Black students are 5.3x as likely as other racial and ethnic groups to receive out-of-school suspensions. (Chester County, 2019)

Discipline of Black Students (Chester County, 2019)

Median Annual Earnings for Women by Race (2019)

- Hispanic Women: $35,839
- Black Women: $38,093
- White Women: $62,005
- Asian Women: $66,982

Gender Wage Gap (United States, 2019)

At the current pace, the wage gap for Black women won’t close until 2369 - that’s 350 years.

Women of Color in Office (2016 vs. 2021)

- US Congress: 6.2% (6.2%) vs. 34.3% (34.3%)
- US Senate: 1% (1%) vs. 12.5% (12.5%)
- US House of Reps.: 7.4% (7.4%) vs. 38.7% (38.7%)
- State Legislatures: 5.4% (5.4%) vs. 26.5% (26.5%)
- Statewide Office: 2.9% (2.9%) vs. 18.9% (18.9%)

Health and Safety

- Low Birth Weight Babies (ChesCo, 2019): 12% Black babies (12%) vs. 9.5% Multi-racial babies (9.5%), 7.3% Asian babies (7.3%), 6.6% White babies (6.6%), 5.1% Hispanic babies (5.1%)

Black women are more likely than any other racial or ethnic group of women to die from cancer in the US, Pennsylvania, and Chester County.

Black women are 23% more likely than white women to experience instances of rape, physical violence, or stalking.
**FUND** programs and organizations addressing our community-identified priority areas, in particular the health and well-being of Black women and girls.

**EDUCATE** the community about the findings of the Blueprint Report through informative events, print and social media.

**CONVENE** women’s groups, organizations, community members and other stakeholders to develop a collective plan to promote Black women’s health and economic advancement.

**ADVOCATE** by informing legislators how policies and programs impact Black women’s health and access to care, with a focus on equity and inclusion when it comes to meeting the needs of women of color.

**What You Can Do**

- Study the adultification of Black girls and its causal connection with adverse outcomes for Black girls in the education system, the juvenile justice system, and the child welfare system. Make reforms based on findings.
- Provide implicit bias and adultification training to teachers, school administrators, law enforcement officers, prosecutors, public defenders, probation officers, and judges.
- Provide leadership and mentorship opportunities to Black women and girls.
- Provide information about disproportionate discipline and policing among communities of color.

**Support policies and programs that:**

- Recruit and retain Black teachers and administrators.
- Provide culturally competent and equitable health care for historically marginalized racial and ethnic groups.
- Support research on disparities in health care and health outcomes in historically marginalized racial and ethnic groups.
- Recruit and retain Black people as well as other people of color into medical school programs and healthcare professions.
- Provide culturally competent training for doctors of obstetrics and gynecology that informs them about bias and racism in medical care.

The Fund for Women and Girls leads and unites the community through philanthropy and advocacy to ensure that women and girls have resources and opportunities to thrive. For the full Blueprint Report: [www.thefundcc.org/research](http://www.thefundcc.org/research)