

NFL Personal Conduct Policy a Step in the Right Direction: Melanie L. Campbell



Washington, DC – In response to the National Football League’s (NFL) recently released revamped Personal Conduct Policy for players and other employees that was ratified unanimously by 32 league owners, Melanie L. Campbell, convener of the National Coalition on Black Civic Participation’s Black Women’s Roundtable (BWR), issued the following statement:

“The Black Women’s Roundtable is optimistic about the progress the NFL has made in their continued efforts to put tougher personal conduct policies in place and also create programs designed to change the culture of violence in the league and beyond. By including a diverse group of individuals and organizations with expertise in domestic violence and sexual assault, the NFL is headed in the right direction.

“BWR provided recommendations to the NFL on culturally-competent best practices to eradicating domestic violence and sexual assault during meetings with NFL executives held at their New York headquarters. Some of our initial concerns, including the urgent need for the NFL to include Black women on their external advisory group for domestic violence and sexual assault, were addressed after our initial meeting with NFL executive vice president of football operations, Troy Vincent, NFL’s new vice president of social responsibility, Anna Isaacson, and other NFL executives. The NFL subsequently appointed Dr. Beth Richie, professor of African American studies, criminology, law, and justice, and Director of the Institute for Research on Race and Policy at the University of Illinois, to the NFL’s external advisory group on domestic

violence and sexual assault. Dr. Richie's education and experience sent a message that the NFL was serious about seeking serious solutions.

"BWR also provided a list of individuals and community-based organizations with expertise in culturally-specific service delivery, policy and program development that we recommend the NFL consider engaging, particularly related to the African-American community to the NFL at our meeting with NFL Commissioner Roger Goodell.

"In addition to overhauling their Personal Conduct Policy, the NFL is deploying education and training on domestic violence, child abuse, and sexual assault which is mandatory for all league and club personnel, including owners, coaches, and executives. They are also providing individual and family support and are supporting programs that focus on character development, healthy relationship education, as well as dating violence, domestic violence, child abuse, and sexual assault for players, and coaches in college, high school, and youth football.

"BWR looks forward to continuing to advise and engage the NFL as they move in a positive path to getting it right by changing the culture of violence and abuse within the organization and addressing issues of diversity and inclusion throughout the NFL."

NFL Must Get it Right Says Black Women's Roundtable



Members of the Black Women's Roundtable look on as Dr. Avis

Jones-DeWeever (at podium) shares her experience with domestic abuse during the BWR press conference urging NFL commissioner Roger Goodell to add Black women to his advisory team. The press conference was held during the CBCF Annual Legislative Conference in DC. PHOTO CREDIT: Paulette Singleton.

Washington, DC – Expressing absolute agreement with National Football League (NFL) Commissioner Roger Goodell that he “got it wrong,” the Black Women’s Roundtable Public Policy Network (BWR) held a press conference today to urge the commissioner to take swift action to “get it right,” starting by appointing black women experts in domestic violence and sexual assault to the recently established Domestic Violence Advisory Board.

“The fact that not one of the women experts appointed to the advisory board was Black is totally unacceptable,” said Melanie L. Campbell, president and CEO, National Coalition on Black Civic Participation and convener, BWR. “Nearly 70 percent of the NFL players are Black and most of the victims are Black women and children. Clearly, Black women understand the social construct and cultural sensitivities of the victims as well as the young players from our community and can advise the NFL accordingly.”

“Victims of domestic violence and sexual abuse are our daughters, granddaughters and sisters, we are here to support them,” adds Marcia Dyson, CEO and Founder, Women’s Global Initiative. “We don’t want anyone to believe that Black men are the poster boys for domestic violence. These young men are our sons and brothers. Many of them went through school as star athletes and came out without the proper boundaries.”

The women say the nature of the game of football promotes violence. They believe that since NFL makes millions off a violent sport, they should take more responsibility for some of the violence and commit to funding holistic, family-oriented counseling, training and prevention programs.

Noting that violence in the NFL is a reflection of the broader society, Campbell adds, "It's not just Goodell who needs to get it right. The owners, coaches, and others in management must take the lead in the quest to eradicate violence in the NFL, other sports and, since so many young people look up to athletes, in the broader community. The NFL needs to step up given their role in society."



Members of the Black Women's Roundtable look on as Teresa C. Younger of Ms. Foundation for Women (at podium) expresses her support of the campaign urging NFL commissioner Roger Goodell to get it right by adding Black women to his advisory team. during a press conference held during the CBCF Annual Legislative Conference in DC. PHOTO CREDIT: Paulette Singleton.

"The NFL's advisory team must include Black women with a demonstrated expertise in the development and implementation of culturally specific services, policies, and programs addressing domestic violence and sexual assault in the Black community, said Karma Cottman, executive director, DC Coalition Against Domestic Violence. "The NFL must also include domestic and sexual violence organizations that are by and for the Black community among the NFL's organizational advisors."

The women provided details about specific actions they will take over the next few weeks to elevate the voices of Black women in the conversation about domestic violence in the NFL, other sports, and the broader issue of domestic violence nationally. Actions include:

- * Creation of an online petition (<http://tinyurl.com/ll6cnw7>) urging Commissioner Roger Goodell to immediately include Black women as external domestic violence experts on the NFL's Domestic Violence Advisory Board.

- * Launch of a social media campaign that will include twitter

town hall meetings featuring celebrities. The first twitter town hall will take place Tuesday September 30, 2014 at 2 PM ET. (Hashtag #NFLgetitright).

- * Outreach to BWR partners to write letters to the NFL supporting the BWR initiative.

- * Provide recommendations on Black women experts and Black organizations.

- * BWR and partners will meet with corporations who sponsor the NFL

- * Meet with Ana Isaacson and Troy Vincent to plan a larger meeting to address domestic violence, sexual assault and other diversity issues plaguing the NFL. (Set for October 1st in NY)

- * Meet with NFL Commissioner Roger Goodell as requested in the BWR open letter.

On September 16, 2014 BWR sent an open letter to a letter to NFL Commissioner Roger Goodell requesting an emergency meeting with him to address the fact that there are no black women included in the recently established advisory group of women appointed to assist in developing new policies to eradicate domestic violence within the NFL. To date, our request to meet with Commissioner Goodell has not been scheduled.

Avis Jones-DeWeever, Ph.D., Incite Unlimited, LLC, shared her personal story of abuse and Pam Meanes of the National Bar Association, spoke of her sister's tragic murder at the hands of her spouse. Other BWR members and allies speaking at the press conference include: Chanelle Hardy, National Urban League; Janaye Ingram, National Action Network; Teresa Younger, Ms. Foundation for Women; Waikinya Clanton,, N.O.B.E.L. Women; and Elsie Scott, PhD, Ronald W. Walters Leadership & Public Policy Center.

"BWR expects that the commissioner and leadership of each of the 32 teams in the NFL will increase their diversity acumen and demonstrate cultural competence," offers RenÃ© Redwood, CEO, Redwood Enterprise, LLC. "Culturally competent people know how to take advantage of teachable moments, how to ask

questions without offending, and how to create an environment that is welcoming to diversity and to change.”

Rev. Barbara Williams-Skinner, PhD, National African American Clergy Network, concludes, “It’s not just a health, criminal, business or human issue, it’s a moral issue.”

For more information visit www.ncbcp.org

Black Women in the US: Progress Made, But Key Areas Need Attention



Contributors to Black Women’s Roundtable report, Black Women in the U.S., 2014 stop for a photo during the BWR Summit kick-off at the National Council of Negro Women headquarters. Pictured (L-R):Dr. L. Toni Lewis, SEIU Healthcare; Joycelyn Tate, Telecom Talk; Melanie L. Campbell, Black Women’s Roundtable; Felicia Davis, Building Green Network; Avis Jones-DeWeever, PhD, Incite Unlimited; Rev. Barbara Williams-Skinner, Ph.D.; and Carol Joyner, Labor Project for Working Families. PHOTO CREDIT: CIT-VISUALS

Washington, DC – A report released today by Black Women’s Roundtable Public Policy Network (BWR), Black Women in the U.S., 2014, found that significant progress has been made since key historical markers however, there are many areas that remain in need of dire national attention and urgent action. The report was released during a legislative briefing at the historic headquarters of the National Council of Negro

Women (NCNW). The event kicks off the BWR National Summit taking place over the next three days.

“This report is a quick glimpse at where we are. We use this document as a roadmap during our BWR summit,” says Melanie L. Campbell, president and CEO National Coalition and convener, BWR. “Black women are a powerful force and we plan to demonstrate that power by working collaboratively and intentionally across issues to usher in a new set of progressive policies and leaders to champion our cause. In the coming days, we will unveil specific details about the implementation of the Power of the Sister Vote!”

“We look at the tragedies and the triumphs surrounding Black Women’s lives across a variety of different indicators and areas of inquiry,” Adds Avis Jones-DeWeever, PhD, Incite Unlimited and editor of the report. “Black women have made progress since key historical markers such as the 1964 Civil Rights Act, Brown v. Board of Education, and the onset of the War on Poverty, but many areas remain that need urgent action.”

The following are some of the key findings from Black Women in the U.S., 2014:

Black Women’s Health Still in Need of Dire Attention

~ For Black women, having a baby can be deadly. The maternal mortality rate for Black women is fully three times that of white women and is on par with several developing nations.

Sixty Years Post-Brown, Education Still Separate, Still Unequal, Yet Black Women Still Excel

~ While much recent attention has been focused on the degree to which Black boys are impacted by the school-to-prison pipeline. Black girls experience an out-of school suspension rate fully 6 times that of white girls.

~ In spite of these challenges, over the past five decades,

the high school graduation rates of Black women have jumped 63%, virtually eliminating the gap with Asian women (down to 2%), and significantly narrowing the gap with white women (7%).

Black Women Work, but Lag Behind in Pay

~ As they have from the beginning of their experience in America, Black women lead all women in labor force participation rates. Even as mothers of small children, Black women are overwhelmingly likely to work.

~ Yet, despite their strong work ethic, Black women remain behind economically largely due to a doubly disadvantaged wage gap and over-representation in low-wage fields.

No Golden Years for Black Women

~ Largely due to years of pay disadvantages, decreased access to employer-sponsored pension plans, and a stunning lack of overall wealth accumulation, Black women over 65 have the lowest household income of any demographic group in America.

~ Still, Black women are especially reliant on Social Security in their retirement years. In fact, if it were not for social security, the poverty rate for Black women would more than double.

Labor Unions Make a Difference in the Working Lives of Black Women

~ Even though Unions have been under attack in recent years, Black women have maintained a higher rate of unionization than other groups.

~ Black women who are covered under collective bargaining agreements make higher wages and have greater access to benefits than women of all races or ethnicities who are non-unionized.

Black Women Vulnerable to Violence and the Criminal Justice System

~ Black women are especially likely to be a victim of violence in America. In fact, no woman is more likely to be murdered in America today than a Black woman. No woman is more likely to be raped than a Black woman. And no woman is more likely to be beaten, either by a stranger or by someone she loves and trusts than a Black woman.

~ Though it is true that Black women remain more likely than any other group of women in America today to go to prison, the incarceration rates of Black women have declined tremendously in recent years. In fact, Black women's incarceration rate has fallen from six times that of white women, to now, three times that of white women.

Black Women Mean Business

~ Black women are the fastest growing segment of the women owned business market, yet Black women-owned firms trail all other women when it comes revenue generation. Black women receive only 6% of the revenue generated by all women-owned businesses. That compares to 29% received by white women.

~ Though data is largely unavailable broken down by both race and gender, we can impute that if Black women were to receive merely 6% of the 5% government target for awards to all women, then Black women business owners would receive a stunningly low .3% of all federal contracts.

Black Women and Politics, Still Unbought and Unbossed

~ Black women make up the most dynamic segment of the Rising American Electorate. In the past two Presidential elections, Black women led all demographic groups in voter turnout.

~ And even without President Obama on the ballot, in the recent pivotal Virginia gubernatorial election, Black women once again, exceeded all other groups in turning out on Election Day. As such, Black women were a key factor in turning Virginia Blue heading into the 2014 mid-term elections.

~ While Black women vote at dynamic rates, Black women remain

woefully underrepresented in elected office. Black women hold only 3 % of state legislative seats, and less than 3% of seats in Congress. And 2014 makes the 15th consecutive year that no Black woman has held a seat in the United States Senate.

Black Women Trailing in the Technology Race

~ Though proficiency in the STEM fields is widely acknowledged as a key for the workplace of the future, Black women lag far behind. Today, Black women only make up 2% of practicing scientists and engineers in the workforce.

~ Many Black women in college studying STEM disciplines report feelings of isolation and experience toxic environments. Black female STEM students report being excluded from study groups, having difficulty finding study partners, and being assigned fewer tasks than other group members based on assumptions of incompetence.

BWR, an intergenerational women's policy network of the National Coalition on Black Civic Participation (NCBCP), stays at the forefront of championing just and equitable public policy on behalf of Black women and girls and promotes health and wellness, economic security, education and global empowerment as key elements for success. For more information or a copy of the report visit www.ncbcp.org.

The Economy – Channel Hardy, J.D., National Urban League Policy Institute

Education – Avis Jones-DeWeever, Ph.D., Incite Unlimited

Politics – Elsie Scott, Ph.D., Ronald W. Walters Leadership & Public Policy Center, Howard University, Waikinya Clanton, NOBEL-Women

Business – Felicia Davis, Building Green Network

The Labor Movement – Carol Joyner, Labor Project for Working Families,

Robin Williams, UFCW

STEM – Joycelyn Tate, J.D., Telecom Talk

Exposure to Violence & the Criminal Justice – Avis Jones-DeWeever, PhD, Incite Unlimited

Health & Wellness – Avis Jones-DeWeever, PhD, Incite Unlimited
and

Dr.L. Toni Lewis, SEIU Healthcare

The Retirement Years – Edna Kane-Williams, AARP

What's At Stake: A BWR Public Policy Agenda for 2014
&BeyondMelanie Campbell, National Coalition on Black Civic
Participation, Makani Themba, The Praxis Project, Rev. Barbara
Williams-Skinner, Ph.D., Skinner Leadership Institute

BWR Civic Engagement and Empowerment Strategy (2014-2020)-

Melanie Campbell, NCBCP, Letetia Daniels Jackson, Tandeka LLC,
Groundswell Fund

Black Women's Roundtable Kicks-Off 50th Anniversary March on Washington Week of Activities



Washington, DC – Women played an integral role in the 1963
March on Washington and the civil rights movement overall,
however, their story is rarely told. Black Women's Roundtable
(BWR), an initiative of

The National Coalition on Black Civic Participation (NCBCP),
will bring leaders together to discuss the contribution women
have made – past and present – to the civil rights movement
and to begin to craft a multi-ethnic women's public policy
agenda. Hosted as part of the official 50

th Anniversary March on Washington Week of Activities, the
women's gathering is focused on the march themes of jobs,

freedom, peace and social justice, and will be held Thursday Aug. 22, 2013, 10:00 am – 1:30 pm at the Hyatt Regency Capitol Hill. The discussion will be presented in three segments:

Segment 1: The Past:

Telling HerStory: An Intergenerational & Multi-Ethnic Conversation

A delegation of women leaders and participants in the 1963 March on Washington and the 60's Civil Rights Movement will discuss how they fought and overcame gender discrimination sharing insight with women leaders of The Movement today.

Segment 2: The Present:

The Unfinished Business for Women's Rights 50 Years Later

This panel is an intergenerational & multi-ethnic discussion among leaders to examine unfinished business of the civil rights, women's rights and social justice movements. Women leaders will recommend public policy solutions and strategies to address current issues impacting women and girls.

Segment 3: The Future:

Visioning Conversation: What Women's Equality Will Look Like in 2063

In small groups the women will prioritize issues and discuss organizing strategies to address key policy priorities impacting women, girls and families. Outcomes will be captured in a brief document.

WHO:

Black Women's Roundtable, the women's initiative of NCBCP.

Melanie Campbell, President & CEO, NCBCP & Convener, BWR

Tamika Mallory, National Executive Director, NAN

Clayola Brown, President, APRI

Rev. Bernice King, CEO, The King Center

Dr. Thelma Daley, Chair, Women in the NAACPmarched in 1963]

Marian Wright Edelman- President, Children's Defense (invited)

Christine Chen, President, Asian Pacific Islander Vote

Ingrid Saunders-Jones, Chair, National Council of Negro Women
Davis, Director, Building Green, Clark-Atlanta University
Jessica Gonzales-Rojas, Executive Director National Latina
Institute for Reproductive Health and co-chair of the National
Coalition on Immigrant Women's Rights
Denise Fairchild, President, Emerald Cities
Joy-Ann Reid, The Griot.com & MSNBC Contributor
Dr. Avis Jones-DeWeever, Author, Speaker, Radio Host & Social
Entrepreneur
Terry O'Neill, President, NOW
Dara Richardson-Heron, M.D., President, YWCA USA
Ellie Smeal, President, Feminist Majority Foundation
Makani Themba, Executive Director, The Praxis Project
Karen Sees, President, Coalition of Labor Union Women
Myrlie Evers-Williams, Chair Emeritus, NAACP
Beverly Alston – attended 1963 MOW
Congresswoman Eleanor Holmes at 1963 MOW (invited)
Congresswoman Donna Edwards (invited)
Congressman John Lewis (invited)

WHAT:

Women Leaders of The Movement: Past, Present and Future,
Dialogue & Luncheon as part of the official 50th Anniversary
March on Washington Week of Activities

WHEN:

DATE: August 22, 2013 TIME: 10:00 am – 1:30 pm

WHERE:

Hyatt Regency Capitol Hill
400 New Jersey Avenue, NW Washington, DC