

STATE OF BLACK WOMEN
IN CALIFORNIA
March 14, 2018
Sierra Health Foundation



The State of Black Women in California

"We are JOYOUS to have YOU HERE TODAY."

SENATOR HOLLY MITCHELL

"WE STAND ON THE SHOULDERS OF THOSE BEFORE US..."
"KELLIE DELIVERS!"

"WE DON'T GATHER ENOUGH TO HAVE family CONVERSATIONS."

GUBERNATORIAL FORUM IDEA...
SHOWING UP, + SUPPORTING...

"I LOVE BEING BLACK!"

"I'M MADE WITH PERFECTION..."

"CAN SOMEONE EXPLAIN TO ME... WHY?"

SPOKEN WORD

"WE NEED TO DEFINE OURSELVES"

black girl magic

"MAKES US STAND UP STRAIGHTER."

"I WANT TO TWEET AT THE CRAZY-ASS PRESIDENT WHEN I'M 80."

"I AM SUCCESSFULLY AVOIDING A JACKED UP LIFE..."

by MAKING CHOICES



WHERE I LIVE

EXERCISE
AVOIDING SUGAR + CARBS

KELLIE TODD GRIFFIN...



the FOCUS HAS NEVER BEEN ON US

1/4 of US LIVE in POVERTY.

WE WANT TO FOCUS ON SOLUTIONS



COLLECTIVE VOICE ESSENTIAL

FINDING STRENGTH IN OUR CORE... TO DEAL WITH THE TRAUMAS.

CHET HEWITT, CEO, SIERRA HEALTH

"I WAS RAISED BY 4 SISTERS..."

15,000 PEOPLE COME THROUGH THIS ROOM A YEAR....

this is ONE of the MOST IMPORTANT

OUR HEALTH is DETERMINED by ZIP CODE

MORE than GENETICS

State of Black Women in California: Unapologetically Focused On Us

Sistallect, Inc. in partnership with Sierra Health Foundation and with a coalition of Black Women leaders took on the task to look at equity for Black Women and Girls in California. This effort represents the first time this type of collective, conscious effort has been done in the state. Although Women of Color are progressing as a whole, Black Women in California are more likely to be single breadwinners, live in poverty and face significant barriers in regards to pathways to success economically, socially and professionally.

Throughout history, Black Women have played a pivotal role in the success of our community and addressing systemic barriers for all marginalized communities. Black Women have been at the forefront of change and never-wavering in our commitment to the fight. This effort capitalizes on that change agent spirit and energy to move that needle in a systematic and sustainable manner. The focus of this collaborative work is to utilize data that shows Black Females in California are faring far less than their counterparts in important areas of life including employment, housing, health and economics. This is not a comparison between Black Males and Black Females. We recognized the need to continue the focus on Black Men and Boys as they continue to experience unprecedented negative treatment in every system in society. Our focus was on improving the overall health of the Black Community, which includes supporting the work that is being done to improve the lives of our Black Male counterparts. Our work will be complementary and will support the intersection of the causes and the issues.

More than 60 Black Women gathered in early 2018 in Sacramento, California to review data, exchange best practices and chart out a strategic policy platform and action plan to address the issues impacting Black Women and Girls in California. The all-day event included constructive dialogue around the quality of life index gaps that impact the overall health of the Black community and its interdependency on Black Women.

There are 1.1 million Black Females in California, which is the third largest population in the country, and makes up 52% of the Black population. However, there are more than 75% of Black households headed by single Black mothers and 80% of Black households have Black Women breadwinners.

The State of Black Women in California report out explores the way in which we can collectively work on addressing these issues and the impact that Black Women can have when there is an investment of time and resources. Bringing together this diverse group of powerhouse Black Women, who represent various industries, helped ensure inclusive perspectives with one common goal...improve our current state by working toward our ideal state.

The goal of the State of Black Women in California was to approach our work in a strategic and collaborative manner with the main focus on Black Women and Girls in California. With the larger population of Black Females being under the age of 35, it's imperative to utilize a multigenerational approach.

The strategic platform and action plan is based on the data analysis and the outcomes identified at the forum.

Political Participation: More than Our Vote

Black Women have voted at a higher rate than all other groups of men and Women during the last two presidential elections but remain underrepresented at every level of federal and state political office. In recent elections throughout the country, Black Women have been the force behind historic victories. However, these efforts still go unrecognized outside of a temporary moment in the news cycle. In California, the force of Black Women in the political world is often unnoticed. However, Black Californian Women have led the way in the country when it comes to political arena.

California has four Black Women in Congress, which is the largest contingency than any other state. At the state level, there are four Black Women legislators all from Southern California and no Black women serving in a statewide office. There are more than 100 Black Women serving in local offices including city mayor, board of supervisor, school board, health district, utility board, community college board, city clerk and city treasurer.

In 2018, there is an increase in the number of Black Women running for office including a statewide office with Malia Cohen quest to be elected to the state Board of Equalization. In addition to the high profile race with London Breed, who is running for San Francisco mayor, there has been more Black Women participating in all aspects of the political process including fundraising. In addition to the larger races, there are many Black Women running at the local level from city council to board of education to health districts.

CA Specific Data from the Status of Black Women in US (2016):

- Women In the US House of Representatives Represented by Race – 2016

Proportion Women%	All Women	White	Hispanic	Black	API
35.8%	19	9	5	3	2

(Note: Kamala Harris was elected to the US Senate in 2017; she identifies as Multi-Racial)

- Women In the State Legislature by Race – 2016

Proportion Women%	All Women	White	Hispanic	Black	API
25.8%	31	17	6	4	4

- Women In Statewide Office Represented by Race – 2016

Proportion Women%	All Women	White	Hispanic	Black	API	Multi-Racial
28.6%	2	0	0	0	1	1

(Note: Kamala Harris is listed on this grid as Multi-Racial but left office when she was elected to the US Senate in 2017)

- Black Women’s Political Representation compared with their share of the state population – 2016

Black Women as state% of	Proportion of	Number of All	Proportion of State	Number of State
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state population (all ages)	Members of Congress that are Black Women	Members of Congress	Legislators who are Black Women	Legislators
2.8%	5.5%	55	3.3%	120

In 2016, California African American Policy Priority Survey (CAAPPS) released a report on Black voters. Black Females represent 58% of Black voters. Seven out of 10 Black voters are registered as democrats. However, there are more 23% registered as Decline to State/Independents. The majority of Black voters are in Los Angeles County with 52% followed by Alameda, Contra Costa/Solano Counties with a combined 26% of the state’s Black vote. Sacramento and San Diego have 5% each in addition to Fresno, Kern and San Joaquin Counties with 4% each.

According to the report, Black voters find value in voting as well as protesting with 92% stating the most effective way to get Black issues addressed is by voting and participating in mainstream politics. In addition, 81% believe protesting is an effective way to get the broader public to pay attention to issues important to Black people. The highest Percentage of reasons given for why we vote are “to have a voice” and “to affect change/protect our issues” at 25% each. The reasons with the lowest percentage are “to hold leaders accountable” at 10% and “there is power in numbers” as well as “everyone should vote” at 9% each.

Black Women are more than a vote...it’s our political participation that matters the most. We don’t just vote; we are active at every level in the effort to ensure representation that supports our issues and concerns. We must continue to be active. However, we must also redefine what political participation looks like and means to us. The following recommendations were developed based on that goal.

Political Participation Recommendations

- **Run Sista Run...**
- **Prepare Black Women for higher office by focusing on development and training those currently in office and planning to run using existing programs and supplementing with mentorship programs (e.g. Los Angeles African American Women for Political Action Institute, Black Women Organized for Political Action (BWOPA) and Emerge)**
- **Join statewide and local fundraising, educational and organizing organizations that provide support for Black Women candidates and those focused on issues impacting our community (e.g. BWOPA, Black Women Democratic Club, Black Women Institute of Leadership Development)**
- **Hold elected officials accountable on every level**
 - Produce annual score/report card
 - Secure inclusive riders, which is an agreement to hire Black women in critical leadership positions in their office if elected
- **Increase the number of Black Women delegates, commissioners and appointees**
- **Collaborate with Black elected officials on policy development, support and advocacy to ensure our collective voice and needs are elevated**

- **Conduct Get Out the Vote Campaign particularly to support Black Women candidates and those who support issues important to our community**
- **Establish a statewide Commission on the Status of Black Women and Girls to serve as resource to organizations, individuals, entities and agencies**
- **Advocate for more public and private funding to address disparity gaps on quality of life indexes**
- **Issue annual policy platform locally and statewide**
- **Support the advocacy efforts for cannabis funding and push to allocate available funding to communities most marginalized by the criminalization of criminal justice polices and activities at every level using zip codes and other data points**
- **Create annual Black Women lobby day at every level of government to get maximum participation**

Employment & Earnings

Black Women have historically been in the workforce, which is a different experience than our white female counterparts. Today, more than 60% of Black Women are in the workforce, making them one of the largest groups of Women with the highest labor force participation rate. However, earnings for Black women are behind most Women and men’s earnings of other races. And since Black Women are more likely to be the primary earner in 8 out of 10 Black households in California, that \$.63 must spread across meeting the basic needs of the family. This is an annual wage gap of \$26,125 which equates to nearly 2.5 years of child care; 2.5 additional years of tuition and fees for a four year public university or full cost of tuition and fees for a two-year community college; 155 more weeks of food for her family in a three year period; 14 more months of mortgage and utilities; and nearly 22 more months of rent.

According to recent reports, Black Women spend 50% of their income on housing and 30% on day care. This leaves 20% to pay utilities, buy food, pay tithes, etc. Policies that increase taxes or cuts supplemental programs can be financially devastating to Black Women. Pay day loans and other predatory lending activities in communities of color have become options for Black Women who are trying to meet the basic needs of their families, which further complicate our financial stability.

CA Specific Data:

- **Women’s Labor Force Participation Rates by Race/Ethnicity – 2014**

All Women	White	Hispanic	Black	API	Native American	Other/2 or More
57.2%	55.8%	57.9%	58.4%	58.3%	49.9%	61.3%

- **Median Annual Earnings for Women Employed Full Time, Year Around – 2014**

All Women	White	Hispanic	Black	API	Native American	Other/2 or More
\$42,000	\$52,000	\$30,000	\$43,000	\$50,000	\$38,000	\$45,000

- **Median Annual Earnings and Gender Ratio between Black Women and White Male – 2014**

Black Women	White Men	Earning Ration between

Black Women and White Males		
\$43,000	\$59,000	62.3%

- Percentage of Women Employed in Service Occupations by Race/Ethnicity – 2014

All Women	White	Hispanic	Black	API	Native American	Other/2 or More
22.2%	16.1%	31%	23.2%	19.4%	23.3%	20.3%

- Percentage of Women Employed in Managerial or Professional Occupations by Race/Ethnicity – 2014

All Women	White	Hispanic	Black	API	Native American	Other/2 or More
39.8	49.8	23.1	38.8	48.6	33.8	44.5

Addressing these disparities is not an easy task. Workplace discrimination and implicit bias are still alive and are systemic in many environments particularly in industries that traditionally lack diversity. The area that we see the most growth opportunity is around pay equity. A recent [report](#) from AFSCME, the union that represents more than 25,000 low-wage University of California workers, stated that starting wages for black Women are 23 percent lower than starting wages for white men, which work out to a difference of around \$16,000 a year. Among service workers, the difference is about 10 percent, or about \$4,000.

Regardless of the data, the efforts of pay equity tend to be seen from the lens of our White Female counterparts who make \$.75 of their White Male counterparts. Their work is a universal goal to bridge the pay gap for all Women. The thinking is that if they move the needle for them; we all move up. Unfortunately by focusing on pay equity in one swoop, it tends to miss the issue of the gap between the Women for each race. For instance, Black Women will still have a \$.12 pay gap if there aren't interventions to bring us all to an equal playing field. This will take a collaborative effort between all Women to look for ways to effectively address pay equity. It will require our counterparts to change their narrative and redefine what success looks like.

Another area of interest is to look at job opportunities verses career opportunities. Nearly a quarter of Black Women in California work in the service industry. The work of organized Labor around improving the living wage has helped create a new narrative on what needs to be done to bridge disparity gaps. There is still a lot of work that needs to be done to align the high cost of living in the state with these efforts. When it comes to leadership positions, Black Women still lack of representation. And when Black Women are in those leadership roles, the support system necessary to succeed tends to be missing in many environments. We also tend to have trouble navigating through the unfamiliar system created by and for other cultures.

In addition, Black Women have a wealth equity gap and as the primary breadwinners of our households this has a significant impact in our ability to thrive. Traditionally, Black Americans garnered our wealth through homeownership. Today, these goals are harder to achieve. In Sacramento, homeownership has plummeted for Black residents. In the early 2000s, there was more than 50% of Blacks in Sacramento owned their homes. Now that percentage hovers around 27% according to the Greater Sacramento Urban League. However, without having another source to supplement our incomes homeownership goals are difficult to achieve. Black Women need access to programs that help support a pathway to homeownership.

Moving our agenda forward requires us to address these issues that are uniquely ours. And since Black Women do not have the option on whether or not to participate in the workforce, the following recommendations were created to focus on bridging the most significant gaps.

Employment & Earnings Recommendations

- **Support policies that bridge the gap between the living wage and the cost of living in California**
- **Develop a statewide land trust specifically focused on opportunities for single mothers to purchase home to alleviate the barriers that many Black Women experience especially in high cost living areas like Los Angeles and the Bay Area**
- **Join Black Women for Wellness' efforts to institute a 20% cap on interest rates payday loans and also limiting the times borrowers can refinance or re-borrow in a month**
- **Work with industry partners to develop and implement tools to bridge success gaps**
 - Plug and play internships
 - Career planning and mapping programs
 - Information sharing tools
 - Mentorship and Sponsorship programs
 - Market analysis on positions annually that includes its impact on Women
- **Call on state and county entities to track employment trends of Black Women**
- **Participate in Board development training programs**
- **Assess California companies on their efforts to hire, retain and promote Black Women and issue best places to work for Black Women report**
- **Launch Black Women's Meet-Up networking events for professional Black Women**

Work and Family

The bottom line is that the majority of Black Families in California have to solely depend on the Black Women's earnings. Over 80% of Black mothers are breadwinners, yet many have caregiving responsibilities for an elderly parent, a person with a disability, or a young child, which they must balance with work obligations. This reality in a high cost of living state like California creates a substantial economic burden for Black Women and therefore has a significant impact on the family.

California Specific Data:

- Cost of Child Care Relative to Black Women’s Earnings – 2014

Average Annual Cost of Full Time Infant Care Center	Median Annual Earning for Black Women Employed Full Time, Year Around	Cost of Child Care as a % of Black Women’s Earning
\$11,817	\$43,000	27.5%

- Percentage of Breadwinner Mothers who are single mothers by Race/Ethnicity

All Women	White	Hispanic	Black	API	Native American	Other/2 or More
48	41.9	56.4	74.2	24.9	66.3	54.7

- Percentage of All Households with mothers of children under 18 that have a breadwinner by Race/Ethnicity

All Women	White	Hispanic	Black	API	Native American	Other/2 or More
50.5	46	50.4	80.1	47.4	64.3	57.6

- Percentage of Women living with a person with a disability by Race/Ethnicity

All Women	White	Hispanic	Black	API	Native American	Other/2 or More
14.9	13.4	16.2	17.8	13.7	24.1	16.8

Although Women in general are more likely than men to report they never interact with senior leaders, Black Women are the most likely of all to report that they never have senior-level contact according to the 2017, LeanIn.Org and McKinsey Women in the Workplace study. The study also reports that Black Women are least likely to be given stretch assignments, which is a step in the promotion process. They report that managers don’t advocate for them for an opportunity or help them navigate organizational politics at lower levels than any other race of Women. In addition, Black Women have the lowest promotion rate and the highest attrition rate than their counterparts. Improving these elements will need an outside-inside approach. A new California workplace standard is required for real change. This includes a legislative intervention that includes expanded parental leave act, anti-retaliation and harassment policies and enhanced paid sick leave.

Companies can also create a more family friendly workplace that is inclusive of nontraditional family structures. Options include job sharing, telecommuting, support and protecting caregivers in the workplace. San Francisco’s Family Friendly Workplace Ordinance was offered as a model. Tuition reimbursement and leadership development were provided as opportunities for Black Women to tap into in order to excel in their professional lives.

It’s imperative that we redefine the Black Household narrative. With Black Women taking on the financial responsibility of the household, the approach to economic stability has to focus on addressing

the barriers that Black Women experience. This includes finding ways to provide resources to programs that provide support to single parents, sole income earners and caregivers. In addition, there needs to be priority policy approach that identifies and addresses gaps that create additional barriers to improving quality of life indexes specifically identified in the data. These interventions aren't specifically targeted for Black Women. However, the focus does address and can improve the current state of Black Women in California.

Mental health was identified in the forum as an issue of concern that needs to be addressed. Many participants felt that the responsibility burden on Black Women has caused a mental health crisis. Black Women don't just lack resources to obtain support; they lack the support system that is necessary to help alleviate the stress associated with caring the primary responsibilities for their families. In addition, there are additional work environment stresses that many Black Women identified as an unaddressed mental health issue including being labeled as "angry, hard to work with, aggressive" as well as the need to assimilate into a work culture that contradicts their cultural norms. Another area of concern identified was the scripted image and portrayal of Black Women and Girls in media, entertainment and music industries. The impact has created a norm that doesn't represent the diversity of Black Females. It has also created a narrative of Black Women that can also impact mental health.

Attendees believe that weight of these circumstances impacts the way in which Black Women show up at work, at home and in relationships (personal and professional). The recommendations are based on the data as well as the experience that was identified at the forum. Improvement in this area is critical to the success of uplifting Black Women and Girls in California because there is an intersection between social and economic dynamics.

Work and Family Recommendations

- **Establish a Black Women's Oath**
- **Advocate for mental health services and training in the workplace that are culturally relevant to meet the unique needs of Black Women**
- **Continue to support paid family and medical leave and paid sick days as well as identify area of improvement for current policies that uniquely address single parents, sole providers and caregivers**
- **Develop a statewide workgroup with Black Women Human Resource leaders to review best practices and create cultural competency training toolkits for employers who are sole providers, single parents and caregivers**
- **Support Black Women for Wellness' recommendation to provide free training and classes for high tech jobs for low income families including computer coding, trainings on clean energy technologies, urban planning and engineering**
- **Focus on early education and addressing the achievement gaps to ensure girls are graduating prepared to compete in the emerging career options as well as prepared for college level courses are imperative**

- **Develop policies and identify a funding source to address the cost and availability of quality day care and after school programs**
- **Obtain funding to redefine the narrative of Black Women and Girls through a multilevel marketing campaign**

Health and Well-Being

While health insurance coverage rates have increased substantially due to the implementation of the 2010 Patient Protection and Affordable Care Act (ACA), 16.5% of non-elderly Black Women in the United States still lacked coverage as of 2014. In California, more than 80% are insured. However, the cost of co-payments, deductibles and out of network costs is significant barriers to receiving care. In addition, although coverage is adequate, sufficient care is not. Provider availability was identified as a constant issue that many Black Women face when trying to get care. The lack of Black Women physician is a concern. In addition, the personal and institutional biases are issues in care delivery. Black Women have a higher Percentage of chronic diseases including diabetes and cardiovascular disease as well as the highest mortality rates from chronic disease. In addition, perinatal and maternal care continues to be an issue for Black Women regardless of income and social situation. We have the highest maternal mortality rate as well as the highest infant mortality rate in California. Black Women also have the shortest life expectancy.

CA Specific Data:

- Average Heart Disease Mortality Rate Among Women (per 100,000) by Race/Ethnicity - 2013

All Women	White	Hispanic	Black	API	Native American
122.1	132.1	100.2	187.2	76.5	129.6

- Average Breast Cancer Mortality Rate Among Women (per 100,000) by Race/Ethnicity - 2013

All Women	White	Hispanic	Black	API	Native American
20.6	23.7	14.9	32.1	12.7	16.2

- Average Lung Cancer Mortality Rate Among Women (per 100,000) by Race/Ethnicity - 2013

All Women	White	Hispanic	Black	API	Native American
28.5	35.9	12.5	36.9	18.1	29

- Incidence Percentage of Women ever having been told they have diabetes by Race/Ethnicity - 2014

All Women	White	Hispanic	Black	API	Native American	Other/2 or more Races
9.7	7.7	11.7	16.9	7.8	12.5	10.1

- Percentage of mothers with low birth weight babies by Race/Ethnicity – 2013

All Women	White	Hispanic	Black
6.8	6	6.4	11.4

- Average number of days per month the Women’s mental health is not good by Race/Ethnicity - 2013

All Women	White	Hispanic	Black	API	Native American	Other/2 or more Races
4.2	4.3	4.3	5.6	3.3	6.9	4.6

- Average number of days per month the Women’s poor mental health or physical health limited activities by Race/Ethnicity - 2013

All Women	White	Hispanic	Black	API	Native American	Other/2 or more Races
4.9	4.9	4.8	7.8	3.8	6.7	4.9

In addition to the overall health disparity gaps, the participants also identified the way in which Black Women experience the health care system as well as navigate the system as barriers. Respect is critical to the way in which Black Women want to be treated when navigating the health care system. Providers are challenged to create environments that embrace the cultural norms that make Black Women to feel welcomed and respected when receiving care.

The lack of health and wellness resources was identified as another barrier. Currently, there are resource and funding opportunities for enrollment and navigation services but they tend to focus on other barriers like language and immigration status that don’t necessary address the needs of Black Women. Policy focus also aligns with the funding priorities. There is an opportunity to expand these priorities to ensure that Black Women health disparities are included when developing policy and funding criteria.

Also, the intersection of mental health needs with physical health was also evident from the experience identified at the forum. Interventions should be an integrated approach especially when addressing chronic diseases that disproportionately impact Black Women. This should be comprehensive that incorporates solutions for social determinants of health.

There are models that were highlighted as best practices that can be replicated. The Martin Luther King, Jr. Community Hospital care delivery model pools together public-private resources to better serve the community utilizing resources from both. Another model identified was the Black Child Legacy initiative

whose goal is to reduce African American Childhood Deaths. This approach is a collaboration with the Sacramento County, community based organizations and funders to intentionally address an issue that was identified as a community health problem.

In addition, childhood trauma was identified as a public health issue that is impacting the Black Community. The Adverse Childhood Experience (ACE) research study conducted by Kaiser Permanente and the Centers for Disease Control and Prevention showed a coalition between the ACE score and incidence of chronic disease in adults. The trauma experienced as children increases your ACE score. These experiences fall in three categories – abuse, neglect and household dysfunction.

Lastly, the need for community resources is apparent. Whether we are talking about access to healthy food or providers who understand the dynamics of Black Women, there is a noticeable lack of options that support improving our overall health and wellness.

Health and Wellness is a complex area with many opportunities for improvement. Policy and funding priority changes are the most effective approach to address these issues. In addition, overall education and awareness can also have significant impact. The following recommendations outline several opportunities. Some are short term; some are long term.

Health and Well-Being Recommendation

- **Track data on Black Women and Girls health care disparities to show funding and policy needs**
- **Identify state and local funding for community garden programs in designated food deserts and use as a micro enterprise opportunity for income generator for Black Women**
- **Explore private/public partnerships to enhance care delivery models**
- **Create innovative programs like Food Farmacies that link together community resources to address public health issues**
- **Mimic Black Child Legacy in communities with high African American Child Death Rates**
- **Garner more funding for educating communities with high rates of STDs**
- **Participate in community collaboratives focused on social determinants of health**
- **Develop statewide taskforce to address Adverse Childhood Experiences and Trauma to direct policy and funding opportunities**
- **Elevate the conversation on racial and implicit bias in the health care industry and its impact on health care delivery**
- **Work with health care entities to develop materials and opportunities to educate the Black community on health care and navigating the system including Black immigrants**

Poverty and Opportunity

Black Women experience poverty at higher rates than Black men and Women from all other racial/ethnic groups except Native American Women. Nearly one fourth of Black Women live in poverty in California. Their quality of life is compromised by living in a high cost state. To afford rent in California,

a resident needs to make approximately \$30 an hour. Only 23% of Black Women have a Bachelor’s Degree or higher and many graduate with significant college loan debt. Dropout rates are far higher for Black students than for other students, and conversely, graduation rates are lower. Black students — both those who struggle academically and those who are high performers ready for greater challenges — are among the many children who stand to benefit from extended learning during the summer and after school.

CA Specific Data:

- Percentage of Women with health insurance - 2014

All Women	White	Hispanic	Black	API	Native American	Other/2 or more Races
80.4	88.5	69	84.4	84.9	77.7	84.3

- Percentage of Women with a Bachelor’s Degree or higher by Race/Ethnicity - 2014

All Women	White	Hispanic	Black	API	Native American	Other/2 or more Races
31	39.3	12.1	23.8	47.3	16.9	38.1

- Percentage of Women living below the poverty rate by Race/Ethnicity - 2014

All Women	White	Hispanic	Black	API	Native American	Other/2 or more Races
15.7	10.8	21.8	23.8	12.2	23.3	16.9

- Percentage of Women with a Bachelor’s Degree or higher by Race/Ethnicity - 2014

All Women	White	Hispanic	Black	API	Native American	Other/2 or more Races
31	39.3	12.1	23.8	47.3	16.9	38.1

- Women Owned Businesses by Race/Ethnicity – 2012
 - Percentage of all businesses owned by Women

All Women	White	Hispanic	Black	API	Native American	Other/2 or more Races
37.2	62.3	27.7	7.7	14.3	1.6	13.2

The forum attendees felt there wasn’t enough attention being paid to those with the highest need. There was recognition that there are community resources. However, Black Women who are eligible for benefits are often not accessing those benefits. One of the issues was that they don’t believe that these resources focused specifically on the needs of Black Women and their family structure. The attendees felt there was an immediate need to develop wrap around services and programs that support economic stability specifically for Women. In addition, utilizing the existing community resources and venues to access benefits was recognized as an opportunity. There was also conversation on developing political literacy and power around early childhood education, which includes free universal pre-school.

Although Black Women are attending college, there was recognition by attendees that they took longer to complete and came out with significant debt. Black Women do not earn equal pay for equal work regardless of educational attainment. Another issue that was brought up was that asset tests prevent low income families from building net worth through homeownership and savings.

In regards to entrepreneurship, Black Women represent a little over 7% of Women owned businesses in the state. Many of these businesses are micro enterprises, which depend on unstable contracting work to survive. Black Women who own businesses need support resources and education on sustainability. Black Women are the least likely to receive start-up capital. They have the lowest average per business sales and receipts than any other group of business owners. There are opportunities at the local level to create loan programs that could benefit small businesses. In addition, local government must look at second and third tier procurement opportunities to capture smaller businesses that do not meet prescriptive requirements for larger city contracts.

Black Women entrepreneurs struggle with access to information that is needed to thrive and grow their business. There is a California Black Chamber of Commerce along with city level Black chambers. In addition, Black Women can also participate in Women specific chambers. There are several local level commissions focused on the status of Women throughout the state. These are all resources that Black Women entrepreneurs can tap into as a resource.

There is an immediate need to address the state of Black Women in California. When you elevate the status of Black Women, you elevate the Black Family, which elevates the Black Community and therefore elevates the whole community. The conversation and efforts must focus on equity...not equality. These recommendations outline this direction.

Poverty and Opportunities Recommendations

- **Require policymakers and workforce development leaders to adopt strategies that promote gender and racial/ethnic equity in access to higher-paid career training opportunities**
- **Push for economic development investments at every level**
- **Develop workforce development programs that recruit and train Black Women in specific skills to help them gain access to career ladders and services**
- **Create a California focused digital solution to provide resources and training on economic planning, credit counseling and wealth building**
- **Support equitable access to affordable and high-quality early learning opportunities (e.g. universal preschool)**
- **Advocate for breaking the relationship between ZIP code and school performance, so that a child's address does not determine his or her educational destiny (Ed Trust West)**

- **Push for more public resources to provide economic literacy in targeted communities and for groups**
- **Get involved in the fight for fair and just 2020 Census**
- **Establish partnerships to implement Independent Development Account programs**

Violence and Safety

The Black Community experiences violence differently than any other race. This is from a historic perspective as well as current policing and sentencing policies that impact the stability of the Black Family. This action plan specifically addresses the way in which violence and safety impact Black Women and Girls.

Black Women of all ages are twice as likely to be imprisoned as White Women. Among young women, the disparity is especially pronounced: Black Women aged 18-19 are four times as likely to be imprisoned as White Women of the same age. Black Girls and young Women make up one-third of all girls and young Women in the juvenile justice system but only make up 14% of the general youth population. Black Women make up 32% of incarcerated Women in state facilities even though they only make up 6% of the population.

In regards to safety, Black Women experience violence at high levels. According to examples giving at the forum, we are seeing these aggressions at earlier ages including elementary school. Attendees agreed that interventions must begin as early as possible in order to disrupt the progression. The average annual hospital encounters for Black Women due to assault is 1,000 per 100,000 in California compared to White Women at 225.4, Hispanic Women at 236.4, Native American Women 379.3 and API Women at 60.6. Black Girls and Foster Youth are the most sex trafficked victims in the state. Black Women are impacted by domestic violence 35% higher than White Women.

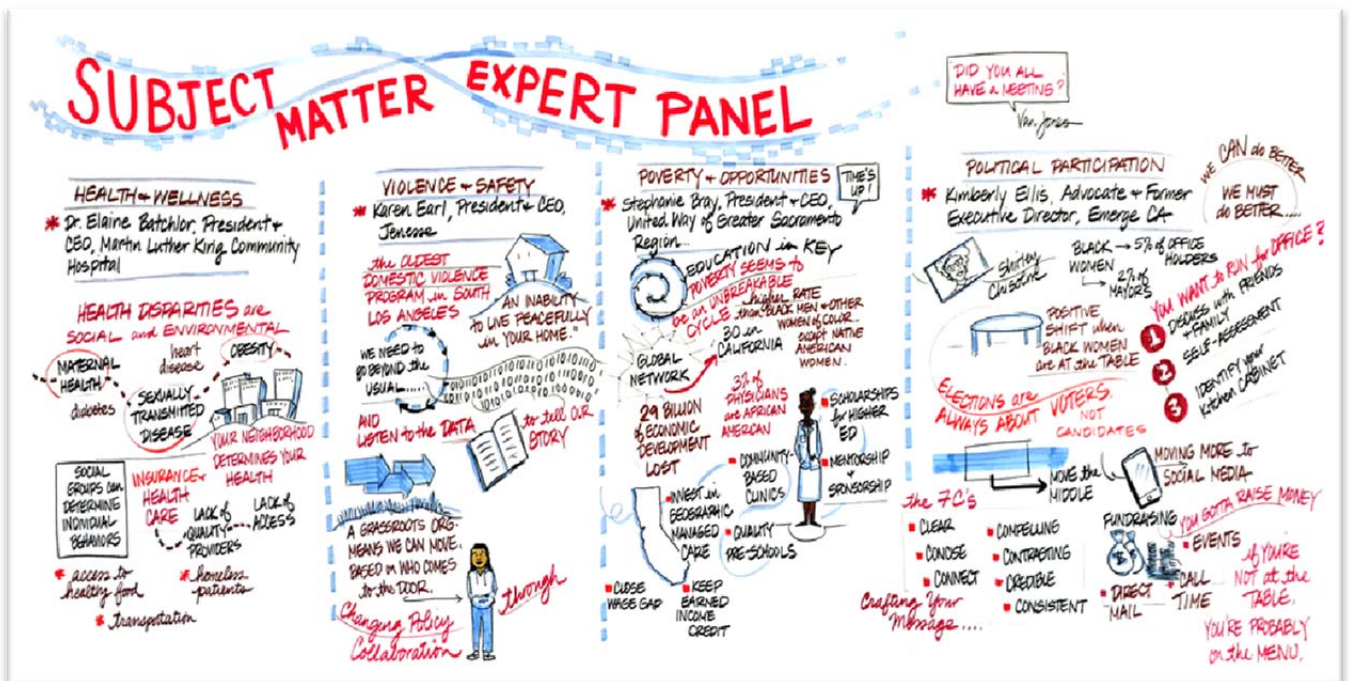
Public schools were identified as a source of concern. Black Girls experience higher levels of suspensions than their counterparts. School districts and organized labor must be open to address the issues and disparity gaps.

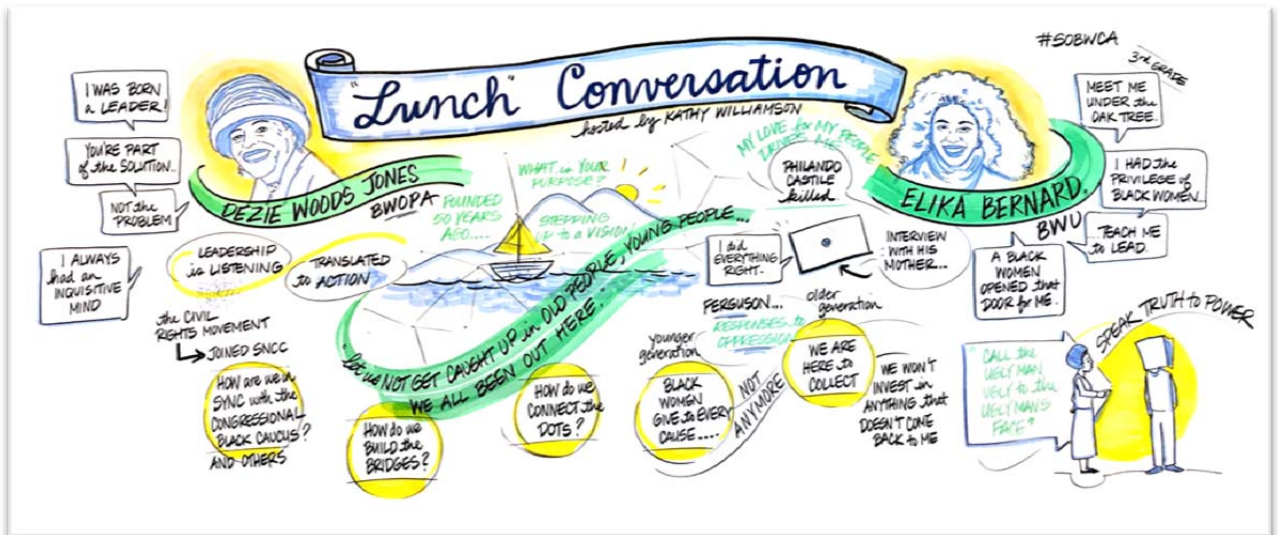
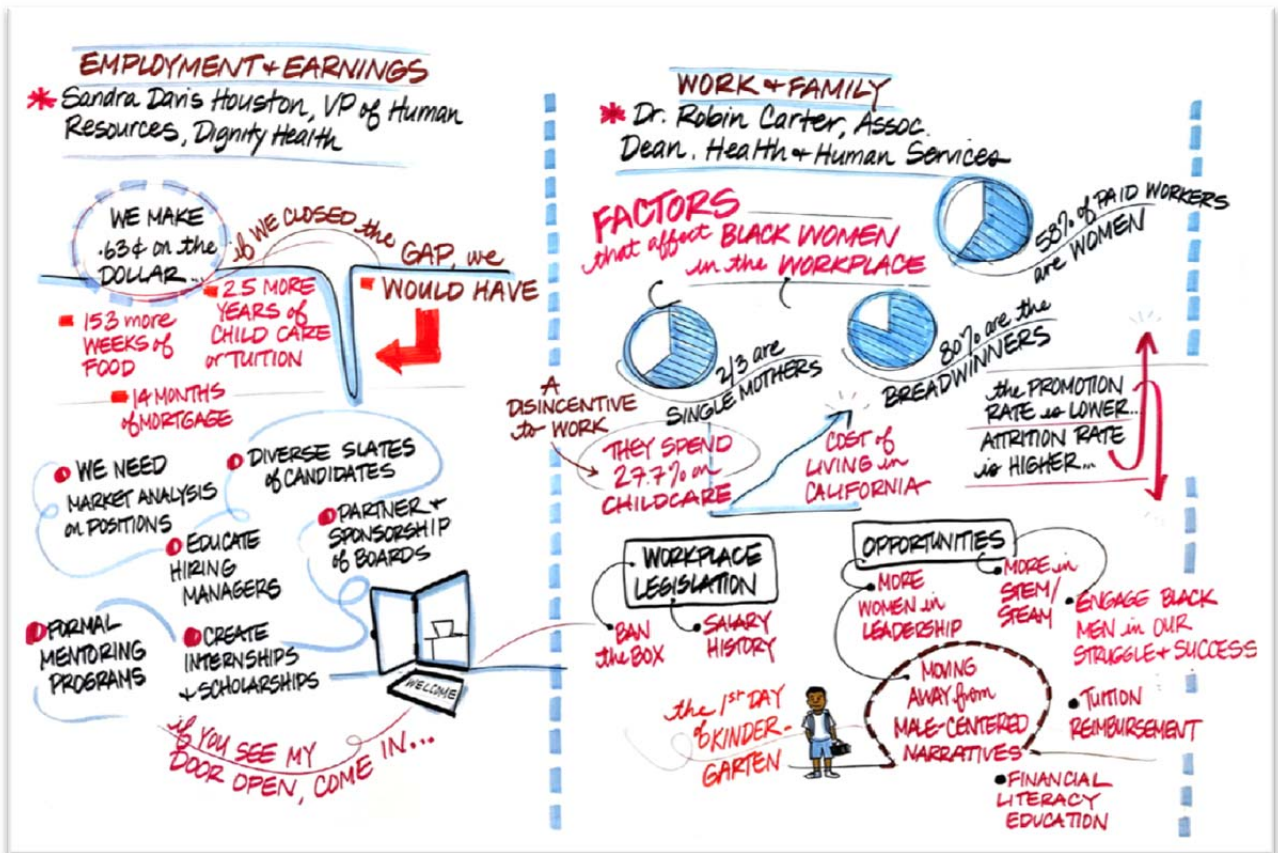
Although there is a real need to address these issues, the need for resources is greater. According to the forum attendees, there is a lot of work already being done by organizations throughout the state. There is a need to connect and elevate the work to get more traction of the efforts. The recommendations focus on some short term and long term strategies.

Violence and Safety Recommendations

- **Bail Reform is a must...focusing on the impact it has on the family particularly when a single, Black mother is involved**
- **Advocate to take willful defiance out of the suspension code with a focus on girls**

- Fight for public funds to support trauma centers and resources for those who experience trauma
- Focus on getting the Victims of Crime Act funds out to the community
- Support Build.Black. Coalition and other community collaborative efforts
- Establish statewide resource database for victims of domestic violence (e.g. App, call center)
- Push the state to allocate funding for public awareness campaign on violence among youth
- Support effort on reductions in mandatory sentencing policies and prison terms
- Provide states with incentives to reduce incarcerated populations can also help achieve this goal and reverse existing incentives for incarceration.
- Commission a report on school to prison pipeline specifically for Black Women and girls in foster care
- Require mandatory domestic violence and sexual harassment training for middle school students
- Implement an implicit bias policy and training program for county social service workers and health professionals
- Assess current efforts and develop partnerships to elevate efforts
- Elevate Black Women survival stories





Important Data Points

- The Black female population in California is the third largest in the country with 1.1 million residents.
- Los Angeles has 39% of the Black Female population in the state.
- Although we only represent approximately six% of Women in the state, our impact on social and political issues have lead the way to remove barriers that have helped our counterparts thrive.
- According to statewide data, more than a third of Black females live in poverty, which is the largest% among all Women.
- In addition, 75% of Black households are headed by single mothers along with 80% of the household have Black Women breadwinners compared to 41% for White, 56.4% for Hispanic, 24.9% Asian Pacific Islander (API) and 66.3% Native American Women.
- Similarly to their white counterparts, Black Women make far less than white males at \$.63 to every dollar, which is \$.12 lower than White Women.
- On average, Black Women in California spend 50% on housing and 20% on childcare, higher than any other group.
- Nearly 60% of Black Women, which is the highest among Women, are in the workplace with median earnings of \$43K compared to White Women's \$52K and API Women's \$50K.
- Hispanic and Native American Women earn less at \$30K and \$38K respectively.
- However, Black Women have the highest unemployment rate between the age of 16-64 at 17%, which is more than double Asian and White Women.
- 48% of low and moderate income Black Women 18 years and older are food insecure.
- One out of four Black Women working are in service occupations. Nearly 40% are in managerial or professional occupations compared to more than 50% for White and Asian Women.
- Black Women only represent 7.7% of Women on businesses in California. White Women owned businesses are 62.3%, Hispanic Women owned businesses are 27.7%, API Women owned businesses are 14.3%, Native American Women owned businesses are 16.9 and other and Other Women owned businesses are 13.2% of all Women owned businesses.
- In addition, the bulk of Black Women owned businesses are micro-enterprises.

- 23% of Black Women in California have a Bachelor Degree or higher compared to 39.3% of White, 47.3% of API, 12.1% Hispanic, 14.3% Native American and 38.1% other Women.
- Black Women take on more debt than any other group and repaying loans impede their ability to pay other essential expenses.
- Black Women are 5.7% more likely to receive subprime mortgage and 8.5% more likely to receive a high cost subprime mortgage than Black Men and 256% more likely than White Men.
- Black Women vote at comparatively high rates and had a higher voting rate than all other group of men and Women during the last two presidential elections but remain underrepresented at every level of federal and state political office.
- California has only four Black Women in Congress, which is the largest contingency than any other state.
- At the state level, there are three Black Women with all being from Southern California and no Black Woman serving in a statewide office.
- However, there are more than 100 Black Women serving in local offices including city Mayors, Board of Supervisors, School Boards, Health Districts, Utility Boards, Community College Boards, Clerks and Treasurers.
- In Riverside, there is a Black Woman who was elected to Superintendent of the School District, which is a unique model.
- Even though approximately 80% of Black Women have some form of health insurance, they still have a higher Percentage of chronic diseases including diabetes and cardiovascular disease as well as the highest mortality rates from chronic disease.
- Although Black Women are least likely to get breast cancer but most likely to die from it when diagnosed.
- 1 out of 3 Black Women delay care due to copays, deductibles and financial issues.
- 11.4% of Black Babies born with low birth rates nearly double any other race.
- 41% of Black Women are obese in the state.
- Sexually transmitted infections disproportionately impact Black Women and Teens.

- Black Women and teens rates of chlamydia and gonorrhea are approximately 5 times as higher than White Women. It's even higher for HIV and syphilis.
- The average annual hospital encounters for Black Women due to assault is 1,000 per 100,000 in California compared to White Women at 225.4, Hispanic Women at 236.4, Native American Women 379.3 and API Women at 60.6.
- Black Women life expectancy in California is 78.5 years of age, more than 5 years less than the average woman in California. White Women life expectancy is 83.5 years of age.
- Black Girls and Foster Youth are the most trafficked victims in the state.
- Black Women are three times more likely to be incarcerated than White Women.
- Black Girls and young Women make up one-third of all girls and young Women in the juvenile justice system but only make up 14% of the general youth population.
- Black Women make up 32% of incarcerated Women in state facilities even though they only make up 6% of the population.
- Black Women are impacted by domestic violence 35% higher than White Women.
- These among other disturbing data points have ignited this effort to develop this effort to focus on Black Women and girls.

Data sources were used including the *Status of Black Women in the United States* by the National Domestic Workers Alliance; *Women's Well-Being Index* by California Budget and Policy Center; *Black Minds Matter* by The Ed Trust West; *Black Women Deserve Better* by Black Women for Wellness; *Black Women in the US 2017: Moving Our Agenda Forward in a Post-Obama Era* by Black Women Roundtable; *California Children's Report Card* by Children's Now; *The Chisholm Effect: Black Women in American Politics* by Higher Heights; and a host of articles.