

National Coalition of 100 Black Women, Inc.

Delaware Chapter

Advocacy Priorities

This document highlights the 2019-2020 advocacy agenda to address conditions with disparate impacts on Black women and girls in the areas of Health, Education and Economic Empowerment.



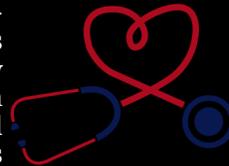
EDUCATION

- ◆ Advocate for equitable funding in public schools. Delaware spends in excess of \$1.4 billion on public education but significantly more is spent on affluent schools compared to high need, low income schools.
- ◆ Increase racial diversity among personnel in the Delaware public education system in both the classroom and administration.
- ◆ Advocate for resources to create sustained initiatives to recruit culturally competent teachers and administrators of color with expertise in high needs schools. Brown and Black students represent more than 30% of the population, however, Black teachers represent 8% or less statewide, Black administrators represent 1-3%, depending on the position.
- ◆ Advocate for decreased student loan debt. Black women carry more of the outstanding student debt of \$890 million. Black women amass an average of \$30,400 in debt by college graduation.
- ◆ Advance restorative justice policy and practices for Black girls as it pertains to disproportionate school discipline and funding for gender specific interventions. Black girls are the highest percentage of students to receive disciplinary action.
- ◆ Increase the number of evidence-based intervention programs/services as alternatives to out of school suspensions and expulsions for Black girls.



HEALTH

- ◆ Improve access to affordable culturally competent mental health providers and services.
- ◆ Increase awareness of barriers experienced by Black women seeking mental health services including issues around lack of insurance coverage, cost of treatment, limited transportation in Kent/Sussex, a shortage of qualified ethnically diverse clinicians, stigma and fear of losing child custody. 90% of Black women in the state are insured but the majority of mental health clinicians do not accept insurance and those that do are not centrally located for access.
- ◆ Prevent and decrease infant mortality.
- ◆ Increase awareness of chronic diseases created by physical and environmental factors.
- ◆ Increase awareness of violent crimes. More than 4 in 10 Black women experience violence in our lifetime.



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ECONOMIC EMPOWERMENT

- ◆ Advocate for pay equity and equal rights for Black women. Black women are paid 64% of what white men are paid. If current trends continue Black women will not see equal pay until 2051.
- ◆ Support the increase of women owned business growth. The number of businesses owned by Black women increased 178% between 2002 and 2012. Even so Black women owned businesses only represent 14% of small businesses in Delaware.
- ◆ Increase awareness and education on economic stability. More than 6 in 10 Black women are in the workforce, making us one of the two racial groups of women with the highest labor force participation rate. Black women experience poverty at a higher rate than any other group except Native Americans.
- ◆ Increase livable wage employment opportunities. About 28% of employed Black women work in service occupations which is the sector earning the lowest wages.
- ◆ Raise awareness and promote policy solutions to address income disparities and the racial wealth divide in Delaware.
- ◆ Improve awareness of networks for career advancement and employment opportunities.



OUR MISSION STATEMENT:

To advocate on behalf of Black women and girls to promote leadership development and gender equity in the areas of Health, Education and Economic Empowerment.

Message From the President



The National Coalition of 100 Black Women, Inc., Delaware Chapter (NC100BW-DE) seeks to bolster our influence and that of our partners by driving policy solutions to eradicate gender and racial inequities. Our 2019-2020 Advocacy Agenda rests in the core areas of health, education, and economic empowerment. Our priorities are intentional but not exhaustive- ambitious

but achievable. Collective action through strategic alliances will put us on the long path toward progress. The historic and widening racial divide is reaching epic levels of disparity across the nation. Statewide data compels Delawareans to do better. Growing income disparities effect every aspect of life—health, education, housing, employment, entrepreneurship, family stability, and social justice to mention a few implications.

"It is estimated it will take 228 years for Black Americans to reach the level of wealth White households enjoy today. Individual behavior is often seen as the cause of this racialized wage and wealth divide. However, there is compelling evidence that racial economic inequality is primarily the result of long-term investment in some communities and a lack of investment in others." - Prosperity Now

The conditions of Black women and girls in the United States demand our unflinching commitment to courageous dialogue. NC100BW- DE invites policy makers throughout the state to consider our priorities and join us in taking action.

Best Regards

Raye Jones Avery, Delaware Chapter President

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Raye Jones Avery, President

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About NC100BW-DE

The National Coalition of 100 Black Women, Inc., Delaware Chapter is a local affiliate of a national non-profit organization.

On November 16, 1995, Delaware was chartered as an official Chapter of the National Coalition; shortly thereafter, the Chapter was granted its 501(c)(3) non-profit designation. Collectively, with our sister chapters, NC100BW-DE is committed to being a united voice for more than 14 million Black women in the United States.

Record breaking numbers of women are assuming significant leadership roles across the nation including Delaware. Black women voted at comparatively higher rates and had a higher voting rate than all other gender and racial groups during the last two presidential elections. (State of Our Union: Black Women & Girls in Delaware 2018)

Despite recent hard won elections, women remain underrepresented at every level of federal, state and municipal political offices in Delaware.

As an organization of professionals and volunteers we draw upon the strength of our membership to work toward solutions on issues of concern supported by research data and stories worth telling.

- ◆ In 2018, the State of Our Union: Black Women and Girls in Delaware was released – the first statewide research publication of its kind.
- ◆ As an advocacy group, we collectively advance the political and economic empowerment of Black women as a means of gaining access to mainstream America.
- ◆ The Mary Ann Shadd Cary and Margaret Rose Henry Civic Engagement Program was launched in 2018 to increase women's awareness of and involvement in local, state and federal governmental affairs, including influencing public policies that affect the economic, educational, social, criminal justice and civic lives of the public, specifically women. Key partners include the Metropolitan Wilmington Urban League and Network Delaware. This program was made possible by a grant from the Fund for Women. To date , 40 Delaware women have completed this training.
- ◆ NC100BW-DE's members mentor 40 girls at Mt. Pleasant High in the Brandywine School District.

DISCLAIMER:

NC100BW-DE, Inc. is a non- partisan, not for profit 501(c)(3) that does not endorse any political candidate. We support effective and culturally relevant civic engagement in all Delaware communities.