

National Coalition of 100 Black Women, Inc.

Delaware Chapter

ADVOCACY PRIORITIES



This document highlights the 2022-2023 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.



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 alternative to out of school suspensions and expulsions for Black girls.

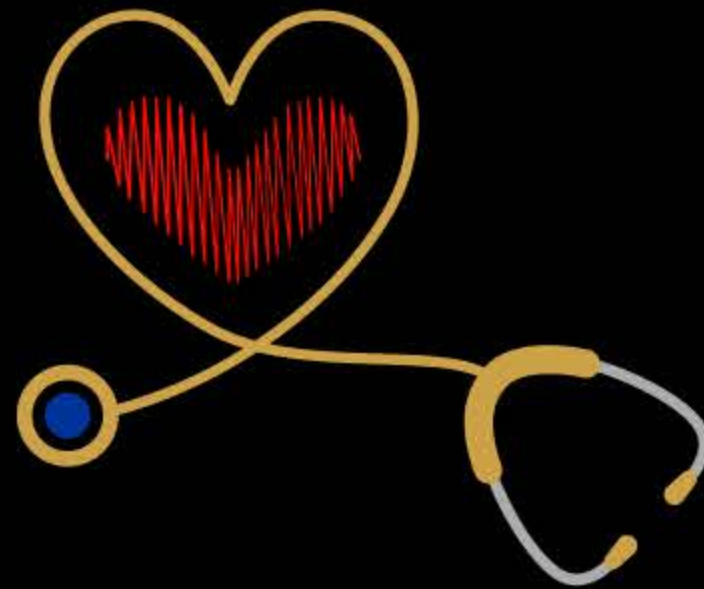
Increase diversity, equity, and inclusion in the Delaware public education system in both the classroom and administration.

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.

HEALTH

Prevent and decrease infant mortality.

Improve access to affordable culturally competent mental health providers and services.



Increase awareness of barriers experienced by Black women seeking mental health services including:

- Lack of insurance coverage
- Cost of treatment
- Limited public transportation in Southern Delaware
- Lack of effective diversity, equity, and inclusion practices in the clinical setting
- Stigma and fear of losing child custody

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.

Increase awareness, advocate for resources/support, and provide education/training for Caregivers.



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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.

Increase livable wage employment opportunities. About 28% of employed Black women work in service occupations which is the sector earning the lowest wages.

Support the increase of women owned business growth. Black women owned businesses only represent 14% of small businesses in Delaware.



Increase awareness and education on economic stability. Black women are one of the two racial groups of women with the highest labor force participation rate yet Black women experience poverty at a higher rate than any other group except Native Americans.

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 is committed to advocating and driving policy solutions on behalf of the most vulnerable and voiceless - Black women and girls. We seek to accomplish this by partnering and collaborating with like-minded organizations and the impact of our work is statewide. We are unapologetic in our determination to eradicate gender and racial inequalities. The priorities are intentional, but not exhaustive; and ambitious, but achievable. With our State of Our Union: Black Women and Girls in Delaware Research reports, it is our intention to document and address the lived conditions of Black girls across the state, allowing us to uncover additional work that we need to champion in Health, Education, and Economic Empowerment. We want to close the gaps for Black girls that exist across the state of Delaware and must do better for our Black girls. We can only do better by having courageous dialogue, unrelenting and challenging engagement with our Legislators, and shining a light on these issues with other stakeholders, including the media, community organizations, and churches. Please review our legislative priorities, ask us clarifying questions, and act on behalf of Black women and girls.

Best Regards,

Melanie S. Daniels

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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 26, 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. In 2021, we conducted another research effort, releasing the report results during a live panel event.

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 of Women. To date, 101 Delaware women have completed this training.