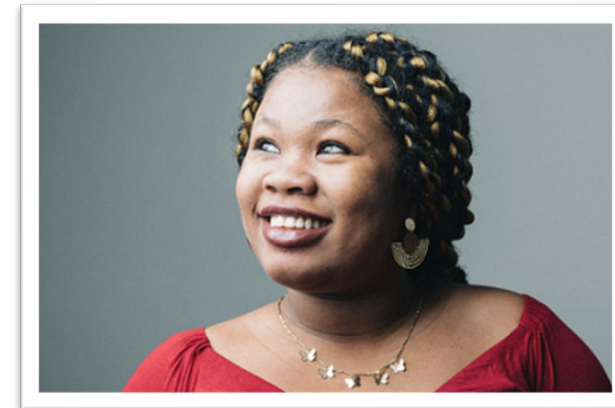
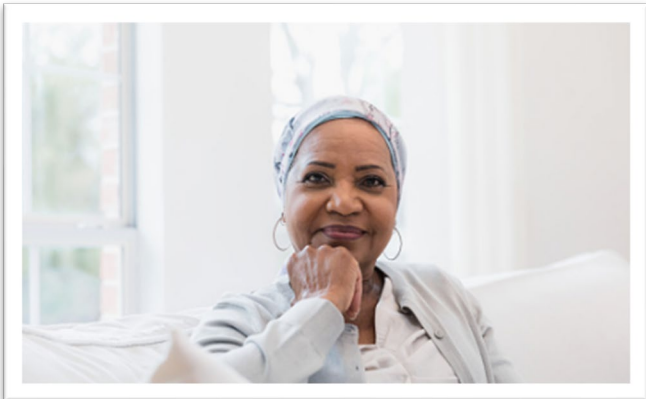


CA BLACK  
WOMEN'S  
COLLECTIVE  
EMPOWERMENT  
INSTITUTE

CA BLACK WOMEN'S  
QUALITY OF LIFE  
INDEX SURVEY RESULTS

2023





# CALIFORNIA BLACK WOMEN'S QUALITY OF LIFE SURVEY

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AUGUST 2023

THE CLEAR PATH **Public Opinion Research**

# **SURVEY BACKGROUND**

- The California Black Women's Collective Empowerment Institute released the first-ever California Black Women's Quality of Life Survey.
- This groundbreaking study collected insights from 1,258 Black women voters across California to understand their economic state, most pressing concerns, their attitudes toward policymakers, and their experiences and issues in California.
- The importance of this survey is that it highlights the experiences of Black Women in California.
- EVITARUS was the research firm commissioned to do the public opinion survey.

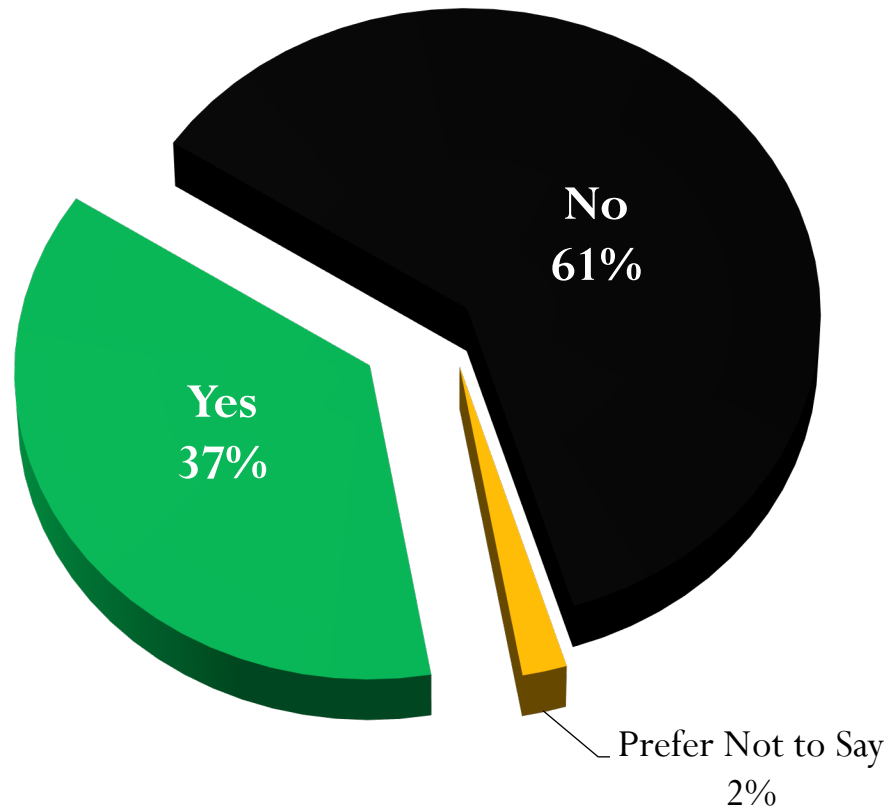
# SURVEY BACKGROUND

The 2023 California Black Women's Quality of Life Survey collected insights from 1,258 Black women voters across California to understand:

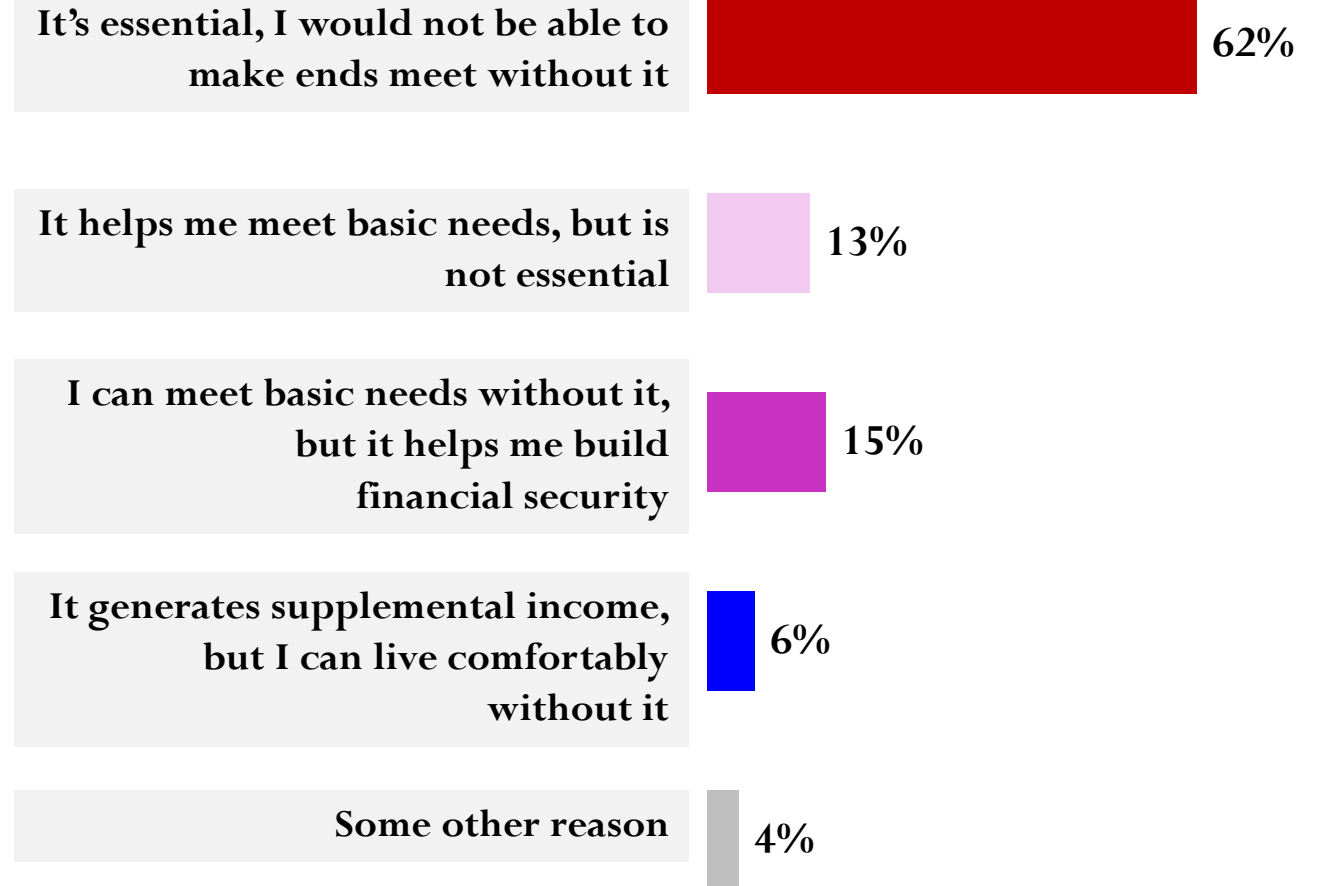
- The most important concerns they are facing in the current social and economic climate;
- Their top policy priorities for improving the lives of women and girls in California; and
- Their attitudes toward the state and federal elected leaders.
- The results of the study paint a sobering portrait of a highly engaged segment of the electorate that is heavily burdened by social and economic pressures that threaten their stability and financial security.

# NEARLY 2 IN 5 BLACK WOMEN WORK MORE THAN ONE JOB

Do you currently work more than one job to make ends meet or supplement your income?\*



## Reasons for Secondary Employment



\*Asked among women who report earning income through work or self-employment.

# 2 IN 5 BLACK WOMEN FACE CHALLENGES COVERING BASIC EXPENSES

Q: Which of the following statements best describes your current situation, even if none matches your situation exactly:

Sometimes, I don't have enough at the end of the month to cover basic expenses



I just barely cover basic expenses every month



Total  
43%

I cover basic expenses every month with just a little left over for other things

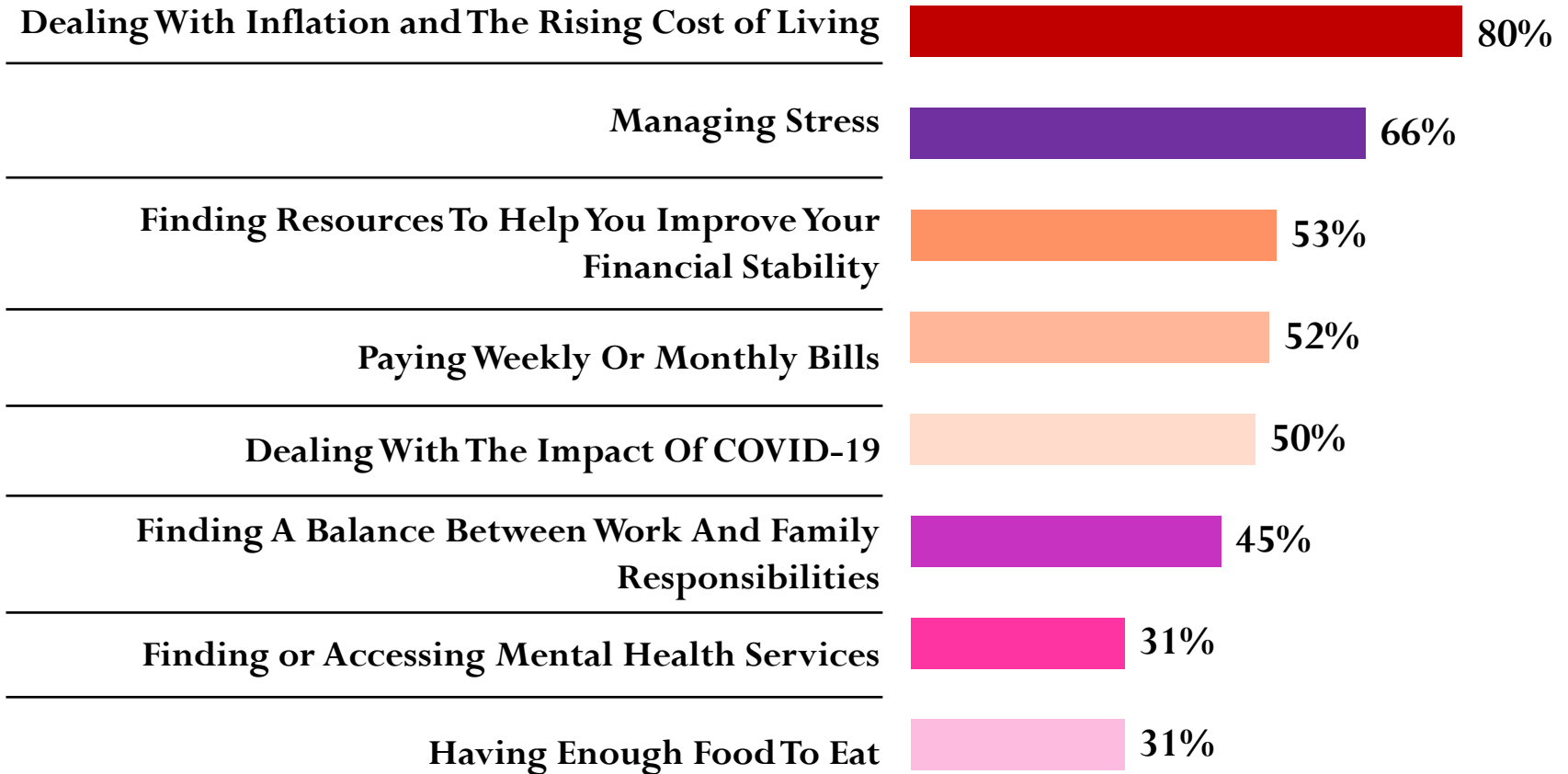


I cover basic expenses every month with more than a little left over for other things



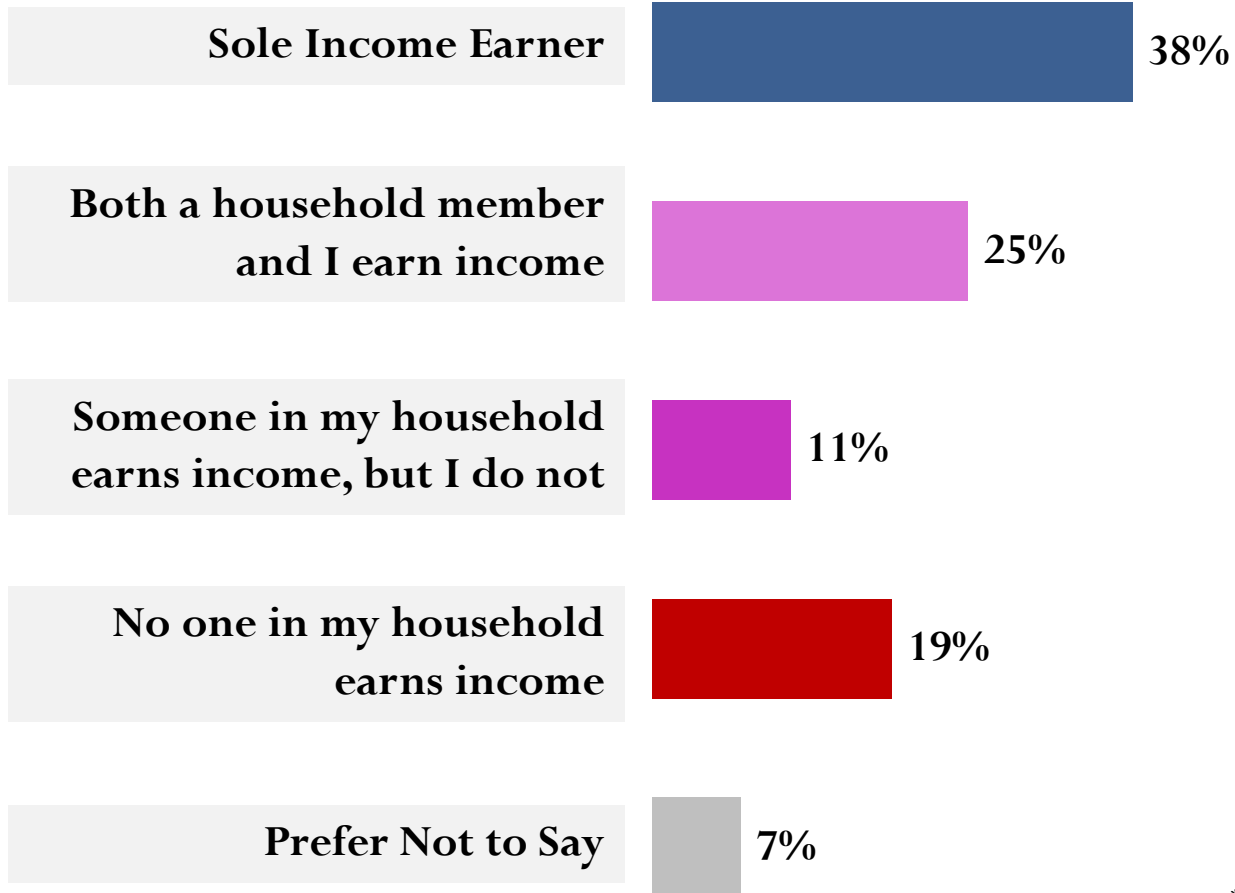
# 4 IN 5 REPORT HAVING DIFFICULTY DEALING WITH INFLATION; MANAGING STRESS IS ALSO A NOTABLE CHALLENGE FOR MANY

Q: Thinking about the last 12 months, have you had difficulty with any of the following?

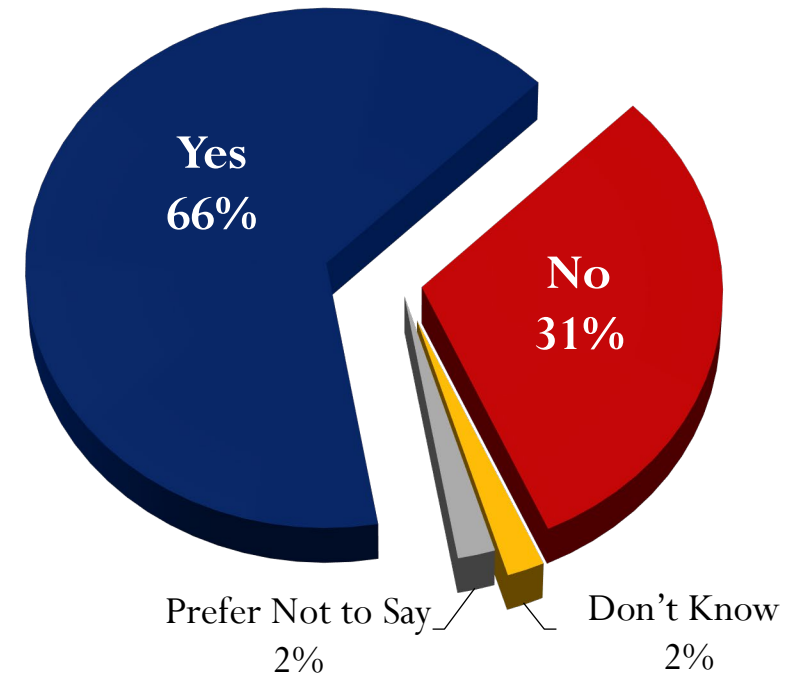


# 2 IN 3 BLACK WOMEN WHO ARE EMPLOYED ARE PRIMARY BREADWINNERS

## Employment



Would you consider yourself the primary income earner or “breadwinner” in your household?\*



\*Asked among women who report earning income through work or self-employment.



# IN THEIR OWN WORDS: PRESSING CONCERNS



“ Unsafe public transportation, being able to find an affordable car (including payments, down payment, and insurance), finding a Black female physician, need a sabbatical – [my] mother died, could not take time to mourn due to need[ing] to keep working to cover additional funeral cost all while caring for Mom...need to see a doctor for health and I'm worried about illness. Physicians often dismissive of Black women over 50. ”

- *Survey Respondent, Age 64, Los Angeles*

“ Affordable housing. Wages in California to match the quality of living. Not having to earn three times the rent. Being able to afford food and health care. Getting a better job that doesn't require me to speak Spanish. Not becoming a paycheck away from being homeless. Again. ”

- *Survey Respondent, Undisclosed Age, Central Coast*

# IN THEIR OWN WORDS: PRESSING CONCERNS



“

”

With inflation, it's been difficult to separate what to spend more on—like should I spend my paycheck on paper towels or body wash and other essential items? Alongside this because the pandemic is not a worry, a lot of people's benefits for SNAP have been cut and I'm worried mines will to, because I was recently employed, and I have money. But this extra money is going towards expenses for my university education.

- *Survey Respondent, Age 21, Los Angeles*

“

”

There was little to no help with the long-term effects from Covid. I lost my business and while there was a lot of support for larger businesses, there was little for small businesses, which feed our families.

We have been struggling since as the bills continue to climb.

- *Survey Respondent, Age 38, Inland Empire*

# DISCRIMINATION • FINANCIAL INSTABILITY • HEALTH RANK AMONG TOP CONCERNS FOR BLACK WOMEN

Q: Listed below are things that some people worry about and others do not. Please indicate how worried, or not, you are about each one.

Being **discriminated against** or **treated unfairly** because you are a Black woman

80%

Not having enough money saved for retirement

77%

Maintaining or achieving **financial stability**

76%

Being able to **make ends meet**

70%

Being diagnosed with a **chronic illness** or **serious health condition**

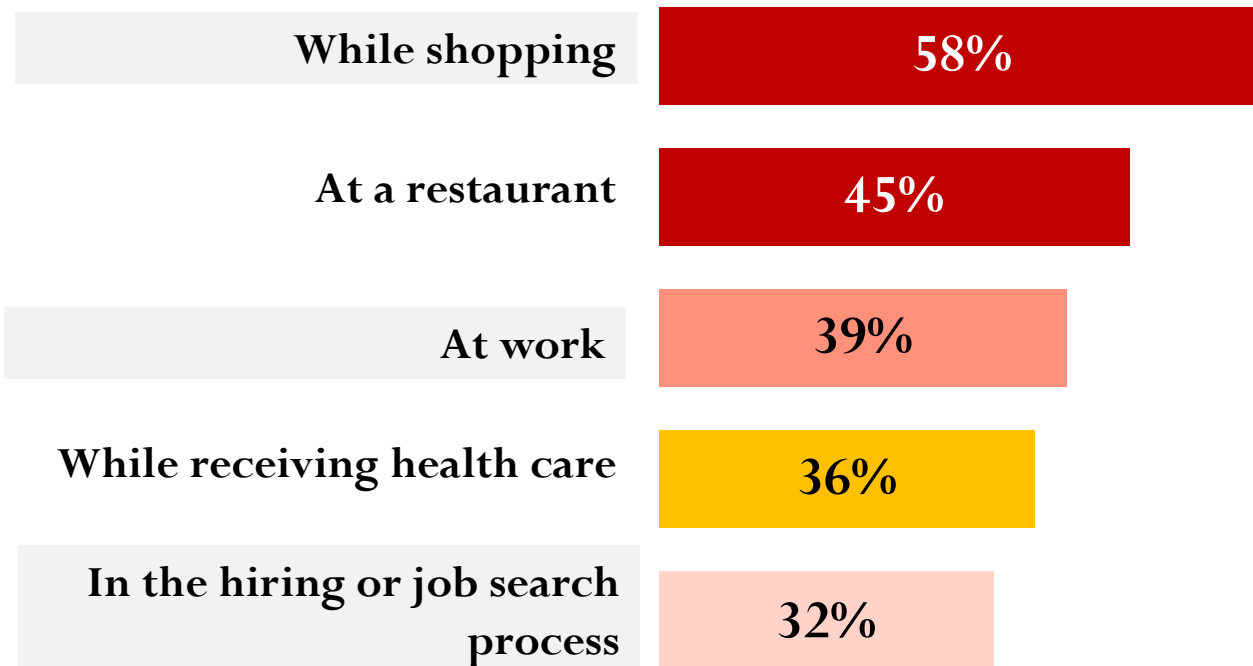
68%

40%

of Black women report that racism and discrimination has limited their income and/or earning capacity

# BLACK WOMEN REPORT EXPERIENCING RACISM AND DISCRIMINATION IN A RANGE OF EVERY-DAY CONTEXTS

Q: Thinking about the last 12 months, have you experienced racism and/or discrimination in any of the following places: [Percent reporting "Yes"]



34%  
of Black women report that they often receive poorer treatment than other people when accessing public services

# NEARLY 2 IN 5 BLACK WOMEN REPORT BEING TREATED WITH LESS RESPECT THAN OTHER PEOPLE

72%

of Black women say there is only some, little or no opportunity for Black women in California to get ahead

75%

of Black women say that Black women are viewed negatively in society today

In your day-to-day life, how often do any of the following things happen to you because you are a Black woman? [*Total Very / Somewhat Often*]



# NEARLY 1 IN 3 BLACK WOMEN REPORT FACING EMOTIONAL OR PSYCHOLOGICAL ABUSE

31%

of Black women report experiencing emotional or psychological abuse in the 12 months

26%

of Black women report feeling unsafe in the neighborhood in which they currently live

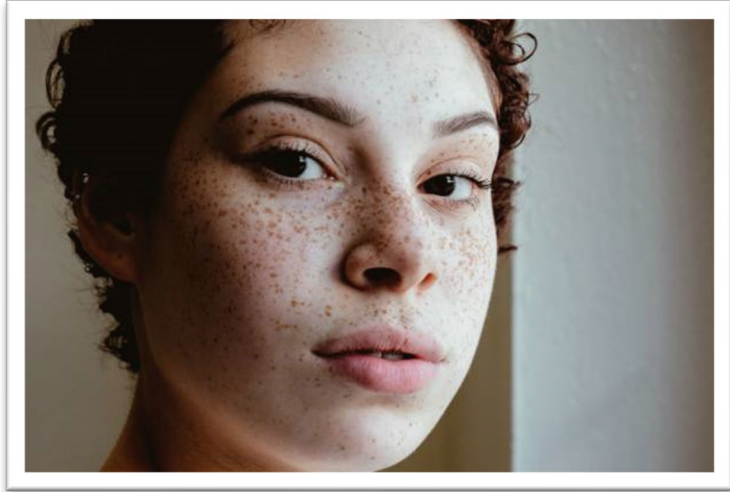
“ I worry about crime and also go above and beyond to avoid police interactions; I don't want to become another hashtag. ”

- Survey Respondent, Age 43, Bay Area

50%

of Black women report feeling unsafe interacting with police or law enforcement

# IN THEIR OWN WORDS: THE TOLL OF ECONOMIC INEQUALITY, RACISM, AND DISCRIMINATION



“

”

I am at my limit. Every turn is a blockade because I am a Black Woman. It's an intergenerational trauma that persists because society is not prioritizing Black Women, especially when it comes to building and forming holistic economies. We are constantly expunged and not uplifted. I am a high performing individual and cannot get ahead. Banks don't loan to us. Corporations tokenize us, and often only consider us when it comes to DEI marketing. I don't have generational wealth, my bills are overdue, I've been displaced due to development and gentrification. I don't have access to quality healthcare, includ[ing] mental health. I am tired.

- *Survey Respondent, Age 21, Los Angeles*

# TOP POLICY PRIORITIES

## PAY EQUITY • HOUSING • VIOLENCE PREVENTION

1. Ensuring that Black women earn **equal pay for equal work** compared to men and women of other backgrounds (**88% Extremely Important**)
2. Making **housing more affordable** (**86% Extremely Important**)
3. Doing more to **protect Black women and girls from violence** (**85% Extremely Important**)
4. Expanding access to **quality, affordable health care** (**84% Extremely Important**)
5. Expanding access to **affordable, fresh, healthy food** (**80% Extremely Important**)
6. Expanding access **to mental health services** (**80% Extremely Important**)



# **CA BLACK WOMEN'S COLLECTIVE EMPOWERMENT INSTITUTE**

BACKGROUND

# MISSION, VISION, VALUES

Mission: *Uplift the voices and issues of California Black Women and Girls*



Vision: *Improve the lives of Black Women and Girls throughout California*



Values: REACH

Resilient

Elevate

Advocate

Collaborative

Hopeful

# CALIFORNIA BLACK WOMEN'S COLLECTIVE EMPOWERMENT INSTITUTE

- The California Black Women's Collective Empowerment Institute, a 501C3 non-profit organization, focuses on improving the lives of Black Women and Girls throughout the state. Through partnerships with corporate, social, not for profit, and advocacy entities, the Empowerment Institute develops programs and initiatives that have a meaningful impact on dismantling systemic social, economic and physical barriers. The purpose of the Empowerment Institute is to:
  - Serve as the anchor organization for the CA Black Women's Think Tank with academic partner, California State University at Dominguez Hills
  - Elevate our voice, power, and participation to secure adequate representation and reparations;
  - Amplify our issues and priorities that are vital to elevate Black Women; organize and leverage
  - Utilize our extensive talent, influence, networks, and brilliance into areas of collective alignment;
  - Eliminate the racist and sexist attacks on Black Women and Girls; and
  - Elevate the agenda and collective power of Black Women locally and nationally to secure the social and economic safety-net

# COLLECTIVE LEADERSHIP

- Board

- Regina Wilson, President and CEO of California Black Media - **BOARD CHAIR**
- LaNiece Jones, Executive Director of Black Women Organized for Political Action - **BOARD TREASURER**
- Angela Minniefield, SVP and COO, Charles R. Drew University of Medicine and Science - **BOARD SECRETARY**
- California Assemblymember Lori Wilson, Chair of the Legislative Black Caucus
- Kellie Todd Griffin, President & Chief Executive Officer, CA Black Women's Collective Empowerment Institute - Ex-Officio

- Staff

- Kellie Todd Griffin, President & CEO
- Anneca Peoples, Manager of Programs
- Raksha Koppam, Senior Research Associate

# ADVISORY BOARD

| First Name | Last Name      | Title                                   | Organization (for identification purposes only)         |
|------------|----------------|---|---|
| Sonya      | Aadam          | CEO                                     | California Black Women's Health Project                 |
| Dezie      | Woods-Jones    | BWOPA STATE PRESIDENT                   | Black Women Organized for Political Action              |
| Angela     | Reddock-Wright | Founder & Managing Partner              | Reddock Law Group                                       |
| Crystal    | Crawford       | Executive Director                      | Western Center on Law & Poverty                         |
| Darla      | Claypool       | Sr. Director, Corporate<br>Philanthropy | City of Hope  |
| Glenda     | Gill           | President and CEO                       | Save a Girl Save a World                                |
| Jacquelyn  | Dupont-Walker  | Presi3                                  | WEDC (Ward Economic Development? )                      |
| Julianne   | Malveaux       | Dr. Julianne Malveaux                   | Dean, College of Ethnic Studies, Cal State LA           |
| Kristin    | McGuire        | Executive Director/ CEO                 | Young Invincibles                                       |
| Pamela     | Sparrow        | Analyst                                 | State of California                                     |
| Sarah      | Harris         | President and CEO                       | Black Business Association                              |
| Sonya      | Aadam          | CEO                                     | California Black Women's Health Project                 |
| Yvonne     | Wheeler        | President                               | Los Angeles County Federation of Labor                  |
| Fredericka | McGee          | Chief of Staff                          | Los Angeles Supervisor Office of Hon. Holly J. Mitchell |
| Joni       | Ricks-Oddie    | Long Beach Councilmember                | City of Long Beach                                      |
| Dr. Robyn  | Fisher         | President/CEO                           | RTFisher Educational Enterprises, Inc                   |
| Treva      | Reid           | City Councilmember                      | City of Oakland   |
| Darlene    | Futrel         | President                               | National Action Network Orange County                   |
| Addie      | Ellis          | Educational Consultant                  | UnleashedYou  |
| Tresla     | Gilbreath      | President and CEO                       | Multi Facet Inc. Management Group                       |
| Angela     | de Joseph      | Founder/President                       | Women of Color Roar                                     |
| K. Patrice | Williams       | Councilwoman                            | City of Fairfield                                       |
| Latressa   | Alford Wilson  | President                               | BWOPA Solano Napa Chapter                               |
| Tanya      | Burke          | Director                                | Mt. San Jacinto College                                 |
| Cheryl     | Brown          | Commissioner                            | CA Commission on Aging                                  |

## PROGRAMMING

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We produce programming includes initiatives that focus on lifting up the voice and issues of Black Women throughout the state. The Collective has over 2,000 Black Women leaders and partner organizations that participate in programming designed to inform and engage Black Women, advocates, policy makers and change agents.

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We serve as a resource as well as repository of information and expertise for non-profit and advocacy organizations that work on issues that impact Black Women, their family and their communities. We also work as a consultant and strategic partner to help ensure organizations and their work can be scalable and sustainable.

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CA Black Women's Collective Empowerment Institute received a \$5 million grant from the state to create the CA Black Women's Think Tank to be housed at California State University at Dominguez Hills. This policy, non-partisan think tank is the first in the nation to focus exclusively on Black Women and girls through research and leadership development.

# CA BLACK WOMEN'S THINK TANK

**Goal:** Become a national model of action and research that advance advocacy and address disparity gaps that impact the quality-of-life indexes for California Black Women, their families and their communities at large throughout California

**Essential functions:**

- Advocacy to advance policy that drives change at all levels of government and across sectors;
- Engagement that empowers and advances equity and inclusion;
- Applied research that serves as a source of truth to drive meaningful change;
- Capacity building to connect local, state and national policy; and
- Resource for data sources and tools.

# CA BLACK WOMEN'S THINK TANK

- The mission of the California Black Women's Think Tank is to provide actionable policy solutions to eradicate persistent and evolving barriers that Black Women and Girls experience in California.
- It will be a forum for leading experts, scholars, and business leaders to participate in major public policy debates and promote ideas that advance Black Women and their families.
- It will use evidence-based research, analysis, convenings, and strategic communications to support California Black Women, their families and their communities at large.
- The Think Tank includes three components: **Research and Innovation Institute; Professional Development Institute; and the Black Talent Initiative (The Firm)**



| Focus Area                                       | Programming  |
|--|--|
| <p><b>Research and Innovation Institute</b></p>  | <p>The Research and Innovation Institute will focus on identifying opportunities to improve the economic and social status of California Black Women, their families and their communities at large. The research will cover various issues, including improving economic security, increasing wealth, and strengthening the social and economic safety net. It will be done through analyzing data on issues that impact California Black Women, their families and their communities at large. Through this work, the firm will inform thought leaders, stakeholders in corporations, policymakers at every level, and advocates with insights on effective ways to advance the economic and social policy interests. Overall, this work will provide more substantial discussions with lawmakers and other advocates to ensure better resources and outcomes.</p> |
| <p><b>Professional Development Institute</b></p> | <p>The Professional Development Institute will partner with training programs to prepare Black Women with skills and leadership training needed to succeed and bring California forward. It will also serve as a training partner for public and private entities to create to expand educational opportunities for their Black Women staff. In addition, the Professional Institute will be centered around Black Women in policy discussions on the current state of the workforce, future state of work, workforce development, and access to good jobs. This will ensure that the training programs and policies created will expand the opportunities for Black Women.</p>  |
| <p><b>Black Talent Initiative</b></p>            | <p>The Talent Initiative, "The Firm" will serve as a statewide Black talent pool ensuring Black Women candidates are prioritized for positions in government, public affairs, business, and academia who will make decisions that can impact long-term systemic change in local, state, and federal policies and practices. It will be a clearinghouse for the best and the brightest talent throughout the state. In addition, the firm will serve as a resource for state and local appointments, state administration positions and legislative offices openings. In addition, it will analyze staff and gender diversity in government, business, and academia.</p>  |

# THANK YOU

More more information, contact Kellie Todd Griffin at  
[ktodd@CABlackWomensCollective.org](mailto:ktodd@CABlackWomensCollective.org)

[WWW.CABLACKWOMENSCOLLECTIVE.ORG](http://WWW.CABLACKWOMENSCOLLECTIVE.ORG)