



**EQUITY
RESEARCH
ACTION
COALITION**

UNC Frank Porter Graham
Child Development Institute

The Black Child National Agenda

Equity Research Action Coalition Statewide Analysis Final Report
December 2024



Introduction

The Equity Research Action Coalition, in partnership with POINTS of ACCESS, LLC, and the National Black Child Development Institute, has embarked on a groundbreaking initiative known as the Black Child National Agenda. This collaborative effort has been driven by a compelling and time-sensitive mission - to challenge and redefine the prevailing negative and stereotypical narrative surrounding Black children, families, and communities. At its core, this initiative seeks to confront and rectify policies and systems that perpetuate disparities and infringe upon the fundamental human rights and overall well-being of these communities.

In a significant milestone for the Black Child National Agenda, a data dashboard was unveiled in September 2023. This dashboard serves as a comprehensive repository of diverse data and indicators, all intimately tied to the multifaceted policy areas outlined within the agenda. It represents a pivotal step towards enhancing awareness, monitoring progress, and fostering change in support of Black children, families, and communities.

The Policies of The Black Child National Agenda

Seven of the 10 policies of the Black Child National Agenda which are examined in this report are:

- **Policy #1: Maintain Child Tax Credit and Income Supports**
- **Policy #2: Address Racial Disparities in Wages and Career Advancement**
- **Policy #3: Invest in Black-owned and Black-led Businesses, Organizations, and Institutions**
- **Policy #4: Expand Family and Medical Leave Act**
- **Policy #5: Expand Health Insurance**
- **Policy #6: Expand Universal Access to Early Care and Education**
- **Policy #7: Address Harsh and Unfair Discipline Practices**



The Indicators Examined in this Document

The primary objective of the document at hand is to evaluate and rank the performance of each state concerning a crucial indicator associated with each specified policy within the Black Child National Agenda. These rankings are designed to gauge how effectively states are addressing the unique needs and concerns of their Black populations, thereby shedding light on disparities and areas where improvement is urgently required.

- **Indicator #1: Percentage of Black Children Aged 0-5 Experiencing Poverty**
- **Indicator #2: Percentage of Workers With Children Earning More Than \$75,000 Per Year**
- **Indicator #3: Percentage of Black Self-Employed Workers**
- **Indicator #4: Percentage of Black Infant Deaths**
- **Indicator #5: Black Americans in Households With Children Without Health Insurance**
- **Indicator #6: Black 3 & 4 Year-Olds in Nursery School or Pre-K**
- **Indicator #7: Ratio of Disciplinary Instances to Black Student Enrollment**

About The Data

The data referenced throughout the Black Child National Agenda and this report was compiled from a variety of sources including:

- IPUMS USA, American Community Survey – <https://usa.ipums.org/usa/>
- Bureau of Labor Statistics – <https://www.bls.gov/>
- US Census Bureau – <https://www.census.gov/>
- Child Opportunity Index – <https://www.diversitydatakids.org/child-opportunity-index>
- Centers for Disease Control Wonder Database - <https://wonder.cdc.gov/>

POLICY #1: MAINTAIN CHILD TAX CREDIT & INCOME SUPPORTS

Indicator: % of Black children aged 0-5 experiencing poverty

There are notable disparities in poverty rates among Black children, with states like New Hampshire and Maryland having the lowest rates, while Louisiana and West Virginia report the highest. Although poverty disparities between Black and non-Black children remain, some states have seen reductions since 2019. Black Americans saw the highest income growth (29.4%) from 2018 to 2022, matched by a 28.8% rise in expenditures, reflecting both progress and continued financial challenges.

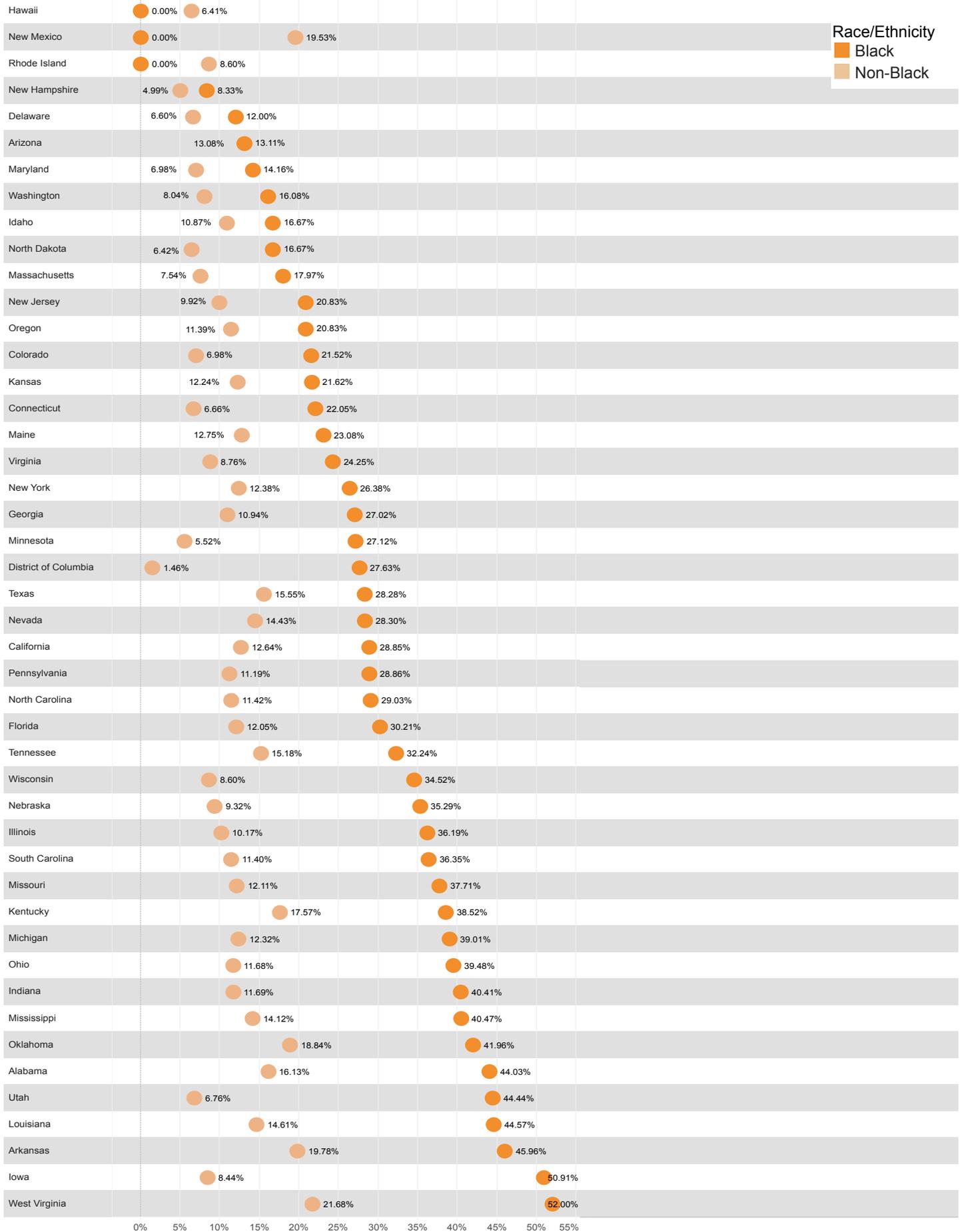
The first policy area is for the maintaining of the Child Tax Credit and other income supports. The purpose behind this policy is to ensure the well-being and future prospects of Black children, particularly those in their formative years. The need for this policy is assessed using several indicators present in the Black Child National Agenda (BCNA) data dashboard such as comparing income levels and expenses between Black Americans with that of other races/ethnicities.

In this document we use data from the American Community Survey to rank states according to the percentage of Black children aged 0-5 who are living at or below the federal poverty level, a telltale sign of economic hardship and systemic challenges.

Figure 1 shows the 2022 poverty rates for Black children compared to non-Black children in each state. Alaska, Montana, South Dakota, and Wyoming are excluded due to insufficient Black representation in the sample. While Hawaii, New Mexico, and Rhode Island appear to have 0% poverty among Black children, these states have relatively small Black populations: in Hawaii, 10 of 291 sampled children are Black; in New Mexico, 16 of 743; and in Rhode Island, 16 of 388. Notably, non-Black child poverty rates are relatively low in Hawaii (6.41%) and Rhode Island (8.60%), but 19.53% of New Mexico's non-Black children live below the poverty line. Given the overall trend, it is likely that a larger sample would demonstrate that an even higher percentage of Black children in all three states are experiencing poverty.



Figure 1a: % of Black Children ages 0-5 living at/below the Federal Poverty Level



As with the 2019 data, states differ significantly in their success at mitigating child poverty within their Black communities. In 2022, New Hampshire, Delaware, Arizona, and Maryland were among the states with the lowest percentage of Black children ages 0-5 living at or below the federal poverty threshold. On the other end of the spectrum, Louisiana, Arkansas, Iowa, and West Virginia are among the states with the highest levels of poverty among Black children. While the disparity across all states between Black and non-Black children experiencing poverty persists, it is notable that some states such as North Carolina, District of Columbia, and Mississippi saw a reduction in the percentage of Black children experiencing poverty from the levels in 2019.

This policy’s impact on young lives is profound, and the data supports the necessity of equitable and inclusive support systems for Black children.

Average Annual Income vs Expenditures from 2018 to 2022

When examining changes in average income from 2018 to 2022, we see that Black Americans experienced the largest percentage increase in income over the period (Figure 1b). From 2018 to 2019, Black Americans' income rose by 3.7% (from \$55,600 to \$57,632). The post-pandemic recovery period from 2021 to 2022 showed a dramatic increase of 17.2% (from \$61,383 to \$71,956). Overall, their income increased by 29.4% from 2018 to 2022. Non-Black Americans (including Asians, Latinos, and Whites) saw an income increase of 6.6% between 2018 and 2019 and 5.7% from 2021 to 2022. With their income growing by 19.3% over the entire period. Average annual income for All Americans grew by 5.4% from 2018 to 2019 and 7.5% from 2021 to 2022, culminating in an overall increase of 19.6% for the entire period. While Black Americans started with the lowest income levels, their growth outpaced other groups, slightly narrowing the income gap by 2022.

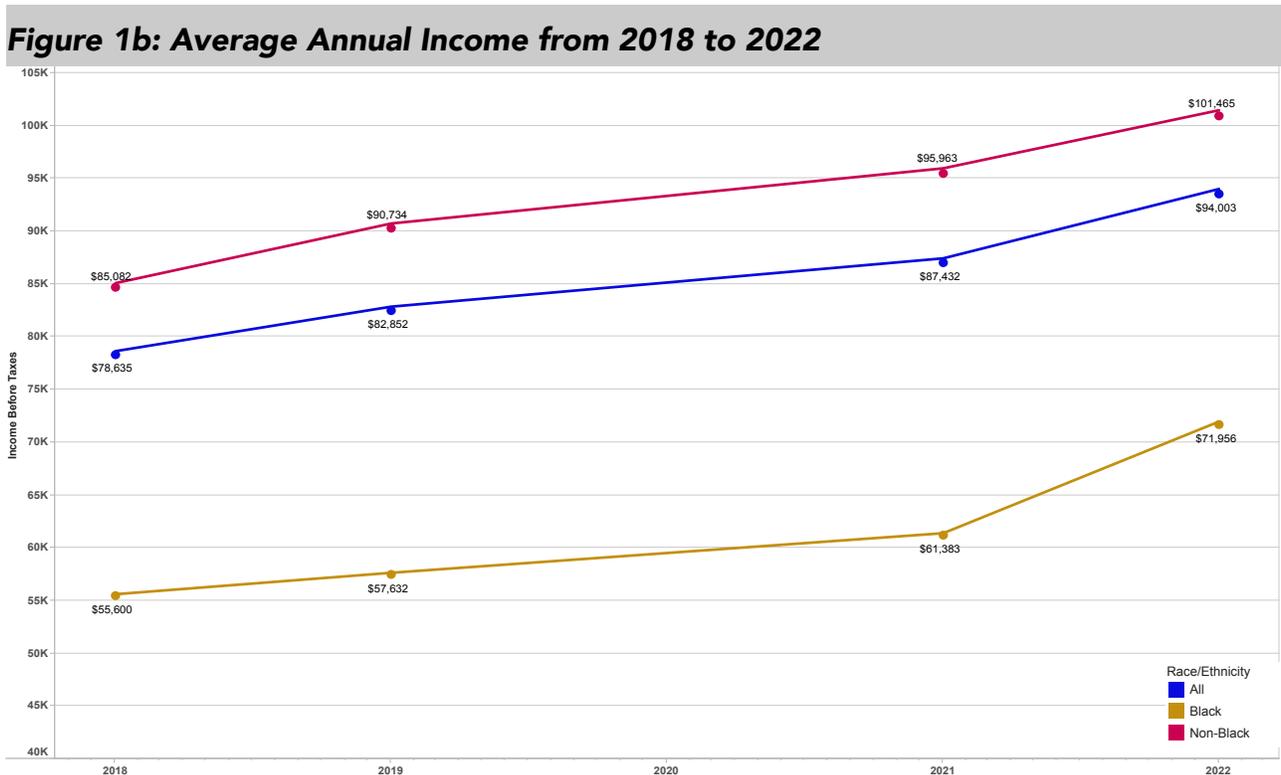


Figure 1c: Average Annual Expenditures from 2018 to 2022

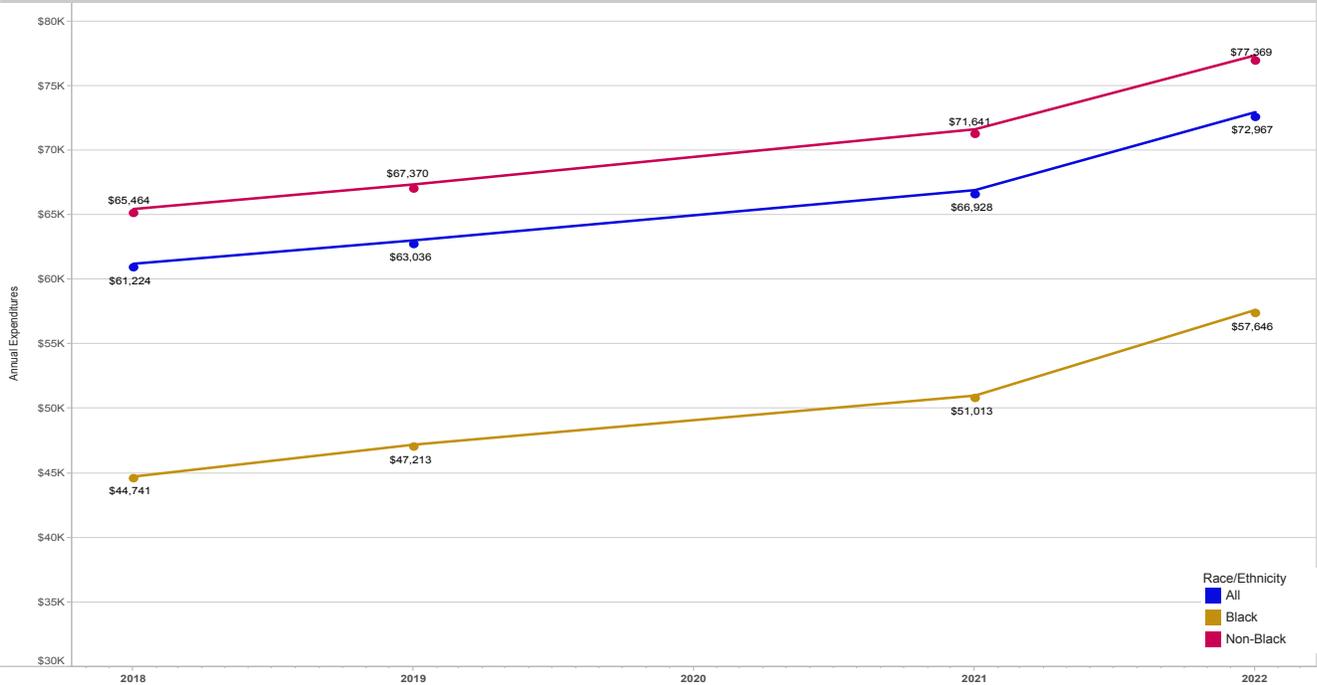


Figure 1c shows a similar upward trend for average expenditures from 2018 to 2022, with moderate year-over-year increases. From 2018 to 2019, average expenditures for Black Americans rose by 5.5% (from \$44,741 to \$47,213). The growth between 2021 and 2022 was steeper, at 13.0% (from \$51,013 to \$57,646). Across the entire period, expenditures increased by 28.8%. By comparison, Non-Black Americans had expenditure growth of 2.9% from 2018 to 2019 and 8.0% from 2021 to 2022, with a total increase of 18.2%; while expenditures for All Americans saw increases of 3.0% from 2018 to 2019 and 9.0% from 2021 to 2022, with overall growth of 19.2%. Black Americans' expenditure growth closely tracked their income growth, unlike Non-Black Americans and All Americans, where expenditure growth was more subdued relative to income.

While income growth for Non-Black Americans (19.3%) exceeded growth of their expenditures (18.2%), Black Americans' income growth (29.4%) more closely matched their expenditure growth (28.8%), demonstrating a lesser degree of financial flexibility.

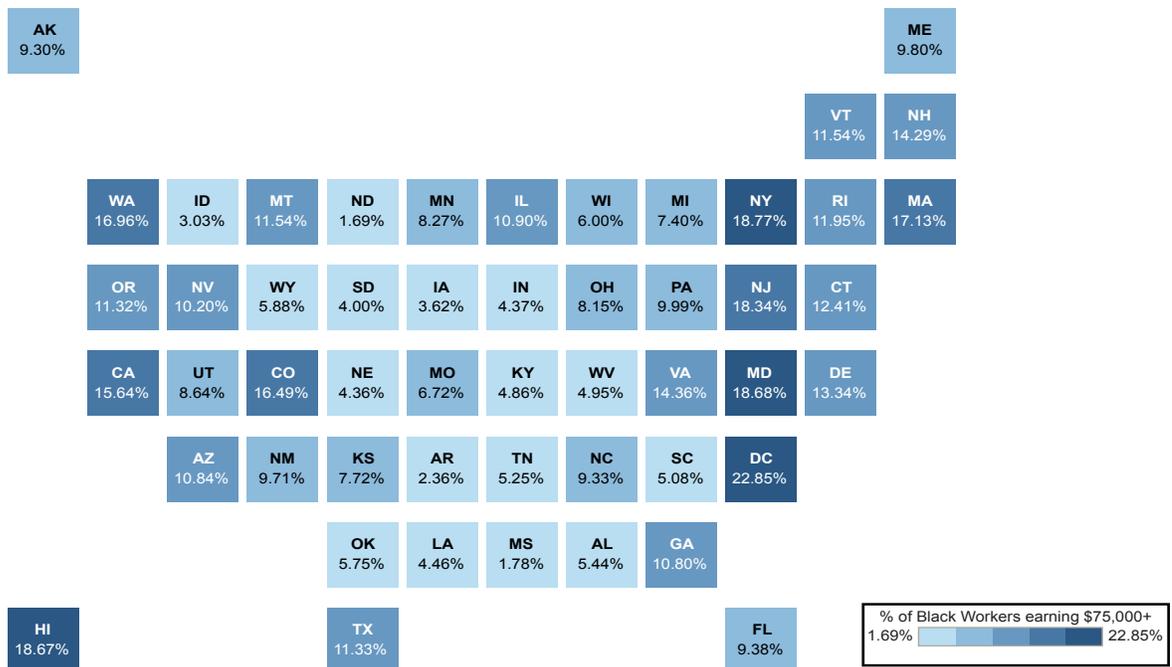
POLICY #2: ADDRESS RACIAL DISPARITIES IN WAGES AND CAREER ADVANCEMENT

Indicator: % of workers with children earning more than \$75,000 per year

Wage disparities along racial lines are present throughout the United States. In 2022, only 23% of Black workers with children in the District of Columbia earned over \$75,000 annually, compared to 40% of non-Black workers. Mississippi demonstrates even starker disparities, with just 1.78% of Black workers meeting this threshold versus 5.62% of non-Black workers, despite Black workers comprising 30% of the workforce.

The second policy initiative of the BCNA focuses on addressing racial disparities in wages and career advancement. In a time where prices are rising and the costs of basic needs continues to increase, this policy is all the more urgent as we seek to dismantle systemic obstacles that hinder equal access to well-paying jobs and career growth for Black workers. To gauge states' performance in this arena, we compare the percentage of Black and non-Black workers* with children who earn an annual income meeting or exceeding \$75,000.

Figure 2a: % of Black workers with children earning \$75,000 yearly



* For this indicator non-Black consists of Chinese, Japanese, Latine, and White Americans

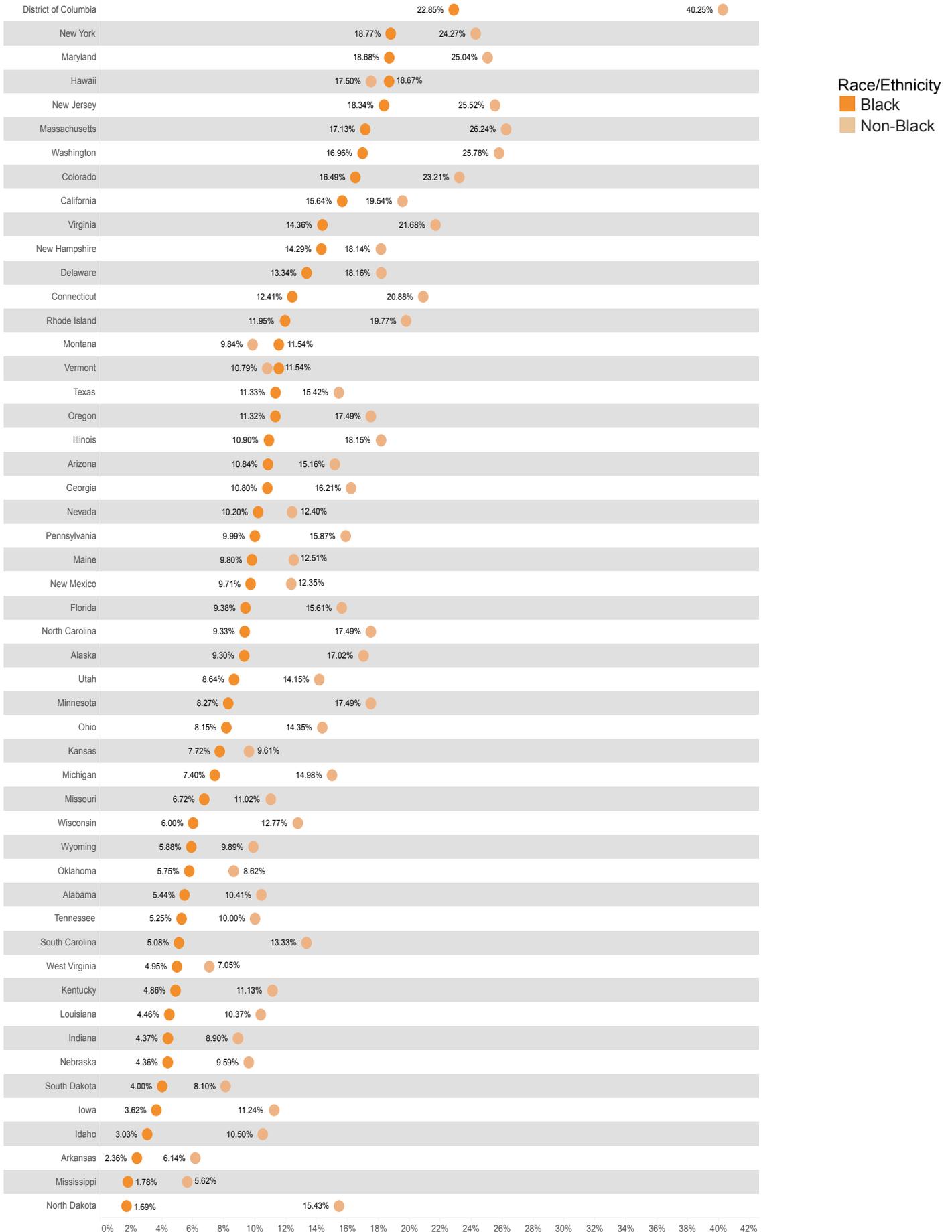
According to the 2019 American Community Survey data, the District of Columbia held the highest percentage of sampled Black residents with children earning over \$75,000 annually at 31%. The 2022 ACS data showed a 8% decrease to 23% (figure 2b). Even though this is the highest percentage within the United States, it is overshadowed by the fact that nearly double the percentage of Non-Black workers earn the same amount at 40%. The nation's capital also has a one of the highest populations of Black Americans at 29% out of the total of 4,443 sampled residents from diverse racial and ethnic backgrounds.

Conversely, in some states like Mississippi, only 1.78% sampled Black residents with children earn over \$75,000 annually despite representing 30% of the work force, which is about four times less than that of Non-Black workers (5.62%). This statistic is powerful statement about barriers that Black workers may be facing in Mississippi in terms of accessing higher-paying jobs and advancing in their careers.

These disparities emphasize the necessity for states to actively work towards dismantling racial wage gaps and fostering environments where Black workers can achieve economic prosperity.



Figure 2b: % of Black workers with children earning \$75,000 yearly



Policy #3: Invest In Black-owned and Black-led Businesses, Organizations, and Institutions

Indicator: % of Black Self-Employed Workers

Black self-employment and entrepreneurship are critical in fostering economic growth and stability and for Black families and communities. While some states, like Idaho, show promising growth in self-employment among Black workers, others, such as Nebraska, Hawaii, and New Hampshire, lag significantly, reflecting uneven opportunities across the nation. Despite an upward trend in self-employment rates over recent years, Black workers face persistent challenges, including lower profitability, limited access to resources, and barriers to scaling their businesses. These trends reinforce the importance of creating supportive environments and equitable access to capital to nurture Black entrepreneurship and ensure its contributions to economic empowerment are maximized.

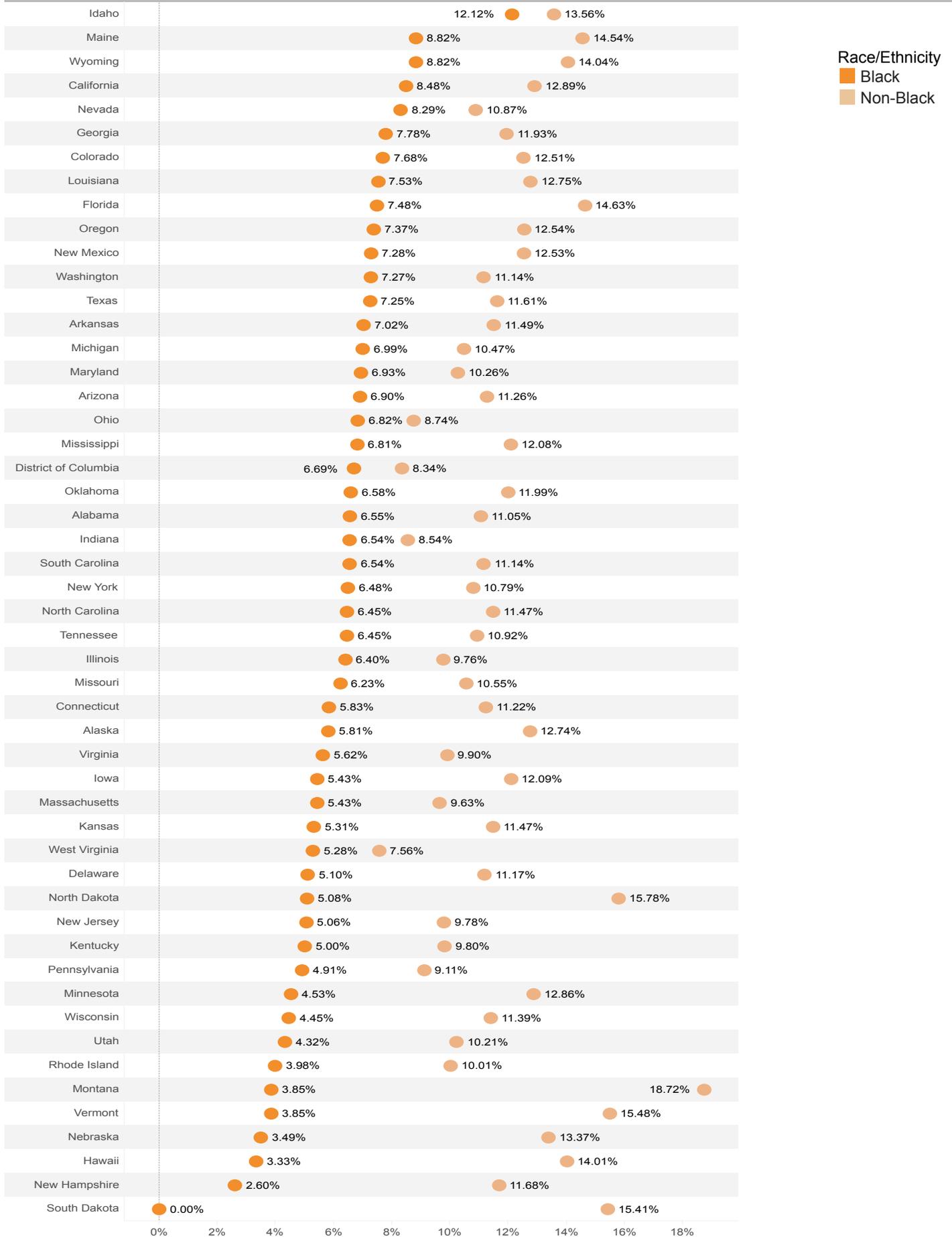
Another important aspect of Black employment is Black self-employment. To that end the third policy of the BCNA focuses on the importance of investing in Black-owned and Black-led businesses, organizations, and institutions.

Entrepreneurship and self-employment play a pivotal role in empowering communities socially as well as financially. The aim of this policy is to provide opportunities for growth, financial stability, and leadership within Black communities through the vehicle of Black entrepreneurship.

The 2022 ACS data reports that Idaho at 12% has the highest percentage of Black workers with children who are self-employed. This is a stark contrast to states like Nebraska which in 2019 held the highest percentage with 8%. However, in the 2022 American Community Survey, Nebraska's self-employed Black parent population percentage dropped to 3.49%, one of the lowest along with Hawaii (3.33%) and New Hampshire (2.60%) (Figure 3a).



Figure 3a: % of Black Workers who are Self-Employed

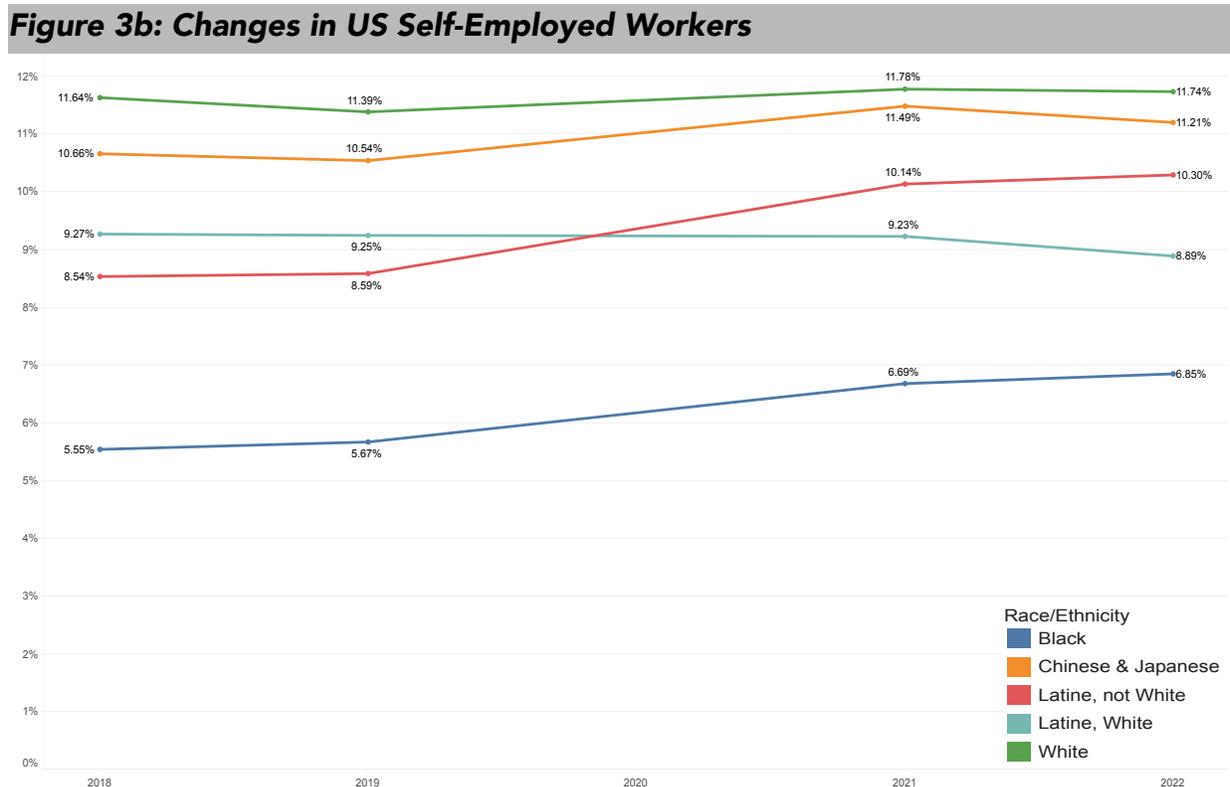


These figures emphasize the pressing need to create an environment that can serve the entrepreneurial spirit within Black communities. Self-employment rates for Black Americans is significantly lower than that of non-Black workers across all states.* These disparities highlight the urgency for equitable support systems and opportunities in addition to funding, particularly in nurturing self-employment within Black populations.

Self Employment Trends from 2018 to 2022

From 2018 to 2022, Black Americans saw a steady increase in self-employment rates, as shown by the rise from 5.55% in 2018 to 6.85% in 2022 (Figure 3b). This represents a total increase of 23.4% over the period, the largest percentage growth among the groups analyzed. While Black self employment experienced modest increases from 2018 to 2019 (2.2%) and 2021 to 2022 (2.4%), the significant rise of 18.0% from 2019 to 2021 likely reflects shifts that took place during the COVID-19 pandemic.

In spite of the growth during this period, Black American workers still have the lowest percentage of self-employment among the sampled groups with White workers fluctuating between 11.64% in 2018 and 11.74% in 2022 and Chinese and Japanese workers increasing from 10.66% in 2018 to 11.21% in 2022 (an overall growth of 5.2%).



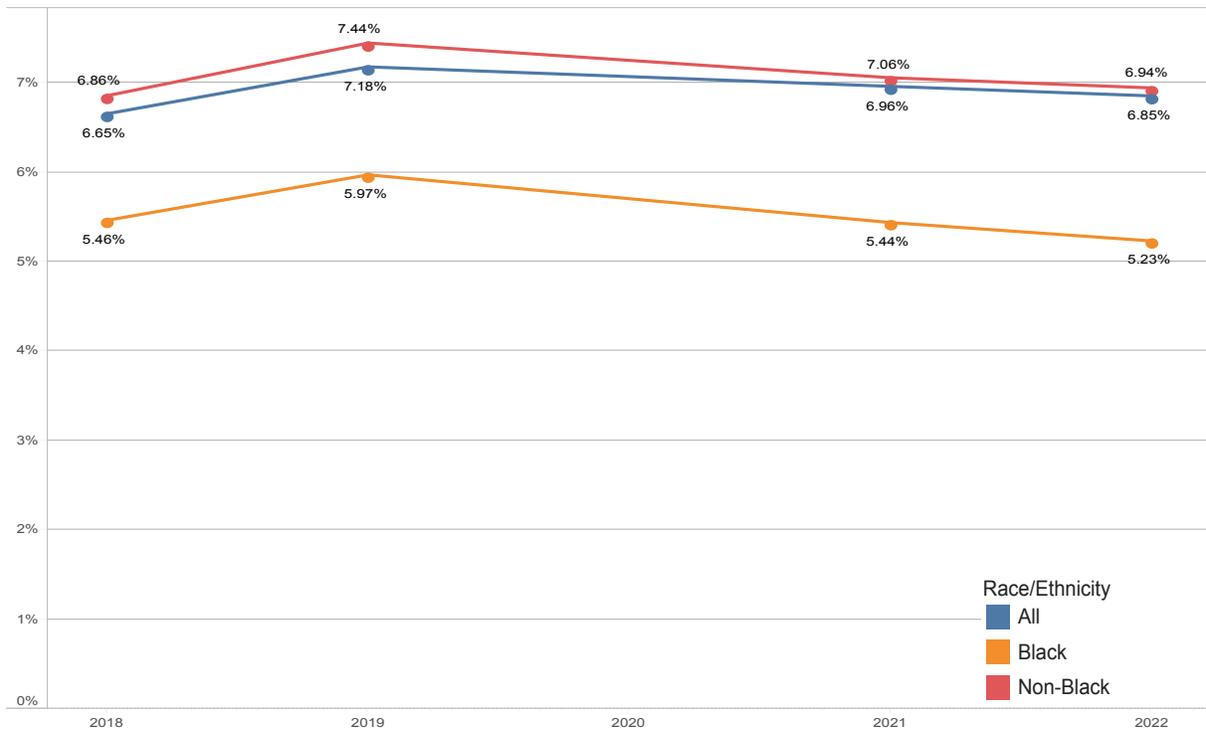
* For this indicator non-Black consists of Chinese, Japanese, Latine, and White Americans

For Black Americans, the contribution of self-employment income to their average total yearly income showed a fluctuating trend. In 2019 self employment income contributed \$3441.00 to the average before tax income of \$57,632 (Figure 3c). This 5.97% share represented an increase of 9.3% from the previous year (5.46% in 2018), but the peak of all years from 2018 to 2022 as the self employment income portion declined to 5.23% in 2022.

Non-Black workers consistently derived a higher percentage of their income from self-employment, though trends mirrored Black Americans with an increase from 6.65% in 2018 to 7.18% in 2019, followed by a decline to 6.85% in 2022. This drop in self-employment income may coincide with wider economic disruptions occurring during the COVID-19 pandemic

The decline in self-employment income as a percentage of total income among Black Americans, despite the rising rates of self-employment, may point to challenges such as lower profitability, barriers to scaling businesses, or limited access to capital and resources compared to other groups.

Figure 3b: Changes in US Self-Employed Income



Policy #4: Expand Family and Medical Leave Act

Indicator: % Infant Death

Expansion of the Family and Medical Leave Act (FMLA) will help to address disparities in infant and maternal health outcomes within Black communities. Data from the CDC highlights significant state-by-state variations in infant mortality rates, with Washington demonstrating strong outcomes and Arkansas performing poorly. Nationwide, Black infants are nearly twice as likely to die relative to their share of births as compared to non-Black infants, indicating severe systemic healthcare inequities. Maternal deaths have also risen sharply, with Black mothers experiencing disproportionately high rates of mortality, peaking at nearly 31% in 2020 before a slight decline.

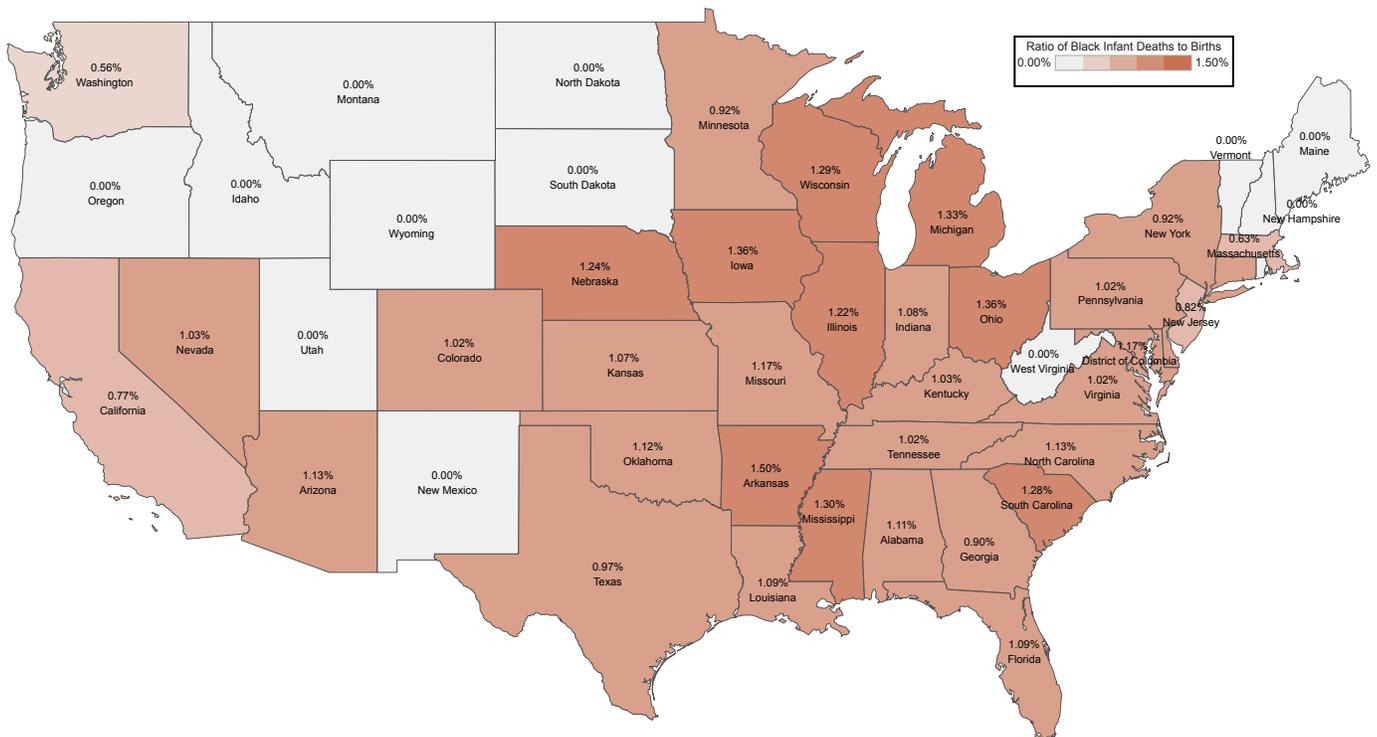
Our fourth policy focus centers on the need to expand the Family and Medical Leave Act (FMLA), an important piece of legislation that supports families in times of medical need. This policy recognizes the essential role of parental care and bonding with newborns, addressing the vulnerabilities of infants and the well-being of their families.

To evaluate states' efforts in this regard, we turn our attention to a fundamental metric—the percentage of infant deaths in relation to the number of births. These figures reflect not only the health of newborns but also the strength of the support systems in place for expecting parents.



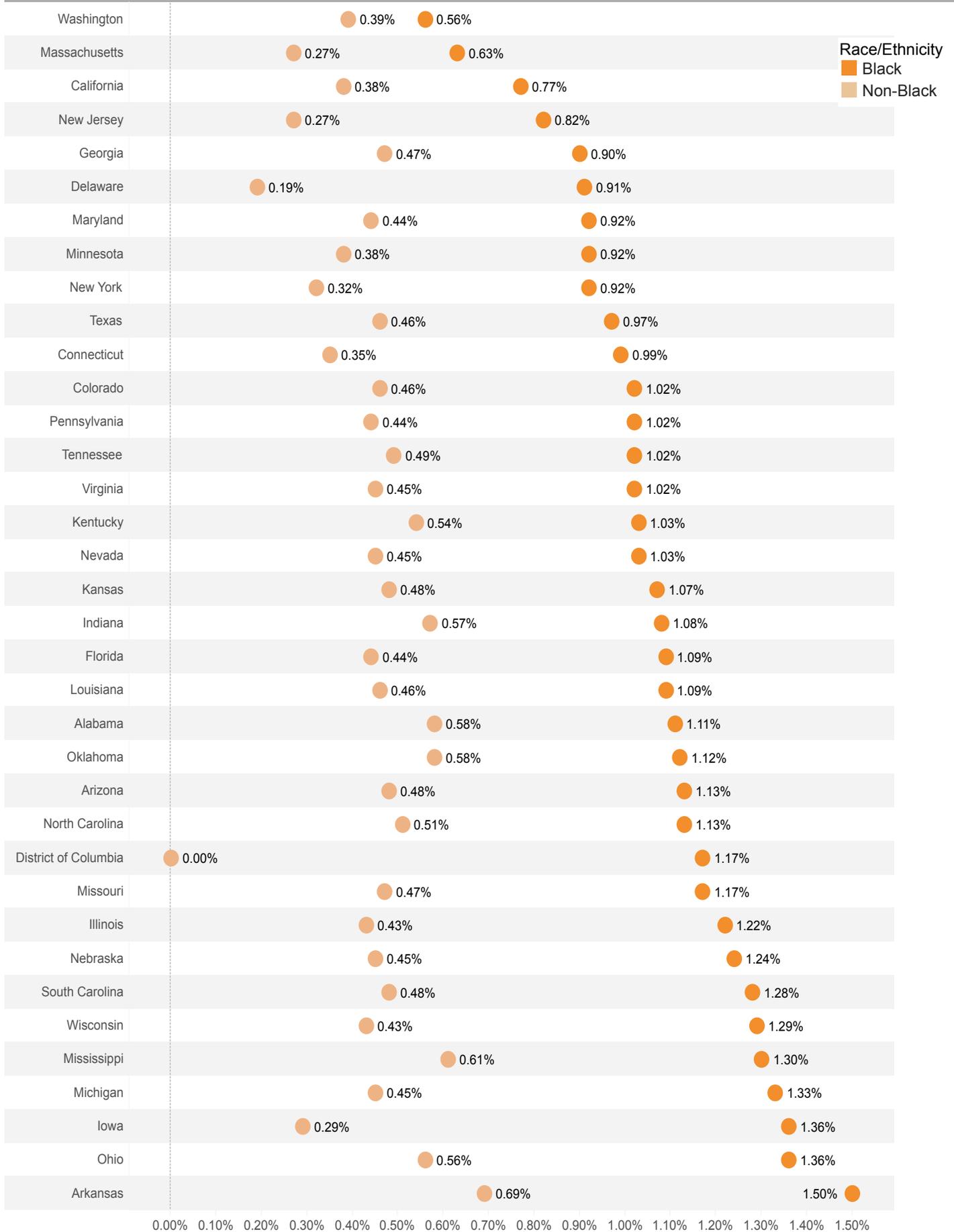
Our data source, the Centers for Disease Control and Prevention (CDC) from 2021, offers a look at the state of infant mortality across the nation (Figures 4a and 4b). Washington State emerges as a leader in this policy area, with 23 infant deaths out of 4092 births of Black babies (0.62%). Conversely, Arkansas ranks last in our assessment, with 100 infant deaths out of 6,680 births (1.50%) (see figure 4). Alaska, Hawaii, Idaho, Maine, Montana, New Hampshire, New Mexico, North Dakota, Oregon, Rhode Island, South Dakota, Utah, Vermont, West Virginia, and Wyoming were excluded because they either had no Black infant deaths or data was suppressed due to low volume. These percentages provide confirmation for the urgency of expanding the Family and Medical Leave Act to provide adequate support and care for newborns and their families. When compared to the lower infant death rates of non-Black Americans*, these disparities between states highlight the varying levels of support and healthcare infrastructure in place, affecting the most vulnerable members of society—infants. This policy calls for measures that reduce these percentages, ensuring that every child has a healthy start in life, regardless of their place of birth.

Figure 4a: % of Infant Death



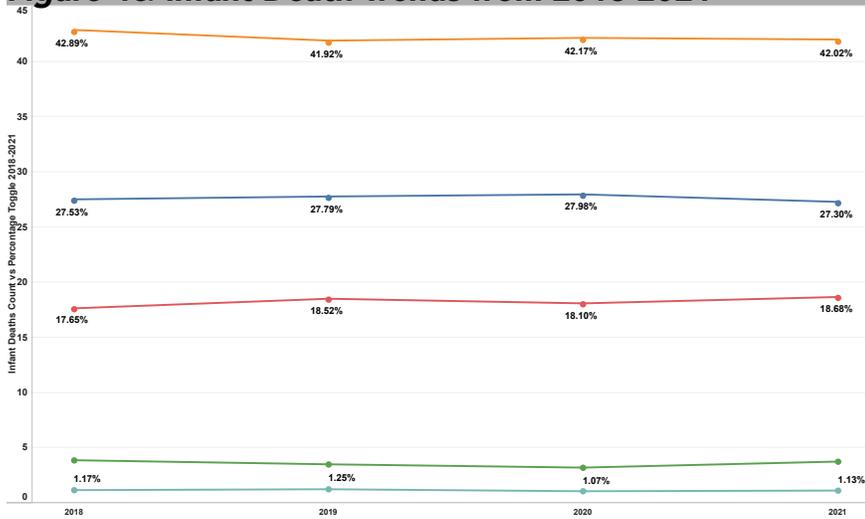
* For this indicator, non-Black Americans consists of American Indian or Alaska Native, Asian, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and White Americans

Figure 4b: % of Infant Death



Infant Deaths from 2018-2021

Figure 4c: Infant Death Trends from 2018-2021



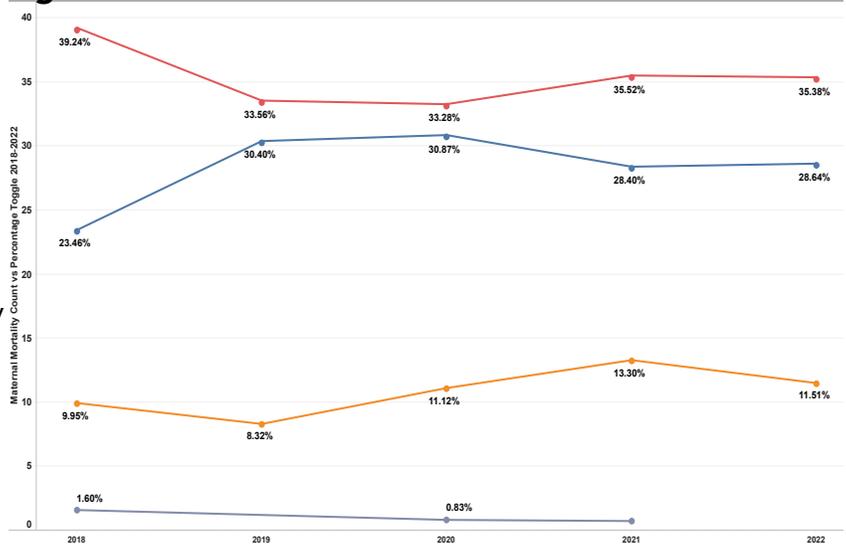
The total number of infant deaths declined from 21,496 in 2018 to 19,927 in 2021, a 7.3% decrease over four years. However, the percentage of infant deaths by racial/ethnic group reveals persistent disparities, particularly for Black Americans, whose numbers fluctuated only slightly during the same time period. Black American infant deaths occurred at a rate between 27% and 28% from 2018-2021. This is nearly twice as much as the rate of Black American births (14.52% on average) which speaks to disproportionate vulnerability and healthcare inequities, especially when compared with

infant birth/death ratios of other racial/ethnic groups. For instance, while White Americans consistently accounted for the highest percentage of infant deaths (e.g., 42.89% in 2018, 42.02% in 2021), this aligns more closely with their birth percentages which averaged at 51.92% from 2018-2021). Latine (White) Americans experienced a gradual increase in their share of infant deaths, rising from 17.65% in 2018 to 18.68% in 2021, yet still lower than their average birth percentage of 21.57%.

Maternal Deaths from 2018-2022

Maternal deaths increased sharply during the analyzed period, from 874 in 2018 to a peak of 1,616 in 2021, before declining to 1,173 in 2022. The data shows stark racial disparities, particularly for Black Americans whose proportion of maternal deaths increased from 23.46% in 2018 to 30.87% in 2020, before declining slightly to 28.64% in 2022. Similar to the disparity in the rate of Black infant deaths, maternal deaths occurred at twice the proportion of Black births. White Americans experienced a proportional decline in maternal deaths, from 39.24% in 2018 to 35.38% in 2022 and Latine (White) Americans showed a notable increase in maternal deaths, particularly during the pandemic, rising from 9.95% in 2018 to 13.30% in 2021, before declining slightly to 11.51% in 2022. Both White and Latine (White) Americans proportions of maternal deaths occurred at levels lower than their births.

Figure 4d: Maternal Death Trends from 2018-2022



While these data represent cumulative United States percentages, numbers for individual states vary. For instance, Black babies accounted for 57.28% of infant deaths on average in Mississippi from 2018-2021, while accounting for 42.47% of births during the same period.

Policy #5: Expand Health Insurance

Indicator: Black Americans Without Health Insurance in Households with Children

Data from the 2022 American Community Survey reveals significant disparities in health coverage, with states like Florida and Texas having the highest percentages of uninsured Black individuals in households with children. From 2018 to 2022, the uninsured rate for Black children under five steadily declined, reflecting modest progress likely driven by Medicaid and CHIP expansion efforts. However, despite these improvements, Black children still face barriers to achieving universal health coverage, with rates of uninsured Black children remaining higher than those of Chinese and Japanese children but lower than Latine children not identified as White. Addressing these gaps is essential to ensuring equitable access to healthcare for all children and families.

The fifth policy pertains to the importance of expanding health insurance access, an essential aspect of ensuring the well-being of American families. This policy recognizes the vital role of health coverage in safeguarding the health and future of Black Americans, particularly those in households with children.

To assess states' efforts in expanding health insurance, we turn our attention to a crucial metric—the percentage of Black individuals residing in households with children who lack health insurance. This metric reveals disparities in access to healthcare, which can significantly impact the health and security of these communities.

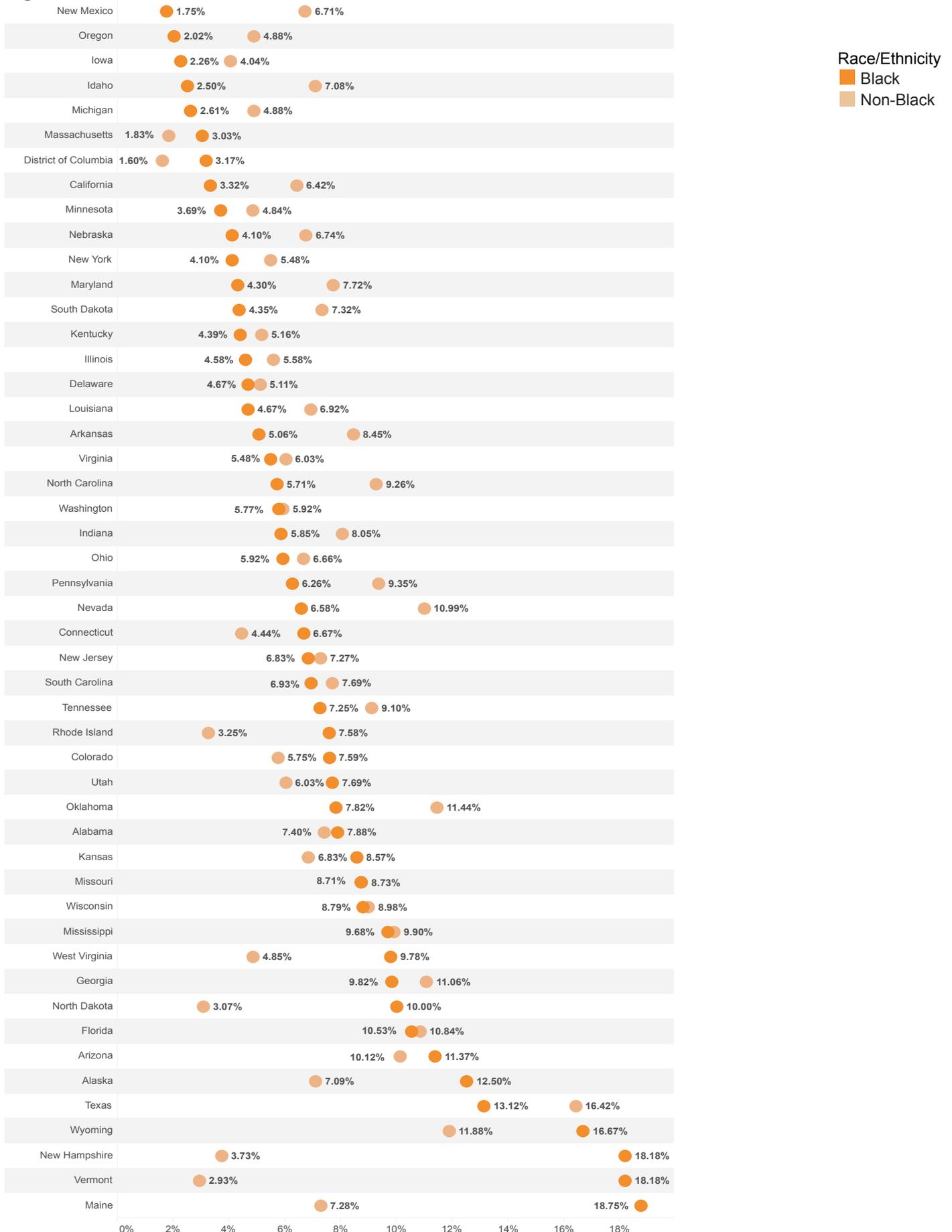
Our analysis utilizes data from the 2022 American Community Survey, providing an overview of the health insurance status among Black and non-Black Americans nationwide.* States like Florida and Texas while having significant Black populations, are among the states with the highest percentages of Black individuals in households with children lacking health insurance (Figure 5a). The smaller sample sizes for New Hampshire, Maine, and Vermont contribute to their higher percentages of uninsured individuals in their Black population. For their non-Black population they are among the lowest percentages of uninsured.

These percentages demonstrate the need to expand health insurance access to ensure that all Black Americans, especially those in households with children, can access the necessary healthcare services. The disparities between states highlight the varying levels of access to health coverage, with some states performing significantly better than others in providing this essential safety net. This policy seeks to address these discrepancies and improve the health and well-being of Black families across the nation.



* For this indicator, non-Black consists of Chinese, Japanese, Latine, and White Americans

Figure 5a: Black Americans in households with children without health insurance

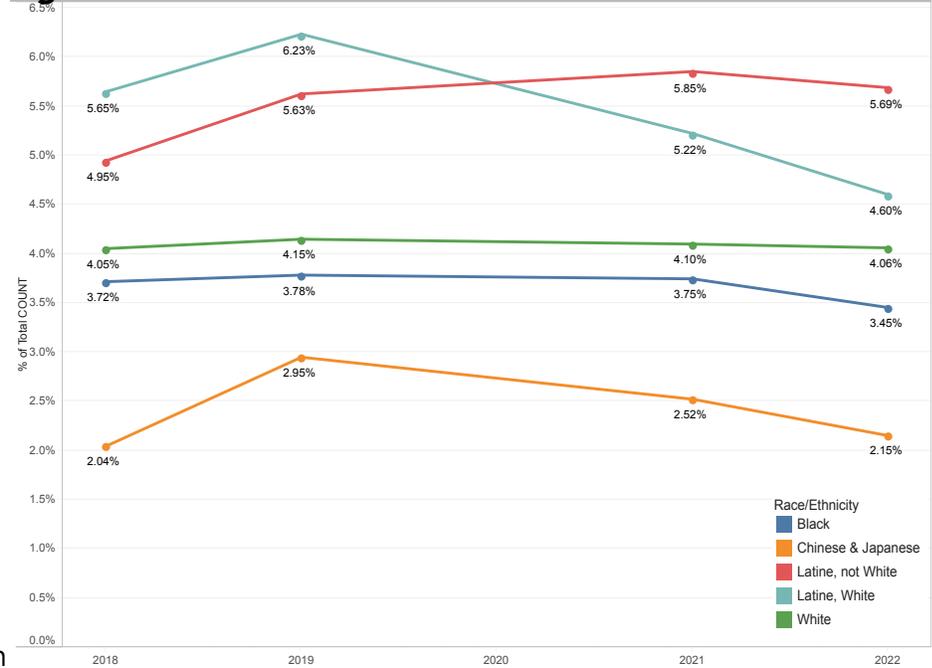


Health Coverage Trends from 2018 to 2022

From 2018 to 2022 Black children ages five and below saw a steady decline in the percentage of uninsured individuals. In 2018, 655 out of 17,622 Black children (3.72%) were uninsured, and this decreased to 517 out of 14,969 children (3.46%) by 2022. This represents a small but steady reduction in the uninsured rate of 0.26 percentage points, equivalent to a 7% decline.

Chinese and Japanese children were the only demographic with consistently lower rates of uninsured children throughout the period, while White children experienced higher yet relatively stable uninsured rates, starting at 4.15% in 2018 and ending at 4.06% in 2022.

Figure 5b: Uninsured rates from 2018 to 2022



Meanwhile, Latine children showed divergent trends depending on their racial categorization. Among Latine children not identified as White, the uninsured rate increased from 4.94% in 2018 to 5.69% in 2022. Conversely, Latine White children experienced a substantial improvement, with the uninsured rate dropping from 5.65% in 2018 to 4.60% in 2022.

The improvements in health coverage for Black children from 2018 to 2022 might be attributed to efforts to expand Medicaid and CHIP programs, as well as broader public health initiatives aimed at increasing access to health insurance. With the aim of the Black Child National agenda being for every single child to have health insurance coverage, despite having lower uninsured rates of when compared to children of other races and ethnicities there is still progress to be made in insuring all children have access to quality medical care.

Policy #6: Expand Universal Access to Early Care and Education

Indicator: Percentage of Black Three and Four Year-Olds in Nursery School or Pre-K

Data from the American Community Survey highlights that Black children face significant disparities in pre-kindergarten enrollment compared to non-Black peers, with enrollment gaps particularly evident in places like the District of Columbia, where non-Black enrollment growth far outpaces that of Black children. From 2018 to 2022, the percentage of Black children aged 3–5 not enrolled in school mirrored national trends, peaking during the pandemic in 2021 and partially recovering by 2022, though still remaining above pre-pandemic levels. Black children’s non-enrollment rates are higher than those of White and Asian children but lower than rates for Latine children.

Our sixth policy focus is dedicated to the expansion of universal access to early care and education, recognizing the foundational role of early childhood education in shaping the future prospects of Black children. This policy acknowledges the importance of nurturing a strong educational foundation from a young age, ensuring that every child has the opportunity to thrive.

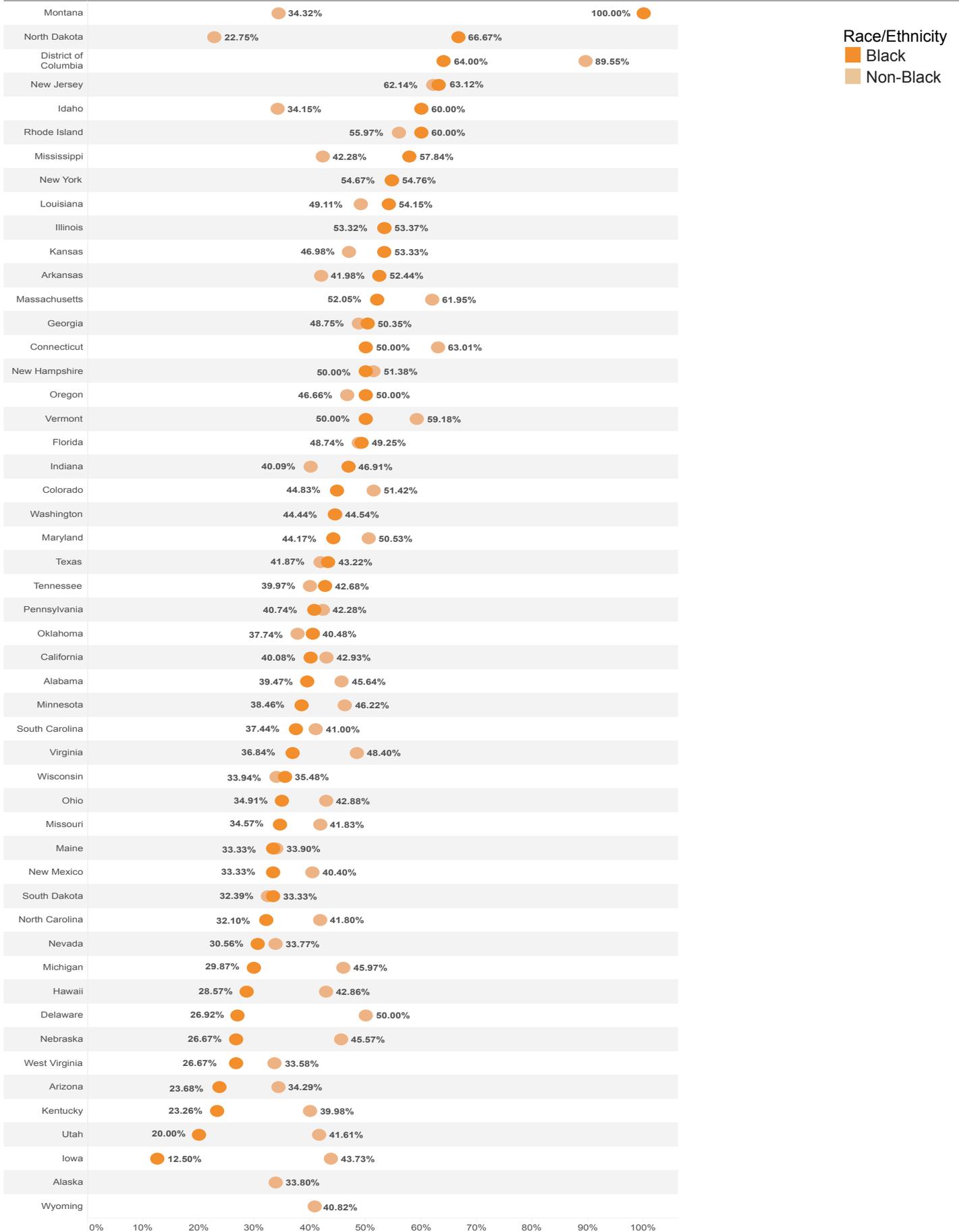


To gauge the progress of states in providing access to early care and education, we examine the percentage of Black three and four year-olds who are enrolled in nursery school or pre-kindergarten (pre-k) programs. This metric is pivotal in understanding the degree of access to quality early education, which is vital for cognitive and social development.

The data source for our analysis is the Census Bureau's American Community Survey. The data demonstrates that many states are well behind in their enrollment rates for Black three and four year olds in pre-k as compared to their counterparts of other races and ethnicities. In the District of Columbia both Black and Non-Black* three and four year old pre-k enrollment increased from 58.54% to 64% for Black children and 73.42% to 89.55% for non-Black children. However, it is notable that the increase of non-Black children’s enrollment significantly exceeds that of Black children.

* For this indicator, Non-Black consists of Chinese, Japanese, Latine, and White Americans

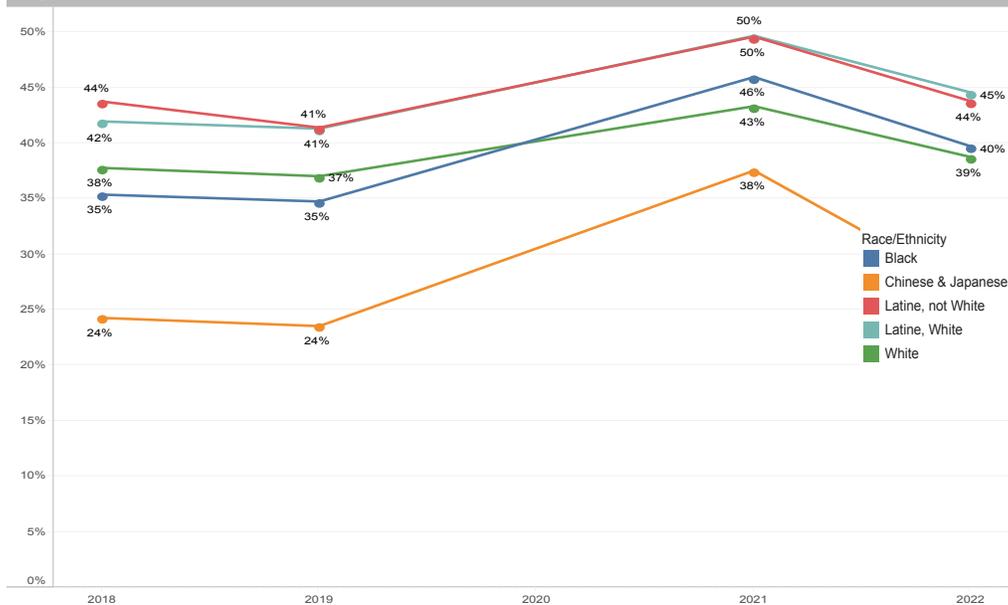
Figure 6a: % of Black Three and Four year olds enrolled in Nursery School or Pre-K



School non-enrollment trends from 2018 to 2022

From 2018 to 2022, school enrollment for children aged 3–5 in the United States moved consistently among all races and ethnicities, reaching its lowest point in 2019. National trends show that the percentage of children not enrolled in school increased sharply through 2021 before partially recovering by 2022. While progress was made, non-enrollment rates remained elevated compared to pre-pandemic levels, highlighting the lingering effects of the COVID-19 crisis on early education.

Figure 6b: School Non-enrollment trends from 2018 to 2022



For Black children, the trends mirrored the national pattern but with some disparities. In 2018, 35.36% of Black children were not enrolled in school. This improved slightly in 2019 to 34.75%, however, in through 2021, non-enrollment surged to 45.95%, reflecting disruptions during the pandemic. By 2022, the percentage of Black children not enrolled in school decreased to 39.70%, a partial recovery but still higher than pre-pandemic levels.

When compared to other racial and ethnic groups, Black children's non-enrollment rates were higher than those of White children but remained lower than those of non-White Latine children. White children experienced a similar pattern, with non-enrollment increasing from 37.77% in 2018 to 43.33% in 2020 before declining to 38.74% in 2022. Latine children, particularly those not identified as White, consistently reported the highest non-enrollment rates, reaching 49.59% in 2020 and showing a slower recovery to 43.77% by 2022.

By contrast, Chinese and Japanese children consistently had the lowest rates of non-enrollment. Starting at 24.19% in 2018, their non-enrollment percentage spiked during the pandemic to 38.89% but rebounded strongly to 26.62% by 2022.

Overall, while Black children showed some improvement in enrollment following the pandemic, disparities remain present. Their non-enrollment rates are higher than those of White and Asian children but are better than those observed for Latine children. Addressing these gaps will require continued efforts to remove barriers to early education and ensure equitable access for all families, which is the chief aim of this policy.

Policy #7: Address Harsh and Unfair Discipline Practices

Indicator: Discipline : Enrollment Ratio

Data from the Department of Education’s Civil Rights Data Collection reveals stark disparities, with Black students disciplined at significantly higher rates than their non-Black peers across all states. While Hawaii demonstrates the lowest discipline-to-enrollment ratio for Black students at 5.91%, states like Kentucky have alarmingly high ratios, such as 40.53%.

Policy seven addresses harsh, unfair discipline practices within school systems, focusing on disparities affecting Black students. Recognizing the impact of disciplinary actions on academic performance and well-being, this policy seeks to rectify disproportionate disciplinary measures hindering the educational experiences of Black students.

The data source for this analysis is the Department of Education Civil Rights Data Collection, 2017. Hawaii ranks first with the fewest disciplinary instances relative to enrollment of Black students within the state’s school districts, with a discipline-to-enrollment ratio of 5.91%. While in every state, Black students are disciplined at higher rates than their counterparts of other races and ethnicities, Kentucky ranks at the bottom with a discipline-to-enrollment ratio among its Black student population of 40.53%, along with other states such as Mississippi (38.62%), Nebraska (38.29%), South Carolina (38.18%), and Arkansas (37.42%).

The variations in disciplinary ratios between states demonstrate the need for equitable measures that promote a supportive and inclusive learning environment for all students. This policy advocates reforming disciplinary practices to ensure fair treatment and equitable opportunities for Black students to thrive academically and emotionally within and outside of educational settings.

Figure 7a: Ratio of Disciplinary Instances to Black Student Enrollment

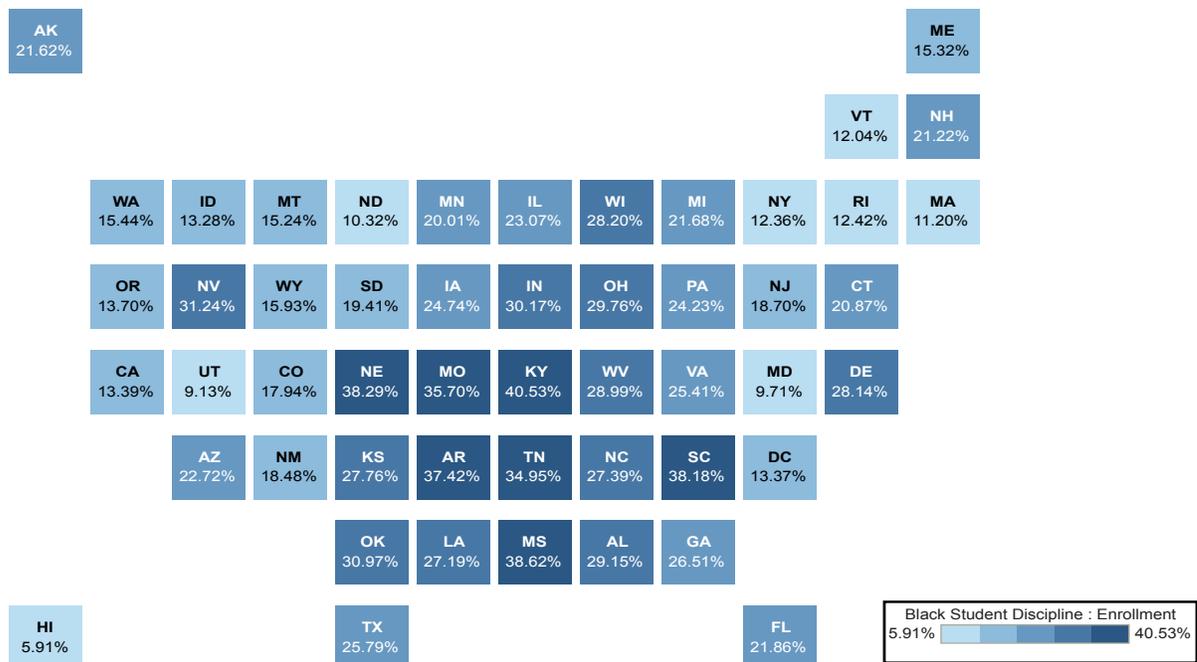
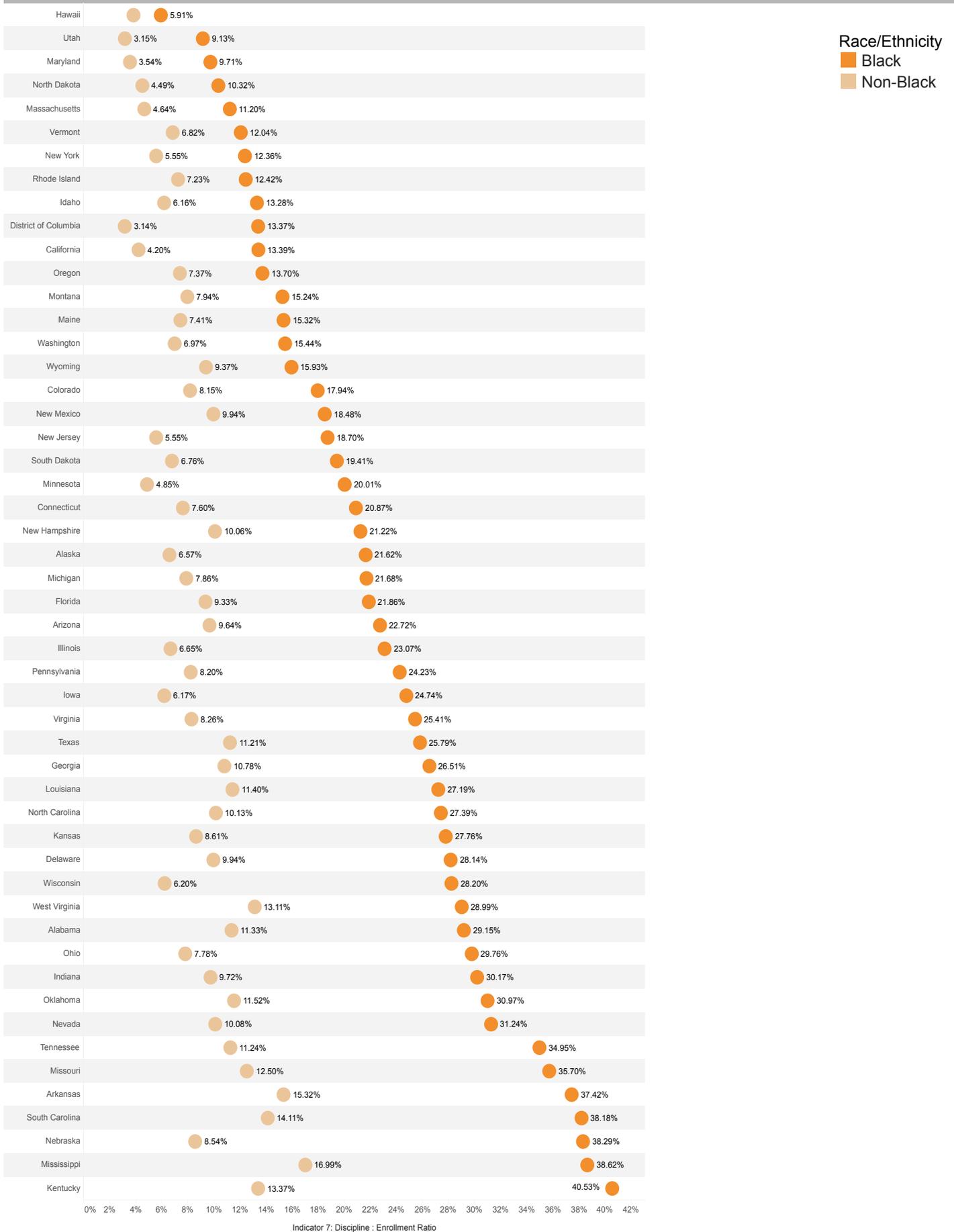


Figure 7b: Ratio of Disciplinary Instances to Black Student Enrollment



Rating State Progress

The following table contains ratings for each state's progress in regards to each policy area based on its selected indicator, where sufficient data is available. Ratings consist of either "Well" for states who are demonstrating above average performance; "Neutral" for states whose performance is average; or "Not Well" for states whose performance is below average. Performance is judged by comparing statistics for the Black population to those of the Non-Black population as well as the United States cumulative population.

State	Policy 1	Policy 2	Policy 3	Policy 4	Policy 5	Policy 6	Policy 7
Alabama	Not Well	Neutral	Not Well				
Alaska	Not Well		Neutral				
Arizona	Neutral	Not Well	Neutral	Not Well	Not Well	Not Well	Not Well
Arkansas	Not Well	Not Well	Neutral	Not Well	Well	Neutral	Not Well
California	Not Well	Well	Neutral	Well	Well	Neutral	Neutral
Colorado	Not Well	Well	Neutral	Not Well	Not Well	Neutral	Neutral
Connecticut	Not Well	Neutral	Not Well	Not Well	Neutral	Neutral	Neutral
Delaware	Neutral	Neutral	Not Well	Neutral	Well	Not Well	Not Well
District of Columbia	Not Well	Well	Not Well	Not Well	Well	Well	Neutral
Florida	Not Well	Not Well	Neutral	Not Well	Not Well	Neutral	Neutral
Georgia	Not Well	Not Well	Neutral	Neutral	Not Well	Neutral	Not Well
Hawaii	Well	Well	Not Well	Not Well		Not Well	Well
Idaho	Not Well	Not Well	Well	Not Well	Well	Well	Neutral
Illinois	Not Well	Not Well	Not Well	Not Well	Well	Well	Not Well
Indiana	Not Well	Not Well	Not Well	Not Well	Neutral	Neutral	Not Well
Iowa	Not Well	Not Well	Not Well	Not Well	Well	Not Well	Not Well
Kansas	Not Well	Well	Not Well				
Kentucky	Not Well	Not Well	Not Well	Not Well	Well	Not Well	Not Well
Louisiana	Not Well	Not Well	Neutral	Not Well	Well	Well	Not Well
Maine	Not Well	Not Well	Neutral	Not Well	Not Well	Not Well	Neutral
Maryland	Neutral	Well	Neutral	Neutral	Well	Neutral	Neutral
Massachusetts	Not Well	Well	Not Well	Well	Well	Neutral	Neutral
Michigan	Not Well	Not Well	Neutral	Not Well	Well	Not Well	Neutral
Minnesota	Not Well	Not Well	Not Well	Neutral	Well	Neutral	Neutral
Mississippi	Not Well	Not Well	Neutral	Not Well	Not Well	Well	Not Well
Missouri	Not Well						
Montana	Neutral	Neutral	Not Well	Not Well		Well	Neutral
Nebraska	Not Well	Not Well	Not Well	Not Well	Well	Not Well	Not Well
Nevada	Not Well	Not Well	Neutral	Not Well	Neutral	Not Well	Not Well
New Hampshire	Well	Well	Not Well	Not Well	Not Well	Neutral	Neutral
New Jersey	Not Well	Well	Not Well	Neutral	Neutral	Well	Neutral
New Mexico	Well	Not Well	Neutral		Well	Not Well	Neutral
New York	Not Well	Well	Not Well	Neutral	Well	Well	Neutral
North Carolina	Not Well	Not Well	Not Well	Not Well	Well	Not Well	Not Well
North Dakota	Not Well	Not Well	Not Well		Not Well	Well	Neutral
Ohio	Not Well	Not Well	Neutral	Not Well	Neutral	Not Well	Not Well
Oklahoma	Not Well	Neutral	Not Well				
Oregon	Not Well	Neutral	Neutral		Well	Neutral	Neutral
Pennsylvania	Not Well	Not Well	Not Well	Not Well	Neutral	Neutral	Not Well
Rhode Island	Well	Neutral	Not Well		Not Well	Well	Neutral
South Carolina	Not Well	Not Well	Not Well	Not Well	Neutral	Neutral	Not Well
South Dakota	Not Well	Not Well			Well	Not Well	Neutral
Tennessee	Not Well	Neutral	Not Well				
Texas	Not Well	Not Well	Neutral	Neutral	Not Well	Neutral	Not Well
Utah	Not Well	Not Well	Not Well		Not Well	Not Well	Neutral
Vermont	Not Well	Neutral	Not Well			Neutral	Neutral
Virginia	Neutral	Well	Not well	Not Well	Well	Not Well	Not Well
Washington	Not Well	Well	Neutral	Well	Neutral	Neutral	Neutral
West Virginia	Not Well	Not Well	Not Well		Not Well	Not Well	Not Well
Wisconsin	Not Well						
Wyoming	Neutral	Not Well	Neutral		Not Well		Neutral

Summary

Through the creation and analysis of the Black Child National Agenda light has been shed on important policy areas impacting the lives of Black children and their families across the nation. From examining child poverty rates to addressing racial wage disparities and expanding access to early education, it is evident that disparities persist across states and there exists a need to be proactive in creating a more equitable and just society for Black children. The data not only highlights the areas where states excel but also reveals gaps in support systems, emphasizing the need for policy reforms to ensure a brighter future for Black children nationwide.



The information contained within the Black Child National Agenda serves as a valuable tool for policymakers, advocates, and community partners, providing concrete evidence of the challenges imposed upon Black children and their families. It empowers those seeking change by offering a clear roadmap for policy reforms that prioritize equity and accessibility. With this data in hand, we have the means to influence public policy and drive the initiatives necessary to dismantle systemic barriers, ensuring the betterment of Black children's lives and safeguarding their well-being. By championing equitable policies, we can create a future where Black children can flourish, unhindered by disparities, and realize their full potential in a society that values and supports their growth.

Appendix

The following table contain data utilized in the percentage calculations for each indicator.

Policy 1 Indicator: Children aged 0-5 experiencing poverty (2022)

	Total Children	Black Children	Black Children At/Below Poverty	Non-Black Children	Non-Black Children At/Below FPL
Alabama	2,848	511	225	2,033	328
Alaska	541	2	2	212	20
Arizona	3,939	130	17	3,105	407
Arkansas	1,836	198	91	1,350	267
California	20,923	662	191	15,735	1,989
Colorado	3,283	79	17	2,750	192
Connecticut	1,965	127	28	1,531	102
Delaware	472	75	9	318	21
District of Columbia	337	76	21	205	3
Florida	9,988	1,218	368	7,526	907
Georgia	6,261	1,247	337	4,087	447
Hawaii	775	10		281	18
Idaho	1,319	12	2	1,168	127
Illinois	7,582	536	194	6,027	613
Indiana	4,415	245	99	3,678	430
Iowa	2,115	55	28	1,884	159
Kansas	1,896	37	8	1,609	197
Kentucky	2,803	135	52	2,350	413
Louisiana	2,634	608	271	1,732	253
Maine	640	13	3	549	70
Maryland	3,564	657	93	2,222	155
Massachusetts	3,655	217	39	2,826	213
Michigan	5,479	405	158	4,393	541
Minnesota	3,568	118	32	2,953	163
Mississippi	1,722	509	206	1,062	150
Missouri	3,952	236	89	3,188	386
Montana	648	2		528	48
Nebraska	1,296	34	12	1,127	105
Nevada	1,734	106	30	1,303	188
New Hampshire	664	12	1	581	29
New Jersey	5,272	336	70	3,943	391
New Mexico	1,002	16		727	142
New York	10,890	815	215	8,330	1,031
North Carolina	5,891	868	252	4,029	460
North Dakota	559	12	2	452	29
Ohio	7,124	580	229	5,727	669
Oklahoma	2,494	112	47	1,513	285
Oregon	2,215	24	5	1,774	202
Pennsylvania	7,118	298	86	5,969	668
Rhode Island	456	16		372	32
South Carolina	2,925	586	213	1,992	227
South Dakota	661	6	2	522	50
Tennessee	4,263	459	148	3,346	508
Texas	17,827	1,358	384	14,167	2,203
Utah	2,764	18	8	2,472	167
Vermont	311	3	2	277	20
Virginia	4,997	598	145	3,435	301
Washington	4,762	143	23	3,385	272
West Virginia	913	25	13	798	173
Wisconsin	3,449	84	29	3,012	259
Wyoming	348	3		296	34

Policy 2 Indicator: Workers with children earning more than \$75,000 per year (2022)

State	Total Worker Population	Black Workers	Black Workers Earning \$75,000+	Non-Black Workers	Non-Black Workers Earning \$75,000+
Alabama	26,887	5,361	317	20,798	3,039
Alaska	3,958	89	21	2,439	696
Arizona	40,125	1,461	164	35,005	6,542
Arkansas	16,542	1,820	69	14,171	1,049
California	224,526	9,459	2,058	181,672	54,755
Colorado	36,525	924	145	33,771	9,074
Connecticut	22,499	1,528	239	19,827	6,344
Delaware	5,606	862	99	4,462	824
District of Columbia	4,733	1,315	413	3,109	1,930
Florida	117,800	12,876	844	99,788	15,700
Georgia	58,919	13,522	1,182	42,307	7,078
Hawaii	8,678	148	39	4,379	1,052
Idaho	10,013	49	3	9,569	865
Illinois	75,400	6,307	696	65,028	12,395
Indiana	40,609	2,275	98	37,107	3,330
Iowa	20,072	349	12	19,265	2,744
Kansas	18,093	659	50	16,556	2,159
Kentucky	25,721	1,520	75	23,523	2,453
Louisiana	24,472	5,854	344	17,715	2,650
Maine	8,322	74	7	7,997	869
Maryland	37,342	8,316	1,860	26,219	8,709
Massachusetts	45,764	2,217	438	40,555	13,950
Michigan	58,393	4,449	348	51,481	8,115
Minnesota	35,604	803	90	33,084	7,763
Mississippi	15,592	4,610	107	10,589	670
Missouri	36,491	2,556	178	32,855	4,446
Montana	6,479	20		6,021	620
Nebraska	12,302	319	25	11,530	1,381
Nevada	17,360	1,166	112	14,067	1,971
New Hampshire	8,999	90	17	8,656	1,768
New Jersey	54,520	4,892	904	44,155	13,856
New Mexico	10,697	191	13	8,913	1,314
New York	118,556	11,766	2,440	98,037	33,319
North Carolina	60,309	9,555	803	47,599	9,947
North Dakota	5,065	59	1	4,710	424
Ohio	71,476	5,710	421	63,549	9,105
Oklahoma	20,650	1,015	75	16,103	1,847
Oregon	25,427	346	59	23,273	4,760
Pennsylvania	78,577	4,330	372	71,538	11,849
Rhode Island	6,702	256	34	6,124	1,705
South Carolina	29,324	5,646	330	22,708	3,578
South Dakota	5,642	55	1	5,134	550
Tennessee	39,749	4,568	276	34,026	3,828
Texas	159,107	13,895	1,411	135,720	21,753
Utah	18,945	136	13	17,838	2,744
Vermont	4,328	37	3	4,196	537
Virginia	52,517	7,486	1,101	40,689	11,258
Washington	47,272	1,224	200	40,470	11,002
West Virginia	9,774	319	13	9,265	835
Wisconsin	37,204	976	60	35,022	4,464
Wyoming	3,678	24	3	3,438	458

Policy 3 Indicator: Black Self-Employed Workers (2022)

	Total Worker Population (2022)	Black Workers (2022)	Black Self-Employed Workers (2022)	Non-Black Workers (2022)	Non-Black Self-Employed Workers (2022)
Alabama	26,769	5,239	343	21,530	2,379
Alaska	2,519	86	5	2,433	310
Arizona	36,665	1,449	100	35,216	3,964
Arkansas	15,393	1,780	125	13,613	1,564
California	191,835	9,854	836	181,981	23,459
Colorado	34,941	964	74	33,977	4,250
Connecticut	21,482	1,612	94	19,870	2,229
Delaware	5,328	862	44	4,466	499
District of Columbia	4,443	1,300	87	3,143	262
Florida	115,551	13,106	980	102,445	14,990
Georgia	59,345	14,481	1,126	44,864	5,352
Hawaii	4,681	150	5	4,531	635
Idaho	10,802	66	8	10,736	1,456
Illinois	71,065	6,109	391	64,956	6,338
Indiana	39,519	2,355	154	37,164	3,173
Iowa	19,740	442	24	19,298	2,333
Kansas	16,945	622	33	16,323	1,872
Kentucky	25,085	1,501	75	23,584	2,312
Louisiana	23,201	5,535	417	17,666	2,253
Maine	8,266	102	9	8,164	1,187
Maryland	34,552	8,454	586	26,098	2,677
Massachusetts	42,739	2,283	124	40,456	3,896
Michigan	55,160	4,161	291	50,999	5,338
Minnesota	33,865	883	40	32,982	4,242
Mississippi	15,316	4,608	314	10,708	1,293
Missouri	34,663	2,425	151	32,238	3,402
Montana	5,951	26	1	5,925	1,109
Nebraska	11,850	344	12	11,506	1,538
Nevada	15,363	1,206	100	14,157	1,539
New Hampshire	8,664	77	2	8,587	1,003
New Jersey	50,213	4,843	245	45,370	4,435
New Mexico	9,091	206	15	8,885	1,113
New York	109,654	11,066	717	98,588	10,633
North Carolina	58,812	9,581	618	49,231	5,648
North Dakota	4,646	59	3	4,587	724
Ohio	67,960	5,583	381	62,377	5,452
Oklahoma	17,061	1,095	72	15,966	1,915
Oregon	23,112	380	28	22,732	2,850
Pennsylvania	74,688	4,136	203	70,552	6,427
Rhode Island	6,160	226	9	5,934	594
South Carolina	29,848	6,105	399	23,743	2,644
South Dakota	5,085	50		5,035	776
Tennessee	39,767	4,649	300	35,118	3,835
Texas	156,677	15,255	1,106	141,422	16,422
Utah	19,729	162	7	19,567	1,997
Vermont	4,186	52	2	4,134	640
Virginia	48,307	7,830	440	40,477	4,007
Washington	40,899	1,403	102	39,496	4,400
West Virginia	9,245	303	16	8,942	676
Wisconsin	35,909	967	43	34,942	3,981
Wyoming	3,382	34	3	3,348	470

Policy 4 Indicator: Infant Birth and Death (2022)

	Total Births 2021	Total Infant Deaths 2021	Black Births 2021	Black Infant Deaths 2021	Non-Black Births 2021	Non-Black Infant Deaths 2021
Alabama	116,100	869	16,511	184	40,275	233
Alaska	18,719	118	255		6,126	24
Arizona	155,824	837	4,440	50	67,897	328
Arkansas	71,918	600	6,680	100	27,835	191
California	841,216	3,408	23,119	177	383,644	1,468
Colorado	125,895	608	3,033	31	57,695	263
Connecticut	71,336	317	4,357	43	30,562	108
Delaware	20,946	89	2,737	25	7,410	14
District of Columbia	17,303	101	3,591	42	4,703	
Florida	432,517	2,528	45,762	498	167,205	737
Georgia	248,140	1,542	42,109	378	78,942	369
Hawaii	31,210	127	342		9,571	33
Idaho	44,843	215	271		21,399	100
Illinois	264,373	1,467	20,930	255	108,985	469
Indiana	159,884	1,058	10,004	108	68,088	389
Iowa	73,670	279	2,567	35	33,136	97
Kansas	69,399	360	2,328	25	31,292	151
Kentucky	104,422	634	5,147	53	45,931	248
Louisiana	114,874	809	20,973	229	35,399	164
Maine	23,989	110	551		11,111	50
Maryland	136,567	811	20,498	188	45,883	203
Massachusetts	138,272	431	6,778	43	60,775	165
Michigan	209,957	1,289	18,380	245	83,729	375
Minnesota	128,839	614	7,742	71	53,999	204
Mississippi	70,298	642	14,619	190	19,978	122
Missouri	138,900	802	9,605	112	57,207	271
Montana	22,445	95	71		9,853	40
Nebraska	49,204	253	1,533	19	22,068	99
Nevada	67,369	362	4,475	46	27,110	122
New Hampshire	25,211	92	274		12,192	42
New Jersey	202,989	708	13,248	108	86,953	238
New Mexico	42,772	181	372		18,483	79
New York	421,476	1,724	29,187	268	178,019	561
North Carolina	240,917	1,604	27,065	306	88,617	456
North Dakota	20,220	43	627		8,426	15
Ohio	259,572	1,820	20,811	283	104,994	590
Oklahoma	96,803	666	3,844	43	35,956	210
Oregon	81,814	284	1,082		37,445	129
Pennsylvania	265,239	1,410	17,337	176	112,118	496
Rhode Island	20,923	74	839		9,283	29
South Carolina	114,368	810	16,044	206	39,445	189
South Dakota	22,708	125	385		9,001	33
Tennessee	163,422	991	15,238	156	64,693	316
Texas	747,174	3,932	46,522	451	320,882	1,470
Utah	93,410	391	613		43,930	177
Vermont	10,740	33	137		5,138	16
Virginia	191,645	1,123	19,242	197	74,314	337
Washington	167,822	700	4,092	23	73,735	284
West Virginia	34,379	227	543		16,233	110
Wisconsin	123,540	638	5,988	77	53,811	230
Wyoming	12,448	60	48		5,821	26

Policy 5 Indicator: Black Americans, No Health Insurance in Households w/ Children (2022)

	Total Pop w/ Children 2022	Black Population (2022)	Black, No Health Coverage (2022)	Non-Black Population (2022)	Non-Black, No Health Coverage (2022)
Alabama	8,138	1,598	126	6,540	484
Alaska	699	8	1	691	49
Arizona	10,964	466	53	10,498	1,062
Arkansas	5,083	633	32	4,450	376
California	59,481	2,469	82	57,012	3,660
Colorado	8,983	303	23	8,680	499
Connecticut	5,182	435	29	4,747	211
Delaware	1,256	257	12	999	51
District of Columbia	877	252	8	625	10
Florida	29,126	4,321	455	24,805	2,690
Georgia	17,535	4,235	416	13,300	1,471
Hawaii	1,155	45		1,110	35
Idaho	3,912	40	1	3,872	274
Illinois	21,070	1,833	84	19,237	1,074
Indiana	12,486	803	47	11,683	940
Iowa	5,951	177	4	5,774	233
Kansas	5,261	140	12	5,121	350
Kentucky	8,001	478	21	7,523	388
Louisiana	7,410	1,904	89	5,506	381
Maine	1,844	32	6	1,812	132
Maryland	9,765	2,347	101	7,418	573
Massachusetts	9,721	760	23	8,961	164
Michigan	15,507	1,377	36	14,130	690
Minnesota	9,410	352	13	9,058	438
Mississippi	5,120	1,664	161	3,456	342
Missouri	11,078	790	69	10,288	896
Montana	1,639	10		1,629	104
Nebraska	3,577	122	5	3,455	233
Nevada	4,756	380	25	4,376	481
New Hampshire	1,884	33	6	1,851	69
New Jersey	13,861	1,201	82	12,660	921
New Mexico	2,457	57	1	2,400	161
New York	30,424	3,148	129	27,276	1,494
North Carolina	16,034	2,854	163	13,180	1,220
North Dakota	1,376	40	4	1,336	41
Ohio	19,645	1,926	114	17,719	1,180
Oklahoma	5,660	371	29	5,289	605
Oregon	6,060	99	2	5,961	291
Pennsylvania	19,777	1,118	70	18,659	1,744
Rhode Island	1,267	66	5	1,201	39
South Carolina	8,325	1,889	131	6,436	495
South Dakota	1,607	23	1	1,584	116
Tennessee	12,279	1,475	107	10,804	983
Texas	51,601	4,430	581	47,171	7,745
Utah	8,388	65	5	8,323	502
Vermont	898	11	2	887	26
Virginia	13,328	2,082	114	11,246	678
Washington	12,013	520	30	11,493	680
West Virginia	2,649	92	9	2,557	124
Wisconsin	9,535	273	24	9,262	832
Wyoming	963	12	2	951	113

Policy 6 Indicator: Black 3 & 4 Year-Olds in Nursery School or Pre-K (2022)

	Total 3-4 Year Olds (2022)	Black, Ages 3-4 (2022)	Black, Ages 3-4 in Pre-K (2022)	Non-Black, Ages 3-4 (2022)	Non-Black, Ages 3-4 in Pre-K (2022)
Alabama	988	190	75	699	319
Alaska	172			71	24
Arizona	1,321	38	9	1,047	359
Arkansas	624	82	43	455	191
California	7,159	252	101	5,425	2,329
Colorado	1,085	29	13	916	471
Connecticut	646	48	24	492	310
Delaware	163	26	7	116	58
District of Columbia	109	25	16	67	60
Florida	3,518	469	231	2,628	1,281
Georgia	2,127	425	214	1,397	681
Hawaii	280	7	2	105	45
Idaho	452	5	3	407	139
Illinois	2,570	208	111	2,065	1,101
Indiana	1,541	81	38	1,302	522
Iowa	731	16	2	654	286
Kansas	660	15	8	562	264
Kentucky	992	43	10	833	333
Louisiana	857	205	111	564	277
Maine	203	6	2	177	60
Maryland	1,217	240	106	750	379
Massachusetts	1,250	73	38	983	609
Michigan	1,931	154	46	1,549	712
Minnesota	1,237	52	20	1,032	477
Mississippi	607	185	107	369	156
Missouri	1,335	81	28	1,102	461
Montana	213	1	1	169	58
Nebraska	464	15	4	395	180
Nevada	603	36	11	459	155
New Hampshire	247	6	3	218	112
New Jersey	1,817	141	89	1,339	832
New Mexico	352	3	1	250	101
New York	3,695	300	164	2,836	1,553
North Carolina	2,027	324	104	1,397	584
North Dakota	195	3	2	167	38
Ohio	2,511	212	74	2,036	873
Oklahoma	851	42	17	530	200
Oregon	737	6	3	598	279
Pennsylvania	2,415	108	44	2,041	863
Rhode Island	159	5	3	134	75
South Carolina	980	195	73	678	278
South Dakota	224	3	1	176	57
Tennessee	1,479	164	70	1,166	466
Texas	6,003	472	204	4,836	2,025
Utah	941	5	1	846	352
Vermont	112	2	1	98	58
Virginia	1,666	209	77	1,155	559
Washington	1,631	54	24	1,163	518
West Virginia	315	15	4	274	92
Wisconsin	1,189	31	11	1,037	352
Wyoming	118			98	40