



# ENGAGING BLACK AMERICA

Members of the 116<sup>th</sup> Congress address issues pertaining to the African American community.



# WE ARE URBAN ONE.

A Rich History and  
Iconic Brands.

Our mission is to be the most trusted source in the African-American community that informs, entertains and inspires our audience by providing culturally relevant integrated content through our radio, television, and digital platforms.

Alfred C. Liggins, III  
CEO

Catherine L. Hughes  
Founder & Chairperson

## We Inform. We Inspire. We Entertain.

We are the largest distributor of urban content in the country. For more than 38 years, Urban One has been the leading voice speaking to Black America. First, as the largest local urban radio network. Then, as the largest syndicator of urban programming. Yes, we can even claim our position as the largest African-American owned television network and distributor of digital urban content.

Our brands are unsurpassed. Our content is relevant. Our reach is unparalleled. No other multi-media company reaches 82% of Black America. We proudly wear our banner and lift our voice as we **'Represent Black Culture'** boldly, courageously and unapologetically.

Despite the medium, TV One, Radio One, Cleo TV, Reach Media, iOne Digital or One Solution, we create content that REPRESENTS a people whose impact has touched every fiber of American life. That's what makes us experts. We are creators and distributors. We are developers and executors. We provide solutions to advertisers seeking a deeper customer engagement. And we are the answer for urban enthusiasts wanting content to satisfy their mind, body and spirit.

We are ONE.

ONE company serving a diverse people all seeking ONE thing...URBAN.

# Contents

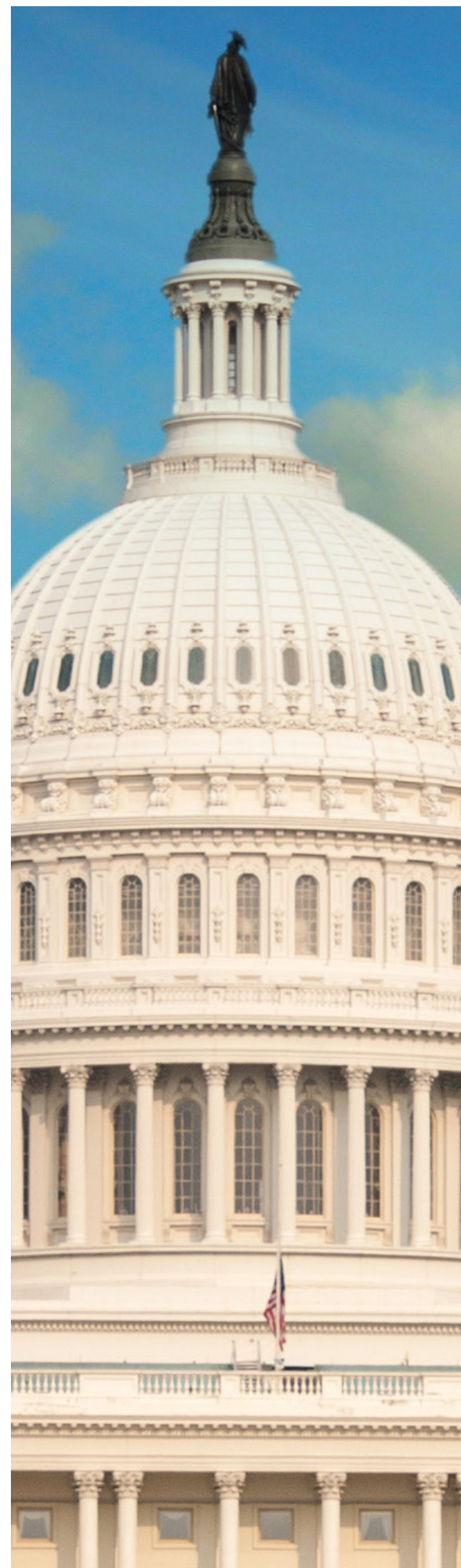
Urban One, Inc. would like to thank the participating Members of Congress for their contributions to Engaging Black America on key issues impacting the African American community.

## Page

- 4      **Working for HBCUs: Congressional Efforts on Behalf of Historically Black Colleges and Universities**  
Congresswoman Alma Adams
- 5      **Making Good on the Promise of Brown v. Board of Education**  
Senator Chris Van Hollen
- 6      **House Democrats Are Working to Deliver on Health Care**  
Congressman Dwight Evans
- 7      **We Urgently Need to Expand Community-Based Mental Health Care**  
Senator Roy Blunt & Senator Debbie Stabenow
- 9      **Barriers to Homeownership: How Centuries of Racism Has Robbed Black Families of the Opportunity to Build Wealth**  
Senator Sherrod Brown
- 10     **Catching Up and Staying Up: Preparing Black America for Sustained Economic Success in the New Economy**  
Congresswoman Eleanor Holmes Norton
- 12     **Diversity is Good Business: The Argument for Diversity in Tech**  
Congressman G.K. Butterfield
- 13     **African Americans have an important role to play in driving U.S. innovation**  
Congresswoman Eddie Bernice Johnson
- 15     **Good for the Bottom Line: Include Black Women in Management and on Corporate Boards**  
Congresswoman Joyce Beatty
- 16     **From Homelessness and Hopelessness: A Path Forward for Affordable Housing For All**  
Congressman Lacy Clay
- 18     **Restoring our International Standing by Addressing Our Domestic Challenges**  
Congresswoman Karen Bass
- 19     **To Build A Safer & More Prosperous World, Invest in Women**  
Senator Chris Coons

---

A special thanks to all participants for their outlook and support on key issues affecting the African American community. The views, information, assumptions and opinions set forth or expressed in this publication are solely those of the author(s) and do not necessarily reflect the views, ideas or opinions of Urban One, Inc. or any of its affiliates or employees and are set forth in our capacity as a media and/or entertainment organization. Urban One makes no representations or warranties about the reliability, completeness or accuracy of any information set forth in this publication and all such information should be used and/or considered for entertainment purposes only.





## Education:

### Working for HBCUs: Congressional Efforts on Behalf of Historically Black Colleges and Universities

#### Congresswoman Alma Adams

Historically Black Colleges and Universities are embedded in the fabric of America. For over a century, HBCUs have embraced their mission of educating Black Americans. Today, HBCUs remain as important as ever to our country and our economy.

Although they represent only three percent of the nation's institutions of higher learning, HBCUs are responsible for producing 24% of Black college graduates, half of all Black teachers, more than 40% of Black engineers and 40% of Black health professionals. There are currently 300,000 students enrolled at our nation's 102 HBCUs.

As an alumna of North Carolina Agricultural & Technical State University who taught at Bennett College in Greensboro, NC for 40 years, I understand the long-standing contributions that HBCUs have made to American higher education and to society. Despite the value of these institutions, HBCUs have always been at a disadvantage when it comes to federal resources. While our nation may have one of the most comprehensive and reputable higher education systems in the world, disparities among institutions persist.

Given their importance to underrepresented and low-income students, it is more important than ever that the federal government continue to invest in HBCUs. That's why I'm spearheading efforts in the 116<sup>th</sup> Congress to support them. One of my first tasks when I entered Congress in November 2014 was to launch the Congressional Bipartisan HBCU Caucus with my co-chair Bradley Byrne of Alabama. In the 116<sup>th</sup> Congress, the Caucus includes 88 members in both the House and Senate. The Caucus aims to create a national dialogue, educate Members of Congress about the issues impacting HBCUs, and draft meaningful, bipartisan legislation to address their needs. In March 2019, the Caucus held its 2nd Annual STEAM Day of Action and brought together HBCU presidents and administrators, industry leaders from a diverse group of companies, and key Members of Congress to advocate for HBCUs.

I also founded the HBCU Partnership Challenge to forge public-private partnerships that will increase corporate engagement with HBCUs to build pipelines of diverse talent and encourage long-term investment. As of this Congress, nearly 25 companies across a diverse set of industries and sectors have taken the pledge.

Of course, we also need the federal government to provide HBCUs with the targeted engagement and outreach they need and deserve. Last year, I was joined by several of my House colleagues in requesting a report from the Government Accountability Office (GAO) on whether HBCUs are receiving adequate support from the Small Business Administration (SBA) to help develop successful entrepreneurs. The preliminary findings showed that SBA had no targeted outreach plan to engage with HBCUs. As a result, last month, the Small Business Committee Subcommittee on Investigations, Oversight and Regulations held a hearing to hold SBA accountable for their failure to form stronger, sustainable HBCU partnerships.

It's imperative that Congress continue to invest in HBCUs. Earlier this month, Congressman Mark Walker and I introduced the Fostering Undergraduate Talent by Unlocking Resources for Education (FUTURE) Act. The FUTURE Act reauthorizes crucial mandatory funding for HBCUs and other MSIs within Title III of the Higher Education Act for the next two fiscal years. Without action, this funding would expire at the end of FY 2019.

The work doesn't stop here. I led my colleagues in requesting that the House Appropriations Subcommittee on Agriculture, Rural, Development, FDA, and Related Agencies appropriate full funding for 1890 Land Grant Universities (1890s) so they can continue to provide essential research, education, public outreach, and economic development opportunities at HBCUs across our country.

The 2018 Farm Bill also included the authorization of six Centers of Excellence on 1890 Land-Grant campuses. In the 116<sup>th</sup> Congress, the HBCU Caucus plans to consider additional opportunities for high-impact Centers of Excellence focused on key areas of interest to provide technological innovations on HBCU campuses.

Of course, much of this work cannot be done without sustainable, modern infrastructure. As Congress begins to look toward infrastructure improvements, I will lead the HBCU Caucus in demanding that the White House and Congressional leadership include in any infrastructure package targeted funding to address deferred maintenance needs on HBCU campuses, which is currently more than \$80 million in total, as well as facilitate new construction.

HBCUs have taught and nurtured generations of leaders in multiple fields and contribute \$15 billion annually to our national economy. These institutions have provided pathways of opportunities for millions of Americans, many of whom are first-generation college students. It's our job in Congress to ensure HBCUs have the resources they need not only to survive, but to thrive, and continue to provide students with access to a high-quality education.



*Congresswoman Alma Adams is the U.S. Representative for North Carolina's 12<sup>th</sup> Congressional District and the founding Co-Chair of the Congressional Bipartisan HBCU Caucus.*



Members of The 116<sup>th</sup> Congress On Engaging Black America

---

## **Education: Making Good on the Promise of Brown v. Board of Education**

### **Senator Chris Van Hollen**

This year marks the 65<sup>th</sup> anniversary of the landmark Supreme Court decision, *Brown v. Board of Education*, which ruled that segregated schools were unconstitutional. In the unanimous decision, the Court also found that “education is perhaps the most important function of our local and state governments” and that it is “a right which must be made available to all on equal terms.”

But more than half a century later, inequality remains part of the very way we fund schools across our country. Our local school systems are supported primarily by property tax revenue, leaving children in low-income communities with fewer supports and opportunities.

In 1965, Congress passed the Elementary and Secondary Education Act and the Title I program to try to remedy this problem by providing federal funding to communities with fewer resources. However, Title I has never been a mandatory program – despite the fact that it underpins fundamental education and economic success in our country. And it has never been funded at even half of what Congress intended when it first passed the law. In fact, the Alliance to Reclaim Our Schools (AROS) found that between 2005 and 2017, Title I was underfunded by \$347 billion.

The federal government made a similar promise to provide funding to assist states and local school districts to educate students with disabilities through the Individuals with Disabilities Education Act (IDEA), and it has similarly failed to keep that promise. In the same period, AROS found that the IDEA was underfunded by \$233 billion.

These failures have real and stark consequences. The Journey for Justice Alliance, in its report “Failing Brown v. Board,” outlines how high-poverty schools, which frequently have higher minority populations, provide fewer opportunities for advanced curricula and class offerings like arts and foreign language. If we fully fund Title I, AROS estimates that every high-poverty school in the nation could either provide a full-time teaching assistant for every classroom or health and mental health services for every student, as well as a full-time nurse, librarian, and counselor in every school.

This is not solely a federal issue – local school districts and states must also ensure that funding is spread equitably. When I served in the Maryland General Assembly, a federal court ruled that our state funding formulas significantly shortchanged Baltimore City. I worked with my colleagues to pass legislation to boost mandatory funding for education. Maryland is currently working to update those mandatory funding formulas. But, as the *Brown vs. Board* decision reminds us, education is a right, and the federal government has an obligation to ensure that every child gets the opportunity they deserve.

That is why I’ve introduced the Keep Our Promise to America’s Children and Teachers (PACT) Act, which would fully fund Title I and IDEA on a mandatory basis and ensure that every child, no matter their zip code or disability, gets a high-quality education. The bill creates a glidepath to steadily increase funding over ten years until the programs are fully funded on a mandatory basis.

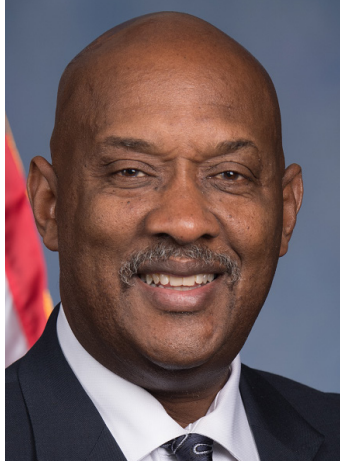
I’m thankful that this legislation has a strong coalition of outside groups supporting it. But under this Administration, we face an uphill battle. Instead of investing more in our children’s education, President Trump and Education Secretary Betsy DeVos seem ready to give up on our public schools and divert precious federal dollars to vouchers and for-profit charter schools with few accountability measures. That strategy will leave more children behind. Separating children into “haves” versus “have nots,” giving vouchers to some and not others, and using taxpayer dollars to send children into schools without adequate oversight does not fulfill the mandate of *Brown v. Board*. The only way to ensure that every child receives a top-notch education on equal terms is to ensure that every community has a high-quality school.

At a recent briefing on Capitol Hill, a teacher from Baltimore City described conditions in which “every classroom has mice, but not every classroom has heat.” That is unconscionable and unacceptable, and is a failure of our systems. And it is a persistent failure – one that has endured even after the *Brown v. Board* decision established the principles to provide equality in education.

Teachers across the country are pushing for higher levels of state education funding to reverse decades of shortfalls and give students the resources they need. The blueprint already exists for the federal government to follow suit – Congress simply has to fulfill its promise. It’s time to pass the Keep Our PACT Act to do just that.

*Senator Chris Van Hollen is a U.S. Senator for Maryland and is a member of the Senate Appropriations Committee.*





Members of The 116<sup>th</sup> Congress On Engaging Black America

---

## Health Care:

### House Democrats Are Working to Deliver on Health Care

#### Congressman Dwight Evans

As a member of the House Ways and Means Committee, I'm proud to take part in the effort by the new Democratic majority in the House to deliver on our health care promises.

In the nine years since President Obama signed the Affordable Care Act into law, "Obamacare" has made major strides forward for millions of Americans, including:

- A ban on annual and lifetime dollar limits for health coverage;
- Allowing young people to stay covered through their parents' insurance through age 26.

More than 500,000 African American young adults aged 19 to 26 who would have been uninsured were covered under their parents' plans;

- Protecting people from being denied health insurance or being charged more because of pre-existing conditions;
- Expanding Medicaid to cover more low-income, mostly working Americans – I applaud the decision by Pennsylvania Gov. Tom Wolf to opt in to this expansion in 2015, his first year in office.

The reforms under Obamacare helped to lower the uninsured rate for nonelderly African Americans by more than one-third between 2013 and 2016, from 18.9 percent to 11.7 percent. In all, 2.3 million African Americans aged 18 to 64 gained health insurance coverage.

That is a tremendous achievement!

But we know there's more to be done.

Something I believe most Democrats – and a majority of Americans – can agree on is making Medicare available to all. I support health care for all. In addition to making Medicare more widely available, I also want to explore other ways we can help patients, like bringing down the cost of prescription drugs. The Trump Administration recently put out a drug plan that would go in the opposite direction and drive costs up for many people.

In the short term, while Republicans still control the U.S. Senate and the White House, I also want to make sure we do anything we can to improve and strengthen the Affordable Care Act, including the protections for people with pre-existing conditions. That's why I recently voted to have the House of Representatives intervene in a court case on the side of those protections for pre-existing conditions.

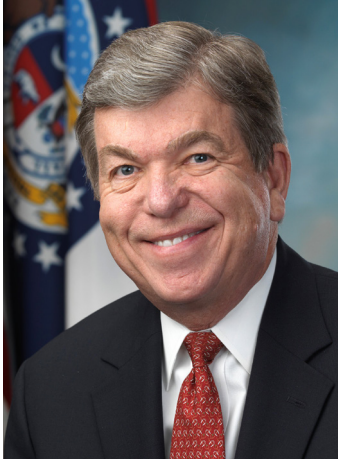
I'm still amazed that the Trump administration has chosen to walk into the buzzsaw of public outrage by trying to take those protections away. And now the administration is making matters worse by taking the position in court of seeking to have every last one of the benefits and protections struck down.

I am often reminded of an August 2016 speech where then-candidate Donald Trump asked African Americans, "What the hell do you have to lose?" It has become very clear that under the Trump-Pence administration, we have a lot to lose.

Rest assured that I and my House Democratic colleagues will continue to stand up for Americans' health-care protections and against ripping away coverage from millions of our fellow citizens, including the 2.3 million African Americans who gained coverage under the Affordable Care Act.

*Congressman Dwight Evans represents Pennsylvania's 3<sup>rd</sup> Congressional District, which includes Northwest and West Philadelphia and parts of North, South, Southwest and Center City Philadelphia.*





Members of The 116<sup>th</sup> Congress  
On Engaging Black America

---

## **Health Care:** We Urgently Need to Expand Community-Based Mental Health Care

**Senator Roy Blunt**  
**Senator Debbie Stabenow**

Nearly one in five Americans has a mental health problem that is diagnosable and almost always treatable, but less than half of them receive the care they need. That gap is even larger for African Americans. With May being National Mental Health Month, there is no better time to focus on what we can do to make sure people are comfortable seeking treatment and, most importantly, able to get treatment quicker and closer to home.

In 2013, we introduced the Excellence in Mental Health and Addiction Treatment Act. We announced the bill on the 50th anniversary of the Community Mental Health Act, the last bill President John F. Kennedy signed into law. The Community Mental Health Act had the right goal – to move people away from institutions and into community-based care. But in the decades that followed, more than half of the proposed community health centers were never built. As a result, people with mental health conditions are often more likely to end up in a jail or emergency room than a place where they can get the care they need.

The Excellence in Mental Health and Addiction Treatment Act, which President Obama signed into law in 2014, is helping to address the unmet need for community-based care. The bill created a two-year, eight-state pilot program that treats mental health and addiction like all other health issues. The Excellence program provides federal support for Certified Community Behavioral Health Clinics (CCBHCs), which are required to offer a comprehensive set of services including 24/7/365 crisis services; outpatient mental health and substance abuse treatment; immediate screenings, risk assessments, and diagnoses; and care coordination including partnerships with emergency rooms, law enforcement, and veterans groups.

Those partnerships are having a big impact. In Missouri, all of the CCBHCs that are part of the Excellence program participate in the Emergency Room Enhancement Project (ERE). The project is designed to identify people who use emergency rooms to treat their mental health and addiction concerns and get them into a community mental health center that can better address their needs. In just six months, the ERE project has helped reduce homelessness by 72 percent; emergency room visits by 72 percent; unemployment by 14 percent; and law enforcement contact by 59 percent.

In Michigan, from Ludington to Auburn Hills, CCBHCs are providing more care to more people in need, including children, veterans, and active duty military personnel. Because of these clinics, more individuals are getting the mental health or addiction services they need rather than ending up in the county jail or judicial system.

When someone is experiencing a mental health or substance abuse crisis, the Excellence program is also giving law enforcement the opportunity to use new tools to respond. For example, in several states law enforcement officers are now equipped with a tablet they can hand to the person they're speaking to and allow them to connect directly to a health care provider at a local CCBHC. That option is keeping people out of jail, getting them the help they need, and lowering recidivism rates.

We believe this demonstration will show, over time, that expanding access to mental health will also improve overall health outcomes and dramatically reduce the amount of money spent treating other health concerns. When people get the mental health and addiction treatment they need, they are better able to manage their day-to-day life, including scheduling doctors' appointments and managing chronic conditions.

The Excellence program is working and we need to keep it going. We recently introduced legislation that would expand the number of states eligible to participate in the CCBHC demonstration from eight to nineteen and give the states that are currently participating two additional years in the program. If the program is not extended, an estimated 3,000 newly-hired health staff could be laid off, more than 9,000 patients could lose their medication-assisted treatment, and 77 percent of CCBHCs will have to re-establish wait lists. That would be a big step backward at a time when we face a major public health crisis with the opioid epidemic.

There are tens of millions of Americans living with a mental illness or addiction. These are our family members, our friends, and our neighbors. There should be no stigma in seeking care and no obstacle to receiving it. We will continue working to make that a reality.

*Senator Roy Blunt is a U.S. Senator for Missouri and Chairman of the Senate Appropriations Labor, Health & Human Services Subcommittee. Senator Debbie Stabenow is a U.S. Senator for Michigan and a member of the Senate Finance Committee.*



## SPONSORED CONTENT



### Putting Policy Solutions into Practice to Address Cancer Disparities

By: **Lisa Lacasse**

*President of the American Cancer Society Cancer Action Network*

Significant progress has been made in public health and policy efforts to reduce cancer disparities, such as strengthening tobacco control laws and increasing access to care among newly diagnosed cancer patients. This progress has contributed, in part, to a narrowing in the gap in cancer death rates between black and white men and women. In 1990, overall cancer death rates in black men and women were 47% and 19% higher than those in white men and women; by 2016, this gap decreased to 19% in men and to 13% in women.

And yet, black Americans still have the highest death rate and lowest survival rate of any racial or ethnic group in the U.S. for most cancers. Research shows that some racial/ethnic minorities and those with lower socioeconomic status (SES) experience higher cancer death rates and are less likely to be diagnosed at an early stage in the disease, when the chance for survival is greater and costs are more manageable.

It's evident that not all communities are benefitting equally from our progress against cancer. We must reduce this unequal burden with public policy solutions that address barriers to accessing high-quality health care, clinical trials and cancer prevention and early detection programs.

Access to affordable and comprehensive health insurance is essential to an individual's ability to obtain high quality cancer care. The current health care law includes critical patient protections intended to improve the availability and affordability of coverage. It's paramount that policymakers oppose efforts to change or eliminate those protections and stop the proliferation of inadequate health plans that in turn destabilize the individual insurance market and erect cost barriers for patients. Lawmakers must resist attempts to scale back access to affordable health care through Medicaid with restrictive eligibility requirements. Increasing patient access to affordable health care is a leading factor in achieving equal health outcomes for all population groups.

Disparities exist in access to cancer clinical trials, which are a key component to advancing promising cancer treatments that are still in development. Research shows that cancer patients from minority groups face barriers to enrolling in clinical trials, which can represent additional options for patients with few other effective treatment avenues. Congress should pursue legislation that addresses barriers to clinical trial enrollment, and ACS CAN is proud to advocate for the Henrietta Lacks Enhancing Cancer Research Act of 2019 to ensure underserved communities are accurately represented in trials and have equal access to take part in furthering medical advancements.

Lawmakers should also prioritize funding for cancer prevention and early detection programs funded by the Centers for Disease Control and Prevention (CDC). Since its inception in 1991, the National Breast and Cervical Cancer Early Detection Program has helped more than 5 million underserved women by providing breast and cervical cancer screenings and diagnostic services, education and patient navigation. The CDC also provides grant funding to states through the Colorectal Cancer Control Program to help increase colorectal cancer screening rates among those most at risk of the disease through evidence-based strategies that help remove barriers to screening. These programs help to ensure that, regardless of race, individuals without adequate insurance have the opportunity to detect cancer at its earliest, most treatable stages, helping support the reduction of disparities in health outcomes.

Our ability to reduce these disparities exists on a global scale as well. Cervical cancer death rates in the U.S. have declined by more than 50% over the past 30 years thanks to proven screening and treatment strategies. Today, 90% of all deaths caused by cervical cancer globally occur in low- and middle-income countries (LMICs). We can address this vast disparity – and eliminate cervical cancer from the planet – with dedicated investment from Congress to integrate vaccination and screening and treatment services with existing U.S. global health programs in LMICs.

It's time to reduce the unequal cancer burden that minority and underserved communities continue to face. Policymakers must take concrete steps to develop and support evidence-based solutions that ensure that an individual's ability to prevent, fight and survive cancer doesn't depend on race/ethnicity, socioeconomic status or geographic location.

*The American Cancer Society Cancer Action Network (ACS CAN) makes cancer a top priority for public officials and candidates all levels of government and influences evidence-based public policy change to reduce the cancer burden in all communities. As the advocacy affiliate of the American Cancer Society, ACS CAN is committed to addressing disparities in cancer outcomes by increasing access to quality health care, clinical trials and cancer prevention and early detection programs.*



Members of The 116<sup>th</sup> Congress On Engaging Black America

---

## **Jobs & Economic Development:** Barriers to Homeownership: How Centuries of Racism Has Robbed Black Families of the Opportunity to Build Wealth

### **Senator Sherrod Brown**

Centuries of racism have robbed generations of African Americans of opportunity. In few places is this clearer than the vicious cycle that is our country's housing policy. From our founding up through today, this country has systemically denied black families the opportunity to choose where they live and build wealth. Discrimination remains pervasive and these inequities affect all aspects of life – from school funding to transportation to public health. In America, your life expectancy is literally tied to your zip code.

We need proactive government action to begin to tackle the far-reaching consequences of decades of exclusion and disinvestment in communities of color.

For more than a half century, redlining and other discrimination kept black families locked out of entire neighborhoods. From 1934 through 1962, 98 percent of all federally-backed FHA mortgages went to white homeowners. More than fifty years later, old redlining maps still line up with pockets of poverty today. Both private actors and our own government actively denied black families the opportunity to build wealth by owning homes, and generations of their sons and daughters were left without a foundation on which to build.

The Fair Housing Act of 1968 was an important first step. But much of the wealth black communities were able to build in the last decades of the 20th century was wiped out by the 2008 housing crisis. In the run-up to the crisis, banks targeted predatory mortgages to people of color. Even those who qualified for prime mortgages were instead steered into subprime loans.

The household wealth of communities of color still hasn't recovered. Middle class black families lost half their wealth from 2007 to 2013, causing ripple effects beyond an individual family's bank account – housing wealth, or the lack thereof, determines the local tax revenue that is used to fund schools and other vital community resources.

We need strong watchdogs to root out discrimination – not simply slap on a nominal fine in the rare case it's reported.

After the housing crisis, we created the Consumer Financial Protection Bureau to proactively investigate banks and other lenders and end discrimination. But under President Trump, they've put a man with a history of writing racist statements online – including questioning how it could be racist to question President Obama's birthplace – in charge of the antidiscrimination division. It's a disgrace. We need to return the Bureau to full strength, so it can do its job of making it impossible for lenders to discriminate against people of color.

We also must stay one step ahead of lenders that use new technology to replicate old patterns of discrimination. Facebook has allowed payday lenders and shady for-profit colleges to target their advertising to people of color. That has to stop, and platforms that allow racist ad targeting need to be held accountable. Banks and other lenders also increasingly use big data to drive their investment decisions – and often that data has biases against people of color baked into it. In the Senate Banking Committee where I serve as the top-ranking Democrat, I'm working to give people more control over their own data, like credit reports, so that it doesn't become another tool for modern-day redlining.

We also need proactive investment in communities that have been systematically excluded from sharing in this country's prosperity.

We need to make sure that when we invest in and redevelop underserved neighborhoods, residents are sharing in the growth – not being pushed out by it. We need to actually implement the "Affirmatively Furthering Fair Housing Rule" – an important rule from the Obama Administration that President Trump has abandoned. The rule would provide communities with data to know how their housing policies are affecting all residents, and make sure local governments set serious goals and timelines for guaranteeing fair, affordable housing.

We also need to get the cost of rent under control. One-in-four renters pays more than half their income toward housing, and renters are disproportionately people of color. Families can barely make ends meet – let alone save for a down payment. We need to both raise wages and lower rent. Virtually every Democrat in the Senate is united around my plan to increase the Earned Income Tax Credit, to put more money in the pockets of low- and middle-income Americans. And this year we'll also be rolling out plans for a renters' tax credit, to help millions of Americans struggling to afford rent.

In the front cover of my copy of the book *Evicted*, the author Matthew Desmond inscribed the phrase "home = life." That simple statement captures so much. A home is a foundation for opportunity, and until all Americans can share equally in that opportunity, we have more work to do.

*Senator Sherrod Brown is a U.S. Senator from Ohio and the senior Democrat on the Senate Banking, Housing and Urban Affairs Committee.*





## **Jobs & Economic Development: Catching Up and Staying Up: Preparing Black America for Sustained Economic Success in the New Economy**

### **Congresswoman Eleanor Holmes Norton**

In listening to Americans speak about achieving success in our country, the American Dream almost always comes up. There is virtually American agreement that if you work hard and play by the rules, you should be able to raise your children to be better off with each generation. For African Americans, this understanding has been marred by slavery, segregation and continuing discrimination, which have left Black America always running hard to catch up. A focus on remedies that benefit all, but have a disproportionate impact

on African Americans, could hasten long-sought equality for African Americans.

The best recent example of centuries of setbacks that hurt African American efforts to achieve equality is the Great Recession of 2008. A record number of black families had purchased homes, the most important asset for the average American family. That recession was emblematic of why running hard has not been enough for African Americans to catch up. Between 2007 and 2010, black families suffered a 33% decline in mean wealth, while their white counterparts experienced only a 12% decline. The almost three times difference should be startling, generations after the end of legal segregation. Even when black families have followed the prescribed route to the ultimate American Dream of homeownership, forces beyond their control, like the subprime mortgage crisis during the Great Recession, have knocked them back down again. The loss of homeownership in the 2008 recession is emblematic of the generational obstacles that, in 2016, left the average black family with a net worth of \$17,100, while their white counterparts had over \$170,000, ten times more, in wealth.

As African Americans recover from the Great Recession, they find themselves in a new economy. Although they were among the first Americans, African Americans face a new, daunting economic environment, unlike what others historically have encountered on their way up the ladders to upward mobility. More than a quarter of African American workers, for example, are concentrated in the top 30 jobs expected to disappear or require new skills because of automation or other technology. For blacks and millions of other Americans, there will be fewer jobs that guarantee livable wages without the need for higher education or training to obtain job skills.

Of the mix of steps that need to be taken, higher education and job training stand out because of the success of existing models. The need for education beyond high school has already been recognized as essential in states that offer tuition-free college programs. Two years of community college is becoming what a high school diploma had been for generations. Most importantly, community college is often proposed to be free or low-cost, an indication of what is needed to rapidly produce a workforce capable of performing the jobs the economy is creating.

My own district, a unique hybrid of a city and a state, offers another example of the importance of higher education for residents and the District itself to succeed in today's economy. The District of Columbia has only one public college, but the District is adjacent to two states, each with more than 30 state-supported colleges and universities. In the 1990s, when the District encountered severe economic difficulty, the District began losing population to its neighbors at a rapid rate. Although, today, the District has rebounded and is in the throes of an effort to become the 51st state and achieve true equality with other Americans, we must use everything that comes with our current unequal status in the Union to improve the lives of our residents and afford them equal opportunities. During a serious economic crisis in the 1990s, I used the District's unique relationship to the federal government to convince the House and Senate that D.C. residents would be less likely to move to neighboring jurisdictions, depriving the District of income, if the District became competitive with its neighbors in higher education. I introduced a bill for grants of up to \$10,000 annually for D.C. residents to attend public educational institutions in all 50 states. This legislation is credited not only with restoring stability, but is also helping to foster unusually large growth in the District's population and its economy. The D.C. Tuition Assistance Grant Program (DCTAG) is available to almost all residents and is widely used by families of all backgrounds. However, considering that income differs by race, it is not surprising that the majority of students using DCTAG are African Americans. DCTAG has therefore benefited African Americans disproportionately and has helped to close the equality gap with a reform that is available to almost all.

Free community college tuition and DCTAG demonstrate the effectiveness of remedies that focus on helping African Americans to redouble their efforts to overcome the historic effects of racism without specialized programs that encounter legal and political controversies. Higher education has always ensured the most favorable outcome and probably always will. Pathways presented by education can point the way toward success in the new economy that are more likely to help African Americans avoid setbacks on the way to full equality.

*Congresswoman Eleanor Holmes Norton represents the District of Columbia in Congress and is a senior member of the Committee on Oversight and Reform.*



# Many TV stations are moving frequencies.

The National Association of Broadcasters is here to help.



## African-American households depend on over-the-air television more than most.

And if these viewers do not rescan their TV sets when stations change frequencies they may lose the local news, weather and emergency information they depend on.

If you watch TV for free with an antenna, you must rescan to keep your channels.

Find out more about why you need to rescan and when your local stations will be moving frequencies at [TVAnswers.org](https://TVAnswers.org).





Members of The 116<sup>th</sup> Congress On Engaging Black America

---

## Science & Technology: Diversity is Good Business: The Argument for Diversity in Tech

*There is a fact-based imperative for diversity and inclusion. For companies and organizations, it's good for the bottom line.*

### Congressman G.K. Butterfield

Minorities and women are notoriously underrepresented in our nations' tech industry. In 2015, African Americans made up only 2.2% of Silicon Valley's technology workforce and improvement has been incremental at best. Despite widely accepted research findings touting the benefits of diversity and inclusion for corporate success, there remains a persistent lack of racial, gender, and ethnic diversity in the tech workforce. Given these statistics, the

Congressional Black Caucus (CBC) has focused its efforts on ensuring that tech companies hire diverse candidates and that underrepresented student populations are equipped to succeed in the tech workforce.

#### Benefits of Diversity: Facts and Figures

The corporate benefits of a diverse workforce are well established. Companies that successfully incorporate racial diversity and inclusion into their corporate processes and workforce consistently outperform and out-innovate their competition. Still, white males make up the majority of corporate leadership roles, accounting for over 60% of all executive positions. A recent study by Forbes indicates that diverse teams of decision makers produce better and more efficient business solutions than homogeneous teams or individual decision-makers do. Recent studies also suggest a positive correlation between workforce diversity and profit. A 2018 report by McKinsey & Company found that companies in the top-quartile for ethnic/cultural diversity on executive teams are 33% more likely to be leaders in the industry in the category of profitability.

In the ever-evolving and increasingly competitive tech market, innovation and creativity are essential to corporate longevity. A study by Boston Consulting Group found that increased diversity of leadership teams in business resulted in 19% higher revenue due to increased innovation. In a survey of 321 corporations with at least \$500 million in annual revenue, 85% agreed or strongly agreed that diversity is crucial to fostering an innovative workplace environment. Workforce diversity promotes cultural understanding and a seller that understands its consumer base, is more likely to achieve success in the global market. Utilizing a variety of perspectives in corporate decision-making leads to better products, services, and marketing strategies, giving diverse companies a leg up on the competition.

#### CBC TECH 2020

The CBC Diversity Task Force, on which I serve as Co-Chair, has directed its attention to correcting the racial disparity in tech. In May 2015, the CBC launched CBC TECH 2020 to bring together the best minds in the tech, non-profit, education and public sectors to chart a path towards increased African American inclusion at all levels of the technology industry. The goal of this initiative is to achieve full representation of African Americans at every level of the tech industry by 2020. The lack of African American representation in tech means that many of our best and brightest – the problem solvers, critical thinkers and those that challenge conventional thinking – are not included, and America's global competitiveness suffers as a result.

Since the start of CBC TECH 2020, the CBC has met with leading companies to develop solutions around TECH 2020's core mission and principles. Our members understand that each organization requires a unique approach to increasing inclusion and diversity. With this in mind, we have worked with companies and organizations to adopt inclusion plans that outline specific, measurable steps for companies to increase recruitment and retention of African Americans.

CBC TECH 2020 also continues to push for tech companies to begin making more robust and intentional investment in the communities they serve. Since the start of TECH 2020, companies have made commitments to African American inclusion, increased African American representation on boards, and improved retention efforts. However, there is still much work to be done. In order to achieve equity in the tech sector, companies must do everything in their power to foster an environment where underrepresented minorities can thrive and accel.

#### NEXT STEPS

CBC TECH 2020 is continuing the conversation by engaging companies and stakeholders to ensure progress is made in hiring and retention. CBC TECH 2020 has consistently called on companies to create diversity action plans to ensure that inclusion is a priority for the company's board of directors and executive leadership. For tech companies to reach their highest potential with respect to both profit and impact, they must make a sincere effort to place minorities at every tier of employment, from the engineers creating the algorithms to the C-suite leadership who make the strategic operational decisions. The public and private sectors must work closely with one another to promote accountability and close the diversity gap in tech, once and for all.



*Congressman G. K. Butterfield represents North Carolina's 1<sup>st</sup> Congressional District and is a senior member of the House Energy and Commerce Committee.*



Members of The 116<sup>th</sup> Congress On Engaging Black America

---

## Science & Technology:

### African Americans Have an Important Role to Play in Driving U.S. Innovation

#### Congresswoman Eddie Bernice Johnson

In my 26 years in Congress, one of my top priorities has always been exploring ways to promote diversity in the science, technology, engineering, and mathematics (STEM) workforce. Unfortunately, the African American community's brain power and ingenuity has long gone untapped. This is unfortunate not only for our community, but for the world at large.

The STEM workforce is growing at an exponential rate. This growth has created thousands of well-paying jobs that industry is struggling to fill. Meanwhile, the diversity of the professionals in those fields has not changed enough over the years. We need to utilize the ingenuity of all Americans, including traditionally underrepresented groups to help drive innovation by promoting STEM pipelines, better preparing educators, and working to reduce racial and gender bias.

The nation's competitiveness in a global economy relies on the STEM workforce and the talent pipelines that feed it. The STEM pipeline begins in K-12 classrooms. This is when we have to expose young students to STEM concepts and courses in ways that engage and excite them. This early exposure gives students a chance to experience using STEM education to solve problems, provide opportunities to learn from new mentors and role models, and can lead students to be more inclined to pursue STEM careers.

These programs can give our youth an opportunity to better understand all the possible careers in STEM fields. The more students are exposed, especially those in low-income areas, the more likely they will discover a subject that inspires them.

We are all familiar with the phrase "if you see it, you can be it." We have to diversify the STEM pipeline to get more African American STEM professionals out there in the world inspiring the next generation of African American STEM professionals. We need African American scientists, mathematicians, engineers, astronauts, and advanced manufacturing professionals to be everywhere. Because for African American children, if they see people just like them doing great things, they will know they can do them too.

One of the greatest needs to ensure successful K-12 STEM education is preparing qualified educators. Without qualified teaching faculty, we cannot begin to better our science education overall. This means we must also improve the undergraduate educations of new teachers and increase opportunities for continuing education to help improve teaching skills and knowledge of subject matter. We need our educators to be effective mentors for the next generation.

This development has been gaining traction in minority serving institutions and more specifically historically black colleges and universities (HBCUs) in recent years. These schools play a major role in STEM workforce development and supply a larger portion of STEM workforce training than is generally known. They do so by offering a wide variety of STEM-focused and vocational-technical programs. With the demand for STEM skills exceeding the supply of STEM graduates, HBCUs' success in educating and training science and engineering leaders is increasingly important for meeting the needs of the private sector.

Recent statistics from the National Science Foundation show that we are making some progress improving diversity in STEM education and workforce representation, however we still have a long way to go. I often ask myself what Congress can do to create opportunities for minorities and women. One of my proudest accomplishments is the STEM Opportunities Act which will encourage minorities and women to not only take STEM courses but pursue STEM careers. This is my fourth Congress introducing this bill and my eighth Congress working on similar legislation. Now that I am Chairwoman of the Committee on Science, Space, and Technology, I am proud to announce that the first legislative hearing on this bill will be this May.

Similarly, I have introduced the Combatting Sexual Harassment in Science Act with Ranking Member Frank Lucas, because it is difficult enough to encourage women, especially women of color, to pursue STEM careers. No one should have to struggle with harassment too.

There is much to be done to combat the lack of diversity in the STEM fields. I will continue working to improve access and opportunities for the African American community. As I said, by not fully utilizing the skills of our entire population, the world has missed out. Who knows what great discoveries have not yet been made by talented African Americans because they did not have access to STEM education. This is a shame and it has to change.

*Congresswoman Eddie Bernice Johnson is the U.S. Representative of Texas' 30<sup>th</sup> Congressional District and is Chairwoman of the House Science, Space, and Technology Committee.*



## SPONSORED CONTENT



### Cross-Sector Partnerships and Community Connections Move Ideas to Action and Models to Scale

**By: La June Montgomery Tabron, President and CEO of the W.K. Kellogg Foundation**

The W.K. Kellogg Foundation, founded in 1930 as an independent, private foundation by breakfast cereal entrepreneur, Will Keith Kellogg, is among the largest philanthropic foundations in the United States. The Kellogg Foundation, with \$8.6 billion in assets, is based in Battle Creek, Michigan, and works throughout the United States and internationally, as well as with sovereign tribes. This allows us to combine deep learning in communities with knowledge about issues that affect them. Special emphasis is paid to priority places where there are high concentrations of poverty and children face significant barriers to success. Kellogg Foundation priority places in the U.S. are in Michigan, Mississippi, New Mexico and New Orleans; and internationally, in Mexico and Haiti.

Children are at the heart of everything we do at the Kellogg Foundation — a directive established by our founder. But we know that children live in families and families live in communities. Children's lives are inextricably linked to the stability and resources of their families. Yet families live in communities where access to opportunities can determine whether a child's path to well-being is broad or narrow. For children to thrive, their communities need to be equitable places of opportunity for all people.

In community work, our grantees affirm that the way to get at lasting, sustainable change on behalf of children is to advance racial equity and racial healing, develop leaders and engage communities in solving their own problems. We weave these principles into everything we undertake: grant making, networking, researching and developing models with the potential for change on a larger scale.

The insight, experience and community connections from all our efforts are resources for leaders and change agents looking to move ideas to action.

#### **Community-led Solutions and Cross-sector Partnerships**

Infusing community voice into problem-solving processes changes both the dynamics and level of engagement in the public arena.

The Kellogg Foundation has supported community-led efforts to transform school districts in two places where we have committed to work for a generation. In our home-city of Battle Creek, Michigan and in Jackson, Mississippi, broad-based partnerships are connecting local mayors, the school district and in Mississippi, Governor Phil Bryant. Community visioning sessions have led to collaborative planning, intelligent study and group action on behalf of children.

In Battle Creek, these efforts have led to increased teacher support and new curricula. Already students are performing better in math and reading in early grades. In Jackson, the new superintendent and district Board of Trustees have developed initial plans to ensure all kids succeed.

#### **Data to Drive Action**

Over the last decade, we have released a suite of Business Case for Racial Equity reports that underscore how advancing racial equity is directly related to economic growth.

Our economic modeling research makes it possible—for the first time—to quantify the cost of racial inequity. Beyond increases in economic output, advancing racial equity translates into meaningful increases in consumer spending and federal, state and local tax revenues, and decreases in social services spending and health-related costs. Closing the equity gap by improving health, education and opportunity would generate an additional \$1 trillion in earnings today, a 15% gain that translates to an additional \$2.7 trillion in economic output, or gross domestic product (GDP). The corresponding gain in 2050 GDP would be \$8 trillion.

Local communities and states are using this data to connect with business leaders and collaborate around shared interests. For example, the Business Case for Racial Equity now informs the work of the City of Albuquerque's Office of Equity and Inclusion.

#### **Scalable Models for Equitable Change**

Parents in entry-level or low-paying jobs know they need more education to move up the ladder. But even the most determined run up against the practical challenges of raising children, earning a paycheck and studying.

Supporting Transitions to Employment for Parents (STEPS)—one of two Kellogg Foundation pilot programs—combined workforce training with high-quality child care in a support system structured around the whole family's well-being. Thirteen organizations in places like Albany, New York, Newport, Kentucky, St. Louis, Missouri and Cincinnati, Ohio, provided job training to 1,860 entry-level, low- and middle-skilled workers, mostly single parents. In Newport, more than 100 moms completed training for credentials in business and technology. More than 80% of the participants moved into better-paying jobs, with an average wage increase of \$24,697. Through tracking and evaluation, we know what it takes to accelerate parents' transitions to higher-skill jobs. This information is critical to take these programs to scale.

Since we have no political affiliations, we are committed to building cross-sector partnerships on behalf of thriving kids, working families and equitable communities. The W.K. Kellogg Foundation's deep history of grant making, existing relationships and demonstrated ability to move the needle make us a key ally for policymakers interested in moving family-friendly agendas.



[www.wkkf.org](http://www.wkkf.org)



## **Banking & Financial Services: Good for the Bottom Line: Include Black Women in Management and on Corporate Boards**

### **Congresswoman Joyce Beatty**

One glance at the corporate boards across Fortune 500 companies will show Black women are still not readily afforded a seat at the table. According to a McKinsey & Company study (2017), only about one in five senior leaders is a woman, and one in twenty-five is a woman of color. While non-minority women have made strides in the financial sector, Black women are not afforded an equitable path to the C-Suite and corporate boards.

The evidence is clear—Black women still lag far behind their White peers in landing key senior management roles. A 2017 study by the Government Accountability Office (GAO) shows that a larger, more diverse talent pool exists, but has not led to greater representation of Black women in corporate leadership. Is it that Black women are smart and talented enough to work in supporting roles, but perceived as not good enough to be considered for leading roles?

This article focuses on the disproportionate absence of Black women from the managerial ranks of corporate America. For instance, while companies continue to attract Black financial professionals to mid-level management positions, the climb to senior and C-Suite positions remains an elusive dream for far too many. Although Black women hold billions of dollars in spending power, the Institutional Shareholder Services reports that they make up less than three percent of the C-Suite and Corporate Board positions for S&P 1500 companies. Sadly, fewer Black women on corporate boards means fewer opportunities to become leading voices in the often multi-million/ billion-dollar decisions made throughout corporate America, including the powerful financial services arena.

These statistics are baffling—as the findings from another study by the preeminent McKinsey & Company (2017) consulting firm clearly demonstrates companies in the top quartile for racial and ethnic diversity are more likely to have financial returns above their respective national industry medians. Intuitively, this means companies should be exploring multicultural business strategies to increase its growth prospects. Black women, with demonstrated leadership success, are well-positioned to pursue business strategies that leverage the \$1.2 trillion of Black buying power by tapping into consumer preferences and providing returns on investment for shareholders.

Moreover, there is an astonishing domino effect which occurs as a result of the lack of representation of Black women in leadership roles during the acquisition and procurement process. For example, Black women are not always involved in the core conversations when asset management firms are chosen for pension and retirement plans or for that matter, lawyers, CPAs, or other professional firms selected to manage their larger and more lucrative contracts.

I have long advocated for the financial services industry to increase its diversity and inclusion efforts. Given the abysmal numbers in growth, one of my top priorities is opportunities for more Black women in management and on corporate boards.

As the Chair of the newly-created Subcommittee on Diversity and Inclusion (D&I) for the U.S. House Financial Services Committee, I will conduct oversight of the evidence which supports the business case for diversity and inclusion and examine best practices to make D&I an intentional element of a company's strategy. Further, Congress should explore the need for S&P 1500 companies to disclose the gender, race and ethnicity of their board directors and senior executive officers through their proxy statements. Like my bill, *Ensuring Diverse Leadership Act of 2019, H.R. 281*, referred to as the "Beatty Rule", patterned after the NFL's Rooney Rule, seeks to increase the amount of Blacks in leadership at the Federal Reserve System. Collectively, these are common-sense solutions to ensure that diversity and inclusion is an intentional priority in the financial services industry.

The aforementioned alarming statistics should serve as a clarion call to action that Black women need to be better represented in corporate leadership roles. Unfortunately, the culture of the financial services industry reveals real progress is slow and there is more work to be done to achieve parity.

I believe the evidence is clear and unmitigated—diversity and inclusion is not just nice a thing to do, but a key enabler of economic growth and good for the bottom line.

*Congresswoman Joyce Beatty is the U.S. Representative for Ohio's 3<sup>rd</sup> Congressional District and is Chair of the House Financial Services Diversity and Inclusion Subcommittee.*





## **Banking & Financial Services: From Homelessness and Hopelessness: A Path Forward for Affordable Housing For All**

### **Congressman Lacy Clay**

#### **Historical Discrimination**

The federal Fair Housing Act, enacted in 1968 as Title VIII of the Civil Rights Act, prohibits discrimination in the sale, rental, or financing of housing based on race, color, religion, national origin, sex, familial status, and disabled. The Department of Housing and Urban Development (HUD), through its Office of Fair Housing and Equal Opportunity (FHEO), receives and investigates complaints under the Fair Housing Act and determines if there is reasonable cause to believe that discrimination has occurred or is about to occur.

The discrimination which the Act attempted to outlaw did not occur through happenstance. And although many private actors were complicit, research has shown that the government played a significant role. A recent *New York Times* bestseller by researcher Richard Rothstein provides a very sobering account of how government policies supporting and directing segregation, was not accidental.

It is well-documented that the legacy of historic discrimination continues to be a barrier. According to Harvard's Joint Center for Housing Studies, the homeownership rate among Black households was 43 percent in 2017, compared to 72 percent of white households, and redlining, the federal government's practice of denying home loans to residents of neighborhoods that were predominately minority or immigrant. This federal practice meant Black and Hispanic families did not have the same opportunity to turn their homes into generational wealth which could benefit their children and grandchildren. Consequently, minorities were already at a disadvantage when the Great Recession of 2008 hit. Minorities were disproportionately targeted by predatory lending practices that advanced the housing crisis of the early part of this century. In my capacity as Chair of the Subcommittee on Housing, I intend to bring attention to the areas which serve as obstacles to minority homeownership.

#### **Pervasive Redlining**

The Home Mortgage Disclosure Act of 1975 assisted government regulators and the private sector ascertain those parties committing discriminatory acts in lending such as redlining, which is the selective lending or negative price adjustments due to location. Although it was officially outlawed fifty years ago, as the National Fair Housing Alliance's 2018 report noted, some discriminatory practices are still prevalent. In fact, since 1988, dozens of cases alleging redlining and discrimination by mortgage lenders have resulted in close to \$1 billion in compensation to victims of mortgage lending discrimination and for investment in communities. To help ensure that lenders and others in the real estate industry are operating within the law, it is critical that HUD, the Consumer Financial Protection Bureau (CFPB), and the Federal Reserve Board (FED) remain steadfast in their roles as enforcers of the Community Reinvestment Act, banking, and other housing and fair lending laws.

#### **Lack of Affordable Housing**

The lack of affordable housing continues to be a major concern for the Black community, and exacerbated by the recent financial crisis. The government-sponsored enterprises (GSEs), commonly known as Fannie Mae and Freddie Mac, have a statutory "duty to serve" lower-income households in underserved markets. It is incumbent upon Fannie Mae and Freddie Mac to improve their record. One way to accomplish this is by increased collaboration with Community Development Financial Institutions (CDFIs) and other non-profits that work to increase our nation's housing stock and enhance infrastructure and development.

#### **Racial Wealth Gap**

The most recent Census Bureau data available on the wealth gap (2014) revealed that non-Hispanic white households had an average net worth of \$130,800, while Black households had an average net worth \$9,590 and Hispanic households had \$17,530. Asian households had an average net worth of \$156,500 when looking at the aggregate. However, Asians are also the most economically divided racial or ethnic group in the U.S., with Asians in the top percentile having median income of \$133,529 in 2016, compared with \$12,478 for those in the bottom percentile. In general, this means that, White households held over 13 times the amount of wealth of Black households, on average.

Closing the racial wealth gap will be an essential part towards countering historic discrimination and predatory lending practices, and would no doubt be a boon to the housing markets. It is also clear that Black borrowers must have access to credit on the same terms and conditions as everyone else—otherwise the racial wealth gap will persist. In theory, enhanced fair lending, increased financial intelligence, and the use of creative ways to promote community development will spur the type of development that will help the economy grow and help our community to thrive, and not just survive.

Lastly, in my role as a subcommittee chairman, I am working to ensure financial literacy and financial education are at the forefront of our efforts for everyone. As we have been historically locked out of many markets and excluded from deals, the Black community must be engaged in these efforts to increase awareness about banking and mortgage lending, insurance, and investing. I remain confident that when educated and informed, Black people will make sound financial decisions.



*Congressman Lacy Clay represents Missouri's 1<sup>st</sup> Congressional District and is Chair of the Housing, Community Development, and Insurance Subcommittee on the House Financial Services Committee.*



# EXCELLENCE IN PUBLIC AFFAIRS & DIVERSITY

Presented to



## Nneka Chiazor

For Diversity Leadership in Public Affairs

We are honored to recognize your accomplishments in Cox's corporate social responsibility efforts in Virginia and North Carolina.

Given this day, May 15, 2019.

## Making an **Impact** From the Inside Out

*with Nneka Chiazor, VP Government & Public Relations,  
Cox Communications - Virginia*



I am so honored to be recognized by Engaging Black America for my commitment to diversity and inclusion. Since coming to Cox two years ago, I have been so excited to see that my personal passion for diversity and inclusion is shared by the company I work for.

My workplace environment at Cox empowers me to connect with my own culture while providing opportunities to learn about others. And, there's comfort in knowing my work family accepts me for just being the authentic human being I am today. All in all, it's **#LifeAtCox**.

For more than 120 years, Cox has been committed to having a diverse workforce that reflects the communities we serve. We foster an environment that builds on the unique talents and perspectives of our people. Embracing diversity is both a core value and a business imperative.

We know that teams that value and leverage different perspectives outperform their less diverse peers. But we also understand that diversity without inclusion is just half the equation. As an employee, I am invited to be part of the conversation and my voice is heard. This holistic approach to diversity helps ensure that Cox is inclusive not only in hiring, retaining and engaging employees; but also, in our community outreach efforts, in our supplier diversity relationships, and in the products and services we offer.

Do you know folks that would appreciate being a part of a company where all employees are valued and empowered to succeed? Encourage them to visit [cox.com/careers](http://cox.com/careers) to learn more about our diversity and inclusion programs, along with other meaningful benefits.

**COX**  
Bringing us closer



## Foreign Policy: Restoring our International Standing by Addressing Our Domestic Challenges

### Congresswoman Karen Bass

This year marks the 400th anniversary when our ancestors arrived on this land. Some came here as free men and women, most were enslaved, and many of those who were free were later captured and forced into slavery. Our ancestors built the U.S. Capitol, they built the White House, and many of the historic buildings around Washington, D.C. Centuries have passed, and this country still has not acknowledged the fact that the wealth and advancement of our nation is because of 200 years of free labor from our ancestors.

For 100 years after the period of enslavement, federal laws allowed Black Codes and other methods to arrest African Americans and enslave them again. Laws did not prohibit mass murders or lynching to intimate us from objecting to our oppression. They allowed for segregation, calling it Jim Crow or separate but equal. At each juncture there were mass protests and movements that overturned or created laws to protect the Black population, including the Civil Rights movement. Some of our senior Congressional Black Caucus members were integral in that movement: Congressman John Lewis, Congresswoman Eleanor Holmes Norton, Congressman Jim Clyburn, Congressman Bennie Thompson and many other past and present outstanding members of the Caucus.

I mention this history because the African American experience is characterized by horrific oppression but also amazing resilience. We organize, we struggle, we thrive, and we win change in public policy despite our opposition. Sadly, sometimes the very policies we win are attacked in an attempt to move us backwards.

However, at this moment in history there is a fundamental difference: we will have tremendous power and influence. At this moment in time, we are equipped like never before to lead, we are equipped to govern, and we are equipped to resist when and where it's needed. We are also equipped to lead with a vision for our country that not only lifts up our community but lifts up the nation as a whole.

When the 116<sup>th</sup> Congress was officially sworn in, there were 55 members of the Congressional Black Caucus. That is the largest number of African-Americans to ever serve in Congress at one time, and five of them are Chairs of full committees. That means we are in the driver's seat for what our community needs: protected voting rights, better access to quality health care; affordable educational opportunities; and jobs that pay a living wage.

When we address these issues, the success feeds into our international perception. We have to again be an example to the world. We cannot continue to be represented by someone who calls dictators 'friends' and executes significant policy changes through a 280-character tweet.

The "Conscience of the Congress", as the Congressional Black Caucus is known, will continue to fight fiercely for our initiatives. We will not retreat and allow our past victories to be erased. We will continue to exercise every ounce of our power and influence to persevere.

What we need is a course correction, on both domestic and foreign policy. We will continue to fight for the policies that lift up all our citizens.

*Congresswoman Karen Bass is the U.S. Representative of California's 37<sup>th</sup> Congressional District and is Chair of the Congressional Black Caucus for the 116<sup>th</sup> Congress.*





## Foreign Policy: To Build A Safer & More Prosperous World, Invest in Women

### Senator Chris Coons

Two years ago, I met a woman named Sita in Kathmandu, Nepal, who showed me firsthand the transformative power of investing in women. Sita explained to me how support from the U.S. government gave her a voice and a purpose in her community. Thanks to American aid, she was able to join a cooperative that taught her basic farming, harvesting, and marketing techniques. That support helped her increase her income by over 170 percent, and in turn lift her family and her community.

As Congress begins work on the federal budget for fiscal year 2020, it is critical that we remember women like Sita. Whether it's a marginalized community in Nepal or in Wilmington, Delaware, an investment to empower women can lift an entire community. Women contribute in powerful ways as consumers, employees, and entrepreneurs. Both at home and abroad, empowering women in the most vulnerable communities can help tackle disparities across gender, race and ethnicity, and other factors. As Melinda Gates puts it: "When we invest in women and girls, we are investing in the people who invest in everyone else."

Studies have shown that investing in women and gender equality can help countries become more stable and help their economies flourish. One report by the McKinsey Global Institute found that the world could add up to \$28 trillion, or 26 percent, to the annual global GDP by 2025 if women and men participated equally in the global economy.

Just a few weeks ago, I attended a summit organized by the Women Entrepreneurs Finance Initiative (We-Fi) in collaboration with the World Bank Group, the African Development Bank, and the Islamic Development Bank. Gathered in Abidjan, Cote d'Ivoire, public and private sector leaders from 12 countries and representatives of multilateral development banks agreed to work together to transform public and private investments to break down systemic barriers facing female entrepreneurs in the developing world.

This is an important step to empower women – and I believe we can do more.

First, we should boost female entrepreneurship by supporting efforts like the Administration's Women's Global Development and Prosperity Initiative, which aims to help 50 million women in developing countries realize their economic potential by 2025. It will do so by tailoring education and training for women in developing communities, leveraging technology to fuel productivity, and connecting women-led local businesses to global marketplaces.

Second, we should focus on improving international family planning and reproductive health. Take a look at what U.S. investment in this area has already made possible: over 24 million women will be able to receive contraceptive services in 2019, which has prevented over seven million unintended pregnancies and over three million abortions, the majority of which are provided in unsafe conditions.

However, despite the progress that has been made, more than 300,000 women in developing countries die from largely preventable complications related to pregnancy and childbirth, while many others suffer from pregnancy-related injuries, infections, and illnesses.

According to the World Health Organization, the poorest and most marginalized women continue to face the highest risk of death from causes related to pregnancy and childbirth across the globe. African American women die in pregnancy or childbirth at a rate of three to four times the rate of white women – and this has been true for decades.

That's why I've worked with Senator Susan Collins to maintain robust funding for maternal and child health in developing countries through the Reach Every Mother and Child Act and have fought to protect access to health care services here at home by ensuring ongoing funding for and the independence of organizations like Planned Parenthood. Continued U.S. leadership and additional investments are needed to address these gaps and improve health outcomes for women and children globally.

Finally, we should permanently repeal the global gag rule, a U.S. foreign policy reinstated and expanded by President Trump. This policy undercuts women's health by prohibiting international organizations that receive certain categories of U.S. foreign assistance funds from providing information about abortions or offering abortion as a method of family planning. Ending the global gag rule would pave the way for U.S. foreign aid that prioritizes women's health and rights and is consistent with our values and principles. That's why I cosponsored the Global Health, Empowerment and Rights (HER) Act in Congress to end this dangerous policy and help ensure access to care.

Women – and minority women in particular – around the world continue to face countless barriers to education, access to health care, and employment. The time is now to address these issues and, in turn, empower women to make our world safer, more prosperous, and more peaceful.

*Senator Chris Coons is a U.S. Senator for Delaware and a Senior member of the Senate Foreign Relations Committee.*



# Without cervical cancer standing in her way,

Grace could grow up to be a doctor.



Unless we act, cervical cancer will take the lives of 459,000 women each year by 2040 – women who are mothers, daughters, wives, contributors and changemakers. Join us in calling on Congress to invest in the integration of HPV vaccination and cervical cancer screening and treatment with existing U.S. global health programs. With focused resources, we could eliminate deaths from the disease worldwide.

Join the fight against cervical cancer now.  
Get involved at [fightcancer.org/GlobalCervical](https://fightcancer.org/GlobalCervical).

