PUTTING WOMEN AND GIRLS OF COLOR AT THE CENTER

Shifting the tide of research through institutional leadership and sustained investments

2015-2016 Report
The Collaborative to Advance Equity Through Research is a national coalition of institutions in the United States committed to taking meaningful action to support and improve research addressing the lives of women and girls of color.

Research about women and girls of color is still marginal, can be difficult to access, and is insufficiently integrated into policy-making processes. This research deficit has meaningful consequences for the lives of women and girls of color. Addressing that deficit requires the partnership and commitment of a wide coalition.

Collaborative members make commitments to and invest resources in research at their own institution for a minimum of five years, and work collaboratively with other members to build new connections, share promising practices, and support the advancement of research addressing the lives of women and girls of color.

Witness the enthusiasm of a second grader peering through the microscope eyepiece to discover a drop of creek water is teeming with life. Listen to the gasp of a graduate student who gently lifts newly discovered correspondence from the archive. Bask in the camaraderie of social psychologists whose team has been recognized with a prestigious award for its consistent contributions. Now imagine in each case, the second grader, the graduate student, and the team of psychologists are women of color. These moments are reminders of how research renders visible the invisible, reveals what was hidden, and draws connections between the disparate. Far too often girls and women of color are excluded from these thrilling experiences of producing new knowledge.

Research requires investment. It can be expensive, laborious, and iterated, requiring long periods of careful tending before bearing, but research returns investment by expanding the world of what is possible.
This is why the scholars and institutions of the Collaborative to Advance Equity through Research believe the lives of women and girls of color must be at the center of historical, social, political, economic, scientific, cultural, and artistic inquiry. Research conducted by, for, and with girls and women of color expand the known world for these girls and women by allowing the creative, scholarly investigation of communities to grow from within.

In November of 2015, the Anna Julia Cooper Center at Wake Forest University partnered with the White House Council on Women and Girls to organize a conference emphasizing the crucial importance of research as a tool for advancing gender and racial equity in our democracy. The conference sought to communicate an imperative to substantively invest in this work and those who do it in order to address current research deficits, ask new questions, and support the communities who policymakers seek to assist.

At that conference Wake Forest University first announced the formation of the Collaborative to Advance Equity through Research. Initially 24 institutions made a commitment of $18 million extended through 2020 to support and advance research at their own institutions to address the lives of women and girls of color and women of color as researchers. Within its first year, the Collaborative has grown to 55 members with more than $75 million in aggregated, institution-based commitments. These dollars are not a grant or gift distributed across member institutions; these are commitments by the institutions to set aside resources for the purpose of investing in this work.

Provosts, deans, directors, and other institutional leaders have publicly acknowledged the need for research investigating women and girls of color and the value of this research in advancing equity for women and girls of color. By joining the Collaborative, they have declared that this research is an institutional priority. As the Collaborative grows and the work produced and supported by these institutions gains wider audiences, perhaps we can begin to see more clearly, to recognize more fully, and to advance more steadily the cause of equity and justice for women and girls of color. The stakes are high. The commitments are deep. The investments are meaningful. As the struggle continues, so too does the work.
IN THIS REPORT

The following pages of this report contain highlights of the commitments and achievements from each Collaborative member in the past year. There is an extraordinary amount of research, advocacy, and practice represented in the Collaborative.

The heart of the Collaborative is institution-specific commitments, allowing research by and addressing the lives of women and girls of color to advance at dozens of institutions with different missions and approaches across the country.

The 2015-2016 work of Collaborative members includes, but is not limited to:

- Support for new faculty research or interdisciplinary collaboration
- Postdoctoral fellowship and faculty positions
- Undergraduate and graduate student research support
- STEM pipeline programs and research initiatives
- Community-based participatory research
- Developing new quantitative and qualitative data and research material
- Generating research-based policy solutions
- Positioning girls and women of color as the experts on their own lives
- Translating research into community-centered information, programs, and initiatives

Although the report includes updates from each institution individually, Collaborative members partnered together for multiple projects, initiatives, and events from 2015-2016, including:

- Black Girl Movement Conference
- Politics of Health in the U.S. South Conference
- Listening session on the needs of young women of color & report
- “Standing in Formation” Talk at the Schomburg
- Research roundtables
As an interdisciplinary center at Wake Forest University seeking to advance justice through intersectional scholarship, the Anna Julia Cooper Center supports, generates, and communicates innovative research at the intersections of gender, race, and place in order to ask new questions, reframe critical issues, and pursue equitable outcomes.

The center is named for foundational black feminist scholar Anna Julia Cooper, who became only the fourth African American woman to earn a Ph.D when she completed her doctorate at the Sorbonne in 1924. Cooper’s lifetime of work as an author, educator, and activist sought to expand opportunities for other black women, but she would discover much unfinished work in our contemporary institutions of higher education.

According to U.S. Department of Education’s National Center for Education Statistics, as of 2013, black women constitute only 1.4% of full-time, full professors in United States universities. Latinas (1.1%), Asian/Pacific Islander women (1.9%), and American Indian/Alaskan Native women (0.1%) suffer equally abysmal representation at the highest professional rank.

Even with a somewhat broader view of the professoriate, the American academy is overwhelmingly and disproportionately constituted of white men at all ranks of full-time faculty. At degree-granting postsecondary institutions in 2013 only 3% of full time faculty were black women, 2% were Hispanic women, 4% were Asian/Pacific Islander women, and 0.2% were American Indian/Alaskan Native.

Why does it matter for women of color to stand at the front of college classrooms and to have their names on the spines of academic monographs and in the citations of scholarly journals? Full-time faculty have the primary responsibility for governance of colleges and universities. Working with students, community, and administration, it is the faculty who determine curriculum, instruction, requirements for degree completion, and the intellectual tone of campus life.
It is faculty who decide what is worth knowing, how it should be taught, and whether it has been mastered. When women of color are absent from the faculty they are absent from the production of knowledge.

When women of color are present on the faculty they ask different questions, directing current and future research in meaningful new directions. When women of color are present they choose new areas to explore, select new tools for their work, and innovate novel connections between existing scholarship. When women of color are present they teach classes not previously offered and mentor students often overlooked. To change the face of the faculty is to alter the very shape of our knowledge, to alter our assumptions, expand our horizons, and push the boundaries of rigid disciplines.

The Collaborative to Advance Equity Through Research is a meaningful step towards creating this new and more representative faculty by initiating the institutional leadership and sustained investment required to make these changes possible. Anna Julia Cooper wrote, “tis woman’s strongest vindication for speaking that the world needs to hear her voice.”

The world needs to hear the voice of women of color as faculty members. Collaborative institutions are offering models of how we begin.

“TIS WOMAN’S STRONGEST VINDICATION FOR SPEAKING THAT THE WORLD NEEDS TO HEAR HER VOICE.”

Anna Julia Cooper
MEMBER
UPDATES
A Long Walk Home, Inc.
Chicago, IL

Founded in 2003, A Long Walk Home, Inc. (ALWH) is a Chicago-based national non-profit that uses art to educate, inspire, and mobilize young people to end violence against girls and women.

ALWH partners with rape crisis centers, universities, high schools, and state coalitions to provide innovative and inclusive programs for underserved communities. Through national and local programs, multimedia performances, summer and after school youth institutes, campus trainings and workshops, ALWH has educated over 100,000 survivors and their allies to build safe communities and end gender violence.

ALWH runs the Girl/Friends Leadership Institutes, which empower teen girls to use art to advocate for themselves and other girls and design campaigns and policies to end dating violence, sexual assault, and street harassment in their Chicago schools and communities, ultimately changing the face of leadership in the women’s movement.

ALWH co-sponsored the Black Girl Movement conference hosted at Columbia University in April 2016.
This year AAFAI’s founder and lead director Sultanah Corbett became a Champion of The Oakland Promise, which is a cradle-to-career initiative, out of the Mayor’s office, that aims to triple the number of college graduates from Oakland within the next decade. AAFAI’s partnership with the Oakland Promise is to inform on cultural frameworks that support best practices, helping to make such an outcome attainable. AAFAI is scheduled to lead, in partnership with University of California - Berkeley, an action research listening campaign that will ultimately guide educational policies designed to positively impact the academic and social lives of African American girls and young women attending learning institutions.

The AAFAI network has provided a recent opportunity to present at the White House Conference on STEM inclusion for young scholars of color. AAFAI is currently working closely with 75 girls of color in grades K-5th. They are also active participants in the listening campaign. AAFAI was founded in August 2014.

“AAFAI’s goal is to address and treat the historical mistreatment, neglect and underserving of African American girl and young women students, who attend OUSD schools, with remedies inclusive of a collective push towards healing and progressive learning environments that promote academic achievement, meaningful opportunities, and positive civic engagement.”

Sultanah Corbett, Founder and Lead Director
American Association of University Women
Washington, DC

As the nation’s leading voice promoting equity and education for women and girls through advocacy, education, philanthropy, and research, AAUW awards nearly $4 million annually to support graduate-level fellowships and grants for women — significant funding that builds scholars, advances research, and creates a more inclusive academic and professional pipeline.

In November 2015, in support of the Collaborative, AAUW committed to funding scholarship by/for women of color through their prestigious fellowships and grants programs in the amount of $250,000 annually for the next five years, for a total of $1,250,000. For 2016-17, AAUW met this goal and is pleased to support nearly 20 scholars expanding the body of knowledge and improving research about women and girls of color through dissertation writing, publication grants, and postdoctoral research. Topics include:

- Social media, surveillance, and girls of color
- Queer feminist forms in the Africa Diaspora
- Black women, nationalist politics, and Internationalism
- Welfare mothers in higher education during the Great Recession
- Black women’s movement for Black Power
- Young African-American women and breast cancer
- Race, identity and culture in Black popular culture
- Maternal mental health, maternal engagement, and social inequality
- The politics of reproduction
- Inequalities in cancer research participation
- Literacy and urban/multicultural education

“AAUW values its commitment to and involvement in the Collaborative to Advance Equity through Research, and we are inspired and humbled by the collective determination to ensure research for, by, and about women and girls of color.”

Gloria L. Blackwell, VP of Fellowships, Grants, and Global Programs
Auburn Theological Seminary launched the second cohort of Sojourner Truth Leadership Circle (STLC): Engaging Black Transgender Women of Faith and Moral Courage in March, 2016. The 2016 Cohort will work with a cohort of transgender women of color, who are experiencing an increase in violence in their communities. Transgender leaders are making their visible mark in spaces that have previously closed their doors to them. In response to this reality, the STLC is dedicating the second cohort to supporting the bodies, minds and spirits of transgender activists.

“It is our privilege to convene the Transgender women’s circle in 2016-17, and in light of the mission of the Collaborative, we are excited to share what we know will be the unique findings about how to disrupt the supremacist logics that undermine the wholeness and wellness of black women, as well as deepen our understanding of what every black and brown woman needs to survive and thrive in the world.”

Lisa Anderson, Vice-President, Intersectional Engagement & Strategic Convening

The Walter Wink Scholar Activist Award was inaugurated in November 2015 and was awarded to Rev. Dr. Traci West, the James W. Pearsall Professor of Christian Ethics and African American Studies at Drew University Theological School. Rev. Dr. West is a tireless advocate on behalf of women and girls nationally and globally with a particular emphasis on disrupting the systems of violence that plague the lives of women of color. Auburn will honor Dr. West at the National Center for Civil and Human Rights. The award will be presented annually during the American Academy of Religion conference to a leader who best expresses a commitment to justice through a significant body of scholarly work grounded in the faith communities and their capacity to embrace and advocate for the most vulnerable in our world.
Beacon Press recently published Lori Tharps’ book about colorism and color bias called ‘Same Family, Different Colors: Confronting Colorism in America’s Diverse Families.’ In early 2017, Beacon Press will publish:

- Historian Daina R. Berry’s groundbreaking book on the economic value of slavery, *The Price for Their Pound of Flesh: The Value of the Enslaved from Womb to Grave in the Building of a Nation*
- Caroline Light’s interrogation of our problematic ‘Stand Your Ground’ laws in *Stand Your Ground: A History of America’s Love Affair with Lethal Self-Defense*
- Stacey Patton’s *Spare the Kids: Why Whupping Children Won’t Save Black America*
- Andrea Ritchie’s *Invisible No More: Police Violence Against Black Women and Women of Color*

Beacon Press announced the new book series *Stride Toward Justice: Confronting Race, Gender & Class in the United States*, edited by Melissa Harris-Perry & Jeanne Theoharis. The series offers progressive voices writing on and at the intersection of race, gender and class. Cutting edge, intellectually sharp, and deeply relevant, this series is an urgent response to the injustices of modern times and the ideas that hide and sustain them. The series will include both younger and more seasoned writers academics, activists, independent journalists and other community experts, and books will be published in multiple formats. Gayatri Patnaik, executive editor at Beacon Press, oversees the series, and stresses that “each title seeks to challenge and engage--and will be a call to action.” The books will be accessibly written and intended for both general and academic audiences.

Beacon Press is an independent publisher of serious non-fiction. Their books often change the way readers think about fundamental issues; they promote such values as freedom of speech and thought; diversity, religious pluralism, and anti-racism; and respect for diversity in all areas of life.

“Making book publishing more inclusive is critical and the Collaborative is a model for how to actualize the diversity we’re all hoping to create.”

Gayatri Patnaik, Editorial Director
Bennett College supports the Willa B. Player Endowed Professorship, named for the first black woman to head a four-year college in the United States. Player was President of Bennett College during the tumultuous years of the Civil Rights Movement, and under her leadership Bennett students played a key role in North Carolina desegregation efforts. This endowed professorship ensures that scholarship directed toward women’s leadership remains a key element of Bennett campus and intellectual life.

“Connecting with community and learning to translate research into information of use to members of the community outside the academy is an important part of our program and one of my key responsibilities as Bennett’s faculty liaison to the Collaborative.”

Valerie Ann Johnson, Mott Distinguished Professor of Women’s Studies and Director, Africana Women’s Studies

Bennett College provides support for a research fellowship for undergraduate students enrolled at the College, through which they conduct research on a topic of their choice with the guidance of a faculty advisor. Since its inception, the Research Fellows Program has had six fellows. The program was created to emphasize the importance of undergraduate research and to increase research opportunities for women and girls of color.

In November 2015, undergraduate fellow Jaiza Wesley presented her preliminary research findings at the State of North Carolina Undergraduate Research and Creativity Symposium at High Point University. And fellow B. Malique Jones presented the research poster “Effects of Sodium Azide on Plants: Development of a System to Measure Active Uptake of Pharmaceuticals and Personal Care Product Ingredients” at the 18th Annual North Carolina Environmental Justice Network Summit.

Bennett College is also committed to helping advance junior faculty in their research journey. To that end, three Bennett faculty members presented their ongoing research at the Anna Julia Cooper Center at Wake Forest University’s Faculty Research Seminar throughout the 2015-2016 academic year.
The Black Women’s Health Imperative is the only national organization dedicated to improving the health and wellness of our nation’s 21 million Black women and girls, and as such is committed to the aims of the Collaborative to Advance Equity through Research for Black women and girls. The Black Women’s Health Imperative analyzes multiple sources of interconnecting consumer and epidemiological data to understand what Black women think about their health, how they seek health care, and how they interact with their providers. The Imperative then translates the existing research into language and education materials the everyday Black woman can understand and act on. Our messages and products also strengthen the work of our partners and provide actionable intelligence at the district and zip code level for members of Congress.

Recognizing the imperative to act is fundamental to the history of the Black Women’s Health Imperative. Founded as the National Black Women’s Health Project in 1983 by health care activist Byllye Avery, the organization was renamed to reinforce a change in strategic direction. This shift moved the organization beyond merely documenting the health inequities that exist for Black women, to also focus on actionable steps to eliminate them. Our work reflects an asset-based approach to Black women’s health and wellness, which provides a platform to elevate policy, programs and investment in health equity for Black women across the lifespan. Current initiatives of the Imperative focus on chronic disease prevention and risk reduction, reproductive justice, and lifestyle and wellness to ensure that Black women live longer, healthier, more prosperous lives.

“Our work reflects an asset-based approach to Black women’s health and wellness, which provides a platform to elevate policy, programs and investment in health equity for Black women across the lifespan.”

Linda Goler Blount, President & CEO
The Black Youth Project is conducting the monthly GenForward Survey of young people ages 18-30 with an oversampling of young people of color. The GenForward Survey is the first of its kind—a nationally representative survey of over 1750 young adults ages 18-30 conducted monthly that pays special attention to how race and ethnicity shape how respondents experience and think about the world. Using this data, BYP is producing gender reports over the course of the year which detail the differences in political attitudes, preferences, and behaviors of young women of color as compared to their peers.

The data will be widely available to a broad community of academics, advocates, journalists and activists who can use the survey results to inform their work on data rather than anecdote.

“Researchers and policy makers will have unprecedented access to data on the experiences and attitudes of young women of color that can be studied in wholly innovative ways.”

Dr. Cathy Cohen, Executive Director

The Black Youth Project is a platform that highlights the voices and ideas of Black millennials. Through knowledge, voice, and action, BYP works to empower and uplift the lived experiences of young Black Americans today. The Black Youth Project is the preeminent research body for survey and respondent data concerning Black Americans ages 18-30. BYP also features high quality and engaging content, which highlights the diversity of this generation. BYP works closely with their activist organization, BYP 100, to bring light to efforts to better our communities through direct engagement.
Braxton Institute
Williamsburg, VA

The Braxton Institute offers educational services, consulting services, workshops, training events and retreats for people engaged in helping and care-giving professions, especially those engaged in care-giving activities that expose them to trauma and injustice, and for caregivers who themselves may be marginalized and face prejudices that create additional challenges to sustainability in their work due to their gender, sexual orientation, disability, race, culture or religious affiliation. In addition, the Braxton Institute documents and publicizes research and commitments through the creation of archives, curriculum, and the accumulation of quantitative and qualitative data for the production of books, other media and evidence based study.

As a member of the Collaborative, The Braxton Institute recognizes the critical need for increased research investigating women and girls of color and the value this research holds in advancing equity for women and girls of color. They are conducting a review of the existing research efforts at their institution in order to establish a landscape of existing scholarship, share best practices, and identify areas needing enhanced attention regarding the representation of women and girls of color in research.

More specifically, two program officers, Ashley Pettway and Ari Pak, are working to develop research endeavors, proposals and programs that will lead to specific actions engaging and addressing women and girls of color.

“We are a ministry of teaching and healing. We are also researchers and writers. One of our core values is deep listening. We advance scholarship on black women and girls as well as other vulnerable populations not only through traditional research and writing but by documenting authentic narratives of black women and girls whose voices identify them as leading theorists of social justice.”

Joanne Braxton, President
An overview of existing initiatives at Brown that promote research on women and girls of color include the following:

- Postdoctoral Fellowship in Race, Gender, and Inequality, funded through the Center for the Study of Race and Ethnicity in America and the Watson Institute for International and Public Affairs. This two-year fellowship invites a scholar with interests in racial and gender inequality in the post 1970s US in areas such as urban poverty, gender, social and cultural theories of racism, segregation, housing or welfare.
- Presidential Diversity Postdoctoral Fellowship to support early career scholars from diverse backgrounds (with particular attention to historically underrepresented groups in the academy) who show promise in certain integrative scholarship areas, and who also want to make an impact in the ethnic, gender, and racial diversity of the campus.
- Support for women of color faculty, particularly junior faculty, in the form of research funding, mentorship, and other forms of professional development.
- Office of Institutional Diversity and Inclusion, in collaboration with the Brown Institute of Brain Sciences and the Brown University Graduate Women in Science and Engineering (GWiSE), a community to support women in science and engineering both within and beyond Brown, recently hosted a Young Scholars Conference to promote women in the brain sciences. Young Scholars Conferences will be organized in various integrative areas of scholarship across all disciplines, with the purpose of providing guidance, mentoring and professional development opportunities for scholars of color and women scholars who are advanced graduate students and postdocs preparing for the job market.
- Brown University Institute for Computational and Experimental Research in Mathematics (ICERM) hosted its second annual GirlsGetMath day camp, which aims at nurturing girls’ interest in mathematics and keeping them on track for promising careers in STEM fields.

“While these initiatives are important first steps toward promoting research on women and girls of color at Brown, our participation in the Collaborative will serve to identify areas for growth in academic departments and programs across the university. Specifically, we plan to build on the foundation that supports women and girls of color by allocating more resources to promoting additional research about women and girls of color.”

Richard M. Locke, Provost
University of California – Berkeley hosts a cohort of President’s Postdoctoral Scholars who study intersectional questions.

The University of California President’s Postdoctoral Fellowship Program was established in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at the University of California. The current program offers postdoctoral research fellowships, professional development and faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity at UC.

The goal of the program is to provide research opportunity and career development for scholars whose work will enhance the diversity of the academic community at the University of California. Approximately 75% of UC President’s Postdoctoral Fellows have received tenure track faculty appointments. Since 2003, over 100 former fellows received faculty appointments at University of California campuses.
The UCLA Black Male Institute has established a partnership with the UCLA Division of Student Affairs in an effort to grow and further develop their academic enrichment course series for Black undergraduate women at UCLA. Each year, more than 60 Black female undergraduates complete “Sister-to-Sister” (S2S), a course dedicated to improving campus climate and supporting the retention and graduation of Black women from UCLA.

In sisterhood with S2S, “Hermanax a Hermanax,” a course for Latina undergraduates will launch in spring 2017, using a unique academic framework to support the retention, graduation, and overall experiences of Latinas while at UCLA.

BMI hired a Graduate Student Researcher to explore funding opportunities to expand research projects centered on women and girls of color. They are in the process of securing funding for the following research studies:

- Given the limited amount of work that focuses on girls of color and their educational experiences, particularly in relationship to school discipline practices, this two-year study seeks to explore the ways in which Black and Latina girls perceive school discipline in Los Angeles County schools.
- The majority of studies on campus sexual assault use samples of predominately non-Hispanic white, heterosexual women attending four-year colleges. Knowledge about how many students are assaulted on campus reflects this particular population. Yet overwhelmingly, women and girls of color experience sexual assault. Through this study the goal is to better understand the ways in which Black and Latina women experience sexual violence and assault, and the supports needed to heal through this experience.
The Center for American Women and Politics continues to:

• Collect data regarding women of color as candidates and officeholders at the local, state and national level

• Work with Higher Heights for America to produce the Status of Black Women in Politics report

• Develop and implement campaign training programs for women of color

• Support individual CAWP scholars conducting their own research in this area, including Dr. Kira Sanbonmatsu who is focusing her research on the underrepresentation of women of color in statewide executive elective office, the pathways that women of color take to statewide executive elective office, and the cross state patterns in their office holding.

“More women of color are seeking and holding elective office than ever before and a record four women of color will serve in the U.S. Senate. But many more women of color could run. More women of color are needed across offices and especially in statewide offices such as the office of governor.”

Kira Sanbonmatsu, Senior Scholar
Vanderbilt Center for Medicine, Health, and Society contributes to undergraduate and graduate student research grants, courses and curricular offerings, including an undergraduate curricular track on Intersectionality and Scholarship on Women and Girls of Color.

MHS will also continued to host events with the Anna Julia Cooper Center at Wake Forest University. In March 2016, MHS and the AJC Center co-hosted the conference, “The Politics of Health in the U.S. South.” In addition, the center offers five grants per year for teams of undergraduates from MHS who wish to do collaborative work in this area.

MHS is currently inviting applications for the position of Tenured Professor of MHS from outstanding candidates with expertise in the areas of intersectionality, inequality, and health/mental health.

“Equity is the pressing issue of our time, and all too often, women and girls of color are left out of the conversation. This partnership intersects in important ways with MHS’ new ‘structural competency’ initiative, which studies the structural underpinnings of stigma and inequality.”

Jonathan Metzl, Frederick B. Rentschler II Professor of Sociology and Medicine, Health, and Society; Director of the Center for Medicine, Health, and Society; and Professor of Psychiatry
The Center for Research and Policy in the Public Interest (CR2PI) works at the intersections of race, gender, class and other markers of difference on a range of social issues and problems. We conduct groundbreaking original research and policy analysis focused on women of color, their families, and communities. Research generated at CR2PI is used to build knowledge, influence the public debate, and create informed public policies at the local, state, and national levels. The ultimate goal of our research and policy analysis is to increase access and relieve disparities for economically vulnerable families, and to help build more connected communities throughout the United States.

As a part of the Collaborative, CR2PI will continue to produce and disseminate timely reports and policy briefs focused on the economic security and well-being of young girls and women of color, their families, and communities using an intersectional approach and analysis. The reports will be widely available and used to help inform the work of community-based organizations, philanthropic institutions, and colleges and universities across the country.

“We are proud to work with this coalition to generate more knowledge and research about girls and women of color. The more we know, the more we can begin to generate policy solutions and create programs that are connected to their lives and experiences.”

Dr. C. Nicole Mason, Executive Director

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The Center for the Study of Social Policy is an equity-driven policy and systems change organization that has a growing focus on the needs of young women and girls of color involved in public systems like child welfare and juvenile justice. CSSP produces research, publications and policy recommendations focused on girls of color involved with intervening public systems, and convenes the Accelerating Change Network, a learning and action community comprised of organizations serving girls of color who are involved in or at risk for involvement in public systems.

Efforts over the past year have included:

- Helping to frame the themes and agenda for a national symposium sponsored by the White House Council on Women and Girls and the Domestic Policy council on Girls of Color and Intervening Public Systems: How Can Communities Interrupt the Sexual Abuse-to-Prison Pipeline. CSSP staff gave presentations at the symposium.
- Two publications focused on the needs of girls of color, *Dismantling the Pipeline: Addressing the Needs of Women and Girls of Color Involved in Intervening Public Systems* and *Fight for Our Girls* focusing on girls of color charged with status offenses.
- Launching the Accelerating Change Award to bring greater attention to the needs of girls and young women of color in the child welfare, juvenile justice and mental health systems, and to the approaches that can support and create opportunities for them. The inaugural awardees are PACE Center for Girls, My Life My Choice, Rocha Inc.’s Young Mother’s Program, Young Women’s Project and viBe Theater Experience. The Accelerating Change Award is being organized into a peer-to-peer network next year that will include the inaugural awardees.

“CSSP is delighted to join the Collaborative to Advance Equity Through Research. It’s an honor to be among such esteemed colleagues committed to creating stronger opportunities for girls of color to thrive. As we fight to elevate our girls’ hopes and needs, we look forward to having the Collaborative as a source of new connections, promising ideas, practices and support for our collective work.”

Judy Meltzer, Deputy Director
The Century Foundation is committed to advancing scholarship focusing on and elevating the stories of women and girls of color. TCF’s commitment to women and girls of color also includes a promise to remain intersectional in our analysis across issue areas, continuously asking about the impact of policies and practices on persons across the gender spectrum and of different racial and ethnic backgrounds.

“The Century Foundation focuses on expanding opportunity and reducing inequality, and highlighting the experiences of women and girls of color is essential to that work. Being a part of the Collaborative has helped us commit to bringing an intersectional lens to our policy research. The American experience certainly isn’t one size fits all, and policy proposals shouldn’t be either.”

Halley Potter, Fellow

Recently, TCF has demonstrated this work through the following projects:

Fellows Halley Potter, Andrew Stettner, and Julie Kashen’s report, “Quality Jobs, Quality Childcare,” argues that providing higher salaries to early childcare workers correlates with higher quality early childhood. The early childcare education (ECE) workforce is overwhelmingly comprised of women, and is disproportionately made up of women of color. The report explores ways to raise wages of ECE workers that “maintain a diverse workforce reflective of the children served” and preserve the field’s relative strength as an “employment opportunity for people of color, especially women.”

TCF intern Walter Jean-Jacques, in addition to working with Halley Potter on early childhood workforce research, also worked with policy associate Kimberly Quick to compile a list of organizations or school districts that have replaced or supplemented punitive school disciplinary action with some form of trauma informed care. The forthcoming reports that will follow this research will center the experiences of and impact on girls and gender non-conforming persons of color. Walter previewed some of this in a commentary piece profiling the Sadie Nash Leadership Project, a NYC and Newark nonprofit that provides resources and supports to young women of color.
Colorado’s Women’s College at University of Denver

Denver, CO

Colorado Women’s College Collaboratory (CWC) has been hard at work, advancing the vision to “be a global leader in advancing women in the 21st century through transformative education, leadership development, public good work, and research.” CWC has begun developing a research agenda that expands current research at the University of Denver and identifies gaps addressing women’s lives, including women and girls of color.

Meetings have been held with the Latino Community Foundation of Colorado/Latinas LEAD, as well as the Denver Office of Women and Families/Denver Women’s Commission to discuss potential research partnerships, as well as collaboration on a May 2017 Gender Equity Summit for local government representatives from across the state of Colorado. CWC also released their first research report in September 2016, The Impact of a $12 Minimum Wage on Women in Colorado; this project – a partnership with the Women’s Foundation of Colorado – successfully engaged researchers from DU’s Daniels College of Business and the Graduate School of Social Work, and was credited with contributing to the successful passage of Amendment 70 to the Colorado State Constitution, increasing the state minimum wage to $12/hour by 2020. CWC highlighted their minimum wage research at the TEDx Mile High Women’s Conference in October, where they engaged with over 2,000 attendees on the importance of this issue, and also solicited ideas for future research topics.
In April 2016, Columbia University hosted “Black Girl Movement: A National Conference,” organized by Farah Jasmine Griffin, William B. Ransford Professor of English and Comparative Literature and African American Studies, and Carla Shedd, assistant professor of Sociology and African American Studies. The meeting of scholars, activists, artists, and girls was sponsored by the Office of the President, the Faculty of Arts and Sciences, the Division of Social Science, and the Institute for Research in African American Studies, with support from the Institute for Research on Women, Gender, and Sexuality.

“Black Girl Movement” was a three-day gathering at Columbia University focused on Black, cis, queer, and trans girls in the United States. Bringing together artists, activists, educators, policymakers, and girls themselves, this first national conference on Black girls sought to address the unique disadvantages they face, while creating the political will to publicly acknowledge their achievements, contributions, and leadership.

The conference was planned by an intergenerational and cross-institution coalition because the most innovative research on Black girls often takes place in silos and without the full benefit of collaboration, funding, and public visibility. “Black Girl Movement” was an opportunity to create change by raising public consciousness; advancing research, policy, and community programming; and developing a resource-sharing platform. This conference highlighted Black girls’ agency and ingenuity in order to elevate their voices and develop solutions toward improving their life outcomes.

This winter, several convenings of Columbia researchers working on women and girls of color will be held. Next summer, the Division of Social Science will continue a “Feminist Seminar for Girls,” hosted by Dean Alondra Nelson in partnership with the YWCA of New York City.

“Ongoing and new research and programming here about women and girls of color will contribute to a critical public policy dialogue about barriers to racial and gender equality and will be a catalyst for change.”

Alondra Nelson, Professor of Sociology and Gender Studies and Dean of Social Science for the Faculty of Arts and Sciences
"We want to address [the] knowledge gap on issues of women and girls of color. Through this initiative, UConn is engaging at all levels: undergraduate, graduate, postdoctoral, junior scholar, and senior scholar."

Shayla C. Nunnally, Associate Professor, Department of Political Science & Africana Studies Institute

The initiative has funded 12 research projects and 16 scholars, who comprise UCONN faculty, graduate students, an undergraduate, and practitioners; supported two postdoctoral scholars; developed two new undergraduate courses on current issues of race and gender; will support research workshops for all participants to shore up the research community; will present lectures and programs for the University community; and will feature a culminating research symposium in Spring 2017.

With funding from The Collaborative, faculty, postdoctoral fellows, and graduate students in the College of Liberal Arts and Sciences, the Neag School of Education, the College of Agriculture, Health, and Natural Resources, and the School of Social Work are working on two topics related to women and girls of color: environment and public health issues, and STEM pipeline issues.

UCONN will additionally:
• promote and sponsor leadership development programs among collegiate women of color;
• support public education programs to promote STEM and research among girls; and
• host community for a related to environment and public health issues.
Dillard University supports research addressing the lives of women and girls of color that investigates career pathways, undergraduate education, and training and career success; and hosts multiple initiatives focused on women of color in STEM fields.
Under the Duke Council on Race and Ethnicity (DCORE), a university-wide audit of all research on women and girls of color was conducted by a dedicated graduate research assistant, Britt Jenkins, a master’s student in the Sanford School of Public Policy. The audit revealed:

• Research on social interventions and policy research distinguishes Duke. A number of the research involving women and girls of color involves policy research on social interventions that focus on examining the specific stressors and inequities that impact marginalized groups from a gender and racial perspective.

• Duke Health has committed resources to research that accounts for specific circumstances of women and girls of color. Significant research has centered on HIV/AIDS interventions in Africa, but has also reviewed more localized health impacts on women of color. This research also extends to the domestic front, which examines linkages between obesity and depression as well as its psychological health impact on women in communities of color.

• Duke has a community that supports the political and cultural contribution on women and girls of color. From documentaries that examine the contribution of women and girls of color to modern day social movements, to the impact of director Shonda Rhimes on television, or of popular artists like Beyonce on culture to artists-in-residence that continue to contribute to visual culture around the experience of women and girls within communities around the world. Cultural significance has also translated into a broader based examination on international feminist movements, particularly the evolving role of women in political movements within the Arab Spring, Latin America and in the United States.

• DCORE is now affiliated with the feminist journal, Meridians: feminism, race, and transnationalism, edited by Professor Paula Giddings, Smith College. Duke is offering a spring course on women of color and respectability politics co-taught by Prof. Giddings and Adriane Lentz-Smith of the Duke history department. It will coincide with a special issue of Meridians on respectability.

• With leadership by Professor Holloway, Duke now offers two new fellowships, one undergraduate and one graduate. The Graduate School at Duke offers “The Graduate School Summer Research Fellowship For Women and Girls of Color” and the Undergraduate Dean’s Office of Trinity College offers the “Dean’s Summer Research Fellowship.” Last spring Duke senior Jenna Peters was awarded the inaugural fellowship for a summer research project in Kenya on girls high school engineering club.

“I’m looking forward to the ways in which DCORE’s collaboration with the journal Meridians: feminism, race, and transnationalism—especially our curriculum project—becomes the notable signature of our effort to support this initiative. Our forward-looking ethic—that we will celebrate and encourage the promise and potential of women and girls of color—will continue to center our participation in this project.”

Karla FC Holloway, James B. Duke Professor of English, professor of African American Studies, and professor of law
Girls for Gender Equity executive director, Joanne Smith serves as Co-Chair of the New York City Council’s Young Women’s Initiative (YWI), the nation’s first intergenerational, participatory governance process to center the needs and voices of cis and trans young women and gender nonconforming young people of color ages 12-24. Community advocates, policy experts and the Young Women’s Advisory Council were charged with determining the needs for programming, policy change, data collection, and areas for long-term research that would improve the lives of cisgender and transgender young women of color and gender nonconforming young people in the city of New York.

The crux of the Initiative is centered on the lived experiences of young women and girls of color navigating the systemic racist and sexist policies and practices of institutions, and the absence of trauma-informed approaches. Girls for Gender Equity (GGE), collaborated with community leaders, organizers and allies from the five boroughs of NYC to recruit 23 young people as the Young Women’s Advisory Council (YWAC). GGE also published a YWAC report, national webinar and mapping tool. In April, GGE announced a nationwide YWI tour at the Know Her Truths conference hosted by the Anna Julia Cooper Center in April 2016.

GGE conducted participatory action research with over 100 young women of color and LGBQ/GNCT youth of color in NYC discussing how they experience school pushout and envision the school that they deserve. The research led to the School Girls Deserve campaign and based on the research findings GGE is developing a policy book. The research findings were shared publicly in October during National School Pushout Week of the Dignity in Schools Campaign. GGE is also a founding steering committee member of the national Black Girl Movement conference hosted at Columbia University in April 2016.
Howard University School of Divinity
Washington, DC

Howard University School of Divinity commits to continuing to fund two Masters level students in each cohort as Divinity Research Assistants to work collaboratively with faculty whose research focuses specifically on women and/or girls of color.

In April 2016, Howard University School of Divinity students participated as discussion moderators at an event at AERA focused on research addressing the lives of women and girls of color.

When we honor the voices and experiences of women and girls of color from diverse religious experiences, we answer our inner yearnings to see the world from a much broader perspective. We demonstrate our respect and openness to living in harmony, and not fear, with our higher selves and others. The Collaborative’s research initiative provides researchers and scholars the opportunity to see a wider world and give voice to those diverse religious experiences often maligned or excluded by history.

Dr. Renee K. Harrison, Associate Professor African American and U.S. Religious History
The Hutchins Center is in the midst of the first of its five-year pledge to welcome a residential fellow to the W. E. B. Du Bois Research Institute whose work focuses on the representation and/or lived experience of women and girls of color. Our inaugural Research on Women and Girls of Color Fellow is Treva Lindsey, Associate Professor of Women’s, Gender, and Sexuality Studies at The Ohio State University, whose work as a scholar and a frequent public commentator explores state-sanctioned violence against women, girls, and female-identified individuals of color.

Dr. Lindsey’s current project is “Hear Our Screams: A Contemporary History of State and State Sanctioned Violence Against Black Women and Girls” which ”will offer foundational research and analytical tools for crafting a gender-inclusive framework for understanding and combating contemporary anti-Black state violence.”

Participation in the Collaborative has also strengthened the Hutchins Center’s relationships with other Harvard entities focused on these issues, including the Radcliffe Institute and the Program on Women’s, Gender, and Sexuality Studies.

“The Research on Women and Girls of Color Fellowship enables us to make the crucial questions of intersectionality a formal part of our multidisciplinary fellowship program and of the larger research agenda of the Hutchins Center.”

Abby Wolf, Executive Director
Founded in 1993, IWES is a national, non-profit health organization, domiciled in New Orleans, formed to improve the physical, mental and spiritual health and quality of life for women of color and their families, particularly among those socio-economically disadvantaged.

IWES works to translate community-driven research, information, advocacy and partnerships, into effective policy, trainings and programs that heal communities, reframe and build resilience, especially among those facing chronic adversity and structural inequities. This approach also provides a channel for the voices, perspectives, and experience of communities to be carried to agencies, institutions, and policy-makers.

Current projects include:

- Mental Health Research: A 5 year research project (2015-2020) survey of youth ages 11-16 in New Orleans for symptoms of traumatic stress disorders

- Poly-victimization research: Over the next 3 years (2017-2020), IWES will partner with the New Orleans Family Justice Center to conduct research on effective treatment modalities in poly-victimization survivors of Intimate Partner Violence (IPV)

“IWES continues to laud AJC’s leadership in creating a collaborative network that brings together academics and non-profit organizations focused on the need of women and girls. Such partnerships catalyze the power of research to be translated into actionable strategies that will ultimately create equity in the lives of women and girls.”

Denese Shervington MD, MPH
Between January 2015 and October 2016, the Institute for Women’s Policy Research produced numerous publications including data on women of color. Publications of note include the following:

- High School Girls and Violence 2015: A Chartbook
- Girls and Young Women of Color: Where They Are in the United States (Briefing Paper)
- Women of Color: Where They Are in the United States (Briefing Paper)
- Native American Women Saw the Largest Declines in Wages over the Last Decade among All Women (Quick Figure)
- The Gender Wage Gap: 2015; Annual Earnings Differences by Gender, Race, and Ethnicity (Fact Sheet)
- Breadwinner Mothers by Race/Ethnicity and State (Quick Figure)
- Black Women Are Among Those Who Saw the Largest Declines in Wages over the Last Decade (Quick Figure)
- The Gender Wage Gap by Occupation 2015 and by Race and Ethnicity (Fact Sheet)
- Status of Women in the South (Report)
- Paid Sick Days Access and Usage Rates Vary by Race/Ethnicity, Occupation, and Earnings (Briefing Paper)
- Unemployment Rate for Women & Men of Color Remains Higher Than for White Women & Men (Quick Figure)
- Get to the Bricks: The Experiences of Black Women from New Orleans Public Housing After Hurricane Katrina (Report)
- The Gender Wage Gap by Occupation 2014 and by Race and Ethnicity (Fact Sheet)
- The Gender Wage Gap: 2014; Earnings Differences by Race and Ethnicity (Fact Sheet)
- Moynihan’s Half Century: Have We Gone to Hell in a Hand Basket? (Article)
- Toward Our Children’s Keeper: A Data-Driven Analysis of the Interim Report of the My Brother’s Keeper Initiative Shows the Shared Fate of Boys and Girls of Color (Report)

“In order to move policy forward to better the lives of women and girls in the United States, an intersectional lens is essential for policy analysis to illuminate the ways that women cannot be treated as a monolithic group, and that women of different racial and ethnic groups face distinct challenges and have different needs. For example, though real median annual earnings for all women declined somewhat between 2004 and 2014, when we disaggregate by race and ethnicity we see that earnings increased for Asian/Pacific Islander women and women of two or more races between 2004 and 2014, only slightly declined for White women, and declined the most for Hispanic, Black, and Native American women.”

Heidi Hartmann, President
In 2016, the Center for Gender and Sexuality Studies and Marquette University joined a collaborative of universities and organizations who made an active commitment to invest in research and scholarship on the lives of women and girls of color.

The Center and Marquette University committed to funding one post-doctoral fellow in the Women’s and Gender Studies Department and providing funds for the Research Initiative Grant, which supports projects that examine this population. The Center’s post-doctoral fellow, Heather Montes Ireland, has agreed to stay for a second year.

The center has announced a request for proposals from Marquette University faculty, and faculty-led teams in conjunction with staff, students, and local community members that examine issues and concerns facing women and girls of color in the United States, and in particular, the Midwest.

Depending on the project and available funds, the Research Initiative Grant will provide between $10,000 to $100,000 overall for the selected projects.

“Our Center’s participation in this collective fits squarely within not only the mission of the CGSS but also the mission of Marquette University -- to advance work and research that addresses the needs and concerns of marginalized groups in an effort to help contribute to a more socially just world. Thus far, we have been able to use funds to support a postdoctoral fellow as well as just recently distributed a request for proposals to provide funding for research on women and girls of color for Marquette faculty, staff, students, and local community members.”

Angelique Harris, Associate Professor of Sociology, Director of the Center for Gender and Sexualities Studies
“Our campus commits a great deal in the way of research, outreach, pedagogical training, and opportunities for women students and faculty to engage in the vital issues to which this collaborative is devoted.”

Katherine S. Newman, Provost
“We are hopeful that our work will strengthen partnerships between the University of Minnesota, state government, and members of our broader community as we bring together our collective resources to improve equity for women and girls of color and American Indian women and girls.”

Rebecca Ropers-Huilman, Vice Provost for Faculty and Academic Affairs
In 2012, Mount Saint Mary’s began their annual research on the Status of Women and Girls in California. Every year, the University releases an updated report to the public. This year, President Ann McElaney-Johnson presented this year’s report’s key findings. The report found that there are continuing challenges for women, particularly in political representation and in the entertainment industry, as well as notable progress in high school graduation rates, state university preparedness and business ownership. The findings were released at a free public forum held March 30, at L.A.’s Skirball Cultural Center. The sold-out event was attended by nearly 1,000 people. In March of 2017, the University will host their annual event and release the sixth edition of the report.

“As a women’s university, we remain motivated to produce this report because we all need to understand the challenges women and girls face today in leadership, health and economic well-being, as well as promote solutions to those challenges.”

Dr. Ann McElaney-Johnson, President of Mount Saint Mary’s University
The Nation has committed to finding multiple opportunities to highlight research findings of the Collaborative within the print and digital pages of The Nation.

Additionally, the Nation has committed to earmark an annual reporting grant of $500 to a student journalist so that they can research and publish an article that reporting on issues related to advancing equity for women and girls of color.

Founded by abolitionists in 1865, The Nation is America’s oldest weekly magazine, serving as a critical, independent voice in American journalism and a platform for investigative reporting and spirited debate on issues of import to the progressive community.

Recent articles focused on women & girls of color include:
• The Film ‘No Más Bebés’ Gives Reproductive-Justice Advocates Fuel for Today’s Fights
• How to Understand Mother as a Verb This Mother’s Day and Always
• Birth-Control Experts Are Wary of Coercive Tactics in the Push for IUD Use

"At its November 2015 launch, the Collaborative convened some of the leading advocates, activists and researchers working to advance our understanding of the lives of women and girls of color. As a journalist, I welcomed the opportunity to meet new sources, deepen existing relationships and get ideas for future stories."

Dani McClain, contributing writer and The Nation Institute fellow
The work of the National Birth Equity Collaborative includes The Campaign for Black Babies, Nurturing and Educating Sisters Together (N.E.S.T.) and Safe Landing. The Campaign for Black Babies goal is to reduce Black infant mortality rates by 25% and 50% in specific cities within 5 and 10 years, respectively.

“We are currently engaged in seven cities around the United States, interviewing women who have lost an infant in the past two years. In order for us to collaborate with hospital systems, state governments, federal government, we need time. We are here to do that. This improvement cannot come from the existing structure, where inequality is built in at every level. Our standpoint is that when you value women, you have healthy pregnancies and healthy children. All the countries that value women have great birth outcomes. What we have to do in this country is change how we value women. We have to change the culture around support, practice and the importance of bringing another life into the world.“

Dr. Joia Crear-Perry, President

Research and Programmatic Progress:

- Completed research activities for “State of Black Babies Report”
- Conducted community-based, qualitative data collection (7 pilot cities) to highlight the voice of the Black mother and family
- United Nations presentation on Maternal Mortality in the United States
- National presentations to an array of audiences:
  - Reframing “birth equity” from clinical risk factors to social system-based risk factors
  - System-level Approaches to Reducing Infant Mortality
  - Addressing Social Determinants of Health Inequities
  - Improving Policies and Services for Birth Equity
- Assisted in Safe Sleep messaging campaigns (NYC & Cleveland)
- Housing Best Babies Zone and Baby Café’ programs in New Orleans
- Convening civil rights advocates, state and local health entities, health equity and infant mortality champions to discuss policies to reduce Black infant mortality

Upcoming events include the publishing of “State of Black Babies” report and a report rollout event and press conference at annual Healthy Start Conference in April 2017.
The National Campaign to Prevent Teen & Unplanned Pregnancy
Washington, DC

The National Campaign created county-level heat maps to determine areas throughout the country where women do not have reasonable access to the full range of birth control methods. Areas without access, designated contraceptive deserts, did not have at least one clinic per 1,000 women and were identified using data from its vast clinic network and other data sources.

“Being a part of the Collaborative has been a tremendous asset to The National Campaign as we concentrate more intensely on reducing disparities in the rates of unplanned pregnancy among teens and young adults that persist. As we focus our efforts on learning about new approaches and strategies that we need to take to ensure that all young people – no matter who they are or where they live – have the power to decide when, if and under what circumstances to get pregnant, the research, experiences and relationships born out of the Collaborative have proven to be invaluable.”

Ginny Ehrlich, CEO

The following projects are in progress or have been completed:

- Creation of online resources, in partnership with Values Partnership, for Black church leaders to engage their congregants in addressing unplanned pregnancy.
- Randomized control trial, in collaboration with the Center for Latino Adolescent and Family Health at New York University’s Silver School of Social Work, of an adaptation of Families Talking Together, an evidence-based teen pregnancy prevention program for Latino and African American youth.
- Continued efforts to address teen and unplanned pregnancy prevention among youth in foster care—who are predominately youth of color—through training and technical assistance to agencies serving youth in care and the development of an innovative systems-level intervention to help support transition age youth in foster care avoid an unplanned pregnancy.
- Publication of research conducted with the Metropolitan Group, a social change firm, about the knowledge and attitudes of Latina and African American teen girls and young women, as well as their influencers about pregnancy planning and contraception.
- Formative research to better inform health care providers who serve communities of color to counsel their patients on the full range of contraceptive methods, including the use of highly effective, low maintenance methods.
Since 2011, The Center is the convener of The Women’s & Girls Collaboration of 32 women and girls serving organizations including Agnes Scott and Spelman Colleges representing more than 2500 women and girls.

We host four thematic programs a year– a month long recognition of Women’s Herstory Month in March, an all-day Girls Summit on the campus of Agnes Scott College, a daylong Celebration of the International Day of The Girl, and the Human Rights’ Mandate for Women on Human Rights Day, December 10th. In addition, we launched The International Human Rights Institute and the LGBT Institute providing research and action on two of the most pressing issues of marginalized women and girls of color.

We plan to host a minimum of four regional convenings based on the determined goals and objectives; and to make our facilities available to other institutions associated with these efforts. In addition, we will focus the efforts of the Women’s and Girls Collaboration to align with the determined directions based on our convenings.
NGWCC is a new non-profit organization formed to be a council for educators, administrators, business leaders, parents/guardians, students, community leaders, and community organizations to advance and empower girls and women of color.

NGWCC’s mission is to advance and empower girls and women of color and to take action to eliminate the numerous barriers that continue to affect the psychological, emotional, physical, and social well-being, and growth of girls and women of color.

Understanding the critical need for new and continued research on girls and women of color, in January of 2016, NGWCC developed the Institute for the Study of Girls and Women of Color (ISGWC) as the organization’s research division.

Through funding, the ISGWC will conduct studies investigating the plethora of issues that continue to affect the lives of girls and women of color and use findings to develop quality programs, initiatives, etc. designed to help girls and women of color reach higher ground.
Women-owned businesses, especially women of color owned-businesses, are growing at significant rates in our country. The National Women’s Business Council is committed to exploring and understanding the particular experiences of diverse women business owners all across the United States. Turning research findings into action-oriented policy recommendations, we work with Congress, the White House and the U.S. Small Business Administration to better support women entrepreneurs from all races, ethnicities, and backgrounds achieve their business goals and give back to our communities. Today, we are honored to advance that mission through this partnership with the Collaborative to Advance Equity Through Research.”

Carla Harris, Chair of the National Women’s Business Council and Vice Chairman of Global Wealth Management, Managing Director, and Senior Client Advisor at Morgan Stanley
The National Women’s Law Center has been working to improve school climate for girls of color.

Through over two dozen events—presentations at conferences, listening sessions, roundtables and webinars—as well as federal and state advocacy, Center staff have been raising awareness of the ways in which girls of color are discriminated against and pushed out of school and the policies needed to address this serious problem.

In addition, the Center is continuing its work on a major research project to be released next spring that will highlight the educational challenges faced by various groups of marginalized girls.

“The Center is so grateful to be part of the Collaborative to share vital information, to feel the support of others committed to improving the lives of women and girls of color, and to harness the power of many towards a common goal.”

Neena Chaudhry, Senior Counsel and Director of Education
Newcomb College Institute at Tulane University
New Orleans, LA

In 2015-2016 Newcomb College Institute has supported the research projects of three students, as well as the following faculty research:

- Jennie Lightweis-Goff: “‘Stranger to this City’ Fugitive Women and the Threat of Urbanity.”
- Amy Parziale: “Trauma Aesthetics and Cultural Memory in Cristina García’s Dreaming in Cuban.”
- Rebecca Atencio: “Rebels and Martyrs: Brazil’s Cultural Memory of Women Who Resisted Dictatorship.”
- Adeline Masquelier: Conference travel support for presentation of “The Anthropology of Islam after the Ethical Turn” in Dakar, Senegal.
- Salmon Shomade and Sally J. Kenney: “The Gender and Racial Diversity of Louisiana’s Judges.”

“Newcomb College Institute’s mission is to educate undergraduate women for leadership in the 21st century. Central to that mission is a commitment to intersectional research on women’s political leadership. Our recent report, The Gender and Racial Diversity of Louisiana’s Judges, is just one example of our contribution to this rich scholarship. We appreciate the opportunity to be part of the Collaborative with other institutions who share our commitment to the study of women and girls of color and look forward to sharing our work with them.”

Sally J. Kenney, Executive Director

Newcomb College Institute supported three student organizations, sponsored two events, provided a grant to the community organization Louisiana Prison Education Coalition, supported a summer program on women and development in Kenya, supported a film series featuring six films addressing the lives of women and girls of color, seven local lectures addressing the lives of women and girls of color, an Africana Studies Lecture Series featuring three lectures, a Resilience & Creativity in Africa lecture series, the Zale-Kimmerling Writer in Residence residencies by Zadie Smith and Danielle Evans, a lecture by Dr. Brittney Cooper, and a sexual assault reading group.
New York University College of Global Public Health

New York City, NY

Joined: November 2015

COLLEGE OF GLOBAL PUBLIC HEALTH

New York University College of Global Public Health has defined their work related to the Collaborative as taking three pathways:

- Increasing external partnership engagement
- Promotion of related research
- Enhancement of an environment that supports diversity and equity

Current endeavors include:

- Established STEM partnerships
- Recently funded research to enhance community engagement
- Establish research partnerships with community organizations
- Enhancement of educational opportunities

“CGPH is committed to the Collaborative to Advance Equity through Research, an initiative to support research on women and girls of color, comprised of 55 member institutions, which together have pledged more than $75 million dollars toward this effort. We are pleased to be a part of such an important and timely initiative. A small group of our CGPH faculty who conduct research in these areas is working to bring together faculty across NYU’s campus to discuss their work and brainstorm on innovative ways to further collaborative efforts. It has been immensely helpful to draw upon the experience and expertise of those Collaborative members who have already engaged in this process.”

Joyce Moon Howard, Director of CGPH Undergraduate Programs in Public Health
“We hope this will shed light on the ongoing work in this area, demonstrate gaps in what we can be doing and show areas where we can grow and collaborate with one another.”

Blair Kelley, Assistant Dean for Interdisciplinary Studies and International Programs in the College of Humanities and Social Sciences

NC State has pledged to:

- Review existing campus-wide research on women and girls of color and share the results of the study with members of the Collaborative to share best practices, highlight areas of institutional strength, and highlight opportunities to grow new areas of scholarship.

- Leverage research funds to give faculty added incentives to research women and girls of color.

- Identify opportunities to invest in research-intensive, high-impact course proposals to allow undergraduate and graduate students to participate in new research on women and girls of color.

- Support opportunities to host cross-institutional working groups, conferences and research projects that highlight research on women and girls of color.

Dr. Blair L.M. Kelley is leading NC State’s newly formed Growing Research on Women of color (GROW) Project. Dr. Kelley reached out to “all faculty who engage in research – from biomedical engineering and human health, to communication and social sciences, to history and the humanities,” who are “pursuing research questions that focus on women and girls from under-represented groups,” describing GROW as “an opportunity to identify potential partners for interdisciplinary collaboration and to secure funding to support that research.”
University of North Florida
Jacksonville, FL

Joined: November 2016

The University of North Florida is strongly committed to supporting and advancing the cause of the Collaborative by addressing the lives of women and girls of color in research.

In particular, the Institute for the Study of Race and Ethnic Relations (SRER) has devoted our focus over the next 3-5 years to research connected to women and girls of color.

For us, this means addressing the following issues: colorism among women and girls of color; leadership development for women and girls of color; and the advancement of equity and access for women and girls of color in higher education. We are committed to promoting research opportunities for our Affiliate faculty and students in these key areas.

Further, any new and current projects launching from the Institute (and any related publications) will have this focus. We also intend to reach out to other colleges and universities in the state of Florida University System to organize a statewide consortium.

“Our university is thrilled to be a part of this important collaborative. Now more than ever, it is imperative for colleges, universities, and other organizations to prioritize the issues of women and girls of color. We are excited to be participating in this effort.”

Jeffrianne Wilder, Associate Professor of Sociology & Founding Director, Institute for the Study of Race and Ethnic Study
OSU is building The Collaborative @OSU as an inclusive research and learning community across its campuses. With the support of the university academic leadership team, we are designing our research and learning community from the ground up beginning with faculty already engaged in this research area.

Professors Wendy Smooth, Associate Professor of Women’s Gender & Sexuality studies, and Sharon Davies, Vice Provost for Diversity and Inclusion and Chief Diversity Officer, have been named to lead the campus initiative.

Ohio State University has convened an initial group of stakeholders to shape the Collaborative’s activities to meet the needs of OSU researchers.

“Our participation in the Collaborative aligns with the Office of Diversity and Inclusion’s goals to enhance scholarly research focused on diverse groups. Collaborating with colleagues across the nation to fill in the information gaps on women and girls of color further aligns with our role as a leader in higher education on diversity.”

Sharon Davies, Vice Provost for Diversity and Inclusion and Chief Diversity Officer and Executive Director of the Kirwan Institute for the Study of Race & Ethnicity
The University of Pittsburgh is committed to impact the success of women of color in universities through research and programs. Specifically, Pitt will focus on the theme of increasing women of color in STEM+ (Science, Technology, Engineering, Mathematics + quantitative disciplines such as Economics) graduate studies with the ultimate goal of growing the number of women of color in faculty positions who can mentor the next generation of female students of color. To do so, we will study and refine an existing program that nurtures and supports underrepresented students in the transition into graduate programs. Our research question is: How can we most effectively prepare women of color for success in graduate programs in STEM+ disciplines that will allow them to transition to positions of influence for the next generation?

We will build our initiative around an existing program here at Pitt, called the Hot Metal Bridge Program. The Hot Metal Bridge Program (HMB) is a post-baccalaureate program that was established by the Dietrich School of Arts and Sciences in the 2010-2011 academic year to prepare minority students and women to enter a PhD program in fields in which these groups are currently underrepresented. HMB students are selected in a competitive process and awarded two terms of support to gain the research and academic experience that will allow them to qualify for admission into a PhD program at Pitt or elsewhere. HMB students are carefully mentored by faculty in their departments and the Manager of Diversity Initiatives for Graduate Studies in the Dietrich School who create an individual plan of study and research for each HMB student. HMB students are recruited for 6 STEM+ programs (Biological Sciences, Chemistry, Computer Science, Economics, Neuroscience and Psychology), plus English. We have had 56 students in the program, of which 46 (86%) are women. Of the 40 women who have completed the HMB program, 22 entered PhD programs and 5 entered master’s programs. Pitt will build our efforts around this program, committing to expanding the HMB program to include greater numbers of women of color, understanding the keys to success through research involving the program, and documenting what is learned to share with other universities nationally.

“We want to do research that has impact, and we think this has the potential for significant impact through understanding how we can get more women of color PhDs into universities.”

Mark S. Redfern, Vice Provost for Research
“Our participation in the Collaborative has meant a great deal to the Schlesinger Library and the Radcliffe Institute over the past year. We were delighted to host Professor Harris-Perry for a campus-wide conversation last March. That animated discussion between Collaborative leaders and Harvard faculty demonstrated the wonderful alignment between the reach of the Collaborative’s project and the convening power of the Radcliffe Institute. For Schlesinger Library, the framework of the Collaborative helps us to think about how the raw materials of the history of women and girls can advance the social and policy aims of researchers and activists working in a variety of disciplines and settings.”

Jane Kamensky, Pforzheimer Foundation Director, Schlesinger Library on the History of Women in America

In the Schlesinger Library, the inaugural Curator for Race and Ethnicity, Kenvi Phillips, PhD was hired to promote knowledge of Schlesinger Library collections to researchers, and also to do outreach to communities that are currently underrepresented in the collection. She began her appointment in early October 2016. The Schlesinger Library added new collections for research on women and girls of color. They include:

- The papers of Pat Parker, African American poet, lesbian, and activist
- Patricia Williams, attorney and journalist for The Nation, added to the multi-generational collection of her family’s papers
- The papers of the National Institute for Women of Color
- The papers of Gwendolyn Baker, educator and professor, known by some as the “mother of multiculturalism”
- The papers of Linda Watters, business executive and expert in state, national, and international regulatory issues

Radcliffe programming included the Maurine Rothschild Lecture delivered by Mamphela Aletta Ramphele; the Wikipedia Edit-athon entitled “Strong Voices: Indigenous Women”; the discussion “Household Workers Unite! A Conversation between Scholars and Activists”; and lectures by Krystal Appiah, Khalil Muhammad, and Maeve Kane.

The Library established several collaborations with partner institutions in areas related to the work of the Collaborative, including History Makers and the Digital Transgender Archive. The Library provided research grants to four undergraduate students and one professor for research projects focused on the lives of women and girls of color. The Academic Ventures Program of the RIAS sponsored six events focused on the lives of women and girls of color. RIAS Fellows 2015-2016 Devah Pager and Laurence Ralph conducted research on topics related to the lives of women and girls of color.
On April 14 and 15, 2016, Rutgers University, Camden hosted a convening entitled “Bright Futures: Improving Education and Transforming Outcomes for Girls of Color.” The conference was co-hosted by Educational Testing Service.

The symposium explored how discrimination, structural and institutional barriers, and disparities in education disproportionately affect girls of color. Attendees were encouraged to commit their expertise to research and interventions over the course of a year in an effort to mitigate the challenges this population faces.

“As a leader among civically engaged research universities, Rutgers University–Camden was proud to work alongside ETS to host this critical gathering of scholars, community leaders, and policy analysts. “Bright Futures: Improving Education and Transforming Outcomes for Girls of Color” convened a truly impressive roster of national and regional experts who discussed best practices and strategies designed to improve the economic and educational trajectory for girls of color. We look forward to working with ETS and all of our partners as we build upon this important work.”

Phoebe A. Haddon, J.D., LL.M., Chancellor, Rutgers University—Camden
Schomburg Center for Research in Black Culture
New York, NY

Schomburg Center for Research in Black Culture will co-host and collaborate on planning for a convening of researchers, writers, advocates and artists addressing issues facing black girls and women to support public awareness, community building and efforts that align with the Collaborative. As a co-host, the Schomburg will provide its expertise, space, communications, and partnership with other institutions in the Collaborative to ensure wide public engagement with intersectional research.

In March 2016, the Schomburg hosted the event “Standing in Formation” as part of the Talks at the Schomburg series. “Standing in Formation” investigated the relevance of black women and girls as social change makers that continue to shape the contours of racial justice, feminism, and human rights. The panel included Beth Richie, professor of African American Studies and Criminology, Law and Justice at University of Illinois at Chicago and author of *Arrested Justice: Black Women, Violence, and America’s Prison Nation*, Teresa C. Younger, President and CEO of the Ms. Foundation for Women, Joanne N. Smith, Executive Director and founder of Girls for Gender Equity, Ramatu Bangara, Program Officer at the NoVo Foundation, and Dani McClain, contributing writer for The Nation.

Photo credit: Cheryl Lathan
The Seminar on Public Engagement and Collaborative Research, Center for the Humanities, CUNY Graduate Center
New York City, NY

 Joined: December 2015

As part of the Center for the Humanities’ commitment to the Collaborative to Advance Equity through Research, Narrating Change – a research group working under the rubric of the Seminar on Public Engagement and Collaborative Research funded by the Andrew W. Mellon Foundation – has sought to establish innovative means to make historical scholarship about race and injustice in America accessible to wider publics. Their work looks to inform the ways in which these publics participate in and understand policy debate from a historical perspective. This set of initiatives was led by Professor Jeanne Theoharis.

As one aspect of this multi-faceted work, Theoharis and Alejandra Marchevsky convened a peer group of many of the leading poverty scholars from around the country to mark the 20th anniversary of welfare reform and to reframe narratives of its success. The group coauthored and is now disseminating a public syllabus on the destructive aftermath of welfare reform on poor communities.

Five years ago, seeing the need for more spaces for the public to learn and discuss new work in Black history, Theoharis co-created a monthly series at the Schomburg Center for Research in Black Culture with Sarah Lawrence professor Komozi Woodard. That series entered its fifth year in the fall and has continued to feature a roundtable of scholars and writers on the first Thursday of each month on a topic in Black history, usually centered around a new book(s) in the field.

Theoharis, Say Burgin, and Jessica Murray worked together to launch the biography website, “The Rebellious Life of Mrs. Rosa Parks,” on the eve of Parks’ 100th birthday. The website focuses on Parks’ lifelong work as an activist before and after her historic bus stand. This educational website aims to refocus how young people access histories in the context of black social movements.

Narrating Change, Changing Narratives has also led to the formation of a working group on anti-racism, urbanism, and education that attempts to think through the ways that racial and economic justice, labor, policing, and gentrification intersect with and inform one another in struggles for racial justice. Finally, the group will be engaging in a related initiative which will be to build a map and website marking New York City’s civil rights history, as a companion to the kind of civil rights tours people often make to the South.

“We deeply appreciate the creative and innovative structures that have been proposed to create stronger intellectual and collaborative links across CUNY’s senior and community colleges, the latter’s constituent communities, and the various ‘publics’ of the City of New York.”

Eugene M. Tobin, senior program officer in the program for Higher Education and Scholarship in the Humanities at the Andrew W. Mellon Foundation
Thurgood Marshall Institute at the NAACP
Legal Defense and Education Fund, Inc.
New York City, NY

Joined: November 2015

Since 1940, LDF has strategically used impact litigation to establish groundbreaking legal and social precedent and advance civil rights for all African Americans.

The Thurgood Marshall Institute at LDF meets a long-standing need to complement LDF’s litigation strengths in a more robust, formal way. Elements of the Institute—such as social science research and community organizing—have been part of LDF’s work in varying degrees over the course of its history.

The goal of research at the Thurgood Marshall Institute is to develop and advance new models, theories, analyses, and data on racial and social justice that can constructively inform LDF’s advocates and allies, thought leaders, decision makers, and others, as well as assist LDF’s campaigns, communications, and other advocacy.

The Thurgood Marshall Institute’s “Fellows Program” engages the best scholars and experts to produce cutting-edge research on pertinent civil rights issues, including issues related to African Americans and the U.S. educational and criminal justice systems, the economy, and the political process.

Founded in 1940, the NAACP Legal Defense and Educational Fund, Inc. (LDF) is the nation’s first civil and human rights law organization and has been completely separate from the National Association for the Advancement of Colored People (NAACP) since 1957—although LDF was originally founded by the NAACP and shares its commitment to equal rights. In media attributions, please refer to us as the NAACP Legal Defense Fund or LDF.
Literature review and faculty search
Through department websites, our course catalog, faculty bio search engines, and an extensive literature review, we were able to identify faculty and courses at Tufts that have a focus area of girls and women of color. This university-wide audit allowed us to identify different disciplines and schools within the university that have a direct connection to the work of the Collaborative.

Professor and Faculty focus groups
Tufts conducted two faculty/professor focus groups, one on the Medford campus and one on the Boston campus. We had four goals of these meetings: Introduce this Collaborative to the faculty/professors; have professors discuss their relevant research/teaching; determine faculty interest; find other partners focusing on this topic.

Sponsorship of the Summit on Race and Equity 2016: A Call to Government and Community
The City of Boston, the Boston Alliance for Racial Equity (BARE), and the Government Alliance on Race and Equity (GARE) organized a two-day summit focused on cross sector regional networking to advance racial equity and ensure opportunities for all. Tufts cosponsored this two-day summit hosted at Northeastern University. We invited faculty members and students to attend and were able to send all interested professors.

Tufts Research Fellowship: Answering the Call for Research with Women and Girls of Color
Through Chief Diversity Officer and Associate Provost Mark Brimhall-Vargas’ mobilization of university-wide conversations and data collection in the spirit of commitment to the Collaborative and the larger national urgency, Tufts is poised to embark on innovative practices that will contribute substantively to the call for research with Women and Girls of Color. In envisioning a part of the promise of that potential, we proposed and supported a semester-long research and training grant offered to a graduate student-faculty fellowship mentor team in order to draw on existing faculty expertise to train a new generation of ground-breaking scholars. We currently have one pilot-project with the hopes of offering this fellowship to additional student-faculty teams in coming semesters.

The current pilot-project is doctoral student Melissa Colón’s research with Puerto Rican women who are adolescent mothers.
The University has committed to a range of projects and research, especially through the Curry School of Education and in the College and Graduate School of Arts & Sciences:

- In the Curry School of Education’s Youth-Nex Center to Promote Effective Youth Development, associate professor Joanna Lee Williams, a 2014 William T. Grant Scholar, led an October conference “Youth of Color Matter.”
- UVA’s Young Women Leaders Program, which since its inception in 1997 has served more than 1,000 middle school girls and trained more than 1,000 college mentors, has also led to new programs at other universities and colleges in the U.S. and in several international locations, including Cameroon, Ethiopia and Mozambique. Led by Curry School professor and clinical psychologist Edith “Winx” Lawrence and Program Director Jaronda Miller-Bryant at UVA’s Maxine Platzer Lynn Women’s Center, the program uses a curriculum developed and based on UVA research.
- The Carter G. Woodson Institute for African-American and African Studies, directed by Alice Griffin Professor of English Deborah McDowell, has supported significant work in this area, including the “Black Girls Matter” symposium on Nov. 12 as part of its “Engaging Race” series.
Menah Pratt-Clarke, Vice President for Strategic Affairs & Vice Provost for Inclusion and Diversity, hosted a Collaborative convening on February 18, 2016 with guest Blair LM Kelley, PhD., Assistant Dean of Interdisciplinary Studies and International Programs and Associate Professor of History at North Carolina State University.

Plans are underway to review and revise Virginia Tech’s general education curriculum to incorporate a critical analysis of the human condition as a required area of study, focusing on the intersection of identify, social equity and life chances. Equity and Social Disparity in the Human Condition was identified as a Strategic Growth /Destination Area at Virginia Tech. This designation ensures that issues related to Equity and Social Disparity in the Human Condition will be incorporated into Virginia Tech’s curriculum, research and programming. The Women’s and Gender Studies Program at Virginia Tech presents new ways of thinking about how race, class, and sexuality shape our society and our experiences in it.

The International Archive of Women in Architecture (IAWA) was showcased in Virginia Tech’s Newman Library in June 2016. The purpose of the IAWA is to document the history of women’s contributions to the built environment.

Virginia Tech produced research with the following findings:
- Income, education gaps influence breastfeeding, but policy and family history are factors too
- Women with impaired stress hormone before pregnancy have lower-birthweight babies

Virginia Tech Carilion Research Institute faculty were appointed as chief science officers for human development in Roanoke, Virginia. Sharon Landesman Ramey and Craig Ramey have an extensive research agenda that focuses on health care and educational equity and access.

The 5th Annual Faculty Women of Color in the Academy Conference will be held on the Virginia Tech campus on April 2-3, 2017. The conference brings together 500 women of color from across the country to connect with colleagues, support aspirations and empower growth and change. The conference offers tracks for faculty, administrators, graduates, and undergraduates, including workshops on mentoring for faculty and graduate students offered by the National Center for Faculty Diversity and Development, and a Multicultural Career Expo for undergraduates.
Wake Forest University supports the Anna Julia Cooper Center, a center with a mission of advancing justice through intersectional scholarship. The AJC Center supports postdoctoral fellowships and undergraduate research; convenes faculty, researchers, and community through seminars and roundtable discussions; and hosts local and national events and residencies. WFU is the current institutional administrator of the Collaborative.

This year the AJC Center hosted two postdoctoral fellows: Dr. Jaira Harrington, whose research focuses on comparative politics with a specific interest in Brazil, and Dr. Sherri Williams, who studies social media, social television and how people of color use and are represented on social media. AJC Center also hosts monthly faculty seminars-- an intentional space for faculty in the Piedmont Triad area to discuss new or emerging research with a range of scholars in various disciplines. The AJC Center also supported independent undergraduate research projects.

The AJC Center hosted two national conferences this year: “Advancing Equity for Women and Girls of Color” co-hosted with the White House Council on Women and Girls in November 2015, and “Know Her Truths: Advancing Justice for Women and Girls of Color” in April 2016, featuring an intensive series of discussions about the circumstances, challenges, and opportunities facing women and girls of color.


“Women of color will constitute more than half of all women in the United States by 2050, but they are infrequently the central subjects of scholarly inquiry. This research deficit has meaningful consequences for the ways our institutions contribute to public discourse and policymaking. As part of the Collaborative, Wake Forest is proud to be among such a distinguished group of institutions that seeks to address this deficit.”

Rogan Kersh, Provost
Since joining the Collaborative in March of 2016, Winston-Salem State University has committed itself to advancing the status of black women and girls through the following activities:

- Committing and implementing a university strategic plan (“Experiencing Academic Distinction: Transforming Learning for the 21st Century” 2016-2021) grounded on the twin principles of equity and social justice;
- Honoring Melissa Harris-Perry for her extensive work on advancing the Collaborative and research and teaching on black women and girls with an honorary doctorate at the 2016 Commencement ceremony in May, 2016;
- Hosting the largest workshop to date for the NC Institute of Political Leadership’s Women on Board Program in June 2016;
- Welcoming female members of the Class of 2020 with special sessions focused on women’s health and wellbeing (i.e., Sister-to-Sister);
- Awarding three Glaxo-Smith Kline scholarships for women students in science; and
- Supporting and continuing two themed living and learning communities: Women in Science and Health for second and third year women students and Women in Leadership Develop for first year women students.

“Weinstein-Salem State University is pleased to join this national effort to advance the status of black women and girls. Our university strategic plan, Achieving Academic Distinction: Transforming Learning for the 21st Century 2016-2021, is grounded on the principles of social justice and equity and provides a unique platform for our entire intellectual community to contribute to the Collaborative’s goals.”

Carthene R. Bazemore-Walker, Ph.D., Chief Research Officer and Director of Science Initiatives
During the 2015 Biennial Conference, YWCA USA unveiled the Mission Impact Framework (MIF). This framework is a new tool for describing, focusing, and measuring the collective impact of the national YWCA network. The mission impact framework allows YWCA USA to coordinate mission impact work and also acknowledges that each YWCA local association responds to the unique needs of their community. Additionally, the framework optimizes YWCA's strength as a national organization with a local presence in more than 200 communities across the US. Built upon the YWCA USA theory of change, the MIF articulates three signature outcomes that correspond to signature platforms as well as three broad organizational commitments that exist across platforms and outcomes. Each of these outcomes have a racial justice focus and two of them are specifically about women and girls of color.

SIGNATURE OUTCOMES

- For Racial Justice and Civil Rights, the signature outcome is to increase the equal protections and equal opportunities of people of color.
- For Empowerment and Economic Advancement of Women and Girls, YWCA USA works to increase economic opportunities for women and girls of color.
- For Health and Safety of Women and Girls, YWCA USA seeks to improve the health and safety of women and girls of color.

“Much of our strategic thinking has been fostered by recent data concerning the racial/ethnic demographic shift that will take place across the US. According to these studies, by 2050 women of color will be 53% of all women in the US. The question that drives a bulk of my work at YWCA USA is: if women of color remain deeply marginalized in our society in 2050, what are the implications for our economic systems? Our healthcare systems? Our political systems? Our educational systems? Research, data collection, and program/service delivery design related to these matters, could demonstrate the long-term social impact of institutional and structural oppression, not just on the oppressed but on the entire society.”

Donte Hilliard, Director of Mission Impact