



Black Women's Economic Agenda

WHITE PAPER

BLACKWOMANOMICS: A Policy Framework

February, 2016

To reshape our future by demanding economic security, economic equality and full economic access for parity across all sectors, and by claiming the right to intentional pursuit for joyful living.



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BLACK WOMEN’S ECONOMIC AGENDA WHITE PAPER

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BLACK WOMEN'S ECONOMIC AGENDA

I. INTRODUCTION

WE THE LEAGUE OF BLACK WOMEN,
IN ORDER TO ENABLE A MORE PERFECT UNION, ESTABLISH JUSTICE,
INSURE DOMESTIC TRANQUILITY, BE PROVIDED COMMON PROTECTION,
PROMOTED IN THE GENERAL WELFARE, AND BE SECURED IN THE BLESSINGS
OF LIBERTY FOR OURSELVES AND OUR POSTERITY,
DO ORDAIN THIS ECONOMIC AGENDA

The League of Black Women undertakes to establish a Black Women's Economic Agenda with the goal of promulgating national public policy specifically aimed to remove and remedy the structural impediments that historically and currently serve to prevent achievement of economic power in the United States. LBW's insistence that Black women be the focus of this economic agenda is predicated on the belief that the individual and collective lives of Black women matter; have intrinsic value. It is buttressed by the understanding that our economic empowerment gives automatic agency for improving the socio-economic outcomes for our children, families and communities, and further, would serve to enhance the economic strength and competitiveness of our country as a whole.

The Black Women's Economic Agenda *self-fully* places a coherent and compelling set of demands on the domestic policy table. It obliges citizens and policymakers alike to engage in new deliberation of the "truths we hold to be self-evident" and insists on departure from the failed and too often specious approaches usually employed in policy decision-making with respect to Black women. Perhaps it is impossible to don Rawls' veil of ignorance in this deliberation on racial and gender inequality. However, it is within our reach utilize our intelligence and harness the political will to construct and implement policy that achieves meaningful, positive economic change for Black women. Most of whom overwhelmingly comprise the least of American citizens.

This is a propitious time for such deliberation: with the 2016 elections upon us, economic issues are uppermost in the minds of voters and politicians alike. Black women want candidates to address our Agenda; to make sincere commitments to policy changes that lift our common economic status from last place, with the least.

II. PROBLEM STATEMENT

“Is the U.S. economic system fair to most Americans, or is it “rigged” to favor the rich and powerful?” Recently, this question was posed to a cross section of Americans, to gain insight into economic inequality as a partisan concern in the 2016 elections. Most respondents, 65 percent, felt the system unfairly advantaged elites. Most, except for high income Republicans and some low income Democrats.¹ However, Black women are not among those who need ponder this particular question: we know empirically - it ain’t on the level. And we have the reports, statistics and studies to prove it.

Black women stand in the vortex at the convergence of racism and sexism, subject to the combined ill effects

**Economic Inequality:
It’s Far Worse Than You Think**
The great divide between our beliefs, our ideals, and reality
Scientific American by [Nicholas Fitz](#) on March 31, 2015

of generalized prejudice and discrimination against both African Americans and women. On the one hand, there is the reality of the pernicious, continuing racism against Black people as a group. On the other, there is the reality of gender bias in our group culture and in larger society. Against this backdrop there is the uneasy alliance with women across the racial divide, resulting largely from sharply uneven outcomes in economic progress. The unrecognized backbone of the civil rights and the feminist movements, Black women have watched from the sidelines as the benefits of affirmative action were realized by minority men and white women.

The negative impact of this “double whammy” is irrefutable. Consider: In 1860, the average slave in the US represented an asset of \$875 dollars in the economy. Allowing for an annual inflation rate of 2.18%, this calculates to a value of \$24,053.16 in 2014; roughly equivalent to the current median income for many Black female full time workers.²

US demographic statistics for Black women paint disturbing pictures that belie education and hard work as the certain pathway to the American Dream. Education does not equate to a winning IRR: we surpass every other group in college enrollment, only to find ourselves un or underemployed and saddled with school debt. Despite achieving near parity in educational attainment with white women at all levels, Black women experience the median wealth for single

Black women stands at \$100; while that for white counterparts is \$41,500.³ As for general welfare? The poverty rate for Black women is five times that for white men, the maternal mortality rate is three times that for white women and Black women are the most likely to be subject to violent crimes of murder, assault and rape.

American Black Women Face Grim Unemployment Statistics

INTERNATIONAL BUSINESS TIMES BY MEAGAN CLARK 09/05/14

In the wake of the Great Recession, with the rescue of Wall Street, the banks and financial institutions, we saw

the advent of jobless growth, which did little to restore economic prospects for American households most adversely impacted. Perhaps unintentional, nonetheless, the consequence for Black women and their households was near catastrophic. In the Great Recession Black women sustained staggering loss of wealth, due to longtime, unfair bank practice of relegating Black home buyers to the subprime market. During the Recovery, Black women also absorbed 42% of the job loss among all women – even though we are less than 13% of the female workforce.⁴

Historically excluded from the ranks of the wealthy, power elites whose interests are systematically promoted, Black women and their interests have been systematically overlooked, bypassed and ignored. Never designed with us in mind, US economic policy has habitually served to marginalize, temporize or reverse the economic gains of Black women.

BLACKWOMANOMICS

A framework for socioeconomic policies designed for intentional economic empowerment of Black women, purposed to remove and remedy the structural impediments that hamper and prevent our full participation in the US economy, and targets specific outcomes, with measures for performance and sanctions for non-compliance.

III. TOWARDS SOLUTION – NEW POLICIES, NEW RESULTS

Past exclusion notwithstanding, Black women are energized to act on our own behalf, utilizing the political apparatus available to us. The effort to insert our voice in national political dialogue, asserts not only a demand for attention to our predicament, but a demand for change. The Black Women’s Economic Agenda puts forth a platform for political engagement. Black women want candidates and policymakers to speak directly to us; referencing our conditions, our aspirations, our Agenda. Oblique, vague references to the ‘plight of the middle class’, ‘opportunity’, ‘all women and minorities’, blahblahblah, simply will not cut it. Why? Succinctly put, “Been there, done that”, to little avail.

The Black Woman’s Economic Agenda is proffered with profound urgency: national, state and local elections provide a valuable platform and access to policy makers. The election season is a window of opportunity to impact the political process, to stimulate deeper conversations about economic inequality, gender and race discrimination, to inform, influence and organize Black women and others for action. This is key: Black women form a formidable, reliable voting block and young Black women are emerging as leaders in new season of social activism.

The hope of the Black Women’s Economic Agenda – *Blackwomanomics* – is to herald a new era: the US economy can no longer operate as a plantation with Black women as marginalized share-croppers. The progeny of Sally Hemmings stand firm to assert our inheritance. If the best is yet to come for our Nation, it will not arrive until and unless there is truly “liberty and justice for all”.

IV. THE BLACK WOMEN'S ECONOMIC AGENDA

LBW's commitment to promote an agenda for the explicit progress and well-being of Black women is born of the determination to engineer and enable a future dramatically different from the dire prospects predicted by our history and current circumstances. LBW envisions freedom for Black women to lay unfettered claim to the right to Life, Liberty and the Pursuit of Happiness by demanding economic change. This higher purpose is a vision of a sustainable best life for Black women. Moreover, the mission, to reverse 400 years of systematic exclusion, encourages personal development and individual growth, as well as facilitates progress for Black women as a group. It is supported by four areas of economic focus – the pillars which undergird actualization and realization of the dream. (*see Figure 1*)

Women of Color: A Growing Force in the American Electorate

Center for American Progress By Maya L. Harris October 30, 2014

While not a monolithic group, women of color comprise an important demographic that can, when acting in concert on issues of common concern, have a profound impact not just on elections but on public policy as well. ... The troubling fact is that issues at the center of the lives of women of color rarely if ever take center stage in the political arena. Yet for them, having a consequential voice in our public policy discourse is not an abstraction; it is real, and the lack of it has direct and sometimes detrimental impacts on their world—their livelihoods, their bodies, their children, and their families.

V PURPOSE, MISSION AND PILLARS

PURPOSE:

ECONOMIC ACCESS FOR PARITY ACROSS ALL SECTORS AND CLAIMING THE RIGHT TO INTENTIONAL PURSUIT OF JOYFUL LIVING.

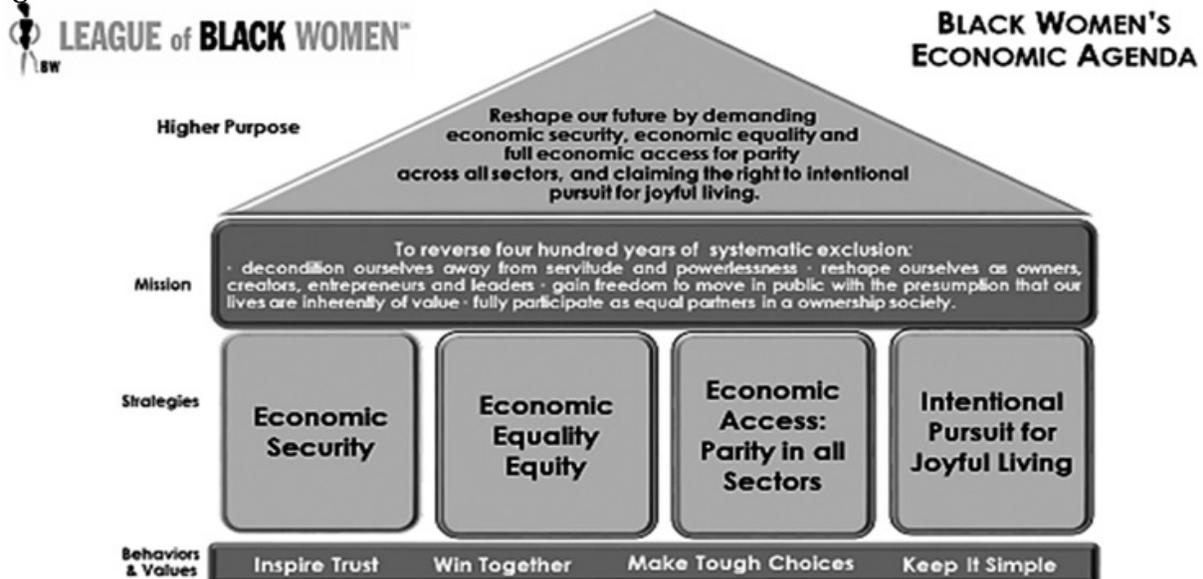
MISSION:

TO REVERSE FOUR HUNDRED YEARS OF SYSTEMATIC EXCLUSION; DECONDITION OURSELVES AWAY FROM SERVITUDE AND POWERLESSNESS; GAIN FREEDOM TO MOVE ON PUBLIC WITH THE PRESUMPTION THAT OUR LIVES ARE INHERENTLY OF VALUE; FULLY PARTICIPATE AS EQUAL PARTNERS IN AN OWNERSHIP SOCIETY.

PILLARS:

- ONE ECONOMIC SECURITY
- TWO ECONOMIC EQUALITY
- THREE ECONOMIC ACCESS
- FOUR INTENTIONAL PURSUIT OF JOYFUL LIVING

Figure 1



Prepared by LBW Task Force on Economic Strategy

VI. POLICY PERSPECTIVE: BLACKWOMENOMINCS

Pillar One . . . Economic Security

“It’s time to get paid”

African-American Women Hit Hardest By Income Inequality

USNEWS&World Report By [Jamie Chandler](#) and [Skylar Young](#) Jan. 28, 2014

Conclusive Findings on Economic Security

- ▶ **Black women continue to lead the nation in labor force participation, yet still face unemployment challenges and intensified levels of unequal pay.**
- Black women’s unemployment rate was especially hard hit throughout the Great Recession and continued to rise during Recovery. The rate now stands at 10.5 percent, roughly twice that of white women (5.8 percent).
- Increasing the minimum wage and access to benefits would be especially beneficial to Black women. As a result of the recession the numbers of Black women working for minimum wage doubled
- White women face a pay disparity of approximately 77 cents to the dollar for white men; the numbers for Black women are worse, only 68 cents to every dollar earned by white men.
- Black women who are covered under collective bargaining agreements make higher wages and have greater access to benefits than women of all races or ethnicities who are non-unionized.
- STEM is widely acknowledged as a key for the workplace of the future. Today, Black women only make up 2% of practicing scientists and engineers in the workforce.

Source: Black Women In The United States 2014

Pillar One Description

Economic security is described - for individuals or households, as the condition of having stable source of income or financial resources to provide for essential needs, sustainably and with dignity, now and in the near future. This includes food, shelter, clothing, hygiene and related costs of transportation, health care and education. This Pillar speaks to enabling improved financial situation of Black women, the *attainment* and on-going maintenance of a desirable standard of living

Pillar One considers the income of Black women and policies addressing the root causes for the instability and inferior incomes including employment discrimination, wage gaps and lack of opportunity in growth industries.

Pillar One Recommendations

- 1.1 Raise employment rates for
- 1.2 skilled and professional black women to national average throughout the employment pipeline
- 1.3 Increasing entrepreneurship by giving entrepreneurs capital for acquisitions and prime contracts
- 1.4 Each industry, both public and private must recruit, train, hire and promote black women.
- 1.5 Minimum wage increase above the poverty line, to sustain a reasonable quality of life
- 1.6 Creation of a national black women's labor union that is not trade based
- 1.7 Require public schools to make STEM competency a basic graduation requirement.
- 1.8 End discrimination against black women and minority men pursuing STEM disciplines in higher education.
- 1.9 Federally mandated employee paid time off, paid vacations, and year-long parental leave
- 1.10 Workplace coaching to help improve quality of life for and develop leadership capacity of low-level workers

Amendments to Existing or Proposed Policies

- 1.a Expand the economic base in local black communities - increase number of jobs available in a specific geographic neighborhood
- 1.b Increase affirmative action goals of Black women to 13%. Sanction companies that fail to meet minimum criteria with loss of government contracts and tax incentives
- 1.c Increase contract goals to result in 13% awarded to Black women. Sanction actions that inhibit competition.

Continuous Improvement Metrics

- ✓ Unemployment rates: Cyclical, long-term, short-term and underemployment
- ✓ Debt rates
- ✓ Number of available jobs in a community
- ✓ Percent who own stocks, businesses, and other lines of revenue

PILLAR 2. . . ECONOMIC EQUALITY

“Belle comes into her own”

Conclusive Findings on Economic Equality



- **Black Women suffer both a Wage Gap and a Wealth Gap negatively influenced by both race and gender. The resulting earnings and wealth disadvantages leave Black women especially vulnerable during their retirement years.**
- Black Women are still reeling from the foreclosure crisis. As many scholars have pointed out – the subprime lending and foreclosure crisis caused a near wipe-out of African American homeownership and wealth building, but other factors – including the racial imbalance in intergenerational wealth transfers, also play an important role.
- In 2010, the pivotal report, “Lifting as We Climb” painted a stark picture of African American women and wealth, touting among key findings that: (1) Single African American women had a median wealth of \$100 v. \$41, 500 for white women; (2) almost half of single African American women had zero or negative wealth; and (3) only 33 percent of single black women were homeowners v 57 percent of single white women
- As a result of life-long wage disadvantages, as seniors, Black women have the lowest household income of any demographic group in America. Especially among those who live alone, Black women suffer an astounding wealth gap; not only trailing significantly behind whites, but trailing Black men as well.

- Black women are increasingly represented in management and professional fields but are still over-represented in low-wage jobs, usually with no benefits.
- Black women are more likely than any other group in America to work for poverty-level wages; twice as likely to be working poor as either white women or white men. 15.64 percent of African American women workers are earning annual incomes below the national poverty line.
- Black women trail in the technology race. Black female students in STEM disciplines report feelings of isolation and experience toxic environments; citing exclusion from study groups, difficulty finding study partners, and facing assumptions of incompetence.

Source: Black Women In The United States 2014; Black Women's Roundtable

Pillar Two Description

A textbook definition of economic equality is an economy in which the apportionment of resources or goods among the people is considered fair. Economic inequality, also known as income inequality and wealth inequality, is the difference found in various measures of economic well-being among individuals in a group, or among groups in a population. This Pillar addresses the inequality in the income and wealth of Black women, and acknowledges the impact of social and cultural practices of bias.

Pillar Two Recommendations

- 2.1 Provide investment incentives to capitalize minority businesses, specifically Black woman owned businesses.
- 2.2 A baby bonds trust program, which would provide all children born in households in the lowest wealth quartile with an endowed trust that could be accessed for asset-building investments, such as a home or a business.
- 2.3 Increase competition within the check cashing industry by allowing public offices, like the post office, to cash checks.
- 2.4 Community based financial literacy and smart consumer education initiatives to promote informed, healthy consumer behavior.
- 2.5 Investment in micro – lending programs to encourage entrepreneurship, particularly among women, in distressed, underserved minority communities,

- to open local businesses such as services, real estate, auto repair, retail, etc.
- 2.6 Support for globalization of micro businesses
 - 2.7 20% reduction in tax on gross income to encourage women to save and invest in simplified pension plans, IRAs, and other long term investment
 - 2.8 Require public schools to make STEM competency a basic educational requirement
 - 2.9 Change the Earned Income Credit and apply it more consistently
 - 2.10 Create special class investment vehicles for women

Black Women are the Most Educated Group in the United States

For the first time in the history of data collection by the National Center of Education Statistics as reported by the US Census, Black women have surpassed every other group in this country based upon race and gender. What does that mean? For the first time in our history, African-American women have surpassed all groups in college entrance based upon race and gender. That's right. African American women enroll in college more than Asian men, white women - you name the group, either race or gender, African American women are number one.

<http://www.democraticunderground.com/10024589204>

<http://shine.forharriet.com/2014/03/black-women-are-most-educated-group-in.html#axzz40rNQsZBb>

Amending/Enforcing Existing Policies

- 2.a The progress schedule in Social Security should have a new category to alleviate the poverty of senior, never married black women, who therefore do not receive additional payments from deceased husbands' benefit, by giving them higher payments.
- 2.b Strict enforcement of regulations prohibiting anti-predatory banking practices
- 2.c Increase entrepreneurship capacity by funding and expanding Minority Business Development Centers (MBDCs), and mandate specific program attention/services for Black woman business owners, particularly those seeking to build mid-sized businesses

- 2.d Create business investment centers through the Community Reinvestment Act; mandate specific CRA investment in Black woman owned businesses.
- 2.e Firm enforcement of laws mandating equal access to lending
- 2.f Tax policy proposals that could directly benefit those families that need the most assistance, particularly low-income families and communities of color, include re-implementing a first-time homeowner tax credit; reforming the savers tax credit to be universal, refundable, and inclusive of a match component; and increasing the tax rate on capital gains back to at least 20%, back to what it was under the Clinton administration

Continuous Improvement Metrics

- ✓ Income
- ✓ Wealth
- ✓ Consumption
- ✓ Mid – Sized Business Ownership

PILLAR 3 . . . ECONOMIC ACCESS: PARITY IN ALL SECTORS *“A seat at the table”*

Black Women Are Breaking Barriers But Still Not Getting Compensated For It

by Bryce Covert Apr 3, 2014, THINK PROGRESS Economy <http://thinkprogress.org/economy/2014/04/03/3422550/black-women-education-work/>

Conclusive Findings on Economic Access

- Black women vote at dynamic rates, but are woefully underrepresented in elected office, holding only 3 % of state legislative seats, and less than 3% of seats in Congress. Only one Black woman, Carol Moseley Braun, has ever held a seat in the US Senate.
- Black women are the fastest growing segment of the women owned business market, yet Black women-owned firms trail all other women when it comes revenue generation. Black women receive only 6% of the revenue generated by all women-owned businesses as compared to 29% received by white women.
- One prime and largely untapped area for revenue growth for Black women

entrepreneurs is through government procurement. Though data is largely unavailable broken down by both race and gender, we can impute that if Black women were to receive merely 6% of the 5% government target for awards to all women, then Black women business owners would receive a stunningly low, .3% of all federal contracts.

Source: Black Women In The United States 2014; Black Women's Roundtable

- Black women don't have relationships with sponsors. They are dissatisfied with their lack of access to senior leaders who can and will successfully sponsor them.
- In corporate America, there are too few Black women at the top to spark change in leadership culture. Black women are not advancing into senior leadership roles fast enough.
- Black women lack support from other groups. LBW Research shows that, in particular, they get the least support from white men and women at their places of employment.
- Black women are not being promoted. LBW research documents that the majority respondents have only been promoted once in the last five years. A large number have never received promotions in that time period.

Source: Daughters of the Dream, 2015; League of Black Women

Pillar Three Description

For Black women, economic access begins with the dignity of inclusion, access to channels of information, influence, resources and networks; it represents authentic opportunity to compete in an open and transparent process for education, training, business development and meaningful employment.

Recommendations

- 3.1 Establish a national women's bank with a clear mandate regarding service and programs for Black women as priority.
- 3.2 Encourage Black women owned banks.
- 3.4 During bidding, make sure that Black women specifically (not as a general call to disadvantaged groups) are recruited to the opportunities for access.

- 3.5 A policy that ensures that there is equal access to high quality contracts and that any Black women owned business that meets the requirements for bidding should be considered. Measurement of Success: The number of high quality deals awarded to black women and their economic impact should be proportionate.
- 3.6 Advocacy for thought leadership that critiques tacit white affirmative action through crony
- 3.7 Access to resources in the Black American economy to increase the circulation of money within the black community.
- 3.8 Tax policy designed to incentivize intra-racial economic activity in the Black community
- 3.9 Increase funding to support incentives for intra-racial business activity and consumption in the Black community.
- 3.10 3.10 Black women should be specifically targeted for equal access to business opportunities because, as a group, they are hyper-disadvantaged by both race and sex. In addition, there should be robust enforcement of EEOC policies that specific protects *black women*.
- 3.11 Systemic changes in corporate cultures and more sponsorship programs must be created to help these women advance.

“Black women are exhausted from waiting
in the wings on lower corporate rungs
without moving ahead.

They want more opportunities
to advance into senior leadership roles.
They want these opportunities now.”

Sandra Finley
President & CEO, League of Black Women

Continuous Improvement Metrics

- ✓ Percentage increase in income, spending, and in receipts per quarter for Black women owned businesses
- ✓ Removing the “black tax” on the cost of doing business
- ✓ Keeping statistical data to determine which companies are disseminating info/offers/bids to Black women owned business and keeping account of the number of high quality bids that are awarded to Black women owned business.

PILLAR 4. . . INTENTIONAL PURSUIT FOR JOYFUL LIVING

“I’m sick and tired of being sick and tired,”

Fanny Lou Hamer

**“Happiness is not a goal;
it is a by-product.”**
- Eleanor Roosevelt

Pillar Four Description

The intentional pursuit for joyful living can be expressed as the freedom to create and experience the best life one desires as a manifestation of the *right* to Life, Liberty and Happiness. This Pillar speaks to the heart of the Black Women’s Agenda: whereby Black women lay full claim to this Right through the demand for economic security, equality and access. Joyful living is in exercising *intentional pursuit* of one’s highest and best self: the by-product of the process of raising the quality of life of Black women. Pillar Four addresses several domains, with Findings on Health and Violence, Education, and Law; and with Recommendations for Health, Education and Law.

Conclusive Findings – Health and Violence

Health is a complete state of physical, mental, and social wellbeing, and not merely the absence of disease or infirmity. – World Health Organization (WHO)

► Black Women's Health Still in Need of Dire Attention

- Black women endure triple the maternal mortality rate of white women in America and face increased likelihood of having a low-weight baby or one that dies within the first three years.
- Black women have the highest breast cancer death rates of all racial and ethnic groups in America and are 40 percent more likely to die of the disease than white women. Five Black women die daily specifically due to disparities in access to treatment for breast cancer.
- Often thought of as a disease primarily impacting men, Black women have higher rates of high blood pressure than any other demographic group in the nation.
- While more than 2/3 of the U.S. population is either overweight or obese, fully 4 out of 5 Black women fall within this designation, and 16 percent struggle with extreme obesity.

► Black Women Vulnerable to Violence and the Criminal Justice System

- Black women are especially likely to be a victim of violence in America; more likely to be murdered, raped, or beaten.
- Black women remain more likely than women of any other group go to prison, the incarceration rates of Black women have declined tremendously in recent years; from six times that of white women, to now, three times that of white women..

Black Women In The United States, 2014, Black Women's Roundtable

Recommendations – Health

- 4.1 Ensure that all states, particularly those not enrolled with Obamacare, provide a lower cost, affordable, quality alternative.
- 4.2 Healthcare system/insurance industry to benefit the foundation of the health care system, primary care clinicians, such that payment is commensurate to services provided and citizens have understandable choices without loss of benefits (ie. Single Payer = Medicare for all). People cannot be allowed to go bankrupt due to medical debt
- 4.3 Mandate that well-being be taken into account when developing any law or policy.

- 4.4 Start measuring the Nine Domains of Gross National Happiness or create something similar to the Human Development Index for the United States and use it to measure the health and happiness intersectionally by various demographic categories.
- 4.5 Subsidize vibrant entertainment and recreation facilities in all communities

Recommendations - Education

- 4.6 Higher pay and resources for teachers.
- 4.7 Reforming schools so that they are not focused solely on workforce development, but also on fostering personal development through interaction with the world.
- 4.8 Classes to teach children to self-actualize and develop their self-esteem throughout life by giving them the tools to counteract social negative self-talk.
- 4.9 Establishing schools that would view the world from an African perspective and explore a non Eurocentric view of how to create an educated human being. In addition, these schools would expose the children to history, culture, and politics from their own cultural perspectives, rather than from the perspective of the “victor” or the dominant culture.

Recommendations – Law

- 4.10 Create a sharp line demarcating the limits of government interference in a family’s discipline practices.
- 4.11 Eliminate mandatory sentencing rules.
- 4.12 Improve the quality of legal services for low income defendants by lowering the minimum income needed to qualify for pro bono legal representation.

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Acknowledgments:

LBW's original research documenting the experiences of 'Black Women in the Workplace' helped set values and guidelines for this whitepaper, namely to give authentic voice to Black women, and place to their collective wisdom born of experience. The foundational work of the LBW Task Force on Economic Strategy gave shape and form to The Black Women's Agenda. In this whitepaper, findings and recommendations for each Policy Pillar draw freely from the body of research produced by a dedicated network of social justice organizations, as well as from related topical work of socioeconomic research centers and news media centers, all of which is readily available on the internet. We owe them a debt of thanks for the caliber and the quality of this work, and the generosity of access to it. The efforts of these "sister" organizations, researchers, journalists and other writers are greatly needed and deeply appreciated.

The Black Women's Economic Agenda is a work in progress: we welcome your review. We invite input and commentary by individuals, agencies, and organizations in sympathy with our goals.

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About The League of Black Women

The LBW is a not-for-profit organization founded in 1970 by civil rights advocate and educator Dr. Arnita Young Boswell. Today, LBW is the preeminent expert on Black women's leadership. Our goal is to advance a national agenda for Black women and to assure they are able to emerge within their families, communities and workplaces as exceptional leaders with distinctive, substantial and lasting influence on the decisions that shape our world.

See -- <http://events.leagueofblackwomen.org>