



Advocate

February 2015

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Inequities

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Black History Month in Tennessee

February is Black History Month, and Tennessee is a good place to celebrate it. The state's African-American citizens have contributed to the nation's educational, scientific, musical and cultural life, and Tennessee played a leading role in changing the world from one in which most non-White people who visited the White House came in through the back door not the ballot box. The 1960

Nashville sit ins, while not the first in the nation, were arguably the most influential.

Young people have had a primary role in changing the nation. Former Nashville *Tennessean* reporter, David Halberstam titled his book about the 1960 Nashville sit-in movement, *The Children*, because its leaders were college students and younger. (Picture, left: Community members led by student Diane Nash elicit acknowledgement from Nashville Mayor Ben West that segregated lunch counters are wrong.)

Tennessee has superlative resources for learning more about the contributions of African Americans and about the civil rights movement:

- **National Civil Rights Museum, Memphis,** <http://bit.ly/1lmgLlh>.
- **Metro Nashville Public Library Civil Rights Collection,** <http://bit.ly/1co7C3m>.

New World Coming



The demographics of the U.S. population are changing. There is nothing new about demographic change in the United States. In the 16th century, 100 percent of the population within the U.S. North American national borders was “Native American,” which now makes up 1 percent of the U.S. population. By the time the first U.S. Census was taken, it found 80 percent of the people in the existing country were White, now 63 percent.

Ninety-two percent of the population growth in the last decade came from minority populations. By 2043, a more than half of Americans will be members of minority groups; no one racial group will make up the majority of the population. Thanks to better data collection and statistical prediction, the nation has an opportunity to prepare for demographic changes.

As the demographics change, opportunities must be expanded. Disparities between races continue, with community and educational barriers contributing to income and other inequalities. An article by the Pew Charitable Trusts reports that 15 million Whites will leave the workforce in the next 15 years, while 26 million African Americans, Latinos and members of other minorities will enter it. If opportunities are not expanded, the number of people living in poverty is estimated to increase by tens of millions. By 2020, nearly half (43 percent) of U.S. jobs are estimated to require an associate’s degree or higher. Currently, the nation’s largest minority communities have lower levels of educational attainment than will be needed.

- **Mapping America’s Future**, Urban Institute (interactive): <http://bit.ly/tccyad84>.
- **National Equity Atlas**, PolicyLink and the University of Southern California Program for Environmental and Regional Equity (interactive): <http://bit.ly/1x3Rhgw>.
- **Race for Results: Building a Path to Opportunity for All Children**, KIDS COUNT, Annie E. Casey Foundation, <http://bit.ly/Pd8Nxe>.

Know Yourself First

Child advocates and advocacy agencies strive to eliminate bias as a barrier to serving their communities; however, like all aims, in order to be achievable, this must be intentional. The Annie E.



THE ANNIE E. CASEY FOUNDATION

Casey Foundation recently released a *Race Equity and Inclusion Action Guide*.

Preventing problems is also better than correcting them. The report said, “A lot of work to address issues of race focuses on remedying racial discrimination and inequities after they have occurred. Those racial inequities that often get addressed tend to be small in comparison to those that are not.”

The report lists seven steps to advance and embed race equity:

- Establish principles, which includes gathering information about the issue;
 - Engage populations, including using a stakeholder analysis guide;
 - Gather data;
 - Conduct system analyses of root causes of inequities;
 - Identify strategies, including creating a guide to developing racially equitable solutions;
 - Conduct impact assessment for all policies and decision making;
 - Continuously evaluate effectiveness and adapt strategies.
- **Race Equity and Inclusion Action Guide**, Annie E. Casey Foundation: <http://bit.ly/tccyad76>

Work to Increase Equity Continues

Tennessee, with its Tennessee Promise plan to open secondary education to more high school students, many of whom are members of minority populations, is among those coming up with solutions to inequity. The Pew Charitable Trust also commended California, one of two states in which Whites are already in the minority, for extending educational opportunities, increasing school funding and creating a Select Committee on Boys and Men of Color. Washington, D.C., is the latest school system to draw from President Obama's My Brother's Keeper Initiative aimed at improving outcomes for boys of color.

King County in Washington state has established a goal of being fair, just and transparent in all its planning and development. Its website says, "We recognize that our economy and quality of life depends on the ability of everyone to contribute. We will work to remove barriers that limit the ability of some to fulfill their potential."

- "Racial Generation Gap Looms Large for States," *Stateline*, Pew Charitable Trusts: <http://bit.ly/tccyad54>
- *My Brother's Keeper*, The White House: <http://1.usa.gov/1zAAANo>

Tennessee Changes

In April 2014, the Annie E. Casey Foundation's KIDS COUNT project released *Race for Results: Building a Path to Opportunity for All Children*, which ranked states on an index comprised of specific measures related to racial inequities.

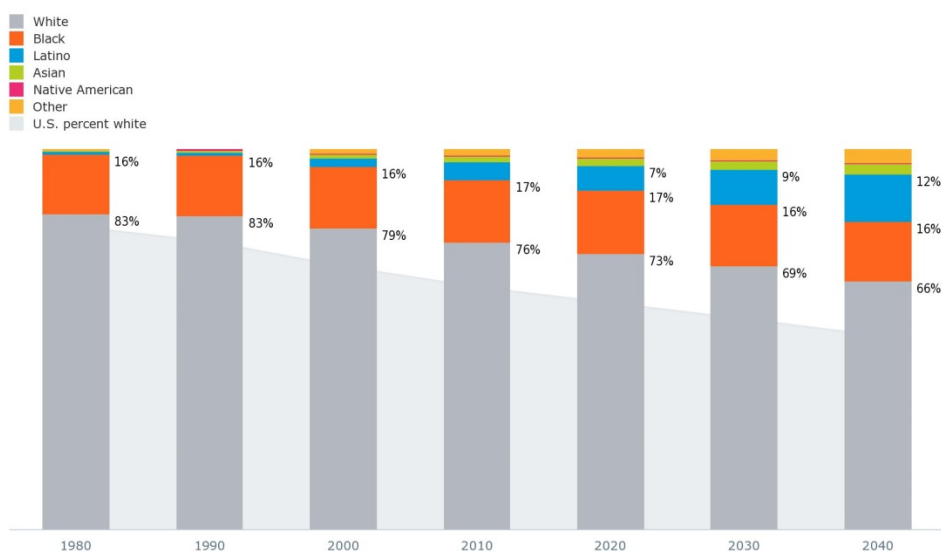
Tennessee ranked 34th on the index.

The [National Equity Atlas](#) estimated 35.7 percent of Tennessee jobs in 2020 will require at least an associate's degree and reports only a third of U.S. born Whites and a little under a fourth of U.S.-born African Americans have currently attained this educational level.

Race for Results reports a number of inequities, including educational disparities. The graduation rate for White students was 82 percent compared to 76 percent for African Americans and 78 percent for Hispanic students.

- **Race for Results: Building a Path to Opportunity for All Children**, Annie E. Casey Foundation KIDS COUNT Program: <http://bit.ly/tccyad82>

Racial/ethnic composition: Tennessee: 1980–2040



U.S. Census Bureau; Woods & Poole Economics, Inc.
PolicyLink/PERE National Equity Atlas, www.nationalequityatlas.org

Disproportionate Minority Contact

One of Tennessee's goals as the State Advisory Group for implementation of Juvenile Justice and Delinquency Prevention Act is to address minority overrepresentation in the juvenile justice system. TCCY calls upon stakeholders through its statewide Disproportionate Minority Contact (DMC) taskforce and local task forces. Juvenile Court Judge Dwight Stokes, of Sevierville, and TCCY staff Gerald Papica and Craig Hargrow have presented to all TCCY's nine regional councils on "Seeking Justice: One Child at a Time."

Information on TCCY DMC efforts: Craig.Hargrow@tn.gov.

Health Care Inequities

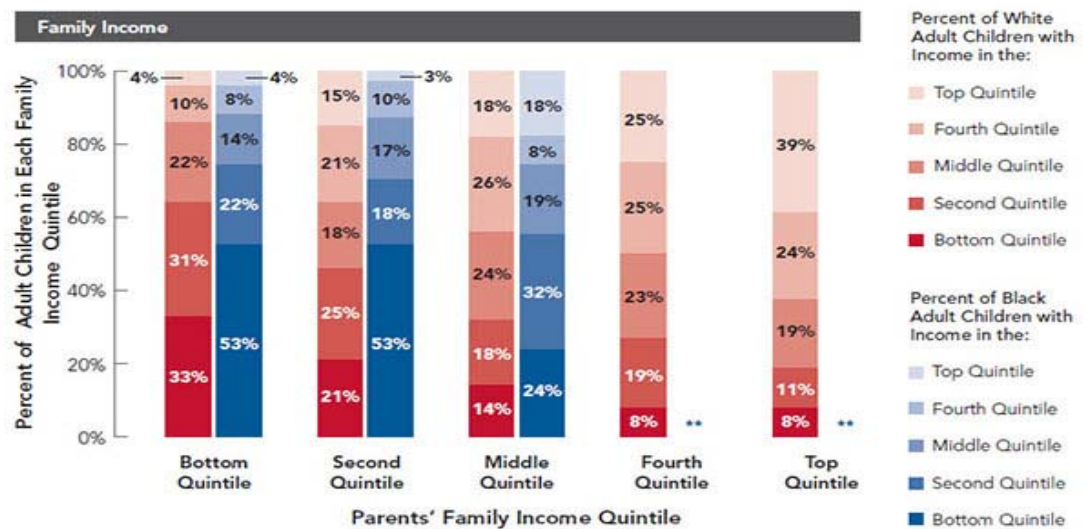
Access to quality health care is not equal among races and ethnic groups. The Agency for Healthcare Research and Quality (AHRQ) issues two annual reports on this: the *National Healthcare Disparities Report* and the *National Healthcare Quality Report*. The agency's 2013 report found members of minority groups generally had poorer care and worse access to care than did non-Hispanic Whites. Research by the agency shows Asian Americans had similar or better quality of care than Whites, but worse access to care. Those living in rural areas and low-income people are also included among the AHRQ's disparity report's priority populations.

- **AHRQ Fact Sheets about Minority Health:** <http://bit.ly/tccyad81>
- **National Healthcare Quality Report, 2013:** <http://bit.ly/tccyad72>
- **National Healthcare Disparities Report, 2013:** <http://bit.ly/tccyad80>

Income Inequities and Economic Mobility

The American Dream is one of our most cherished values: The belief that anyone can move up the economic ladder. Achieving this dream is especially difficult for those not in the majority. Advocates, aware of the effect high levels of poverty and income inequality have on our economy and well-being, are working to help eliminate disparities by opening up better educational opportunities, increasing minimum wages, making tax policy more progressive, and assuring bias, especially implicit or unconscious, doesn't affect policy and business decisions.

Blacks Are More Likely to Stay in the Bottom and Fall from the Middle
Chances of moving up or down the family income ladder, by race and parents' quintile



Note: Income is adjusted for family size.

** Too few observations to report estimates.

Maternal education is a strong predictor of children's academic achievement, which then contributes greatly to their ability to succeed. This country has a history of restricting education for minorities, with the result of continuing disparities, as seen in this Brookings Institution data. Although it has closed somewhat over the past 20 years, the difference between the midpoint in White (\$55,800) and non-White (\$33,600) annual income is significant, with non-Whites earning only 60 percent of White income in 2013. The annual income difference is dwarfed by wealth inequities. Federal Reserve Board data show White family wealth, which includes property and financial assets, was eight times that of non-Whites. Although some of this disparity is related to home ownership, with nearly half of non-White families owning homes compared to nearly three-fourths of White families, differences in financial assets were the primary cause.

- ***The Other American Dream: Social Mobility, Race and Opportunity***, Brookings Institution: <http://bit.ly/tccyad86>
- ***Racial Inequality***, Institute of Policy Studies: <http://bit.ly/tccyad85>.

TCCY Keeps You Up to Date on Legislation Affecting Children and Youth

The special session of the Tennessee Legislature focused on the Governor's "Insure Tennessee" health care proposal to help the working poor and others begins on Feb. 2. TCCY's Steve Petty (right) has begun reporting on bills filed for consideration during the regular session to follow. You can sign up to receive weekly reports and, when the Legislature begins its work, updates of the bills and the legislative process. Information is also updated on TCCY's website



- TCCY Recommendations on Insure Tennessee: <http://www.tn.gov/tccy/leg-IT-15.pdf>

In its role as an advocate for children, TCCY also monitors and reports on related legislation.

- TCCY Legislative Updates: <http://www.tn.gov/tccy/legislat.shtml>
- Sign Up for TCCY Updates and Newsletters: <http://www.tn.gov/tccy/listserv.shtml>

Updates



TCCY is a statewide organization interacting with the child advocates across the state in a myriad of ways. Craig Hargrow (left), director of the Second Look Commission, recently led the prayer at the Sevier County Martin Luther King Day commemoration as a guest of former Commission member Judge Dwight Stokes. Hargrow also recently presented to the Department of Intellectual and Developmental Disabilities – Middle TN Region at Clover Bottom Developmental Center on "Developing from the Inside." This was part of the agency's "Essentially Leadership series.

Mark Your Calendar

- Feb. 3, 9 a.m.-3 p.m., **Insure Tennessee Day on the Hill**, Polk Theater, TPAC, Tennessee State Capitol. Register at <http://bit.ly/1xEooph>. Sign up for buses leaving Johnson City, Knoxville (through Cookeville), Chattanooga (Manchester), Memphis and Jackson by Jan. 28rd.
- Feb. 4, 9 a.m.-2 p.m., **Disability Day on the Hill**, Tennessee Disability Coalition, 301 Sixth Ave. North, Nashville. Contact ddh@tndisability.org or (615) 383-9442.
- Feb. 5, 10:30 a.m.-2:30 p.m., **Mental Health America of Middle Tennessee presents "Identifying Resources and Building Referrals for Children and Adolescents,"** Trevecca Community Church, 335 Murfreesboro Road, Nashville. Registration: \$30; CEUs: 3. Register online at mhamt.org.
- Feb. 6, 8-10 a.m., **Coalition for a Healthy Tennessee Health Forum**, Millennium Centre Ballroom, Johnson City. Register at <http://bit.ly/151C8CN>.
- Feb. 10, 7:30-8:30 a.m., **Rural Health Association of Tennessee Hill Day 2015**. Legislative Plaza Info: susan@rhat.org.
- Feb 15 , 12 a.m., **End of Affordable Health Care Open Enrollment for 2015**. Info: www.healthcare.gov.
- Feb. 20, 12:30-3:30 p.m., **Mid-Cumberland Council on Children and Youth Wilson County Lunch and Learn**, TBA.
- Feb. 20, 8:-12:15 p.m., **Northwest Council on Children and Youth Ethics Training, "Exploring Our Personal Values, Social Media and Professional Ethics,"** Boling University Center Ballroom, U.T. Martin. Registration fee; 3 NASW CEUs. Register by Feb. 13 by contacting Dana.Cobb@tn.gov or (7231) 571-7271.
- March 2, **Mid-Cumberland Council on Children and Youth Legislative Update Event**, Downtown Nashville Public Library, 615 Church Street.
- March 8-10, **2015 Tennessee Conference on Volunteerism and Service-Learning**, Cool Springs Marriott, Franklin. More information at www.tn.gov/finance/adm/vt/TCVSL.shtml or volunteer.tennessee@tn.gov.
- March 10-11, **Children's Advocacy Days**, War Memorial Auditorium, Nashville. TBA. Contact (615) 741-2633 or (615) 532-1570. Register at <https://cad2015.eventbrite.com>.
- March 18, **Mental Health Day on the Hill**, War Memorial Auditorium. Sponsored by Tennessee Coalition for Mental Health and Substance Abuse Services. Contact tstarling@mhamt.org.
- March 30-April 1, **102 Annual Tennessee Conference on Social Welfare**, Franklin Marriott Cool Springs. Contact tlawson@tcs.w.org for more information.

In the News

Hechinger Institute, “Violent beginnings: How to help preschoolers who witness violence and trauma,” <http://bit.ly/tccyad79>

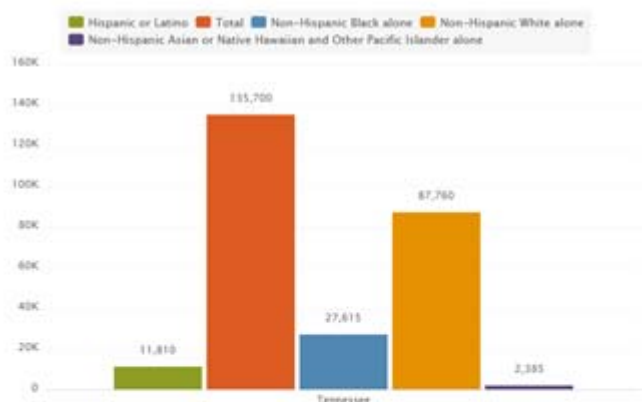
The (Nashville) Tennessean, “TN health crisis needs policy, thought reform,” <http://bit.ly/tccyad78>.

The Washington Post, “Majority of U.S. public school students are in poverty,” <http://bit.ly/tccyad77>.

Research Information

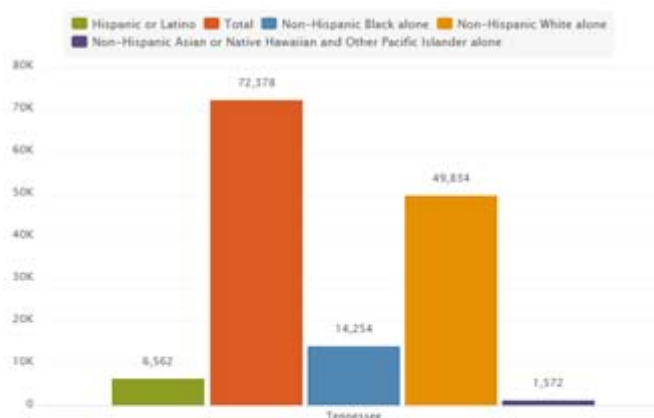
Racism linked to depression and anxiety in youth, University of Melbourne, ScienceDaily, <http://bit.ly/tccyad68>.
Time Magazine, “A Rough Childhood Can Literally Age You, Says a New Study,” <http://bit.ly/tccyad87> (Study: <http://bit.ly/1ySlh2Y>).

Tennessee KIDS COUNT Facts



CHILDREN AGE 3 TO 5 ENROLLED IN NURSERY SCHOOL, PRESCHOOL OR KINDERGARTEN, BY RACE AND ETHNICITY: 5 SELECTED (NUMBER) - 2012

National KIDS COUNT
KIDS COUNT Data Center, datacenter.kidscount.org
A project of the Annie E. Casey Foundation



BABIES BORN AT NORMAL BIRTHWEIGHT, BY RACE AND ETHNICITY: 5 SELECTED (NUMBER) - 2011

National KIDS COUNT
KIDS COUNT Data Center, datacenter.kidscount.org
A project of the Annie E. Casey Foundation

More data on Tennessee child well-being is available at <http://bit.ly/15alkVu>. Data on racial inequity is at <http://bit.ly/1dNvmnu>.

No person shall on the grounds of race, color, national origin, sex, age, religion, disability, or ability to pay, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity operated, funded, or overseen by the Tennessee Commission on Children and Youth (TCCY). It is the intent of TCCY to bind all agencies, organizations, or governmental units operating under its jurisdiction and control to fully comply with and abide by the spirit and intent of the Civil Rights Act of 1964.

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