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# THE NEW NORMAL

Diverse, Equitable & Inclusive

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2021 EXECUTIVE SUMMARY



## ABOUT THE NATIONAL URBAN LEAGUE

The National Urban League is a historic civil rights and urban advocacy organization. Driven to secure economic self-reliance, parity, power and justice for our nation's marginalized populations, the National Urban League works toward economic empowerment and the elevation of the standard of living in historically underserved urban communities.

Founded in 1910 and headquartered in New York City, the National Urban League has improved the lives of more than 2 million people nationwide through direct service programs run by 91 affiliates serving 300 communities in 37 states and the District of Columbia. The National Urban League also conducts public policy research and advocacy work from its Washington, D.C., bureau.

The National Urban League is a BBB-accredited organization and has earned a 4-star rating from Charity Navigator, placing it in the top 10% of all U.S. charities for adhering to good governance, fiscal responsibility and other best practices.

## CONTENTS

- 03 About the State of Black America®
- 04 From the President's Desk
- 06 Tribute to Vernon Eulion Jordan, Jr.
- 10 **PANDEMIC #1: ECONOMIC COLLAPSE**  
A New Normal for Banking
- 12 **PANDEMIC #2: HEALTH INEQUITIES**  
A New Normal for Treating Hypertension
- 14 **PANDEMIC #3: STRUCTURAL RACISM**  
A New Normal for Responding to Police Calls
- 16 About the Authors
- 22 National Urban League Affiliates

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# ABOUT THE STATE OF BLACK AMERICA®

The State of Black America® is the signature reporting of the National Urban League.

Since its first appearance in 1976 under the stewardship of the late Mr. Vernon E. Jordan, Jr., the organization's fifth president, the *State of Black America*® remains one of the most highly-anticipated benchmarks and sources for thought leadership around racial equality in America across economics, employment, education, health, housing, criminal justice and civic participation. Each edition contains penetrating commentary and insightful analysis from recognized authorities and leading figures in politics, the corporate and tech sectors, the nonprofit arena, academia and popular culture.

The 2021 *State of Black America*®, *The New Normal: Diverse, Equitable & Inclusive*, continues to build on our COVID-19 reporting and asks: "Where do we go from here?"

The coronavirus, fueled by America's pre-existing condition of structural racism, spread with a fatal swiftness through Black, Latino and Indigenous communities. No American community was spared, but communities of color bore the heavy brunt of sickness and death. The cellphone video of George Floyd's killing and the revelation of Breonna Taylor's final hours sparked an international outcry during the pandemic's tightest grip. This compounding crisis mobilized a long overdue national reckoning on the legacy of structural racism, police violence and the need for police reform. Measures to contain the spread of the virus shut down businesses and schools. Economic devastation inevitably followed. The established pattern of disproportionate damage in communities of color, once again, bore out in the face of the pandemic-induced recession. In every instance, Black and brown people lost their lives and their livelihoods at predictably higher rates.

**One pandemic threatened America; three pandemics ravaged its communities of color.**

Today, vaccines are slowly getting into arms; states are beginning to drop masks mandates; and lockdown restrictions are easing. We are living in a historic moment that demands that historical injustices are recognized and repaired. However, we have yet to solve for the deep-rooted inequities that pre-dated the pandemic, accelerated the virus's spread in communities of color and exacerbated the "undeniable effect of racism" in every facet of American life.

Instead, as the risk of infection and death plummets, there is an overwhelming desire to "get back to normal." Given the litany of disparities that defined our pre-pandemic "normal," we cannot—and must not—return to our inequitable status quo.

We are called to reimagine and forge a new, diverse, equitable and inclusive normal.

Through our partnership with the Johns Hopkins Center for Health Equity, we explore a new normal that prioritizes partnerships between health care institutions and the communities they serve. Our focus on health care and health inequities addresses a wide range of topics, including the push to declare racism a public health crisis and the success of telehealth in increasing access to care during the pandemic.

We collaborated with the Center for Policing Equity, subject matter experts on the topics of police reform and reconstructing public safety in Black and brown communities. Our authors also tackled the urgent issues of voter suppression, student loan debt and prison reform. Through our research partnership with the Metropolitan Policy Program at Brookings, we examined potential solutions to close the generational wealth gap—which remains a perpetual defect of our nation's economy. Our reporting also features authors who delve into the erasure of Black wealth and job loss in the wake of the recession and record-setting unemployment. Our authors highlight our broken child care system, questioning how America can get back to work without a comprehensive plan to fix it.

During the worst of the pandemic, Americans unified as one voice in the fight against injustice. As the pandemic becomes more of a memory, we are challenged to keep the same energy and finish what we started. We may not yet have solutions to our problems, but we do have hope. And we do have the strength of our collective will to insist that our nation lives up to its proposed values.

The National Urban League will not forget. The National Urban League will continue to fight for justice. The National Urban League stands at the ready to usher in a new normal.

## WHERE IS THE 2021 EQUALITY INDEX™?

Given the incremental rate of change in the areas measured by the Equality Index—economics, health, education, social justice and civic engagement—the National Urban League publishes the Equality Index every two years. Explore the 2020 Equality Index (and indices from 2011–2018) on the *State of Black America*® website.

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

# FROM THE PRESIDENT'S DESK



BY MARC H. MORIAL

President & CEO,  
National Urban League

Few events have shaped American history and our national perspective on racial inequity as profoundly as the grief, civil unrest, and economic devastation brought about by the COVID-19 pandemic.

It was a year that saw the nation both historically united—with support for the Black Lives Matter movement hitting an all-time high—and historically divided—as white resentment of Black and Brown voting power peaked with a deadly insurrection and a nearly unprecedented effort to ballot access to white voters.

The pandemic didn't simply unmask the stark racial inequities in our economic, health care, and criminal justice status quo; it gave rise to a determined resistance to that status quo and fueled a demand for racial justice that grows more intense with each passing month. That growing demand, in turn, has triggered a backlash that resists any suggestion that structural and institutional racism even exist, much less need to be dismantled.

The tension between these competing forces has stalled America at a crossroads of racial reckoning. One path leads backward, toward the "old normal"—a return to the marginalization, discrimination, and segregation that left Black and Brown Americans exceptionally vulnerable to a deadly virus and economic desperation. The other path leads forward, toward *The New Normal: Diverse, Equitable & Inclusive*.

It is a glimpse of an America where police approach the communities they serve as allies and collaborators and not as hostile combatants; where every citizen has equal access to the ballot box; where fatal complications in pregnancy are just as rare for Black mothers as they are for white mothers; where the value of a home is not determined by the race of its owner.

*The New Normal: Diverse, Equitable & Inclusive* makes the case that dismantling structural racism—identifying and repairing the cracks in our national foundation—will result in more resilient and dynamic institutions that expand opportunity for everyone. To quote a flippant sentiment frequently shared on social media,

**“Equal rights for others  
does not mean less rights  
for you. It’s not pie.”**

Perhaps the most vivid illustration of the tension between the forces competing for the soul of America was the January 6 insurrection, when a violent mob dissatisfied with the results of the 2020 Presidential Election stormed the U.S. Capitol in an effort to overturn it.

Led by white supremacists and right-wing extremists, the insurrection represented both a counterresponse to the ongoing protests against racial injustice and an almost perfect example of the injustice that inspired them.

In the months leading up to the insurrection, peaceful racial justice protesters around the nation were met with the aggressive tactics of militarized police who were clad in fatigues and armor. They were assaulted with tear gas and rubber bullets and were buffeted by the violent winds of swooping helicopters.

The extremists who stormed the Capitol on January 6 had openly plotted the insurrection on social media, declaring their intentions to “storm the government buildings, kill cops, kill security guards, kill federal employees and agents.” Yet they were met with no troops in riot gear. No military helicopters. No tear gas was deployed as the mob shoved its way past barricades. Vastly outnumbered police stepped aside and allowed the mob to storm the Capitol.

The mob was motivated by furious resentment over historic Black and Brown voter turnout that contributed to the loss of their preferred candidate, Donald Trump. Baseless claims of fraud sought to tarnish the integrity of elections in Black and Brown communities, and lawsuit after lawsuit sought to invalidate votes in those jurisdictions. The “Big Lie”—the myth that the election was “stolen”—succeeded largely because it blamed voters of color for stealing it. It frames the promise of a multicultural, pluralistic democracy as an act of theft from the dominant white majority.

Whether we are to achieve a “New Normal” that is truly diverse, equitable, and inclusive will depend in large measure upon our response to the “Big Lie.” A capitulation on voting rights is not only a fast track back to the “old normal,” it would further entrench the white supremacist ideology that has warped our society over centuries.

Witness the recent hysteria over “critical race theory,” an academic discipline that was developed more than four decades ago to examine how our nation’s laws and legal institutions reinforce and maintain racial inequality. It holds that oppression of racial minorities is a feature, not a bug, in our policies and traditions. It represents an existential threat to the myth that white Americans hold disproportionate wealth, social status, and political power because they are more talented and work harder than non-whites.

*The New Normal: Diverse, Equitable & Inclusive* further erodes that myth with compelling analysis from our 2021 research partners—the Johns Hopkins Center for Health Equity, the Center for Policing Equity, and the Hamilton Project at the Brookings Institution—that turns some conventional wisdom on its head. Did stop-and-frisk programs not only fail to curb juvenile crime but contribute to its increase? How does easing financial hardships affect health conditions like hypertension? Can a smartphone app lift unbanked households out of poverty and help repair their credit?

In 2021, the National Urban League developed and promoted two major policy proposals to address racial inequities in public safety and the economy. *21 Pillars for Redefining Public Safety and Restoring Community Trust* is a comprehensive framework for criminal justice advocacy that takes a holistic approach to public safety, the restoration of trust between communities and law enforcement, and a path forward for meaningful change. *The Lewis Latimer Plan for Digital Equity and Inclusion* is a strategy for leveraging the tools of the information economy to create a more equitable and inclusive society. They are vital components of the National Urban League’s vision of *The New Normal*.

The National Urban League has produced *The State of Black America*® for four and a half decades. This is the first time we have done it without the inspiration and mentorship of our former President, Vernon Jordan, who produced the first *State of Black America*® report in 1976. His passing in March has left a void in the Civil Rights Movement that can never be filled, and

we dedicate this edition to his memory. This transitional moment in history would have been familiar to Jordan, who assumed leadership of the National Urban League in 1971, at a time when the United States was adapting to the sweeping changes of the Civil Rights Era. We were, as he put it, dealing with the rubble of the walls we tore down in the 1960s. Now we are dealing with the rubble of the walls torn down by COVID-19.

**As Jordan wrote in the very first *State of Black America*®, “It is our hope that this document will pierce the dark veil of neglect that has thus far smothered efforts to right the wrongs of the past and the present. It is presented as an alternative to failed public policies ... I hope that it will be read closely in the White House and in the Congress and that it may influence decision-makers to open their eyes to the plight of Black Americans.”**



# TRIBUTE TO **VERNON EULION JORDAN, JR.**

“We believe that the social fabric of our nation is too tenuous to withstand [the] continuation of the policies that brought us to the brink of survival in the last twelve months. We believe in a ‘new realism’ that brings solutions to our country’s problems rather than one that worsens those problems.”

—VERNON JORDAN, 1976 PRESS CONFERENCE STATEMENT, WASHINGTON, D.C.

“But I think what we have heard today is that we should remember Vernon Jordan as a **‘MAN FOR OTHERS.’** A man who dedicated his life in many ways. He was a ‘Man for Others’ in 1961 when he walked those two students into a previously segregated University of Georgia. He was ‘A Man for Others’ when he steered the voting—the Voter Education Project, the United Negro College Fund—and became president of the National Urban League. And as ‘A Man for Others’ at the National Urban League, he took us to the pinnacle in workforce development, in job training.”

—MARC H. MORIAL

“Vernon was the best friend you could have. He was relentlessly focused on **BUILDING RELATIONSHIPS WITH PEOPLE AT EVERY LEVEL**—he brought joy into their lives. He was charismatic but genuine, and he possessed great wisdom and judgment. A number of CEOs—including me—said, “If I have an important decision to make, I’m going to go to Vernon.”

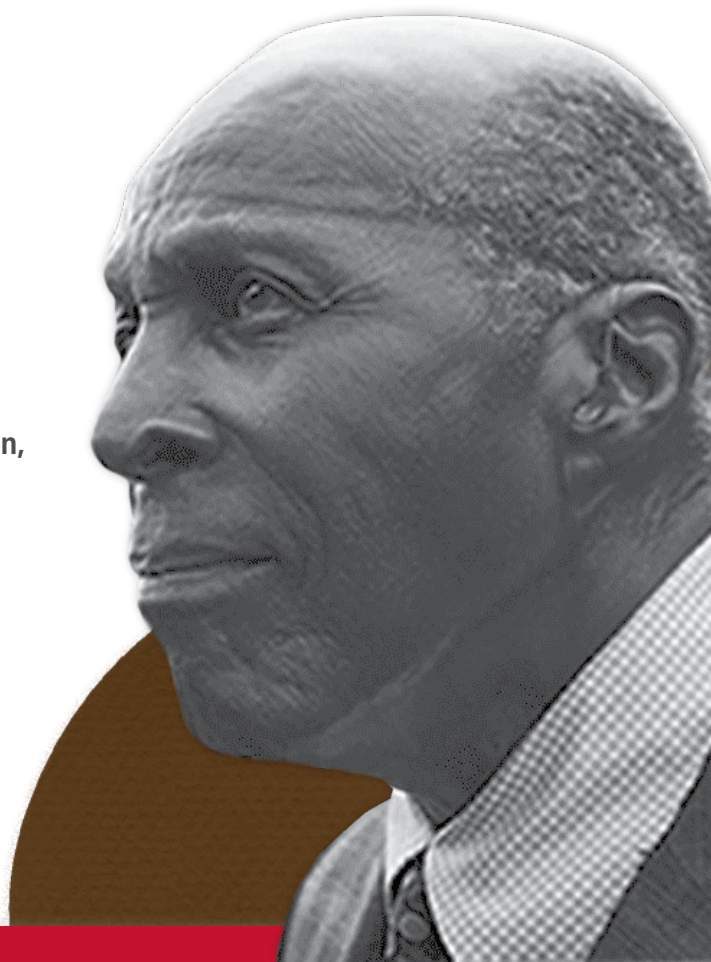
—KENNETH CHENAULT

“Vernon was my very best friend. Vernon surrounded me, engulfed me, enveloped me and shone a light on me. He gave everything that he had to offer...everything. **A WHOLLY UNIQUE AND GENEROUS SPIRIT,** Vernon held nothing back from me. He gave me access to amazing people, experiences, great restaurants, his inner circle, his family and his self. He gave me motivation, comfort, love, and very importantly, perspective.”

—URSULA BURNS

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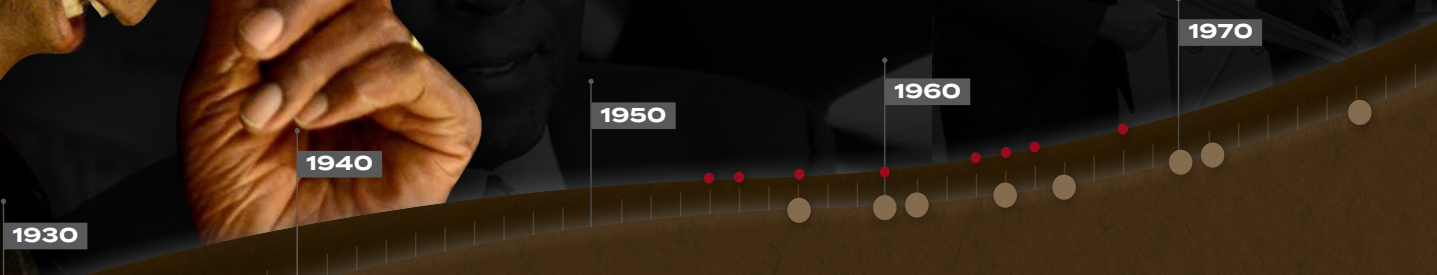
READ THE FULL REMARKS TO VERNON JORDAN AT  
[www.stateofblackamerica.org](http://www.stateofblackamerica.org)



# A LIFE OF SERVICE

## VERNON EULION JORDAN, JR.

1935–2021



- 1935** Born August 15 in Atlanta, Georgia
- 1954** *Brown v. Board of Education* ▶
- 1955** Murder of Emmett Till ▶
- 1955** Montgomery Bus Boycotts ▶
- 1957** Little Rock Nine integrate Little Rock Central High School ▶

- 1957** B.A. in Political Science, DePauw University
- 1960** Ruby Bridges integrates William Frantz Elementary School ▶
- 1960** J.D. from Howard University School of Law
- 1961** Associate with Donald L. Hollowell Law Firm, which wins lawsuit to integrate the University of Georgia
- 1963** NAACP, Georgia Field Secretary
- 1963** The March on Washington ▶
- 1963** Bombing at 16th Street Baptist Church in Birmingham ▶





1980

1990

2000

2010

2020

- 1964** President Lyndon B. Johnson signs the Civil Rights Act of 1964 ▶
- 1964** Southern Regional Council, Voter Education Project Director
- 1965** Bloody Sunday ▶  
President Lyndon B. Johnson signs the Voting Rights Act of 1965 ▶
- 1966** President Lyndon B. Johnson's White House Conference on Civil Rights, Delegate
- 1968** Martin Luther King, Jr. is assassinated ▶
- 1968** President Lyndon B. Johnson signs the Fair Housing Act ▶
- 1970** United Negro College Fund, Executive Director
- 1971** Succeeds the late Whitney M. Young, Jr. as National Urban League President

- 1976** Published the first *State of Black America*® (in response to President Gerald Ford's State of the Union Address)
- 1980** Assassination attempt (Fort Wayne, Indiana)
- 1981** Resigns from the National Urban League
- 1982** Awarded the National Urban League Equal Opportunity Award  
Akin, Gump, Strauss, Hauer & Feld, Partner
- 1992** President Bill Clinton Transition Team, Co-Chair
- 2000** Lazard Freres & Co., Senior Managing Partner
- 2001** Published *Vernon Can Read! A Memoir*
- 2001** Awarded the Spingarn Medal for a lifetime of social justice activism
- 2008** Election of Barack Obama ▶
- 2008** Published *Make It Plain: Standing Up and Speaking Out*
- 2011** Martin Luther King, Jr. Memorial ▶
- 2013** 50th anniversary of The March on Washington/ The New Civil Rights Era ▶
- 2016** National Museum of African American History and Culture ▶
- 2019** Awarded National Urban League Visionary Warrior Award
- 2021** Died March 1 in Washington, D.C.  
Howard University names Law School Library in honor of Vernon E. Jordan, Jr.

# A NEW NORMAL FOR BANKING

IN PARTNERSHIP WITH

BROOKINGS

**“For a community to have a social justice plan without an economic plan is like one hand clapping.”**

—WOLE COAXUM, FOUNDER  
& CEO, MOBILITY CAPITAL  
FINANCE, INC.

**READ THE FULL STUDY AT**

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

Among the many fault lines in the American economy that were exposed and exacerbated by the pandemic is the plight of the unbanked and under-banked. Close to 17 percent of Black households and 14 percent of Hispanic families lacked basic financial services, compared with 3 percent of white households in 2017, the last year for which FDIC statistics are available.

These households are forced to rely on alternative systems like check cashing centers or payday loan businesses which can cost 50 to 100 percent more per month than traditional bank accounts—up to \$40,000 in fees over a lifetime.

Coaxum was serving managing director at a Fortune 100 financial institution in 2014 when the police killing of Michael Brown and resulting racial justice protests prompted him to consider the issue of racial economic disparity in a new way.

The result was Mobility Capital Finance, or MoCaFi, which provides free or low-cost financial services to low- and moderate-income individuals who are underserved, discriminated against or shut out from traditional banks. The company already is serving 25,000 customers—and hopes to reach 100,000 by next year—with offerings like a debit Mastercard, mobile check deposits, free bill paying and other services.

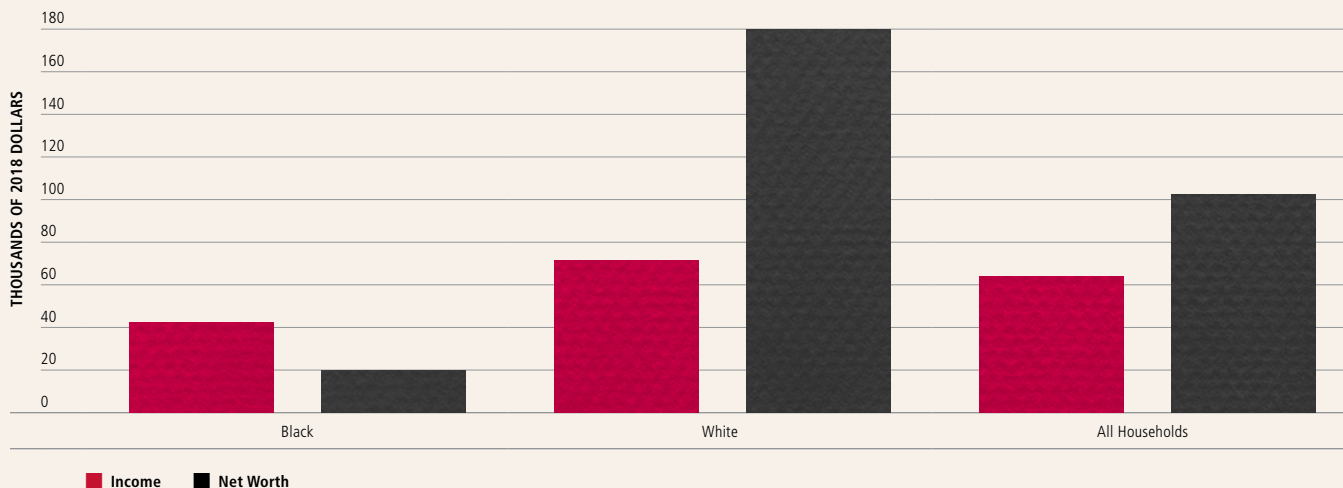
Customers who pay their rent with a MoCaFi debit card can choose to have those payments reported to credit reporting agencies, thus rebuilding their credit scores. MoCaFi's partnerships with minority-owned small businesses give account holders access to discounts on goods and services.

## The “old normal” laid the groundwork for COVID disaster.

COVID-19 economic conditions—including lower levels of income and wealth, higher unemployment, and greater levels of food and housing insecurity—left Black families with fewer buffers to absorb economic shocks and contributed to Black households’ vulnerability to the COVID-19 economic crisis.

—Excerpted from the Hamilton Project report “Racial Economic Inequality Amid the COVID-19 Crisis” by Bradley L. Hardy and Trevon D. Logan

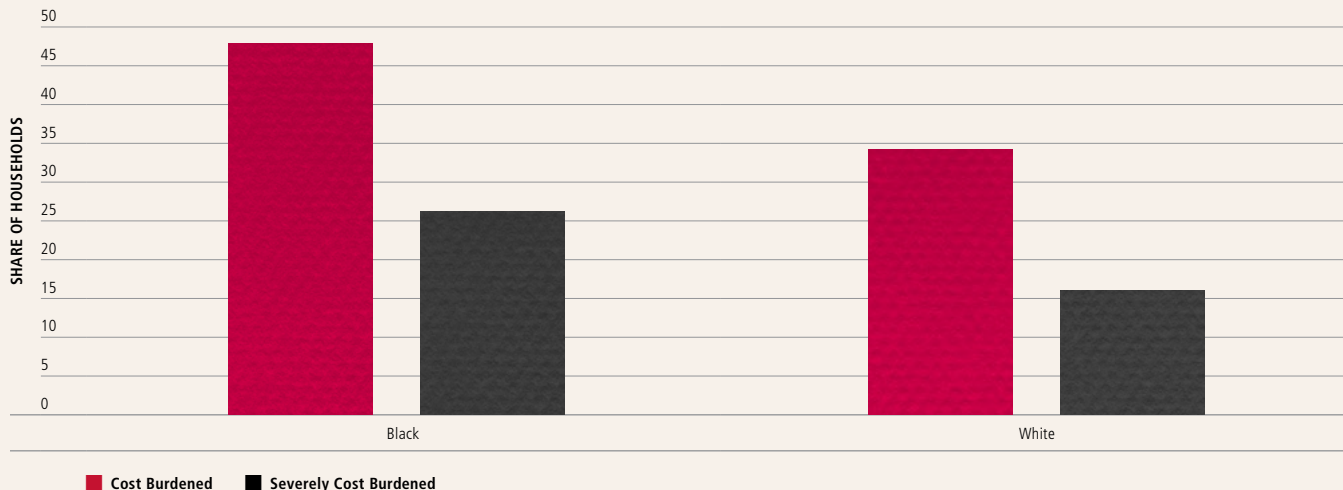
MEDIAN FAMILY INCOME AND NET WORTH IN 2018, BY RACE



UNEMPLOYMENT RATE, JANUARY 2020

MONTH	U.S.	WHITE WOMEN 20 YEARS+	WHITE MEN 20 YEARS+	WHITE COMBINED GENDERS 16–19 YEARS	BLACK OR AFRICAN AMERICAN WOMEN 20 YEARS+	BLACK OR AFRICAN AMERICAN MEN 20 YEARS+	BLACK COMBINED GENDERS 16–19 YEARS
January	3.6	2.7	2.9	10.7	5.2	5.6	22.5

SHARE OF HOUSING COST BURDENED HOUSEHOLDS IN 2017, BY RACE



# A NEW NORMAL FOR TREATING HYPERTENSION

Partners are members of the Center's Community Advisory Board (CAB), which is comprised of patients, advocates, community members, health professionals, health systems, payers, and health departments. This partnership is founded on principles of inclusion, equity, active engagement, and meets quarterly to weigh-in on the study.

The study compares two approaches to reduce racial disparities in blood pressure control and patient participation in care. The first approach of RICH LIFE improves how clinic staff monitors patients' blood pressure and provides equitable care training to health system leaders.

The second approach uses a nurse and community health worker team to treat patients' medical problems while addressing their health-related social needs. Examples include financial hardships, limited access to health care, housing, utility and transportation needs, and stress.

Researchers enrolled 1,822 patients from 30 primary care practices in Maryland and Pennsylvania to participate in the study.

Over half of the participants are African Americans, two-thirds have a high school education or less, and the average age is 60. In addition, all participants have high blood pressure with diabetes, high cholesterol, depression, heart disease, or smoke tobacco. The project began September 1, 2015, and will end August 31, 2022.

Throughout the project, the research team met monthly with frontline nurses and community health workers responsible for delivering the patient program. Researchers left these meetings better equipped to handle patient needs and better equipped to combat the COVID-19 pandemic.

Researchers also collaborated with community health professionals to develop a patient engagement, and a needs assessment plan, and a repository of community resources related to food, housing, health care COVID-testing, and COVID-vaccinations.

The CAB meets regularly to discuss the best ways to share the findings from RICH LIFE with broad audiences and inform the implementation of future programs for African Americans with medical conditions such as hypertension.

IN PARTNERSHIP WITH



AUTHORS

Lisa A. Cooper, MD, MPH and  
Katherine B. Dietz, MPH

*Johns Hopkins Center for Health Equity*

**The RICH LIFE (Reducing Inequities in Care of Hypertension: Lifestyle Improvement for Everyone) Project is a study at the Johns Hopkins Center for Health Equity that engages members of the community at every step of the process.**

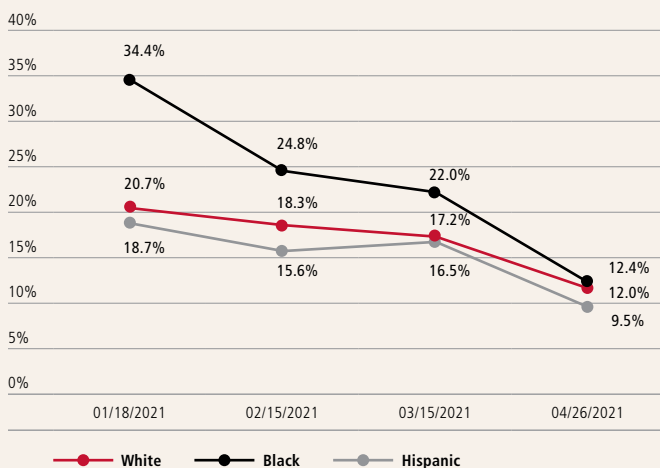
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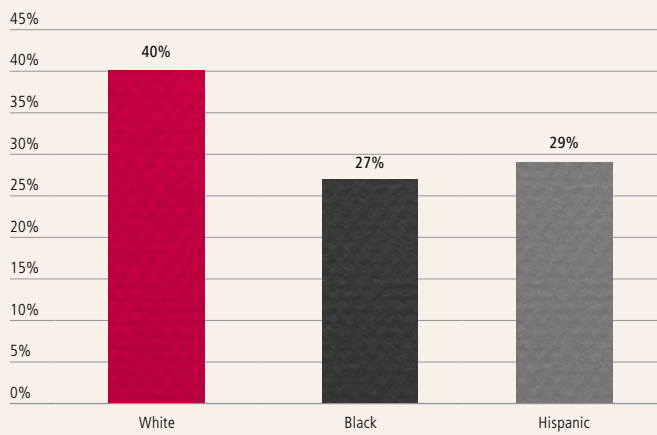
## Vaccine hesitancy—the percentage of the population who “definitely” or “probably” will not get the vaccine—is virtually identical among white and Black Americans.

Yet a far smaller percentage of the Black population has received the vaccine. Part of the disparity is due to the phasing in of eligibility by age—77 percent of Americans over 65 are white, compared with about 50 percent of those 18 and under. (Source: U.S. Census Bureau.) Another factor is location of facilities: Black people were more likely than whites to live more than 10 miles from a vaccine facility. (Source: University of Pittsburgh.) Online signups for appointments also posed a barrier: Black and Latino households are more than twice as likely as whites to lack a home computer and about 50% more likely to lack high-speed internet access.

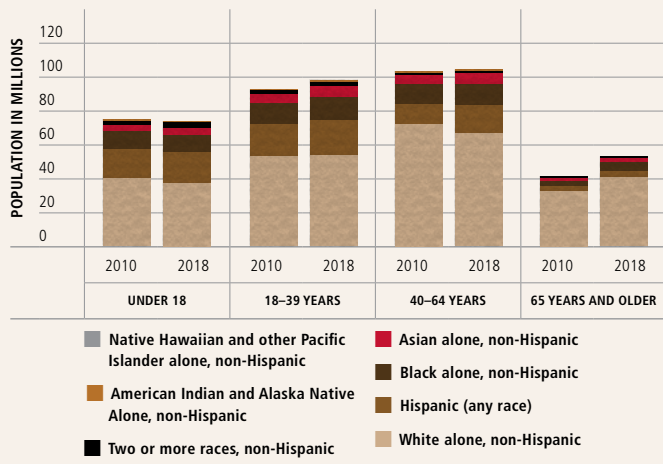
NATIONAL VACCINE HESITANCY RATE BY RACE OVER TIME



% OF TOTAL POPULATION WHO HAVE RECEIVED AT LEAST ONE COVID-19 VACCINE DOSE AS OF MAY 10, 2021

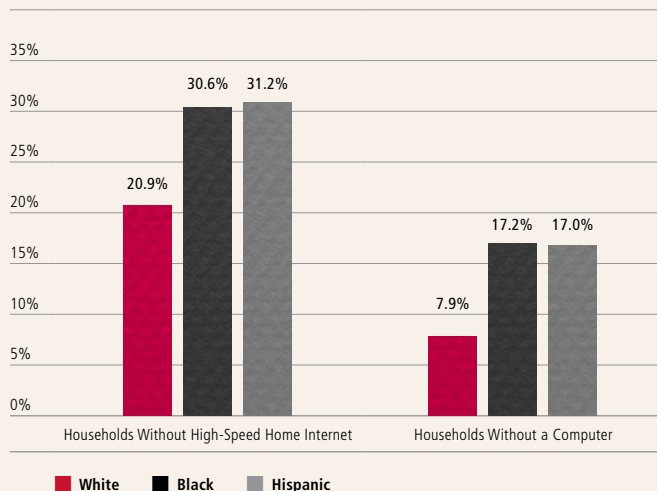


A MORE DIVERSE NATION: DISTRIBUTION OF RACE AND HISPANIC ORIGIN BY AGE GROUPS



Source: Vintage 2018 Population Estimates, [census.gov/programs-surveys/popest.html](https://census.gov/programs-surveys/popest.html)

LACK OF INTERNET AND COMPUTER ACCESS BY RACE/ETHNICITY



# A NEW NORMAL FOR RESPONDING TO POLICE CALLS

IN PARTNERSHIP WITH



The climate of civil unrest and the COVID-19 pandemic in early 2020 presented new challenges to the Norfolk Police Department: how to keep staff members safe and well, and how to do it while continuing to provide a high level of service.

READ THE FULL STUDY AT  
[www.stateofblackamerica.org](http://www.stateofblackamerica.org)

Modified duty officers, in most cases recovering from an injury, were eager to return to work but were not medically cleared for full duty status. The innovative Telephone Reporting Unit (TRU), launched on March 23, 2020, allowed these officers to respond to reports requiring sworn officer expertise and knowledge of departmental policies and Virginia law. Since its inception, the TRU has handled over 8,500 reports and calls for service, allowing street officers to focus on more serious crime issues.

Inspired by the success of the TRU, Chief Larry D. Boone directed staff to implement a more interactive option for citizens accustomed to having officers respond to their homes and businesses, to take routine reports. Insistent that technology could allow citizens to interact with an officer, he tasked the department's Technology Support Unit (TSU) with developing a platform.

In October 2020, the NPD Live was introduced to the public. This innovative option allows citizens to speak to an officer utilizing social media platforms such as Microsoft Teams. The process is simple: A citizen contacts the 911 dispatcher and relays their requested service. If it is not a crime in progress and fits the TRU criteria for calls for service, the message is forwarded to a TRU officer to contact the citizen and provide options available. If the citizen wants to use the NPD Live video system, a link is sent, and the officer connects with the citizen within minutes. This ability to "see" the officer and interact on a more personal level has been a comfort to many citizens, Boone says, calling it a "win-win scenario" that protects both officers and citizens from unnecessary exposure during the pandemic and provides effective service with a personal touch.

The program continues to expand as more citizens become aware of the options available to them, and the Norfolk Police Department intends to continue, even in the post pandemic and police reformed world.

## Overpolicing of Black communities does not uncover more crimes.

### **6.5x** MORE LIKELY TO BE STOPPED WHILE DRIVING

Black persons were about **6.5 times more likely** per capita than white persons to be stopped while driving, and 4.5 times more likely to be stopped on foot.

### **20x** MORE LIKELY TO BE SEARCHED THAN WHITES

Because they were stopped at higher rates and were more likely to be searched once stopped, Black persons were **20 times more likely** than whites to be searched.

### **4x** MORE LIKELY TO BE SEARCHED ONCE STOPPED

Once stopped, Black drivers and pedestrians were searched at a rate **four times higher** than their white counterparts (20% compared to 5%).

### SEARCHES OF BLACK INDIVIDUALS YIELD ARRESTS HALF AS OFTEN AS WHITES

Black persons who were searched were less likely to be found committing a criminal offense than their white counterparts. Searches of Black individuals yield arrests **only half as often** as searches of white individuals do.

Source: *The Science of Justice: Berkeley Police Department National Justice Database City Report*, Center for Policing Equity, May 2018

## Fair police departments exercise fairer policing.

### PROCEDURALLY FAIR POLICE DEPARTMENTS CULTIVATE DEMOCRATIC POLICING AND OFFICER WELL-BEING

When officers were in a procedurally fair department, they were more likely to trust and feel obligated to obey their supervisors, less likely to be psychologically and emotionally distressed, and less likely to be cynical and mistrustful about the world in general and the communities they police in particular. More importantly, these effects were associated with greater endorsement of democratic forms of policing, increased organizational efficiency, and officer well-being.

Source: *Justice From Within: The Relations Between a Procedurally Just Organizational Climate and Policy Organizational Efficiency, Endorsement of Democratic Policing, and Officer Well-being*, Trinkner, Tyler, and Goff, March 2016

## Police encounters with boys are associated with more crime among those boys, not less.

### MORE FREQUENT STOPS PREDICT MORE FREQUENT DELINQUENT BEHAVIOR

Boys who were stopped by police were more likely to engage in delinquent behavior 6, 12 and 18 months later. The more frequently a boy had been stopped, the more often he went on to engage in delinquent behavior. The younger boys were when stopped for the first time, the more likely they were to engage in delinquent behavior.

Source: *The Criminogenic and Psychological Effects of Police Stops on Adolescent Black and Latino Boys*, Proceedings of the National Academy of Sciences, April 2019

# ABOUT THE AUTHORS

## ECONOMIC COLLAPSE



**Tim Murphy**, Board Chair, National Urban League; Chief Administrative Officer, Mastercard

### THE NEW NORMAL: DIVERSE, EQUITABLE AND INCLUSIVE

“The National Urban League has a long and respected history of partnering with like-minded businesses to advance racial and economic equity. Together, we act with intention to narrow economic and other equality gaps by creating jobs and opportunities. Our recent history should serve as an example of how the private and nonprofit sector can successfully engage in the urgent work that remains before us.”

## ECONOMIC COLLAPSE



**Kristen E. Broady**, Ph.D., MBA, Fellow, Brookings Metropolitan Policy Program



**Tiffany N. Ford**, Ph.D., MPH, Research Analyst, Future of the Middle Class Initiative, Brookings Institution



**Andre M. Perry**, Ph.D., Senior Fellow, Brookings Metropolitan Policy Program

## ECONOMIC COLLAPSE



**Lisa D. Cook**, Ph.D., Professor, Departments of Economics and International Relations, Michigan State University; Research Associate, National Bureau of Economic Research

### FIRST DRAW, SECOND DRAW: LESSONS LEARNED FROM THE PAYCHECK PROTECTION PROGRAM

“The pandemic, along with its mandated restrictions and voluntary actions, caused one of the sharpest economic downturns in U.S. history. Small business revenue took a big hit. Many businesses were left unable to meet their expenses, particularly Black-owned businesses, and temporary and permanent business closings became a tell-tale remnant of the crisis.”

### MITIGATING THE ECONOMIC IMPACT OF COVID-19 ON BLACK COMMUNITIES THROUGH FINTECH

“The progress Black and Hispanic families have made since the passage of the Civil Rights Act of 1964 have not shielded these communities from systemic barriers to wealth accumulation due to discrimination, poverty, and a shortage of social connections. While fintech cannot close the racial wealth gap, its technologies and innovations can be exploited to explicitly promote modern era financial literacy and generational wealth building in Black and brown communities.”



**ECONOMIC COLLAPSE**

**Congresswoman Katie Porter,**  
Orange County, California—  
45th Congressional District

### **WORKING POLICIES FOR WORKING MOMS**

“We need to recognize that strong family policy is strong economic policy. Child care doesn’t just help women or people with kids; it helps our entire economy by making it easier for people to go to work. Similarly, paid leave doesn’t just support individual families; it makes our workforce more globally competitive because workers can take the time they need to care for a sick child or themselves without disrupting their careers. Every member of Congress—not just Democratic women or members of color—should be pushing for these policy solutions.”

**ECONOMIC COLLAPSE**

**Margaret C. Simms, Ph.D.,**  
Nonresident Fellow,  
The Urban Institute

### **MINDING THE WEALTH GAP: PUTTING POLICY IN PLACE TO INCREASE BLACK WEALTH**

“Although we do not have the data to assess the impact of the sharp economic downturn and acute health crisis, we can, however, look back at the country’s most recent experience of economic decline to get a sense of how wealth will be affected. The Great Recession of 2007–2009 resulted in a 26.2% decline in wealth for white households and a 47.6% decline for African American households. Several sources of data suggest that it is very likely that we will emerge from this pandemic-induced economic decline with an even wider racial wealth gap.”

**ECONOMIC COLLAPSE**

**Erin Robinson,** Campaign  
Manager, Early Childhood  
Policy at the Center for  
American Progress

### **MEETING THE MOMENT: THE URGENT CASE FOR INVESTING IN CHILD CARE**

“The pandemic is revealing the extent to which businesses rely on employees having access to reliable, quality, affordable child care. Without it, hundreds of thousands of working parents have had to leave the workforce. It’s why economists and Americans of every political stripe agree that our economic recovery depends on boosting federal investment in child care. Put simply: Child care is a matter of racial, economic, and gender equity and is crucial to the productivity and competitiveness of this country.”

## HEALTH INEQUITIES



**Dr. Lisa A. Cooper, MPH,**  
Founder & Director,  
Johns Hopkins Center for  
Health Equity; Director,  
Johns Hopkins Urban  
Health Institute



**Chioma Onuoha,**  
Research Assistant,  
Johns Hopkins Center  
for Health Equity



**Dr. Rachel J. Thornton, Ph.D.,**  
Associate Director, Johns Hopkins  
Urban Health Institute; Clinical  
Services Executive Director,  
Johns Hopkins Medicine Office  
of Population Health

## THE PROMISE OF PARTNERSHIPS FOR HEALTH EQUITY

“Following a year of excess pandemic deaths, job loss, residential evictions, food insecurity, police violence, and inequities in education and health care access due to the digital divide, Black Americans are experiencing ‘community bereavement.’ We need a restorative justice plan that ensures access to COVID-19 vaccinations and overall health care and creates opportunities for improvements in education, employment, and living conditions.”

## HEALTH INEQUITIES



**Congresswoman Robin Kelly,**  
Illinois—2nd Congressional  
District

## TELEHEALTH: BRIDGING THE DIGITAL DIVIDE TO INCREASE ACCESS TO QUALITY CARE

“Today, we have the capacity to knock down barriers, close the health care access gap, and bring health care into people’s homes, especially folks in places that have been locked out of the system for too long. We must use this moment to build needed investments and structures so everyone can access broadband internet and the digital technologies needed for telehealth services. Let’s move forward and create a system that allows equitable health care access to all in need. We can do it—and telehealth is the tool to get us there.”

## HEALTH INEQUITIES



**Matthew McCurdy, MPH,**  
Director of Programs, Health  
DesignED: The Acute Care Design  
+ Innovation Center, Department  
of Emergency Medicine at  
Emory University; President &  
Co-Founder, BLKHLTH Inc.

## CONFRONTING RACISM: A PUBLIC HEALTH CRISIS

“COVID-19 is not, as some early commentators claimed: ‘the great equalizer.’ Yes, we were all vulnerable to infection, but Black people and other marginalized groups were uniquely predisposed to carrying a greater burden of sickness and death. We must be intentional about targeting racism as the root cause of inequities across systems of power—including the medical industrial complex. We must mobilize our own resources to create the tools and resources that can protect us from a system designed to kill us.”

**HEALTH INEQUITIES**

**Amelie G. Ramirez, Dr.P.H., MPH, Director, *Salud America!* & The Institute for Health Promotion Research at UT Health San Antonio**



**Amanda Merck, MPH, Digital Content Curator, *Salud America!***

**THE MEDICAL SECTOR'S NEW NORMAL: UNDERSTANDING RACISM IS A PUBLIC HEALTH CRISIS AND ADDRESSING SOCIAL RISK FACTORS**

"The United States should have a goal to achieve health equity, where everyone has an equal opportunity to be their healthiest. That means we must address racism across medical and non-medical sectors. We need cities to declare racism a public health and safety crisis and commit to systemic change."

**STRUCTURAL RACISM**

**Kimberly Burke, Research Fellow, Center for Policing Equity**

**POLICING EQUITY'S PILLARS FOR RECONSTRUCTING PUBLIC SAFETY**

"The survival of Black communities necessitates that we make law enforcement less deadly. The emancipation of Black communities from interlocking systems of oppression necessitates a reconstruction of the concept of safety. Redesigning public safety requires rejecting the racist and biased institutions that have not only failed Black communities but have also contributed to the violence enacted against them."

**STRUCTURAL RACISM**

**Thasunda Brown Duckett, President & CEO, TIAA**

**PASSING THE TORCH: THE LIFE AND TIMES OF VERNON JORDAN AND THE LESSONS OF HIS LEGACY**

"Our pride at the heights Vernon Jordan climbed in his life sharply contrasts with the despair we feel as we mourn the loss of George Floyd, Ahmaud Arbery, Breonna Taylor and Daunte Wright. Their senseless deaths at the hands of police—including those that came before them, and, alas, those who will tragically follow after them—remind us all of just how far we have to go before we can eradicate the implicit and explicit manifestations of racism that infect our society."

## STRUCTURAL RACISM



**Lauren-Brooke Eisen,**  
Director, Justice Program of  
the Brennan Center for Justice,  
NYU School of Law



**Hernandez Stroud,**  
Counsel, Justice Program of  
the Brennan Center for Justice,  
NYU School of Law

### DECARCERATING AMERICA: HOW THE FEDERAL GOVERNMENT CAN INCENTIVIZE STATES TO REVERSE MASS INCARCERATION

“The federal government should no longer subsidize mass incarceration and should instead incentivize states to reverse the era of excess punitiveness and shrink the carceral state. One powerful way to do so would be for the president to champion and Congress to pass the Reverse Mass Incarceration Act (RMIA) to unwind these incentives by ensuring that federal grants are sent only to states that reduce incarceration.”

## STRUCTURAL RACISM



**Tiffany N. Ford, Ph.D., MPH,**  
Research Analyst, Future  
of the Middle Class Initiative,  
Brookings Institution

### TESTIMONIAL: THE DEADLY INTERSECTION OF RACE AND POLICING IN AMERICA

“Katrina, a 47-year-old Black woman participating in a December 2019 focus group of Black middle-class women in Wichita, summed up her feelings about the violence and inequality that Black people face in the U.S. rather succinctly, ‘Just the general state of the world; it’s just very depressing.’”

## STRUCTURAL RACISM



**Ashley Harrington,**  
Federal Advocacy Director  
& Senior Policy Counsel,  
Center for Responsible Lending



**Wade Henderson,**  
Interim President, Leadership  
Conference on Civil and Human  
Rights & Leadership Conference  
Education Fund; Principal,  
Wade J. Henderson, LLC

### THE NEW NORMAL: HOW CANCELING STUDENT DEBT CAN CREATE A MORE EQUITABLE SOCIETY

“Once considered ‘the great equalizer,’ college and college degrees have failed to live up to their promise for too many Black students and graduates. As we begin to build our new normal, canceling student debt and fixing our broken higher education system is nothing short of essential.”

**STRUCTURAL RACISM**

**Eric H. Holder, Jr.**,  
Chairman, National Democratic  
Redistricting Committee

**ONE PERSON, ONE VOTE: OUR FIGHT FOR A FREE AND FAIR DEMOCRACY**

“For as long as America has existed, two opposing forces have fought over how we express and confer the rights and privileges of citizenship, freedom, and equality. Those who believe in a more inclusive nation have been countered by those who seek to maintain their own power. And today, we are facing a multi-pronged assault that seeks to roll back protections for voters, restrict access to the franchise, and redefine the way that power is gained and exercised in the United States.”

**STRUCTURAL RACISM**

**Geoffrey Starks**, Commissioner,  
United States Federal  
Communications Commission

**AVAILABILITY, ADOPTION, AND ACCESS: THE THREE PILLARS OF BROADBAND EQUITY**

“With the coronavirus pandemic, the long-standing digital divide has morphed into something monstrous. Black Americans and other people of color are still, by a wide margin, significantly less likely to have a home broadband connection than their white counterparts. When we focus on broadband in America, we must also focus on the needs of communities of color as we prepare for our battle against internet inequality.”

**STRUCTURAL RACISM**

**Eliza Sweren-Becker**,  
Counsel, Voting Rights and  
Elections Program, Brennan  
Center for Justice

**ANTI-VOTING LAWS RESTRICT ACCESS TO THE BALLOT**

“State lawmakers across the country have aggressively pushed legislation that would restrict access to the ballot box. In the first half of 2021, lawmakers in all but one state have introduced hundreds of restrictive voting bills, with restrictive policies already enacted in at least seventeen states. The sheer volume of legislation makes these efforts to restrict voting access unique and all efforts to push back so critical.”

# NATIONAL URBAN LEAGUE AFFILIATES

## **Akron, Ohio**

Akron Community Service Center  
& Urban League

## **Alexandria, Virginia**

Northern Virginia Urban League

## **Alton, Illinois**

Madison County Urban League

## **Atlanta, Georgia**

Urban League of Greater Atlanta

## **Aurora, Illinois**

Quad County Urban League

## **Austin, Texas**

Austin Area Urban League

## **Baltimore, Maryland**

Greater Baltimore Urban League

## **Battle Creek, Michigan**

Southwestern Michigan Urban League

## **Binghamton, New York**

Broome County Urban League

## **Birmingham, Alabama**

Birmingham Urban League

## **Boston, Massachusetts**

Urban League of Eastern Massachusetts

## **Buffalo, New York**

Buffalo Urban League

## **Canton, Ohio**

Greater Stark County Urban  
League, Inc.

## **Charleston, South Carolina**

Charleston Trident Urban League

## **Charlotte, North Carolina**

Urban League of Central Carolinas, Inc.

## **Chattanooga, Tennessee**

Urban League of Greater  
Chattanooga, Inc.

## **Chicago, Illinois**

Chicago Urban League

## **Cincinnati, Ohio**

Urban League of Greater  
Southwestern Ohio

## **Cleveland, Ohio**

Urban League of Greater Cleveland

## **Columbia, South Carolina**

Columbia Urban League

## **Columbus, Georgia**

Urban League of Greater Columbus, Inc.

## **Columbus, Ohio**

Columbus Urban League

## **Denver, Colorado**

Urban League of Metropolitan Denver

## **Detroit, Michigan**

Urban League of Detroit  
& Southeastern Michigan

## **Elizabeth, New Jersey**

Urban League of Union County

## **Elyria, Ohio**

Lorain County Urban League

## **Englewood, New Jersey**

Urban League for Bergen County

## **Farrell, Pennsylvania**

Shenango Valley Urban League

## **Flint, Michigan**

Urban League of Flint

## **Fort Lauderdale, Florida**

Urban League of Broward County

## **Fort Wayne, Indiana**

Fort Wayne Urban League

## **Gary, Indiana**

Urban League of Northwest  
Indiana, Inc.

## **Grand Rapids, Michigan**

Grand Rapids Urban League

## **Greenville, South Carolina**

Urban League of the Upstate, Inc.

## **Hartford, Connecticut**

Urban League of Greater Hartford

## **Houston, Texas**

Houston Area Urban League

## **Indianapolis, Indiana**

Indianapolis Urban League

## **Jackson, Mississippi**

Mississippi Urban League

## **Jacksonville, Florida**

Jacksonville Urban League

## **Jersey City, New Jersey**

Urban League of Hudson County

## **Kansas City, Missouri**

Urban League of Greater Kansas City

## **Knoxville, Tennessee**

Knoxville Area Urban League

## **Las Vegas, Nevada**

Las Vegas-Clark County Urban League

## **Lexington, Kentucky**

Urban League of Lexington-  
Fayette County

## **Little Rock, Arkansas**

The Urban League of the State  
of Arkansas

## **Long Island, New York**

Urban League of Long Island, Inc.

## **Los Angeles, California**

Los Angeles Urban League

## **Louisville, Kentucky**

Louisville Urban League

**Madison, Wisconsin**  
Urban League of Greater Madison

**Memphis, Tennessee**  
Memphis Urban League

**Miami, Florida**  
Urban League of Greater Miami

**Milwaukee, Wisconsin**  
Milwaukee Urban League

**Minneapolis, Minnesota**  
Minneapolis Urban League

**Morristown, New Jersey**  
Morris County Urban League

**Nashville, Tennessee**  
Urban League of Middle Tennessee

**New Orleans, Louisiana**  
Urban League of Louisiana

**New York, New York**  
New York Urban League

**Newark, New Jersey**  
Urban League of Essex County

**Norfolk, Virginia**  
Urban League of Hampton Roads, Inc.

**Oklahoma City, Oklahoma**  
Urban League of Greater  
Oklahoma City

**Omaha, Nebraska**  
Urban League of Nebraska, Inc.

**Orlando, Florida**  
Central Florida Urban League

**Peoria, Illinois**  
Tri-County Urban League

**Philadelphia, Pennsylvania**  
Urban League of Philadelphia

**Phoenix, Arizona**  
Greater Phoenix Urban League

**Pittsburgh, Pennsylvania**  
Urban League of Greater Pittsburgh

**Portland, Oregon**  
Urban League of Portland

**Providence, Rhode Island**  
Urban League of Rhode Island, Inc.

**Racine, Wisconsin**  
Urban League of Racine & Kenosha, Inc.

**Rochester, New York**  
Urban League of Rochester

**Sacramento, California**  
Greater Sacramento Urban League

**Saint Louis, Missouri**  
Urban League of Metropolitan St. Louis

**Saint Petersburg, Florida**  
Pinellas County Urban League

**San Diego, California**  
Urban League of San Diego County

**San Francisco, California**  
Urban League of the Greater  
San Francisco Bay Area

**Seattle, Washington**  
Urban League of Metropolitan Seattle

**Springfield, Illinois**  
Springfield Urban League, Inc.

**Springfield, Massachusetts**  
Urban League of Springfield

**Stamford, Connecticut**  
Urban League of Southern Connecticut

**Tacoma, Washington**  
Tacoma Urban League

**Tallahassee, Florida**  
Tallahassee Urban League

**Tampa, Florida**  
Urban League of Hillsborough County, Inc.

**Tucson, Arizona**  
Tucson Urban League

**Tulsa, Oklahoma**  
Metropolitan Tulsa Urban League

**Warren, Ohio**  
Greater Warren-Youngstown  
Urban League

**Washington, D.C.**  
Greater Washington Urban League

**West Palm Beach, Florida**  
Urban League of Palm Beach  
County, Inc.

**White Plains, New York**  
Urban League of Westchester County

**Wichita, Kansas**  
Urban League of Kansas, Inc.

**Wilmington, Delaware**  
Metropolitan Wilmington  
Urban League

**Winston-Salem, North Carolina**  
Winston-Salem Urban League

Support the work of the National Urban League as we continue to advance policies and programs to empower African American and other urban communities.

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

#STATEOFBLACKAMERICA | @NATURBANLEAGUE 