

NCNW

Commitment. Unity. Self Reliance.

2024 NCNW Resolutions

As agreed upon at the Biennial Convention
October 9- 13, 2024

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ECONOMIC EMPOWERMENT

Resolution Title: **Diversity, Equity, and Inclusion Resolution**

Date of Submission: **July 8, 2024**

Submitted By: **Shavon Arline-Bradley, NCNW President & CEO**

WHEREAS, diversity, equity, and inclusion programs seek to help provide equal opportunity to historically disenfranchised groups in the workforce and education; and

WHEREAS, the Supreme Court's decision to end Affirmative Action in *Students for Fair Admissions, Inc. (SFFA) v. President & Fellows of Harvard College (Harvard)* and *SFFA v. University of North Carolina (UNC)* served as the catalyst for legal attacks on DEI programs; and

WHEREAS, far right groups have made attempts to limit DEI in higher education by lobbying for 65 different bills in 23 states, with 8 becoming laws in 2023, claiming that these programs are not merit based and are only meant to "check a box"; and

WHEREAS, state legislators want to end anti-bias training undermining efforts to prevent discrimination based upon race, gender, and LGBTQ+ identity, including the Stop W.O.K.E Act which was signed by Florida Governor Ron DeSantis (R) in April 2022 that limits how employers are allowed to implement DEI programs in the workplace; and

WHEREAS, in *American Alliance for Equal Rights v. Fearless Fund* the U.S Court of Appeals blocked the Fearless Fund's Grant Program aimed at investing in Black women business owners the American Alliance for Equal Rights stated "programs that exclude certain individuals because of their race such as the ones the Fearless Fund has designed and implemented are unjust and polarizing"; and

WHEREAS, the Small Business Administration's 8(a) program which has provided funding and resources for Black and Brown small business owners for decades can no longer consider race to automatically qualify as socially disadvantaged under new guidelines following the Supreme Court's ruling.

NOW THEREFORE IT BE RESOLVED, that NCNW, including NCNW Sections, NCNW State Leadership, and all Affiliates will advocate for the protection of Diversity, Equity, and Inclusion programs which provide opportunities and measures to prevent discrimination in both academic and work settings for historically disenfranchised groups.

Resolution Title: **Economic Justice to Close the Black Wealth Disparity Gap**
Date Submitted: **June 17, 2024**
Submitted By: **Brenda M. Winston,
First Vice President for Henry/Clayton
Section & State Secretary for The Georgia Coalition of NCNW**
Edited By: **NCNW National Social Justice Committee**

WHEREAS, financial planning, financial literacy and good money habits are crucial to the accumulation of wealth, and simply saving money is not enough. Wealth is net worth - the accumulation of assets in excess of outstanding debt; and

WHEREAS, research shows that children as young as five years of age have attitudes toward spending and saving that predict how they manage their own money; and

WHEREAS, Black families are 50% less likely to have a will or estate plan than other families, 70% of Black families do not have a will or an Estate Plan, according to Black Enterprise; and

WHEREAS, the wealth of the average African American family is 10-16% of the wealth of the average White family; and

WHEREAS, the average American has inherited about \$58,000 as of 2022. That statistic includes those who inherited nothing. Among only those who do inherit, the average is \$266,000; and

WHEREAS, in 2022, nearly two-thirds of White families (66%) owned stocks directly or indirectly, compared with 39% of Black families and 28% of Hispanic families, according to Pew Research; and

WHEREAS, the racial wealth gap in the U.S. is difficult to eliminate due to the long history of racial discrimination and prejudice, some policy changes could help keep the disparity from widening further. In 2023, RAND researchers estimated that it would cost \$7.5 trillion to cut the racial wealth gap in half and \$15 trillion to eliminate it; and

WHEREAS, the industries that contribute most to the accumulation of personal wealth are financial services, technology, real estate and construction, energy, entertainment, and transportation; and

WHEREAS, some public policies are more effective than others in enabling wealth accumulation. Taxation, education, labor, and health policy all can reduce or exacerbate wealth inequality in the US.

BE IT RESOLVED, that NCNW will urge its Sections and Affiliates to conduct or support regular financial literacy experiences, promote career guidance and exploration for youth and

adults, and urge younger members to choose courses of study that lead to employment in occupations and industries with potential for growth and wealth accumulation.

BE IT FURTHER RESOLVED, that NCNW will through its Affiliates and Sections advocate to close the wealth disparity gap and place Black Americans on a path to realize racial wealth equity.

BE IT FINALLY RESOLVED, that NCNW will advocate for public policies that support the elimination of debt and the accumulation of wealth including services to promote business ownership, income-based home mortgage loan down payment assistance programs, increased funding for Pell Grants, additional student loan debt reduction, affordable or zero tuition for the first two years of post-secondary education, child tax credits to help eliminate child poverty, progressive income taxation, an increased federal minimum wage, and the right of workers to organize.

Resolution Title: **Equal Pay and Discrimination Against Black Women**

Date of Submission: **July 8, 2024**

Submitted By: **Shavon Arline-Bradley, NCNW President & CEO**

WHEREAS, Black women make 69 cents to every dollar made by a non-Hispanic white man for full time work. The wage gap widens to 66 cents when looking at all Black women earners (including full-time, part-time and part-year workers), as compared to all working non-Hispanic white men; and

WHEREAS, harassment and other forms of discrimination disproportionately impact women despite federal and state anti-discrimination laws in place to prevent this in the workplace with existing legal protections being insufficient at protecting workers; and

WHEREAS, service industry, domestic workers, and other low wage workers experience the highest rates of workplace sexual harassment, which intersects with other forms of harassment and discrimination including race, age, and national origin; and

WHEREAS, existing legal loopholes and gaps in the laws result in many workers without an avenue to address the harassment and other forms of discrimination they face in the workplace; and

WHEREAS, The Bringing End to Harassment by Enhancing Accountability and Rejecting Discrimination (Be HEARD) in the Workplace Act will be reintroduced in July 2024 by Senator Patty Murray (D-WA) and Representative Ayanna Pressley (D-MA-07) to address workplace harassment; and

WHEREAS, the Paycheck Fairness Act was introduced by Representative Rosa L. DeLauro (D-CT-03) to address wage discrimination on the basis of sex, which is defined to include pregnancy, sexual orientation, gender identity, and sex characteristics by limiting an employer's defense that a pay differential is based on a factor other than sex to only bona fide job-related factors in wage discrimination claims, enhances non retaliation prohibitions, and makes it unlawful to require an employee to sign a contract or waiver prohibiting the employee from disclosing information about the employee's wages.

NOW THEREFORE IT BE RESOLVED, that NCNW, including NCNW Sections, NCNW State Leadership, and all Affiliates will advocate for the passage of laws that protect women in the workplace from pay discrimination and other forms of discrimination including the Bringing End to Harassment by Enhancing Accountability and Rejecting Discrimination (Be HEARD) in the Workplace Act.

EDUCATION

Resolution Title: **Freedom to Learn/Black History in Schools Resolution**

Date of Submission: **July 8, 2024**

Submitted By: **Shavon Arline-Bradley, NCNW President & CEO**

Edited By: **NCNW National Social Justice Committee**

WHEREAS, multiple states are seeking to limit how Black history is taught in school curriculum including the history of racism and slavery in public schools grades K-12 with 18 states imposing bans or restrictions on topics of race and gender since 2021; and

WHEREAS, attempts by school boards and legislators to teach a revisionist history of Black history including false narratives to limit the impact of slavery and racism, as well as the removal of teaching about certain figures and events from Black history; and

WHEREAS, many schools have made Black history programs to be more inclusive including teaching about historically Black women, LGBTQIA+ figures, and other aspects of Black history that are being under attack by lawmakers who seek to erase these stories; and

WHEREAS, the narrative to justify this removal has been the allegation that Black history is meant to shame White children for being White despite there being no evidence of this claim and only racial fear mongering from right wing groups who seek to undo diversity efforts in education; and

WHEREAS, Black authors have also been banned in multiple states including authors who talk about race, diversity, and Black history in their works, as well as book bans on authors who represent other groups such as the LGBTQIA+ community; and

WHEREAS, the Stop W.O.K.E. Act which was signed in April 2022 in Florida undermines diversity, equity, and inclusion (DEI) and restricts conversations around race and gender identity in schools resulting in the College Board amending Advanced Placement (AP) Black History curriculum resulting in the removal of key Black history.

NOW THEREFORE BE IT RESOLVED, that NCNW, including NCNW Sections, NCNW State Leadership, and all Affiliates will advocate for the protection of Black history and Black literary works in public schools from bans and restrictions that will detrimentally impact the education of Black children and foster false narratives around racism in the country.

Resolution Title: **Increase STEM Education in Black Communities to Enhance the U.S. Economy**

Date of Submission: **July 2, 2024**

Submitted By: **Brenda M. Winston,
First Vice President for the Henry/Clayton Section
State Secretary for The Georgia Coalition of NCNW**

Edited By: **NCNW National Social Justice Committee**

WHEREAS, employment in non - Science, Technology, Engineering, and Math (STEM) occupations is projected to grow by only 5%, while STEM occupations are anticipated to grow by 8.8% by 2028, with healthcare careers---often requiring a strong STEM foundation---expected to grow even more rapidly. A strong STEM education is becoming increasingly vital to the U.S. economy; and

WHEREAS, according to recent data from the U.S. Department of Education, Black women earned less than 9% of STEM degrees in 2018 across bachelor's, master's, and doctoral levels, resulting in Black women being significantly underrepresented in STEM careers; and

WHEREAS, Black girls and women face unique challenges in pursuing STEM education and careers, including microaggressions, a lack of role models and mentors, and systemic biases that contribute to their underrepresentation in STEM fields; and

WHEREAS, White workers represent the largest race and ethnic group in the STEM workforce at 64%, followed by Hispanic workers at 15%, Asians at 10%, Blacks at 9%, and American Indians or Alaska Natives at less than 1%. Black women are even more starkly underrepresented within these statistics; and

WHEREAS, barriers to participation in STEM education---including socioeconomic, self-perception, physical, institutional, and societal constructs---disproportionately affect Black women and girls, limiting their access to opportunities and resources necessary for success in STEM fields; and

WHEREAS, promoting Diversity, Equity, and Inclusivity (DEI) in Science, Technology, Engineering, and Math (STEM) not only encourages innovation but also empowers Black women and girls by recognizing and valuing their contributions to these fields; and

WHEREAS, a lack of diversity in the STEM workforce hinders innovation, slows job expansion across various fields, and limits perspectives on research and innovation, ultimately weakening the growth and competitiveness of the U.S. economy; and

WHEREAS, a diverse and inclusive STEM workforce that fully engages Black women and girls has the potential to drive innovation and creativity by leveraging varied backgrounds, experiences, and viewpoints, thereby contributing to a more robust STEM enterprise; and

WHEREAS, supporting programs that provide academic support, mentorship, and hands-on learning experiences specifically tailored to Black women and girls will significantly increase their representation in STEM education and careers at the primary, secondary, and post-secondary levels.

NOW THEREFORE BE IT RESOLVED, that NCNW, through its Affiliates and Sections, will advocate for legislation to provide funding and resources specifically aimed at increasing STEM education and opportunities for Black women and girls, closing the representation gap, and enhancing the U.S. economy.

HEALTHCARE

Resolution Title: **Reaffirming NCNW's Commitment to Reproductive Justice and Freedom Post Dobbs**

Date of Submission: **July 8, 2024**

Submitted By: **La Rhonda Odom, Ph.D.**
Mississippi Council NCNW (Kosciusko-Attala Section)
State Social Justice Chair

Rewritten By: **NCNW National Social Justice Committee**

WHEREAS, Black women, during the pre-Revolutionary Era, the enslavement, the Jim Crow Era to the present day are often denied bodily autonomy by intersecting systems of racism, sexism and poverty; and

WHEREAS, freedom is a foundational tenet of American citizenship; and

WHEREAS, for centuries people of African descent, despite enslavement and Jim Crow atrocities, we have endeavored to achieve the treasured freedoms to worship, marry, learn, and express themselves; and

WHEREAS, women and girls are too often the victims of rape, incest, sexual assault, human trafficking, and child abuse, depriving them of the right to determine when and how to establish a family; and

WHEREAS, the Supreme Court's *Dobbs v. Jackson Women's Health Organization* decision overturned fifty years of precedent and eroded the Constitutional right to privacy; and

WHEREAS, the Constitutional right to privacy is a national right that cannot reasonably be legislated, litigated, or enforced on a flawed theory of states' rights; and

WHEREAS, The National Council of Negro Women together with numerous other women's advocacy organizations endorsed a pamphlet entitled "African American Women are for Reproductive Freedom" nearly 40 years ago.

BE IT RESOLVED, that NCNW rejects and will resist efforts to deny, reduce or extinguish reproductive freedom, whether by legislators, courts, extremist activists, or economic circumstance.

BE IT FURTHER RESOLVED, that NCNW will resist and work to defeat efforts to dictate how women choose to manage their health, the health of their families.

BE IT FINALLY RESOLVED, that NCNW will work to educate its members and the public that the freedom of every woman to choose among the full range of safe and effective health care options is consistent with sound public policy, the beliefs of most Americans, and aligns with the liberation traditions of the Black experience.

Resolution Title: **Black Male Mental Health Disparity Justice**

Date of Submission: **June 17, 2024**

Submitted By: **Brenda M. Winston,
First Vice President for the Henry/Clayton Section
State Secretary for The Georgia Coalition of NCNW**

Edited By: **NCNW National Social Justice Committee**

WHEREAS, Black men face a number of mental health challenges, and experience unequal access to health care which is a major contributor to mental health disparity; and

WHEREAS, poverty, racism, and related factors lead to overt and covert barriers for Black men when seeking mental health services, that include implicit bias on the part of medical providers, and lack of access to quality psychological and psychiatric services; and

WHEREAS, poverty, stigma, and other barriers lead some Black men to be less likely to report serious psychological distress in comparison to U.S. adults who enjoy greater financial security. These depressive symptoms among Black males are more disabling, persistent, and treatment-resistant when compared to White men; and

WHEREAS, Black men are more likely to experience mental health disorders such as depression, post-traumatic stress disorder, schizophrenia, anxiety, and substance abuse; and only around 25% of Black Americans seek treatment compared to 40% of White Americans; and

WHEREAS, nearly 20% of Black males with depression use substances like alcohol, marijuana, or opioids to cope with stress and substance use can become an unnoticed symptom of mental health issues; and

WHEREAS, Black men are four times more likely to die by suicide than Black women, and suicide rates among Black men were the third leading cause of death for Black men ages 15 to 24 in 2020; and

WHEREAS, suicide rates among Black men are climbing from alcohol use, and drug overdoses, which are now higher among Blacks than Whites, tripling from 36.24 per 100,000 people in 2013 to 103.81 per 100,000 people in 2022.

NOW THEREFORE BE IT RESOLVED, that NCNW will through its Affiliates and Sections advocate for the expansion of services to provide additional funding and resources for mental health services to address the mental health crisis among Black males and to help close the health disparity gap which is currently covered under the Affordable Care Act.

Resolution Title: **Building Vaccine Confidence Among African Americans**

Date of Submission: **July 8, 2024**

Submitted By: **Synovia Moss, Section President, NCNW Milwaukee Section**
NCNW Good Health WINS National Project Manager
Melonie McCord, NCNW Alabama State President
NCNW Good Health WINS Alabama Project Manager
Donna Woods, NCNW Northern California State President
Cheryl Johnson, NCNW Good Health WINS Northern California Project Manager
Dr. Helena Johnson, NCNW Southern California State President
NCNW Good Health WINS Southern California Project Manager
Tee Solomon, NCNW Florida State President
NCNW Good Health WINS Florida Project Manager
Dr. Darlene Ruffin-Alexander, NCNW Georgia State President
Mary Lucas, NCNW Good Health WINS Georgia Project Manager
Dr. Ramona James, NCNW Central Chicago Section President
NCNW Good Health WINS Illinois Project Manager
Dr. Linda Hunt, NCNW Maryland State President
NCNW Good Health WINS Maryland Project Manager
Kenyetta Cole, NCNW Detroit Section President
NCNW Good Health WINS Michigan Project Manager
Victoria Sharpe, NCNW Mississippi State President
Bonita Reed, NCNW Good Health WINS Mississippi Project Manager
Olivia Smith, NCNW New Jersey State President
NCNW Good Health WINS New Jersey Project Manager
Johnnie Walker, NCNW New York State President
Pamela Davis, NCNW Good Health WINS New York Project Manager
Queen DeGraphenreid, NCNW North Carolina State President
NCNW Good Health WINS North Carolina State Project Manager
Janice Taylor, NCNW Ohio State President
NCNW Good Health WINS Ohio State Project Manager
Tameko Patterson, NCNW Pennsylvania State President
NCNW Good Health WINS PA State Project Manager
Willease N. Williams, NCNW South Carolina State President
NCNW Good Health WINS South Carolina State Project Manager
Dr. Mollie A. Johnson Williams, NCNW Texas State President
NCNW Good Health WINS TX State Project Manager
Cypriana McCray, NCNW Virginia State President
NCNW Good Health WINS Virginia Project Manager
Sarah J.E. Dean, NCNW Rocky Mountain Regional Alliance President
NCNW Good Health WINS Rocky Mtn Regional Alliance Project Manager

Edited By: **NCNW National Social Justice Committee**

WHEREAS, the National Council of Negro Women (NCNW) is dedicated to advancing opportunities and the quality of life for African-American women, their families, and communities through advocacy and community-based health initiatives; and

WHEREAS, Good Health WINS is modeled on the concept of Evidence-based Practice (EBP) that includes (1) seeking stakeholder input, (2) acquiring the best evidence, (3) appraising the evidence, (4) applying the findings to inform health policy and clinical practice and (5) evaluating the outcomes; and

WHEREAS, research has shown that trusted community-based organizations (CBOs) and leaders play a critical role in influencing health behaviors and building vaccine confidence among African-American populations; and

WHEREAS, the Good Health Women's Immunization Networks (Good Health WINs) initiative leverages the influence of NCNW and its Good Health WINs network to provide accurate vaccine information, combat misinformation, build vaccine confidence, and promote the benefits of vaccination; and

WHEREAS, vaccine hesitancy, cost and availability of vaccines and other barriers contribute to lower vaccination rates and pose significant public health risks within African-American communities, contributing to disparities in health outcomes and increased vulnerability to vaccine-preventable diseases; and

WHEREAS, building vaccine confidence requires a multifaceted approach, including culturally sensitive education, addressing knowledge gaps, and understanding community-specific barriers to vaccination; and

WHEREAS, a strategic focus on enhancing vaccine infrastructure and accessibility within African-American communities - that includes partnering with community organizations, local governments, and vaccine providers to increase community demand for vaccines and increase access to vaccine services --- is essential to overcoming systemic barriers and ensuring equitable vaccine distribution and uptake.

NOW THEREFORE BE IT RESOLVED, that the NCNW, through the Good Health WINs initiative, will continue to collaborate with community-based organizations, healthcare providers, and public health agencies to disseminate accurate vaccine information and improve vaccine confidence and reduce hesitancy.

BE IT FURTHER RESOLVED, that Good Health WINS will cultivate and expand the Community of Practice, a multi-stakeholder framework, to advance health equity.

BE IT FURTHER RESOLVED, that NCNW will advocate for policies and funding that support enhanced vaccine infrastructure, ensuring vaccines are readily accessible in underserved communities.

BE IT FURTHER RESOLVED, that NCNW will implement and support community listening sessions and other engagement strategies to better understand and address the specific concerns and needs of African-American communities regarding vaccination.

BE IT FURTHER RESOLVED, that NCNW will provide training and resources to CBO leaders and health workers through Community of Practice and National CBO Summit on Vaccine Confidence & Equity to empower them as trusted voices in vaccine education and advocacy within their communities and beyond.

BE IT FINALLY RESOLVED, that NCNW will continuously evaluate and adapt the Good Health WINs initiative based on feedback and evolving community needs to ensure the effectiveness of efforts to build vaccine confidence and improve public health outcomes.

Resolution Title: **Strengthening Mental Health and Well-being for Women and Girls**

Date of Submission: **July 8, 2024**

Submitted By: **PVS-NCNW Legislative Affairs Committee,
Lorna P. Forde, Committee Chair
Constance Mordecai, Member
Selena Mendy Singleton, Member
Marilyn Massey-Ball, President PVS-NCNW
Kimberly Campbell, 2nd Vice President PVS-NCNW
Potomac Valley Section (PVS) Silver Spring (Montgomery County), Maryland**

WHEREAS, Black women and girls face high rates of mental health challenges and significant disparities in mental health care. For Black women, there has been a continuous rise in the report of frequent mental distress since 2014. Data shows that between 2019-2020, 18.4% reported frequent mental distress; and in 2020-2021, 20.1% reported frequent mental distress. Black women have increased risk factors for maternal mental health disorders due to higher levels of trauma exposure throughout their lifetime. Black women experience chronic stress from racism, a contributing risk factor for maternal mental wellness. Maternal mental health disorders are the most common complication of childbirth for Black women so much so that the Biden-Harris Administration launched a Maternal Mental Health Hotline. Black women endure severe psychological distress at higher rates than other illnesses, including heart disease, diabetes, and cancer; some mental health conditions are related to an increased risk of suicide. Black women are a vulnerable population given the mounting trend in suicide rates witnessed from 1991-2019 between the ages of 15-44; and

WHEREAS, Black women are less likely to have access to appropriate mental health treatment compared with white women. Young women of color living in poverty receive substantially fewer services for mental health, in comparison to their white counterparts (23.3%), at a rate less than one-third of that percentage. Black women experience barriers to seeking help from providers, including stigma, real or perceived bias from mental health professionals who are mostly white, fear of being judged, difficulty in finding a therapist, cost of therapy, access to mental health care with cultural sensitivity, inaction, underdiagnosis, and/or misdiagnosis of mental struggles in persons from racially and or ethnically diverse populations; and

WHEREAS, there is a connection between Adverse Childhood Experiences (ACEs), which result from life experiences, and long term health and mental health components. Black children experience considerably more difficulty during childhood than their white counterparts. 30.7% of Black girls have experienced two or more ACEs across all income levels. Studies show that when children are susceptible to ACEs (e.g., the death or incarceration of a parent or loved one, observing or being a victim of violence, or living with someone with a significant mental health or substance abuse problem), it results in toxic levels of stress, resulting in long lasting impacts on mental and physical health, while also affecting adulthood. The Journal of the American Medical Association reports that among Black adolescents, self-reported suicide attempts rose nearly 80% between 1991-2019. According to The Trevor Project, there has been an increase in

ideation and attempts particularly among marginalized teens with intersecting identities (BIPOC & LGBTQ+), and because of life challenges of youth of color, the risk of suicide occurring becomes greater. Youth mental health was declared a national emergency in 2021, and many experts, including the U.S. Surgeon General, cite social media and the COVID-19 pandemic, among other factors, as having had long lasting effects on mental health. The gravity of this concern is evident in the Biden-Harris administration's investment of \$200 million in the youth mental health crisis; and

WHEREAS, it has been well documented that, due to historic and contemporary racial violence levied upon the African American community (in addition to the incidence of Black on Black crime), African American women and youth experience unique and collective grief, loss, and bereavement which result in negative physical and mental health outcomes. African Americans are more likely to be victims of serious violent crimes making them more likely to qualify as having posttraumatic stress disorder (PTSD). The racist multigenerational wealth gap continues to be detrimental to Black youth and families, contributing to the decline in the mental health of Black youth. Black women frequently face gendered racism due to simultaneously experiencing racism, sexism, and often economic disparity; and

WHEREAS, factors that positively impact mental health include finding mental health providers that are culturally humble and culturally informed and/or look like the client/patient and can therefore connect to their struggles, understand their issues, and serve as role models. Black clinicians represent ~2% of practicing psychiatrists and 4% of psychologists providing care according to the American Psychiatric Association. According to the American Psychological Association, those from minoritized ethnicities comprise only 16.9% of psychologists. Women of color make up less than 5% of psychiatrists, psychologists, and social workers available to treat clients/patients. This disparity is further exacerbated in psychiatric subspecialty training programs such as substance abuse fellowships. Healthcare professionals need additional training and understanding in order to meet the needs of cultural differences and emotional intelligence for a sufficient response; and

WHEREAS, there is a literature research gap documenting Black women's mental health when compared to other counterparts. Current healthcare and mental health systems are not presently equipped to address racism and its crucial impacts of mental health on Black youth. The Institute for the Study & Promotion of Race & Culture has documented the intergenerational trauma that is caused by racism which results in chronic stress and can have a deleterious effect on the mental well-being of African American women and youth. Race-based stress has substantially long term impacts on the physical and mental health of black youth which includes irritability, hypervigilance, depression, anxiety, and sleep disturbance, as well as economic and educational impacts.

NOW THEREFORE BE IT RESOLVED, NCNW will urge policymakers, healthcare professionals, and government officials to eliminate systemic racism and reduce disparities.

BE IT FURTHER RESOLVED, NCNW will support maternal and child health research and collectively take action to end the maternal and infant health crisis that has had a devastating impact on underserved families of color.

BE IT FURTHER RESOLVED, NCNW will urge policymakers, healthcare professionals, and government officials to expand access to high-quality, affordable, culturally informed, trusted, accessible, patient-centered mental health care for women and girls of African descent.

BE IT FURTHER RESOLVED, NCNW policymakers, healthcare professionals, and government officials will ensure culturally responsive training opportunities for mental health professionals, fellows, interns, and volunteers.

BE IT FURTHER RESOLVED, NCNW will collaborate with community leaders to offer outreach activities and mental health awareness training.

BE IT FINALLY RESOLVED, NCNW policymakers, healthcare professionals, and government officials will ensure that timely, reliable data is collected and research is performed to determine the policies and unmet mental health needs within their respective state and/or local systems.

Resolution Title: **Tobacco Control**

Date of Submission: **July 8, 2024**

Submitted By: **Shavon Arline-Bradley, NCNW President & CEO**

Donna Wood, NorCal President on behalf of the Northern California Region

Rewritten By: **NCNW National Social Justice Committee & Dr. Valerie Yerger**

WHEREAS, Black communities are disproportionately affected by menthol related diseases and deaths. There is a well documented history stretching 50 years about how tobacco companies target black people for menthol product sales. 40% of excess deaths due to menthol cigarettes between 1980-2018 were Black smokers, despite being 12% of the population. Out of 1.5 million black smokers 157,000 died prematurely from smoking menthol products according to the Centers for Disease Control and Prevention;

WHEREAS, tobacco companies continue to profit from menthol product sales at the risk of children and teens. Tobacco companies have also targeted children and teens with flavored electronic devices that simulate tobacco smoking (e-cigarettes and vapes). Flavors like bubblegum, mango, mint, and more are used to appeal to children and teens;

WHEREAS, the e-cigarettes themselves are sold cheaply being only 3 for 99 cents and sold in corner stores. In 2023, 86.9% of youth in grades 6-12 used flavored tobacco products, with 21.4% using flavored e-cigarettes;

WHEREAS, tobacco companies have used lobbying efforts to create false narratives tying together a menthol ban and the criminalization of those using or possessing flavored tobacco products, there is no evidence that removing menthol cigarettes from the marketplace will lead to over policing;

WHEREAS, removing menthol cigarettes could save up to 654,000 lives, including 255,000 Black lives, over the next 40 years;

WHEREAS, menthol cools and numbs the throat and reduces irritation, making menthol cigarettes an appealing option for youth who are initiating tobacco use;

NOW THEREFORE BE IT RESOLVED that NCNW, including NCNW Sections, NCNW state leadership, and all Affiliates will advocate for the lawmakers to take steps to protect children and overall public health by restricting the sale of menthol cigarettes and other flavored tobacco products, including flavored e-cigarettes.

SOCIAL JUSTICE

Resolution Title: **The CROWN Act to Prohibit Discrimination Based on Natural Hair, Protective Hairstyles in the World**

Date of Submission: **June 4, 2024**

Submitted By: **Kieanna Childs Alexander,
Hamilton New Jersey
Mercer County Section-Life Member**

WHEREAS, the Creating a Respectful and Open World for Natural Hair (CROWN Act) seeks to protect individuals from discrimination based on hair texture and protective hairstyles by amending existing anti-discrimination laws; and

WHEREAS, individuals, particularly those of African descent, have historically faced discrimination in educational, professional, and global settings due to their natural hair texture and protective hairstyles which include but are not limited to braids, locs, twists, and Bantu knots; and

WHEREAS, such discrimination continues racial stereotypes while underappreciating diverse groups thus creating unnecessary barriers to employment, education and opportunities; and

WHEREAS, this specific type of discrimination places a hardship on women, men and children who have been historically disenfranchised; and

WHEREAS, the CROWN Act recognizes the importance of embracing the diversity that makes each individual unique; and

WHEREAS, since 2019, numerous cities and states have passed legislation that supports anti-discrimination hair laws thereby demonstrating a commitment to inclusivity and equality; and

WHEREAS, in 2024, Congresswoman Bonnie Watson Coleman along with numerous legislators sponsored HR 8191 which in part states:

- The Federal Government should acknowledge that individuals who have hair texture or wear a hairstyle that is historically and contemporarily associated with African Americans or persons of African descent have suffered harmful discrimination in schools, workplaces, and other contexts based upon long standing race and national origin stereotypes and biases
- A clear and comprehensive law should address the deprivation of educational, employment, and other opportunities on the basis of hair texture, and hairstyle that are commonly associated with race or national origin; and

WHEREAS, there has been progress with many states, full participation has not taken place in all states thus protective measures are still not in place to prohibit hair discrimination from taking place in areas that are not covered by anti-discrimination hair laws.

NOW THEREFORE BE IT RESOLVED, that NCNW, including NCNW Sections, NCNW State Leadership and all Affiliates will advocate for the passage of the CROWN Act federal legislation which will allow for women, men and children to show up in the world as themselves and free from hair discrimination within the world.

BE IT FURTHER RESOLVED, that NCNW, including NCNW Sections, NCNW State Leadership and all Affiliates will advocate for the passage of state legislation of the CROWN Act.

BE IT FINALLY RESOLVED, that NCNW, including NCNW Sections, NCNW State Leadership and all Affiliates will continue to educate the greater community by leading and raising awareness about hair discrimination, its impact and the importance of inclusivity via programming and training.

Resolution Title: **John Lewis Voting Rights Advancement Act-Protection and Expansion of Voting Rights and Voter Protections**

Date of Submission: **July 8, 2024**

Submitted By: **Shavon Arline-Bradley, NCNW President & CEO**

WHEREAS, the ratification of the 15th and 19th amendments to the U.S. Constitution prevented discrimination of the right to vote based on race and sex respectively; and

WHEREAS, before and after the passage of the 15th and 19th amendments various voter suppression obstacles and discriminatory practices, violence, fraud, intimidation, felony disenfranchisement laws, and Jim Crow laws restricted or denied Black men and Black women the right to vote; and

WHEREAS, Black women including Harriet Tubman and Ida B. Wells-Barnett helped secure civil and voting rights; and

WHEREAS, Dr. Mary McLeod Bethune fought vehemently and tirelessly in defense of voting rights including taking a brave stand against the Ku Klux Klan in 1922 in defense of voting rights, and founded the NCNW in 1935 to pursue voting and other civil rights; and

WHEREAS, it was not until the passage of the 1965 VRA, that certain obstacles were outlawed, protections were established, and all African Americans were afforded protection against voter discriminatory practices; and

WHEREAS, voter suppression and the annihilation of voter protections continued after the passage of the VRA; and

WHEREAS, Section 4(b) of the VRA established a formula to determine which states and localities exhibited a history of voting rights violations; and

WHEREAS, such jurisdictions had to seek federal government "preclearance", that is, submit changes in their election laws or district maps to the federal government for advance review prior to launching them; and

WHEREAS, Section 5 of the VRA requires states and localities to obtain preclearance based on the Section 4 formula; and

WHEREAS, in June 2013 the U.S. Supreme Court *Shelby County v. Holder (Shelby)* decision ended the preclearance requirement for changes to voting procedure under Section 4(b) of the Voting Rights Act of 1965 resulting in new efforts to undermine and suppress voters in multiple states; and

WHEREAS, without the Section 4 formula, Section 5 of the VRA is unenforceable, and jurisdictions with a history of discrimination have no federal oversight before altering voting rights processes and procedures; and

WHEREAS, the *Arkansas State Conference NAACP vs. Arkansas Board of Apportionment* 5th circuit ruling stated that there is no private right of action meaning that only the Justice Department, not advocacy organizations can take cases of voting suppression to court; and

WHEREAS, in recent years, voter suppression tactics and the elimination of voter protections systemically and categorically deny black citizens the right to vote freely and without obstruction; and

WHEREAS, multiple states have passed voting laws aimed at making voting and voting registration more difficult disproportionately impacting Black and Brown voters, including laws that criminalize election activities; and

WHEREAS, multiple state legislatures have attempted to use gerrymandering in redistricting processes in order to make voting districts with more favorable outcomes for the majority party in that state; and

WHEREAS, in many cases such actions often do not accurately reflect the voting population and undermine the constituents of those districts; and

WHEREAS, according to the Brennan Center for Justice a "racial turnout gap" is growing nationwide in jurisdictions previously subject to preclearance before the Shelby County decision; and

WHEREAS, the John Lewis Voting Rights Advancement Act seeks to expand voter protections through amending the Voting Rights Act of 1965 to revise the criteria for determining which States and political subdivisions are subject to Section 4 of the Act, and for other purposes; and

WHEREAS, in February of 2024, Senator Richard Durbin (D-IL) along with 49 other cosponsors reintroduced S.4-John Lewis Voting Rights Advancement Act to the Senate; and

WHEREAS, the John Lewis Voting Rights Advancement Act proposes an updated, new formula to ensure that jurisdictions with a history and pattern of discrimination would be subject to preclearance; and

WHEREAS, NCNW through its current Leadership, Sections, and Affiliates have made voting rights a priority; and

WHEREAS, the implementation and immediate passage of the John Lewis Voting Rights Advancement Act would provide equitable voting rights democracy for all.

NOW THEREFORE IT BE RESOLVED, that NCNW, including NCNW Sections, NCNW State leadership, and all Affiliates will support the passage of the John Lewis Voting Rights Advancement Act which will restore the protections of Section 4(b) of the Voting Rights Act of 1965 and expand voting rights protections.

Resolution Title: **Missing and Murdered Black Women and Girls**

Date of Submission: **July 8, 2024**

Submitted By: **Shavon Arline-Bradley, NCNW President & CEO**

WHEREAS, from 2019 through 2021 alone, 5,240 Black women and girls were killed with the 2,078 homicides recorded in 2021 representing a nearly 54 percent increase since 2019, according to the Centers for Disease Control and Prevention (CDC); and

WHEREAS, missing females and males of color in 2021, according to the National Crime Information Center, account for 38 percent of a total 521,000 missing persons cases. Of that figure, 34 percent are Black, despite Blacks comprising only 13.6 percent of the population. And of that 34 percent, 89,020, or at least 50 percent, were Black females, 88,477 were Black males, and there were missing Black persons for whom gender was unknown; and

WHEREAS, exactly how many people go missing each year is difficult to measure, say some researchers and analysts, explaining that there is no single source or clearinghouse for those numbers and that many cases likely go unreported; and

WHEREAS, in October 2023, H.R.6828 Brittany Clardy Missing and Murdered Black Women and Girls Act was introduced by Representative Ilhan Omar (D-MN-05), with 86 cosponsors, to establish an Office for Missing and Murdered Black Women and Girls in the Department of Justice.

NOW THEREFORE IT BE RESOLVED, that NCNW, including NCNW Sections, NCNW State Leadership, and all Affiliates will support the passage of the Brittany Clardy Missing and Murdered Black Women and Girls Act to have the Department of Justice establish an Office on Missing and Murdered Black Women and Girls to address this issue nationwide.

Resolution Title: **60th Anniversary of Freedom Summer in Mississippi, 1965 Voting Rights and Black Women**

Date of Submission: **July 8, 2024**

Submitted By: **La Rhonda Odom, Ph.D.,
Mississippi Council NCNW (Kosciusko-Attala Section)
State Social Justice Chair**

Edited By: **NCNW National Social Justice Committee**

WHEREAS, we celebrate and remember the Freedom Summer Project of 1964 when busloads of college students converged on the Mississippi Delta to assist in registering Black people to vote; and

WHEREAS, the work of the Student Nonviolent Coordinating Committee including Ella Baker, Fannie Lou Hamer, Dr. Joyce Ladner, and her sister, Dorie Ladner worked to develop and implement the Freedom Summer Project; and

WHEREAS, the work of the project directly resulted in the passage of the 1965 Voting Rights Act which removed barriers to voting not just for African Americans but all citizens of the United States of America; and

WHEREAS, Dr. Mary McLeod-Bethune, Ida B. Wells-Barnett, and Dr. Dorothy I. Height committed their lives to the right of women to vote and to have a voice in the national, state and local policy that impacted their lives and the lives of those living in their communities; and

WHEREAS, Black women have always been a key and dominant force driving the increasing electoral power of Black women in the United States; and

WHEREAS, Black women's share of the female citizen voting age population (CVAP) has grown the most in Mississippi (38%), Georgia (33%), Maryland (31%), Alabama (27%), and Connecticut (9%), mostly southern states, and have increased since 2000; and

WHEREAS, Black women were able to play a pivotal role in statewide elections such as in Georgia through the work of women like Helen Butler and Stacey Abrams and their organizations Georgia Coalition for the People's Agenda and Fair Fight Action.

NOW THEREFORE BE IT RESOLVED, that NCNW will through its Affiliates and Sections support and advocate for the increased participation of its members in voter education and mobilization of its communities to get out the vote in every national, state and local election.

NOW THEREFORE BE IT RESOLVED, that NCNW will reaffirm its commitment to the expansion of voting rights to every corner of the United States including the voting rights of women, communities of color, those with felony convictions and any other group persistently denied the right to vote through practices that seek to oppress and suppress the right to vote

including voter id laws, laws that arbitrarily and more frequently purge voters from the rolls, and redistricting proposals that dilute Black and minority voter strength in states around the United States.

BE IT FURTHER RESOLVED, that NCNW will commit itself to a new era of strengthening voting rights by supporting efforts to get voters to the polls on election day regardless of the type or nature of the election and return to the model used during Freedom Summer and after the passage of the 1965 Voting Rights Act to register, organize, and mobilize voters to act advocate on behalf of and within their communities.

BE IT FINALLY RESOLVED, that NCNW will through its Affiliates and Sections work with national, state and local organizations and churches to provide a plan to register, engage, educate and motivate voters and to establish a network to provide ways to get people to the polls on election day and during early voting, in places where early voting is allowed.

Resolution Title: **Resolution in Support of the Safer Supervision Act**

Date of Submission: **July 8, 2024**

Submitted By: **Shavon Arline-Bradley, NCNW President & CEO**

WHEREAS, the National Council of Negro Women has a long and extensive history of advocating for civil rights and racial justice issues that affect Black American communities, including working to end mass incarceration and eliminate racial disparities in the criminal justice system; and

WHEREAS, the purpose of federal supervised release is to support rehabilitation and reentry upon release from federal prison, which makes supervised release distinct from other forms of supervision. Supervised release does not serve as a tool for early release (like parole) but applies only to people *already* released from prison. Moreover, supervised release is explicitly prohibited from being ordered as a form of punishment (like probation) but instead serves only to support successful reentry and advance community safety; and

WHEREAS, what was meant to be an instrument to facilitate successful reentry and public safety has tragically too often become a stumbling block to redemption due to misplaced widespread and indiscriminate use of supervised release. A tool once meant to be used sparingly has become overly prescriptive, resulting in overworked officers with voluminous caseloads and making it difficult to focus resources where they're needed for public safety; and

WHEREAS, the overuse of federal supervised release costs hundreds of millions of dollars each year and keeps tens of thousands of people from reaching their full potential in our communities, without demonstrating commensurate gains in public safety. With a total population of approximately 120,000, the federal supervision system was rated as the *tenth largest supervision system* in the country at year-end 2021; and

WHEREAS, the imposition of supervised release has become near-automatic. Supervised release was imposed in *86.7% of non-immigration cases*, and an estimated 79.8% of all individuals sentenced by federal courts in 2021 were sentenced to a period of supervised release; and

WHEREAS, the current system's onerous supervision conditions, which can undermine long-term rehabilitation *and* lead to unnecessary incarceration as a response to technical (i.e., non-criminal) violations of supervision cost the American public hundreds of thousands of dollars annually, undermine familial stability, and hurt our workforce; and

WHEREAS, studies assessing the impact of detention in the pretrial setting have shown that even short periods of incarceration can decrease formal sector employment and the receipt of other benefits; and

WHEREAS, research and practice have shown that lengthy supervision sentences contribute unnecessarily to mass incarceration *and* can actually result in *worse public safety outcomes* than the outcomes following a concerted effort to right size supervision terms and use early termination; and

WHEREAS, the federal system's own use of early termination if it is "warranted by the conduct of the defendant and the interest of justice" demonstrates the desire to include a system of early termination and recognizes that providing a track to get off supervised release early benefits rather than jeopardizes public safety. Additionally, research published by the Administrative Office of the U.S. Courts in 2013 found that only 10% of people who saw their supervision terminated early in 2008 were rearrested within three years, while 19% of individuals who completed a full term of federal supervision were rearrested within that time period; and

WHEREAS, state reforms in these areas demonstrate the need for common-sense solutions to supervision practices and provide useful evidence for effective cost savings and increased benefit to the community without negatively impacting public safety; and

WHEREAS, women are the fastest growing prison population (there has been more than a 525% increase over the past four decades), with eighty-three percent of the nearly one million women in the criminal justice system on probation or parole; and

WHEREAS, women reentering communities from incarceration can experience the associated hardships differently than men, as they are more likely to be victimized and economically disadvantaged, suffer from mental illness or co-occurring disorders, use drugs regularly, be a parent to an underage child, or face any combination of these challenges. Yet, most correctional practices have been designed for men and do not address the distinct trajectories of how women become involved in the criminal justice system or the specific needs of women upon release; and

WHEREAS, at fiscal year-end 2022, there were 14,482 women on federal supervised release, comprising 13.3% of the total federal supervised release population. Among people who experience a revocation, women are much more likely to be revoked for a technical violation than men. In 2022, 79.1% of female supervisees who experienced revocations were revoked for a technical violation and 19.7% were revoked based on a new arrest charge. That same year, 66.1% of male supervisees who experienced revocations were revoked for technical violations and 32.3% for a new arrest charge; and

WHEREAS, for supervised women, complying with conditions that involve travel and program participation can be particularly difficult due to family caregiving obligations, such as finding or paying for child- or elder-care, in order to attend a meeting or required class; and

WHEREAS, improving our responses to supervision violations may also help address racial disparities in the criminal justice system. Several studies have concluded that race is a significant factor in determining technical violations, arrests, and supervision revocations. One study

showed that being Black or Hispanic was negatively associated with being discharged from probation early; and

WHEREAS, at fiscal year-end 2022, there were 37,693 Black Americans on federal supervised release. In comparative terms, Black Americans make up 35.5% of the federal supervised release population, yet only 13.6% of the total U.S. population, meaning we are significantly overrepresented in the federal supervised release population; and

WHEREAS, Black returning citizens face significant economic barriers post-release. Compared to similarly-situated white Americans, formerly incarcerated Black Americans face lower employment, lower earnings, and slower wage growth. There are particularly high rates of unemployment among formerly incarcerated Black men and women: within this group, the unemployment rate is roughly 43.6% for Black women compared to 35.2% for Black men, 23.2% for white women, and 18.4% for white men.

NOW THEREFORE BE IT RESOLVED, that the National Council of Negro Women supports policies like H.R. 5005 / S. 2681, the Safer Supervision Act of 2023 that would create a safer, more effective federal supervised release system and positively impact Black women, their families, and communities.

BE IT FURTHER RESOLVED, that by focusing resources where they are most critical by having the court make an individualized assessment when deciding upon the use, length, and conditions of supervised release and limiting unnecessary drug testing.

BE IT FURTHER RESOLVED, that rewarding rehabilitation by eliminating the 1-year threshold for early termination and establishing a presumption of early termination for people who have demonstrated good conduct and compliance and do not jeopardize public safety.

BE IT FURTHER RESOLVED, safeguarding due process protections and increasing socioeconomic equality in the legal system by creating a mechanism for the court to appoint legal counsel to aid individuals seeking early termination or modifying their supervised release conditions.

BE IT FINALLY RESOLVED, that returning judicial discretion and revising counterproductive mandatory revocation policies that punish addiction in a manner that can undermine long-term rehabilitation while safely preventing needless and costly incarceration.

Resolution Title: **Protecting Our Legacy: Decreasing Gun Violence Against Black Women, Their Families, and Communities**

Date of Submission: **June 13, 2024**

Submitted By: **Brenda M. Winston,
First Vice President for the Henry/Clayton Section
State Secretary for The Georgia Coalition of NCNW**

Edited By: **NCNW National Social Justice Committee**

WHEREAS, gun deaths in the US are higher per capita than in other industrialized countries. In 2018, the CDC reported a national rate of 11.9 firearm deaths per 100,000 people, up from 10.3 in 1999; and

WHEREAS, gun violence in the US results in hundreds of injuries and up to 100 fatalities daily. According to the CDC, 48,830 people died from gun-related injuries in 2021, including homicides, suicides, accidents, and deaths involving law enforcement; and

WHEREAS, between 2015 - 2022, over 19,000 people have been shot, wounded or killed in over 3,700 mass shootings, while many states passed legislation to allow concealed weapons on school campuses in some regard; and

WHEREAS, NCNW recognizes gun violence as a severe public health crisis that disproportionately affects African American Women and their families, where young Black women and girls are over 6 times more likely to be killed by a firearm compared to their white counterparts; and

WHEREAS, African American males make up fifty-two percent of all gun homicide victims in the US despite comprising less than six percent of the population, also in 2021, African American victims accounted for 46% of gun deaths among children and teens; and

WHEREAS, between 2018 -- 2022, the rate of firearm deaths among African American children doubled from 6 per one hundred thousand to 12.2 per one hundred thousand; and

WHEREAS, there are minimal safety requirements on the type of weapons private individuals can purchase in America, including military-style assault weapons. Only federally licensed gun dealers are required by law to run background checks yet 40 percent of gun sales are sold on the secondary market which are not subject to background checks; hence, enabling criminals, domestic violence perpetrators, minors, substance abusers, and individuals with severe mental illnesses to acquire guns; and

WHEREAS, the large majority of Americans support requiring all gun buyers to pass a criminal background check, no matter where they purchase the weapon or from whom they buy it; and

WHEREAS, nearly two-thirds of Americans agree that we should ban the sale of assault

weapons as well as high-capacity magazines or clips that can hold 10, 30, 50, or 100 bullets at a time.

NOW THEREFORE BE IT RESOLVED, that the National Council of Negro Women, Inc. calls for both state and federal governments to implement and enforce comprehensive safety requirements for gun sales, use, and possession. These requirements should include universal background checks, mandatory waiting periods, and the prohibition of firearm sales to individuals with a history of domestic violence or mental illness. We further advocate for the introduction of community-based violence prevention programs, education on responsible gun ownership, and stricter regulations on the sale of high-capacity magazines and assault weapons.

BE IT FURTHER RESOLVED, that NCNW emphasizes the need for targeted measures to address the disproportionate impact of gun violence on Black women, children, and families. We urge the adoption of policies that promote the safety and well-being of our communities, including the funding of research on gun violence prevention, support for survivors of gun violence, and collaboration with local organizations to implement evidence-based interventions.

BE IT FINALLY RESOLVED, that NCNW will actively engage and support efforts to ensure that these policies are prioritized at both the state and federal levels, recognizing that reducing gun violence is essential to the health, safety, and future of Black women and their families across the nation.

Resolution Title: **Against War and Its Collateral Damage on Women and Children**

Date of Submission: **July 8, 2024**

Submitted By: **La Rhonda Odom, Ph.D.,
Mississippi Council NCNW (Kosciusko-Attala Section),
State Social Justice Chair**

Rewritten By: **NCNW National Social Justice Committee**

WHEREAS, the National Council of Negro Women (NCNW) is dedicated to advancing opportunities and improving the quality of life for women of African descent, their families, and communities; and

WHEREAS, NCNW is committed to social justice which implies a commitment to, not only, the Constitution of the United States of America but also an adherence to the protections that wrought under the Universal Declaration of Human Rights by which our founder, Mary McLeod-Bethune was the only woman of African descent to participate in its creation; and

WHEREAS, war and conflict have historically and disproportionately impacted women and children, leading to severe humanitarian crises, displacement, loss of life, and psychological trauma; and

WHEREAS, women and children of African descent have been particularly vulnerable to the devastating effects of wars both internal and external such as those seen in Haiti, Libya, Sudan, the Congo, and now in Israel and Gaza including but not limited to, loss of homes, livelihoods, and access to education and healthcare and dignity; and

WHEREAS, the NCNW recognizes the fundamental rights of all individuals, especially women and children, to live in peace and security, free from the threats and realities of war; and

WHEREAS, the NCNW acknowledges the critical role and the worldwide effort of women in peacebuilding, conflict resolution, and post-war recovery and reconstruction efforts.

THEREFORE, BE IT RESOLVED that the National Council of Negro Women (NCNW) condemns war and the collateral damage it inflicts upon women and children across the African diaspora.

BE IT FURTHER RESOLVED, that the NCNW commits to remaining an ally to women and children who are victims of war, providing support through advocacy, resources, and initiatives aimed at relief, recovery, and empowerment.

BE IT FINALLY RESOLVED, that the NCNW will work in collaboration with national and international organizations, governments, and civil society to promote peace, justice, and the protection of human rights for all affected by war.