

# EQUALITY STARTS HERE COLLECTIVE



## OUR CHALLENGE

Black women, particularly Black women in the South, have always been central to economic, political, and social justice movements. Yet, Black women consistently and disproportionately bear the brunt of the lack of state or national mandates around increasing the minimum wage, equal pay, paid leave, workplace anti-discrimination protections, and equal rights.

According to the National Women's Law Center, over a 40-year career, Black women typically lose \$946,120. The pay gap and lack of protections in the US-South, with consistently fewer resources and higher poverty rates, are far worse. For example, black women are 80% of breadwinners in Mississippi. Yet, they still do not legally protect equal pay at the state level, government-mandated paid leave for health or family reasons, adequate pregnancy discrimination protections, or affordable childcare options.

Black women sit at the center of all social justice movements. Yet, According to the Ms. Foundation, the South has the lowest amount of philanthropic funding per woman or girl of color in any region in the United States. While acknowledging the truth of systemic racial and gender injustice is one crucial step, the next is to provide the resources and tools Black women need and deserve to advance toward more significant equity and equality in our society.

Now is the time to build on the momentum of the moment. To achieve true equality, we must invest in measures to gain equity through the leadership of Black women.

## OUR IMPACT

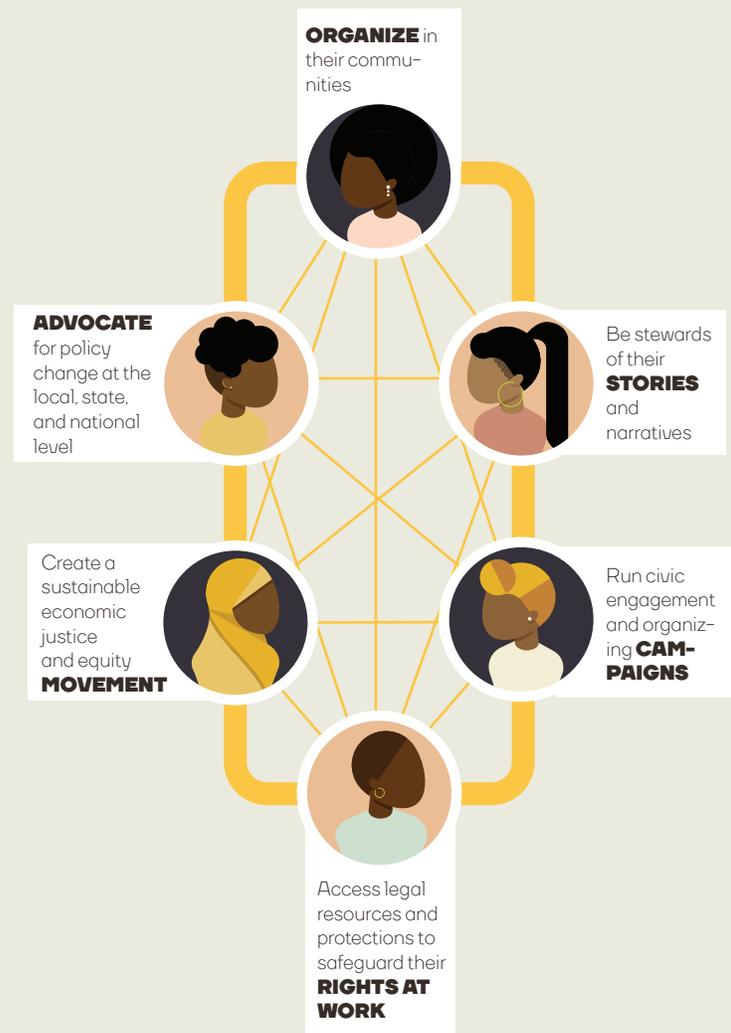
**30 states** and **5 cities** with employment protections for pregnant women

**15 states** and **23 localities** with paid sick time for all workers

**9 states** that have passed or improved rights to paid family and medical leave

## OUR PLAN

We will build a toolbox of interventions that support individual and collective agency, creating a new form of infrastructure to enable Black women to thrive and succeed. Our infrastructure will enhance Black women's power to:



## PHASE 1 OUTCOMES

An increase in Black women and girl leaders in their communities, within organizations, and within government (at all levels)

Budgets are more responsive to the needs of Black women and girls

Leadership infrastructure is a space for healing, joy, and trust

Locally-led, collective action is built and supported

Policies and laws changed

Coalitions and networks of Black women and girls in the South grow and/or are strengthened

Increased advocacy by Black women and girls

Increased capacity and access to resources, information, tools, and spaces by Black women and girls

Increased attention and awareness of the barriers to economic security of Black women and girls and increased support for removing barriers

An increase in the value of care work

Black women workers are able to exercise and enforce their rights in the workplace

## PHASE 2 OUTCOMES

Black women's power, activism, and leadership is sustained and elevated

The legal, policy, and employment barriers for Black women and girls rooted in systemic racism and sexism will be dismantled

## GOAL

Black women and girls experience economic, political, and social equity in the US South

## LONG-TERM IMPACT

Black women and girls experience nation-wide economic, political, and social equity

### A gift of \$1M...

will uplift 1500 Black women and girls advocates through policy summits leading to direct policy actions

### A gift of \$5M...

will prepare 7500 Black women for social and political activism to drive antiracist reform

### A gift of \$10M...

will position 500 Black women for leadership and train 15,000 future Black women leaders



The civic power of Black voters, specifically and especially in the South, creates the foundation for powerful change in this country.

**As goes the South, so goes the nation.**

