pi/about/newsletter/2020/02/black-women-sexual-assault>

<https://philanthropynewsdigest.org/news/study-highlights-barriers-black-women-face-in-corporate-america>

<https://bwhi.org/2021/02/02/heart-disease-black-women-big-issue-might-not-know/>

<https://www.heart.org/en/news/2021/02/10/why-black-women-are-less-likely-to-survive-pregnancy-and-whats-being-done-about-it>

<https://www.catalyst.org/research/women-of-color-in-the-united-states/>

<https://fortune.com/2021/02/03/black-women-economy-diversity-equity-inclusion/>

BEING BLACK IN CORPORATE AMERICA An Intersectional Exploration

Center for Talent Innovation

Sponsors: Danaher, Interpublic Group, Johnson & Johnson, KPMG, Morgan Stanley, Pfizer, Unilever, The Walt Disney Company

U.S. Department of Labor Blog

**Submitted by
NCBW National Public Policy Committee
and
NCBW National Current Issues Subcommittee
Biennial 2021 Resolution**

SISTER-NOMICS® RESOLUTION ON BLACK GENERATIONAL WEALTH

WHEREAS, the National Coalition of 100 Black Women, Inc. (NCBW) seeks to address the widening racial wealth gap, by advocating for policy interventions that focus on reversing centuries of the exploitation and discrimination against Black America. These policies will need to ensure that the structures supporting Black wealth creation deliver equitable outcomes; *and*

WHEREAS, in 2019, the median wealth (without defined-benefit pension) of Black households in the United States was \$24,100, compared with \$189,000 for white households. Consequently, the typical Black household has 12.7% of the wealth of the typical white household; *and*

WHEREAS, the median annual wage for Black workers is about 30% lower than that of white workers. An estimated 3.5 million of the country's Black households have a negative net worth due to debt; *and*

WHEREAS, it is estimated that 70% of Black Americans do not have a will or estate plan. A \$330 billion disparity between Black and white families in the annual flow of new wealth, with 60% of that coming from inheritances; *and*

WHEREAS, history has shown that the best way to build multi-generational wealth is to get invested; Because of the lack of generational wealth, Black families tend not to be exposed to investing in the stock market; *and*

WHEREAS, inherited wealth plays a pivotal role in advancing the economic launch point for future generations. Black families, however, are five times less likely than white families to receive a sizable inheritance. This disparity has contributed to Black Americans falling behind in wealth accumulation while white generational peers are empowered to move towards further economic stability and advancement; *and*

THEREFORE, BE IT RESOLVED, that the National Coalition of 100 Black Women shall work collaboratively with government agencies, community organizations, and fair-minded legislators to advocate against government policies that have created or maintained hurdles for African Americans to build, maintain, and pass on wealth.

THEREFORE, BE IT RESOLVED, that each chapter shall address the racial Investing gap by, developing and instituting a strategic plan to educate the Black Community, on responsible investing in the stock market and utilizing other instruments such as insurance, baby bonds and retirement plans, for the transfer of wealth onto future generations.

THEREFORE, BE IT RESOLVED, that each Chapter will work collaboratively with certified financial institutions, planners and experts to deliver programmatic education and resources that enhance the Black community's knowledge and utilization of Estate Planning, as a tool to pass on future generational wealth.

THEREFORE, BE IT FURTHER RESOLVED, that each NCBW chapter shall implement these actions as appropriate to the resources of its chapter and the needs of its members and community.

Authored by Members of Economic Empowerment Committee

SISTER-NOMICS® RESOLUTION ON HOUSING STABILITY

WHEREAS, the National Coalition of 100 Black Women, Inc. (NCBW) ranks safe, affordable housing as a primary element of family economic stability and rebukes the historical discriminatory tactics used to keep Black consumers in substandard homes with high rental fees; *and*

WHEREAS, the COVID-19 pandemic has widened the longstanding gender and racial inequities; *and*

WHEREAS, gentrification continues to push black renters away from affordable apartments in the city into substandard and unsafe housing in remote locations with limited resources and transportation; *and*

WHEREAS, many creditors drive women of color to subprime mortgages, which in turn leaves them more susceptible to foreclosure and in debt; *and*

WHEREAS, more than three in ten Black, non-Hispanic women (30.4%) reported being behind on their rent payment, which makes them over two times more likely than white, non-Hispanic men (13.4%) or white, non-Hispanic women (14.1%) to be behind on their rent⁴; *and*

WHEREAS, Black, non-Hispanic women (14.5%) homeowners with mortgages were all over two times more likely than white, non-Hispanic men (6.7%) to be behind on their mortgage payment⁴; *and*

WHEREAS, minorities made up about 80% of those facing eviction in several cities; women were 30% of the tenants facing eviction in Milwaukee while the women from black neighborhoods only made up 9.6% of the city's population and in New York a sample of housing court cases indicated that 70% of households in housing court are headed by a female of color usually Black and/or Hispanic⁵; *and*

WHEREAS, over the past decade, homeownership levels for African Americans have dropped incrementally almost every year since 2004. It fell to 43% in 2017, virtually erasing all of the gains made since the passage of the Fair Housing Act in 1968, landmark legislation outlawing housing discrimination¹; *and*

WHEREAS, housing, the most successful wealth-building asset, does not provide the same return on investment for Black families for multiple reasons. Black individuals are less likely to own a home (42%) in 2018, as low as it was in 1970, compared to their white counterparts (73%) in the same year. A 20% – 30% gap between Black/White homeownership rates has persisted for more than 100 years, despite Black homeownership increases in the mid-1900s⁶. Secondly, if they do own a home, they are more likely to receive a higher interest rate for the mortgage loan or be denied. According to 2020 data from the Home Mortgage Disclosure Act, lenders deny mortgages for Black applicants at a rate 80% higher than that of White applicants. Third, even when homes are of similar quality, homes in majority black neighborhoods are worth roughly 23% less than homes in minority black neighborhoods. This precarious cycle leaves to many black women with less financial stability²; *and*

WHEREAS, student loan debt is now an additional barrier to home ownership due to its inclusion in the debt-to-income ratio, even if it is in deferment or forbearance³; *and*

WHEREAS, lending institutions have historically discriminated against Black consumers with higher interest rates, increased fees and accelerated foreclosures, according to the National Urban League.

THEREFORE, BE IT RESOLVED, that the National Coalition of 100 Black Women shall work collaboratively with the **National Association of Real Estate Brokers (Realtists)**, **100 Black Men of America**, government agencies, community organizations, and fair-minded financial institutions to improve the knowledge and

resources on housing, foreclosure assistance, eviction remedies, mortgage financing, and real estate investment choices through expanded community outreach, web-based information and financial literacy training.

THEREFORE, BE IT FURTHER *RESOLVED*, that each chapter shall meet with legislators to advocate for mitigants around the **student loan** barrier to home ownership.

THEREFORE, BE IT FURTHER *RESOLVED*, that each NCBW chapter shall implement these actions as appropriate to the resources of its chapter and the needs of its members and community.

¹ Retrieved from Washington Post, February, 2019

² <https://www.ncbcp.org/programs/bwr/BWR-2021-Report.pdf>

³ Retrieved from <https://ncrc.org/student-loan-debt-impacts-homeownership>

⁴ <https://nwlc.org/wp-content/uploads/2020/12/pulseFS12.pdf>

⁵ <https://www.aspeninstitute.org/blog-posts/the-covid-19-eviction-crisis-an-estimated-30-40-million-people-in-america-are-at-risk/>

⁶ <https://ncrc.org/60-black-homeownership-a-radical-goal-for-black-wealth-development/>

Authored by Members of Economic Empowerment Committee