

2020

SHE CAN WIN:

STATE OF BLACK WOMEN IN PENNSYLVANIA REPORT

SHE CAN WIN

TABLE OF CONTENTS

| | |
|----------------------------------|----|
| Introduction | 1 |
| Data Collections Demographics | 1 |
| Education | 2 |
| Economics | 2 |
| Criminal Justice | 5 |
| Healthcare | 7 |
| Conclusion | 10 |
| References | 11 |



INTRODUCTION

She Can Win was founded in 2013 by Jasmine Sessoms. The organization has empowered and supported nearly 1,000 Black and Brown women in their efforts of running for elected office. It has excelled within the political realm. She Can Win's training program is nationally acclaimed and will continue to be one of our essential programs. As we expand our programming, we found that to ensure civic leadership can be obtained by all Black and Brown women, research must be provided to showcase the areas in which we excel and where we require assistance and more resources. This white paper is one of the ways we aim to provide adequate programming that is both meaningful and substantial.

Data Collection Method

The data collection method for this paper mostly consisted of the use of scholarly journals and articles as well as reports released from state departments in Pennsylvania. We also used key-informant interviews from elected officials in the commonwealth, community organizers, and leading field experts. We used reports from peer organizations such as the National Domestic Workers Alliance, Novo Foundation, and the Ford Foundation as references. Lastly, the demographics data was obtained through EDay App, Inc. which is a nonpartisan, women of color organization based out of Philadelphia.

Demographics

In 2016, Black women made up 5.5 percent of Pennsylvania's population. According to the United States Census Bureau, in 2019, there were approximately 740,345 Black or African American women in Pennsylvania; compared to 5.25 million white women. In 2020, EDay App, Inc. found there were 407, 029 Black women registered to vote – 377,488 registered as Democratic – 4,104 registered as Republican. Out of the number of women registered to vote in the commonwealth, there were 127,395 Black women recorded as married; 317,493 listed as single; and 69,010 as divorced. The remaining 226,537 would be classified in the census categories of never-married or widowed, the distribution remains unclear at this time. Compared to Black women, white women are nearly 3 times more likely to be married – with approximately 1,174,730 white women registered in the commonwealth as married.

According to The Status of Black Women report, in Pennsylvania, the percent of married-couple households with children with a female breadwinner for all households was roughly 38 percent. The percentage of Black households with children with a Black female breadwinner is approximately 55 percent. The percentage of breadwinner mothers who are single mothers in Pennsylvania is 49 percent for all women. Black women make up 78 percent of single mothers who are breadwinners.

EDUCATION

Black girls need access to education to improve their lives and the lives of others within their community. Black girls strive to become leaders more than any other group of girls. Over 200 Black girls were surveyed in a local study performed by several middle schools in Pennsylvania. The findings consisted of 53 percent of Black girls expressing a desire to become leaders in comparison to 50 percent of Hispanic girls and 34 percent of white girls. The survey also found that 42 percent of Black girls are likely to consider themselves as leaders and are more likely to have leadership experience than any other racial group. It is imperative that Black girls get access to programs that foster their self-esteem and provide them with meaningful leadership opportunities.

Black Girls and Classroom Suppression

Women and girls of color face additional challenges in their schooling experiences based on their race and gender. According to the United States Department of Education, National Women's Law Center (NWLC), and The Education Trust, Black girls are five times more likely than white girls to be suspended at least once and four times as likely as white girls to be arrested at school. Black girls are often overrepresented in discipline referrals and graduate at rates below their peers due to this inequity.

Black Women and Higher Education

The percentage of Black women in Pennsylvania with a bachelor's degree or higher is 18.5 percent. In the United States, the risk of living in poverty is six times higher for women who have not completed high school than those who have a bachelor's degree. More than one in five Black women hold a bachelor's degree. Black women are nearly 4.5 percent more likely to hold a bachelor's degree in comparison to Black men. Between 2004 and 2014, Black women aged 25 and older with a bachelor's degree or higher increased by roughly 24 percent, making them the group of women with the second-largest improvement in the attainment of higher education in a decade. Despite these amazing strides, The Status of Black Women report ranks Pennsylvania in the worst third for percent of women with a bachelor's degree or higher.

ECONOMICS

There are many ways to define economics; for the purpose of this brief, we are going to examine economics through the lens of generational poverty, equal access, minimum wage, glass ceilings, and entrepreneurship. The intersections between the four target areas of this report can be seen when analyzing the economic conditions Black women face in Pennsylvania. Better job opportunities and income inequity in healthcare and education can be addressed by opening access. Additionally, once better educational settings are accessible it can be argued there will be a direct correlation to lowering the number of Black women in the criminal justice system.



ECONOMICS *(Cont.)*

In 2014, Black women made up roughly 60 percent of the labor force, earning a median income of \$38,000, but only making up roughly 34 percent of managerial or professional occupations. The median annual earnings for Black women working full-time is \$27,000 for women with a high school diploma only and \$50,000 for women with a bachelor's degree or higher. Representative Joanna McClinton points out, "We see so Black women either underpaid or underemployed, and as a result, Black women end up not having the same savings, the same investments, and the same ability to plan for the future."

The Cycle of Poverty

The percent of Black women living below the poverty line in Pennsylvania, aged 18 and older is about 27 percent. The percentage of all women living below the poverty line is about 13 percent – meaning Black women are twice as likely to experience poverty in the commonwealth. The cycle of poverty is a framework that helps one better understand how growing up in poverty has generational impacts. In their report, Robert Lee Wagmiller and Robert Adelman (2009) states:

"Social and economic deprivation during childhood and adolescence can have a lasting effect on individuals, making it difficult for children who grow up in low-income families to escape poverty when they become adults."

In 2012, NPR released an article referring to Reading, Pennsylvania as the poorest city in the country. At the time, 41.3 percent of its population, specifically 53.9 percent of women, were living below the poverty line. Growing up in poverty has long-lasting impacts on these children. Researchers found children exposed to poverty are more likely to be poor in early and middle adulthood. Roughly 19 to 30 percent of Black people are poor when exposed to low to moderate levels of poverty compared to 4 to 11 percent of whites. When exposed to high levels of poverty, Black children are 42 to 51 percent more likely to experience poverty in adulthood compared to 25 to 40 percent for whites.

Pay Equity

In 2020, Black Women's Equal Pay Day was August 13th. Black Women's Equal Pay Day is the approximate day a Black woman must work into the new year to make what white non-Hispanic man-made at the end of the previous year. The American Community Survey found that nationally, women working full-time make about 82 cents for every dollar a man makes. Women in Pennsylvania make 79 cents to every dollar a man makes - Black women make roughly 66 cents compared to the 78 cents of white, non-Hispanic women.

When comparing surrounding states, Pennsylvania is the only state using the federal level of the minimum wage (\$7.25 per hour). The minimum wage in Pennsylvania has not been raised in more than a decade. The last time minimum wage was increased was in 2009 when the federal minimum wage increased because of an amendment in the Fair Labor Standards Act. Under this current minimum wage, a full-time worker who works year-round would earn \$15,080. This is less than the federal poverty threshold for a family of two. During the interview with Kadida Kenner of the Pennsylvania Budget and Policy Center, Kenner explains that people hold a false belief that minimum wage only impacts teens. In Pennsylvania, about 32 percent of minimum wage workers are 40 and older and about 59 percent are 25 and older.

ECONOMICS *(Cont.)*

In 2020, Governor Tom Wolf proposed a minimum wage increase for the sixth time. His proposal sought to increase the minimum wage to \$12 with a pathway to \$15. This change would have a direct impact on one million workers and would make 82,000 workers eligible for overtime pay. Kenner states, “about 40 percent of Black households would see a significant increase in income if the minimum wage was increased.”

Paid Sick Leave

The National Partnership for Women & Families (2013) discusses the need for a paid sick day standard for women of color. Pennsylvania House Representative Donna Bullock, 195th districts, stated, “women of color are the backbone of our families and communities.” Approximately 42 percent of Black women are unable to earn enough sick days to recover from an illness or take care of a sick child or relative. Black women are often the primary source of financial support for their families. More than three million Black families are led by Black women in the United States. Additionally, unpaid days off often lead to a devastating reality. If a woman takes three and a half days off without pay it is the same as losing a month's worth of groceries. Extended time off can result in losing a position and the long-term impacts of exposure can lead to moderate or high poverty in childhood. A proposed solution is setting a national paid sick day standard which was introduced in the Healthy Families Act (H.R. 1286/S. 631 in the 113th Congress but continues to sit idle in the Committee on Health, Education, Labor, and Pensions.

In Philadelphia, Pennsylvania, Councilmember-at-Large Kendra Brooks introduced legislation to address paid sick leave in the city. In September of 2020, Philadelphia City Council enacted an amendment to Philadelphia Code entitled Promoting Healthy Families and Workplaces. While the bill focuses on leave time for public health emergencies, it is a great model for the steps that can be taken to support working families, particularly Black women-led families.

Glass Ceilings and Leadership

Black women are making strides in education, but upward mobility remains stagnant, especially when it comes to opportunities to receive leadership roles. The Women and Public Policy Program at the Harvard Kennedy School released a report on the effects of organizational performance on leaders. Their article, *Failure is not an option for Black Women* claims Black women experience greater discrimination due to being part of two marginalized groups - Black and female. The article finds that Black women leaders are judged more critically when an organization performs poorly due to perceived status as atypical leaders. As mentioned, Black women make up roughly 34 percent of managerial or professional occupations in Pennsylvania. In comparison to white women, who make up approximately 42 percent of managerial and professional occupations.

ECONOMICS *(Cont.)*

Entrepreneurship

In 2018, Black women were ranked the fastest-growing demographic of entrepreneurs in the United States. Business applications in Pennsylvania increased significantly in September 2020 rising to 15 percent with 8 percent of those businesses being likely to hire employees. Roughly, 0.15% of Black women in the commonwealth are business owners.

Business ownership can bring Black women increased control over their working lives and create financial opportunities for themselves and their communities. Even with the increase in entrepreneurship among Black women, Black women face many challenges, such as having less access to credit and lower personal wealth than other business owners. Due to a lack of access to capital, Black women-owned businesses are smaller and less profitable than other businesses. According to the Institute for Women's Policy and Research, in 2012, more than one in three businesses owned by Black women did not have start-up capital. Also, in 2012, the average business sales for Black women-owned businesses were \$27,753. This is the lowest among all racial and ethnic groups of women.

CRIMINAL JUSTICE

There are 96,000 Pennsylvanians in state prisons, local jails, federal prisons, juvenile detention, or involuntarily committed and there are a total of 380,000 Pennsylvania residents who are involved in the criminal justice system with the biggest portions being those on probation (178,000) and those on parole (106,000). In 2010, Pennsylvania's incarceration rate showed great disparities between racial and ethnic groups. Black Pennsylvanians were incarcerated at almost nine times the rate of their white counterparts - with Black people at a rate of 3,269 per 100,000, Whites at 375 per 100,000, and Hispanics at 2,001 per 100,000. Imprisonment rates for Black women throughout the United States have decreased by 60 percent between 2000 and 2019 (205 per 100,000 imprisoned women to 83 per 100,000). However, the incarceration rate for white women increased by 41 percent going from 34 per 100,000 to 48 per 100,000. Despite the decrease in incarceration for Black women and the increase in imprisonment of white women, Black women are still incarcerated at twice the rate of white women.

The Shackling of Pregnant Women

The shackling of pregnant women was first brought to the attention of She Can Win by La'Tasha Mayes of New Voices for Reproductive Justice. Shackling refers to the use of restraints on an incarcerated pregnant woman during transportation, labor, or delivery. The practice of shackling has been banned in Pennsylvania since 2010, through the Healthy Birth for Incarcerated Women Act, yet non-compliance to the law continues due to exceptions listed in the act. Exceptions involve concerns about a woman endangering herself or others. This has resulted in wardens citing safety and security as reasons to continue shackling pregnant inmates. In 2020, Representative Cephas alongside Representative Tina Davis and Representative Mike Jones introduced bipartisan legislation that aims to help incarcerated women. It is called The Dignity for Incarcerated Women Act. This act improves the conditions for women in prison by ending the shackling of pregnant women and providing access to free feminine hygiene products.

CRIMINAL JUSTICE *(Cont.)*

Mental Health in the Pennsylvania Prison System

In Pennsylvania, the two, state ran prisons have a larger population of women who experience severe mental health illnesses than the state's largest psychiatric hospitals. In 2015, experts found that 7 out of 10 women in Pennsylvania prisons suffered from a mental health issue – 67 percent of the women in the system on an average day (compared to 22 percent for males). Those with severe mental health issues, such as schizophrenia and bipolar disorder, experience even greater disparities with 29 percent of women experiencing a severe mental illness compared to 7 percent of the male inmate population.

The Beginning of Reform

The Justice Reinvestment Initiative I (JR1) is a project that took an evidence-based approach to reform criminal justice. The Council of State Government and other Pennsylvania stakeholders used best practices seen in other states to reduce corrections spending, reinvest savings, and reduce recidivism. The project generated savings that were used to improve the corrections system leading to a decline in the incarcerated population. In December 2019, the Justice Reinvestment Initiative II (JRI 2) was passed as part of Senate Bills 500 and 501. It works to create better access to drug treatment, automatic parole for non-violent offenders with short terms, and improve data sharing.

State Representative Morgan Cephas and her colleagues in the Pennsylvania Legislative Black Caucus, introduced a legislative package in 2019 that would create additional support for incarcerated women. Representative Cephas during her interview stated that she plans to introduce two bills: 1) would create a women and girls committee within the Pennsylvania Commission on Crime and Delinquency; 2) requires the Pennsylvania Department of Corrections to submit an annual report on healthcare screenings and care services they provide to the House Health and Human Services committees and the Senate Health and Human Services Committee. Representative Cephas' colleague, Representative Donna Bullock introduced a legislative package that would offer a free monthly phone call to incarcerated parents. Lastly, Representative Joanna McClinton sponsored legislation that would expand benefit programs to incarcerated people reentering society. Other proposed legislation included establishing an ombudsman and reentry mentoring program; requiring state prisons to provide free feminine hygiene items to all female inmates; providing alternative sentencing for pregnant women, and requiring trauma-informed care for incarcerated people.

HEALTHCARE

The Pennsylvania Office of Health Equity released a report in 2019, listing health impacts faced by residents in Pennsylvania and how to address health inequity. The report also included an action plan. Pennsylvania's population is majority white (82 percent), but Black residents have far worse health outcomes, lower life expectancy, and are dying at significantly higher rates compared to their white counterparts. Health impacts mentioned in the report for residents include infant and maternal mortality, disease prevalence (high blood pressure, diabetes, cardiovascular disease, etc.), sexually transmitted infections, and HIV/AIDS. During her interview, Representative Donna Bullock stated, there are many health concerns for Black women that are not often discussed such as cysts, fibroids, cystic fibroids, and sickle cell because there are no resources. She also shared that Black women are not represented in health studies to show how we are experiencing or having worse health outcomes than our counterparts.

Maternal/Infant Mortality in Pennsylvania

In 2016, the infant mortality rate in the United States was roughly 5.9 deaths per 1,000 live births. The infant death toll was at 6 percent for Pennsylvania but more than doubled for Black infant deaths at 15 percent. Infant mortality is highest among mothers between the ages of 15 and 19 (8.9 per 1,000 live births), followed by mothers who are between 40 and 44 (7.9 per 1,000 live births). Among racial/ethnic groups infant mortality occurs at a higher rate when the child is Black (11.6 percent) in comparison to white identified children (5.1 percent) and Hispanic/Latino children (6.4 percent).

The Pennsylvania Department of Health established a goal of less than or equal to 6.0 (rate for every 1,000 live births) infant mortality deaths by 2020. Data from 2014 to 2018 shows that 25 of the 67 counties in Pennsylvania did not meet this goal. During this time, there were several counties with an infant mortality rate as high as 15.4 per 1,000 live deaths.

In 2016, the maternal mortality rate for Black women was more than 27 percent, which is triple the maternal mortality rate for white women which is approximately 9 percent. A report from the Gender and Equity Commission in Pittsburgh, PA argues Pittsburgh is one of the worst places for Black people across the country to live due to racial inequalities. One of their key findings highlights that "Pittsburgh's Black maternal mortality rate is higher than Black mortality rates in 97% of similar cities."

There are many factors impacting the stark differences in infant and maternal mortality rates. Impacts include: 1) lack of prenatal care – 37 percent of Black women had no prenatal care in their first trimester in 2016 compared to 22 percent of white women, and 2) medical racism. The United Health Foundation cites numerous factors that have negative impacts on infant mortality ranging from housing with lead risk, residential segregation, frequent mental distress, multiple chronic conditions in the mother, and more.

HEALTHCARE *(Cont.)*

The Jewish Healthcare Foundation argues countries that have integrated midwives in the birthing process have lower maternal mortality rates. Incorporating midwives in the birthing process could prevent more than 80 percent of maternal and newborn deaths worldwide. Pennsylvania ranks 13th regarding low midwife integration in the healthcare workforce. Representative Cephas stated in her interview the importance of incorporating doulas and midwives into the Pennsylvania healthcare system. She shares there are only one of three categories of midwives certified in Pennsylvania. She argues there is a need to ensure the other two categories are certifiable to create greater access and options for pregnant women evaluating their choices.

HIV/Aids

Black people are disproportionately impacted by HIV/AIDS. Although many people in the United States with newly diagnoses HIV/AIDS cases are men, women of color are also significantly affected by HIV/AIDS. Black women's HIV/AIDS rates are higher than any other ethnic group in the country. The total number of HIV cases as of 2018 is approximately 62,200. Between 2013 and 2018, people between ages 20 and 29 were the highest proportion of new diagnoses. Black people accounted for 49 percent of cases of HIV with Black women comprising 59 percent of cases. There are 15,302 women living with HIV - Black women make up 9,007 of those cases compared to 3,288 white women.

Access to Care

After the passing of the Affordable Care Act in 2013, many states saw reduced disparities in health insurance coverage. Between 2013 and 2018, the rate of uninsured Black adults dropped 11.6 percentage points to 10.2 percent. Despite these changes, Pennsylvania ranks eighth in the United States with the highest number of uninsured kids. Approximately 128,000 children do not have access to health insurance. The number of Black women between the ages of 18-64 with health insurance is 83 percent but compared to all women is slightly below average (88 percent). This is significant because access to healthcare is typically influenced by age, poverty level, race, ethnicity, and geographic location.

Improving the Healthcare System in Pennsylvania

The State of Health Equity in Pennsylvania report listed socioeconomic status, education, racism, discrimination and geographic isolation, access to food and nutrition, housing, built environments, access to quality healthcare, environmental health hazards, and safety and trauma as the contributors to the negative health status of Pennsylvanians. The Pennsylvania Department of Health reported Black Pennsylvanians have a higher percentage than white and Hispanic populations in these categories related to social determinants of health:

- Considers their neighborhood to be unsafe or extremely unsafe
- Felt stress in the past 30 days
- Did not remember when the last time they purchased groceries
- Typically, do not have enough money left over to make ends meet at the end of the month
- During the last 12 months, they were unable to pay their mortgage, rent, and/or utility bills

HEALTHCARE (Cont.)

The office created a *Health Equity by 2030 Action Plan* that includes recommendations to address the inequalities and disparities discussed throughout the report. These recommendations are:

- Provide Commonwealth-wide leadership to advance health equity.
- Formalize and maintain community relationships and mutual partnerships to advance health equity across current and emerging communities.
- Invest in the collection, analysis, meaningful use, secure sharing, and accessible translation of data to advance health equity.
- Continuously raise awareness of current and emerging health disparities.
- Address and remediate structural inequities that have resulted from discriminatory policies and practices.
- Improving living conditions where people live, learn, work and play.
- Advance health equity across sectors.
- Establish OHE by statute.
- Expand current health equity initiatives.

In 2020, Governor Tom Wolf released a health reform plan that he hopes is a comprehensive reform plan that will focus on physical/behavioral health, promoting affordability, and accessibility and value in health care. Governor Wolf stated during a press conference for the release of the plan:

“I am proposing a health reform package that will make healthcare more affordable, hold health care corporations accountable and tackle the health inequities resulting from systemic racism. True reform means focusing on every aspect of a person that contributes to their health. Even before the pandemic, there were warning signs that Pennsylvania’s health care system wasn’t working for everyone. Many Pennsylvanians found it hard to pay their medical bills due to rising health care costs, including families who have health care coverage and often have to pay higher premiums and more out-of-pocket costs every year.”

CONCLUSION

Black women in Pennsylvania are making significant strides. As She Can Win continues to expand our mission and programming, we wanted to provide a well-researched resource that could be used by other organizations to expand, include, and uplift Black women in the commonwealth. In 2014, Pennsylvania was ranked either “middle third” or “worst third” in significant areas but was ranked “best third” in areas such as Black women’s median annual earnings for full-time, Black women in managerial or professional occupations, and health coverage among Black women. Though Black women face many roadblocks they are constantly breaking the glass ceiling and excelling with little to no help from their community and government. As breadwinners for the majority of Black households, it is important that research is shared to show where resources lack so we can uplift all women into becoming leaders not only in their homes but in their communities and around the commonwealth.

This policy paper was written and prepared by Saraya Louissaint, Theresa Spencer, and LaDeshia Maxwell. LaDeshia Maxwell, co-board chair to She Can Win, edited the white paper along with the help of the She Can Win Board of Directors.

REFERENCES

- Analysis of the Pennsylvania Minimum Wage in 2009. Minimum Wage Advisory Board. Pennsylvania Department of Labor and Industry. Retrieved from https://www.workstats.dli.pa.gov/Documents/Minimum%20Wage%20Reports/Min_Wage_Book_3-10.pdf.
- Annual Report: Multiple Chronic Conditions. America's Health Rankings. Retrieved from <https://www.americashealthrankings.org/explore/annual/measure/CHC/state/PA>.
- Barnett, J. (2019). Crime declines as PA passes criminal justice reforms. Commonwealth Foundation. Retrieved from <https://www.commonwealthfoundation.org/policyblog/detail/crime-declines-as-pa-passes-criminal-justice-reforms>.
- Bartel, A. P., Kim, S., Nam, J., Rossin-Slater, M., Ruhm, C., & Waldfogrl, J. (2019). Racial and ethnic disparities in access to and use of paid family and medical leave: evidence from four nationally representative datasets. (2019). Monthly Labor Review, U.S. Bureau of Labor Statistics.
- Bell, J. (2016). 5 things to know about communities of color and environmental justice. Center for American Progress. Retrieved from <https://www.americanprogress.org/issues/race/news/2016/04/25/136361/5-things-to-know-about-communities-of-color-and-environmental-justice/>.
- Barclay, T. & Rodriguez, E. (2020). These U.S. cities have the highest STD rates. Inner Body Research. Retrieved from <https://www.innerbody.com/std-testing/std-statistics>.
- Brayboy, B. (2004). Hiding in the ivy: American Indian students and visibility in elite educational settings. Harvard Educational Review, 74(2), pp. 125-152.
- Bronson, E. (2020). What is medical racism? YWCA. Retrieved from <https://www.ywcaworks.org/blogs/firesteel/tue-07212020-0947/what-medical-racism>
- Bryan, M. (2020). Pandemic entrepreneurs create a surge of new businesses nationally and in PA. WHY? Retrieved from <https://why.org/articles/pandemic-entrepreneurs-create-a-surge-of-new-businesses-nationally-and-in-pa/>.
- Busch, Katie. (2020). Philadelphia ranks third nationwide for highest STD rates. The Dailey Pennsylvanian Retrieved from <https://www.thedp.com/article/2020/01/sexual-disease-nationwide-philadelphia-condoms-chlamydia>.
- Carter, D. J. (2005). In a sea of white people: An analysis of the experiences and behaviors of high achieving black students in a predominantly white high school. (Doctoral dissertation), Harvard Graduate School of Education, Cambridge, MA.

REFERENCES

- Cephas, M. B. (2020). Cephas, Davis, and Jones introduce bipartisan legislation to restore dignity for incarcerated women. PA House. Retrieved from <https://www.pahouse.com/Cephas/InTheNews/NewsRelease/?id=116712>.
- Coles, S. M., & Pasek, J. (2020). Intersectional invisibility revisited: How group prototypes lead to the erasure and exclusion of Black women. *American Psychosocial Association, Translational Issues in Psychological Science*, 6(4), 314–324.
- Connley, C. (2020). How corporate America's diversity initiatives continue to fail Black Women. CNBC: Make It. Retrieved from <https://www.cnbc.com/2020/07/01/how-corporate-americas-diversity-initiatives-continue-to-fail-black-women.html>.
- Cricco-Lizza, R. (2005). The milk of human kindness: environmental and human interactions in a WIC clinic that influences infant feeding decisions of black women. *Qualitative Health Research*, 15(4). Pp. 525-538.
- Davis, S. (2018). Taking back the power: An analysis of Black women's communicative resistance. *Review of Communication*, 18, pp. 301-318.
- Department Of Health Encourages Pennsylvanians to Take Steps to Decrease Risk of Sexually Transmitted Diseases. (2021). Pennsylvania Pressroom. Retrieved from <https://www.media.pa.gov/pages/health-details.aspx?newsid=1294>.
- Dickinson, E. (2012). Addressing environmental racism through storytelling: toward an environmental justice narrative framework. *Communication, culture, and critique*, 5(1), pp. 57-74.
- Elassar, A. (2020). Black Women are often overlooked by social justice movements, new study finds. CNN. Retrieved from <https://www.cnn.com/2020/07/18/us/black-women-overlooked-social-justice-movements-trnd/index.html>.
- Ellison, R. (1980). *Invisible man*. New York, NY: Vintage Books.
- Eligon, John. (2020). Black Doctor Dies of COVID-19 After Complaining of Racist Treatment. *New York Times*. Retrieved from <https://www.nytimes.com/2020/12/23/us/susan-moore-black-doctor-indiana.html>.
- Equal pay/compensation discrimination. U.S. Equal Employment Opportunity Commission. Retrieved from <https://www.eeoc.gov/equal-paycompensation-discrimination>.
- Facts about the over-incarceration of women in the United States. American Civil Liberties Union (ACLU). Retrieved from <https://www.aclu.org/other/facts-about-over-incarceration-women-united-states>.

REFERENCES

Fast facts: women of color in higher ed. Education, American Association of University Women (AAUW). Retrieved from <https://www.aauw.org/resources/article/fast-facts-woc-higher-ed/>.

Fedock, G. (2018). Number of Women in Jails and Prisons Soars. School of Social Service Administration Magazine, 25(1). Retrieved from https://crownschool.uchicago.edu/ssa_magazine/number-women-jails-and-prisons-soars.

Fernandez, C. (2020). PA schools need an additional \$4.6 billion to close education gaps, new analysis finds. Spotlight PA. Retrieved from <https://www.spotlightpa.org/news/2020/10/pa-public-school-funding-analysis-philadelphia-reading-lancaster/>.

Frederick, R. (2018). The environment that racism built. Center for American Progress. Retrieved from <https://www.americanprogress.org/issues/race/news/2018/05/10/450703/environment-racism-built/>.

Fessler, P. (2012). Cycle of poverty hard to break in poorest U.S. city. NPR. Retrieved from <https://www.npr.org/2012/07/10/155103564/cycle-of-poverty-hard-to-break-in-poorest-u-s-city>. Fight for 15. Retrieved from <https://fightfor15.org/about-us/>.

Gantz, S. (2020). Study finds ACA reduced racial disparities in health insurance coverage in PA. The Philadelphia Inquirer. Retrieved from <https://www.post-gazette.com/news/health/2020/01/19/Study-ACA-obamacare-reduced-racial-disparities-health-insurance-coverage-Pennsylvania-minorities/stories/202001190070>.

Gov. Wolf proposes minimum wage increase for sixth time. (2020). Press Release. Retrieved from <https://www.governor.pa.gov/newsroom/gov-wolf-proposes-minimum-wage-increase-for-sixth-time/>.

Gramlich, J. (2019). The gap between the number of blacks and whites in prison is shrinking. Fact Tank: News in the Numbers. Pew Research Center. Retrieved from <https://www.pewresearch.org/fact-tank/2019/04/30/shrinking-gap-between-number-of-blacks-and-whites-in-prison/>.

Gramlich, J. (2020). What the data says (and doesn't say) about crime in the United States. Fact Tank: News in the Numbers. Pew Research Center. Retrieved from <https://www.pewresearch.org/fact-tank/2020/11/20/facts-about-crime-in-the-u-s/>.

Health of Women and Children. (2020). America's Health Rankings. Retrieved from https://www.americashealthrankings.org/explore/health-of-women-and-children/measure/IMR_MCH/state/PAR.

REFERENCES

- Healthcare, Press Release. (2020). Wolf Administration Announces Health Reform Plan that Focuses on Affordability, Access, Equity, and Value for All Health Needs. Retrieved from <https://www.governor.pa.gov/newsroom/wolf-administration-announces-health-reform-plan-that-focuses-on-affordability-access-equity-and-value-for-all-health-needs/>.
- Heinz, T. (2005). From civil rights to environmental rights: constructions of race, community, and identity in three African American newspaper's coverage of the environmental justice movement. *Journal of Communication*, 29(1), pp. 47-65.
- Hill, S. (2018). The struggle for Black Women entrepreneurs continues. *Black Enterprise*. Retrieved from <https://www.blackenterprise.com/struggle-black-women-entrepreneurs/>.
- Hoffman, Kelly M., Trawalter, Sophie, Axt, Jordan R., & Norman Oliver, M. (2016). Racial bias in pain assessment and treatment recommendations, and false beliefs about biological differences between blacks and whites. *Psychological and Cognitive Sciences*, 113(16), pp. 4296-4301.
- Hoover, S. (2018). Female PA lawmakers hope to help incarcerated women with series of bills. WHYY. Retrieved from <https://whyy.org/articles/female-pa-lawmakers-hope-to-help-incarcerated-women-with-series-of-bills/>.
- Howell, J., Goodkind, S., Jacobs, L. A., Branson, D., & Miller, L. (2019). Pittsburgh's Inequality Across Gender and Race. City of Pittsburgh's Gender and Equity Commission.
- Incarceration of Women is Growing Twice as Fast as that of Men. (2018). Equal Justice Initiative. Retrieved from <https://eji.org/news/female-incarceration-growing-twice-as-fast-as-male-incarceration/>.
- Incarcerated trends in Pennsylvania. Vera Institute of Justice. Retrieved from <https://www.vera.org/downloads/pdfdownloads/state-incarceration-trends-pennsylvania.pdf>.
- Incarcerated women and girls. (2020). Sentencing Project. Retrieved from <https://www.sentencingproject.org/publications/incarcerated-women-and-girls/>.
- Jackson, L. R. (1998). The Influence of Both Race and Gender on the Experiences of African American College Women. *The Review of Higher Education* 21(4), pp. 359-75.
- Lee, P., Le Saux, M., Sigel, R., Goyal, M., Chen, C., Ma, Y., & Meltzer, A. C. (2019). Racial and ethnic disparities in the management of acute pain in US emergency departments: meta-analysis and systematic review. *The American Journal of Emergency Medicine*, 37(9), pp. 1770-1777.
- LeFlouria, T. L. (2021). Criminal justice reform won't work until it focuses on Black women. *Washington Post*. Retrieved from <https://www.washingtonpost.com/outlook/2021/02/12/criminal-justice-reform-wont-work-until-it-focuses-black-women/>.

REFERENCES

- Lindsey, T. (2020). Black Women Have Consistently Been Trailblazers for Social Change. Why Are They So Often Relegated to the Margins? Times. Retrieved from <https://time.com/5869662/black-women-social-change/>.
- Lockhart, P. R. (2018). What Serena Williams's scary childbirth story says about medical treatment of black women Black women are often dismissed or ignored by medical care providers. Williams wasn't an exception. Vox. Retrieved from <https://www.vox.com/identities/2018/1/11/16879984/serena-williams-childbirth-scare-black-women>.
- MacKendrick, N. & Cairns, K. (2019). The Polluted Child and Maternal Responsibility in the US Environmental Health Movement. *Journal of Women in Culture and Society*, 44(2), pp. 307-332.
- Maternal Mortality. Jewish Healthcare Foundation. Retrieved from <https://www.jhf.org/publications-videos/pub-and-vids/research-papers/357-maternalmortality-midwives-policy-brief-jhf-whamglobal/file>.
- Minority Health Disparities in Pennsylvania: Adult Behavioral Risk Factors (2017). Pennsylvania Department of Health. Retrieved from https://www.health.pa.gov/topics/HealthStatistics/MinorityHealthStatistics/Documents/Minority_Behavioral_Health_Risks_2017.pdf.
- Murphy, P. E., Kangun, N., & Locander, W. B. (1978). Environmentally concerned consumers – racial variations. *Journal of Marketing*, 42(4), pp. 61-66.
- Netting, N. (1994). Can an individual change society? Empowering students in a context of social reality. *Teaching Sociology*, 22(2), pp. 200-203.
- Office of Health Equity. (2019). The State of Health Equity in Pennsylvania. Pennsylvania Department of Health. Retrieved from <https://www.health.pa.gov/topics/Documents/Health%20Equity/The%20State%20of%20Health%20Equity%20in%20PA%20Report%20FINAL.pdf>.
- Peeples, J. A. & DeLuca, K. M. (2006). The truth of the matter: motherhood, community, and environmental justice. *Women's Studies in Communication*, 29(1).
- Pennsylvania Healthy People, county level: Infant Mortality Rate. (2021). Pennsylvania Department of Health, Division of Health Informatics. Retrieved from <https://www.health.pa.gov/topics/HealthStatistics/HealthyPeople/Documents/current/county/mich-1-3-infant-mortality-rate.aspx>.
- Pennsylvania House Democratic Caucus. (2019). Legislative Package would help incarcerated women parents in PA. PA House. Retrieved from <https://www.pahouse.com/InTheNews/NewsRelease/?id=105970>.

REFERENCES

- Pennsylvania: New Employer Business. (2020). Kaufman Indicators of Entrepreneurship. Retrieved from <https://indicators.kauffman.org/state/pennsylvania>.
- Pennsylvania Profile. Prison Policy Initiative. Retrieved from <https://www.prisonpolicy.org/profiles/PA.html>.
- Pennsylvania's Unemployment Rate at 15.1% in April. (2020). Pennsylvania Pressroom. Retrieved from <https://www.media.pa.gov/pages/Labor-and-Industry-details.aspx?newsid=457>. Press Release: PA's uninsured rate increased, 8th highest number of uninsured kids in the nation.
- Pennsylvania Partnerships for Children. Retrieved from <https://www.papartnerships.org/press-release-2020-state-of-childrens-health-care-report-pas-uninsured-rate-increased-8th-highest-number-of-uninsured-kids-in-the-nation/>.
- Quick facts: Pennsylvania. (2019). United States Census Bureau. Retrieved from <https://www.census.gov/quickfacts/PA>.
- Quinn, A. (2014). Pregnant Pa. inmates continue to be shackled, despite state law. WHY? Retrieved from <https://why.org/segments/pregnant-pa-inmates-continue-to-be-shackled-during-labor-despite-state-law/>.
- Racial and ethnic disparities continue in pregnancy-related deaths. (2019). Center for Disease Control and Prevention. Retrieved from <https://www.cdc.gov/media/releases/2019/p0905-racial-ethnic-disparities-pregnancy-deaths.html>.
- Rao, Vidya. (2020). You are not listening to me: Black women on pain and implicit bias in medicine. Today.com. Retrieved from <https://www.today.com/health/implicit-bias-medicine-how-it-hurts-black-women-t187866>.
- Rosette, A. S. & Livingston, R. W. (2012). Failure is not an option for Black Women: effects of organizational performance on leaders with single versus dual-subordinate identities. *Journal of Experimental Social Society*, 48(5), pp. 1162-1167.
- S. 631 - Healthy Families Act. Retrieved from <https://www.congress.gov/bill/113th-congress/senate-bill/631>.
- Seresin, D., Mertz, K., Wiesenfeld, H. C. (2018). Allegheny County Health Department, STD/HIV program, Annual STD report. Retrieved from https://www.alleghenycounty.us/uploadedFiles/Allegheny_Home/Health_Department/Resources/Data_and_Reporting/Infectious_Disease_Epidemiology/2018-STD-Report-Final.pdf.

REFERENCES

Simmons-Ritchie, D. (2015, updated 2019). Nearly a third of Pennsylvania's prisoners are mentally ill: PennLive analysis. Penn Live. Retrieved from https://www.pennlive.com/midstate/2015/07/pennlive_estimates_that_a_thir.html.

Simmons-Ritchie, D. (2015, updated 2019). 7 out of 10 women in Pa's prisons are mentally ill; why? Penn Live. Retrieved from https://www.pennlive.com/news/2015/11/mentally_ill_women_pennsylvani.html.

Social Determinants of Health. (2020). Office of Disease Prevention and Health Promotion. Retrieved from <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-of-health>.

State by State Data. (2020). Sentencing Project. Retrieved from <https://www.sentencingproject.org/the-facts/#map>.

The Equal Pay Act of 1963. U.S. Equal Employment Opportunity Commission. Retrieved from <https://www.eeoc.gov/statutes/equal-pay-act-1963>.

The wage gap, state by state. National Women's Law Center. Retrieved from <https://nwlc.org/resources/wage-gap-state-state/>.

Thomas, C. S. (2019). A global environment movement that protects us all: racial scripts, counter scripts and advocating for social change in an environmental justice context. *Iowa Journal of Communication*, 5(1), pp. 29-54.

Wagmiller, R. L. & Adelman, R. M. (2009). Childhood and intergenerational poverty: the long-term consequences of growing up poor. National Center for Children in Poverty.

Watkins, S., Nambiar, A., Obiri, G., Ngokion, M., Allen, M., Krampe, B., Onukogu, I., Richardson, T., and Delvadia, S. (2019). 2018 Annual HIV surveillance summary report. Bureau of Epidemiology, Pennsylvania Department of Health Retrieved from <https://www.health.pa.gov/topics/Documents/Programs/HIV/2018%20Annual%20HIV%20Surveillance%20Report.pdf>.

Wilson, R. H., Bell, J., & Chappell, E. (2019). Inequality in Black Women-owned businesses still exists. *The Philadelphia Inquirer*, Opinion. Retrieved from <https://www.inquirer.com/opinion/commentary/black-women-owned-businesses-philadelphia-20190409.html>.

What is the impact of chronic disease on Pennsylvania? Partnership to fight chronic disease. Retrieved from <https://www.fightchronicdisease.org/states/pennsylvania>.

REFERENCES

Women of color need a paid sick day standard. (2013). National Partnership for Women and Families. Retrieved from <https://www.nationalpartnership.org/our-work/resources/economic-justice/archive/women-of-color-need-paid-sick-days-standard.pdf>.

Zoller, H. (2016). Women's health activism targeting corporate health risks: women's voices for the earth. *Women & Language*, 39(1), pp. 97-119.

2018 STD Surveillance Report: State ranking tables. Center for Disease Control. Retrieved from <https://www.cdc.gov/std/stats18/2018-Surveillance-Report-EMBARGOED-FINAL-State-Ranking-Tables.pdf>.