

TRAILBLAZERS
FOR
DIVERSITY
INCLUSION EQUITY
E-BOOK SERIES
CHAPTER 1. SEGREGATION

The Best of the Best

NAN MCKAY
connects



Nan McKay Connects LLC

<https://trailblazersimpact.com>

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IN TRIBUTE, TO THOSE, WE WILL ALWAYS REMEMBER, AND THOSE WHO MAY NEVER BE KNOWN

Gwendolyn L. Ifill

(September 29, 1955 – November 14, 2016) was an American journalist, television newscaster, and author. In 1999, she became the first African-American woman to host a nationally televised U.S. public affairs program with *Washington Week in Review*.



Congresswoman Barbara Jordan

(February 21, 1936 – January 17, 1996) was an American lawyer, educator, and politician who was a leader in the **Civil Rights Movement**. A Democrat, she was the first African American elected to the Texas Senate after **Reconstruction** and the first Southern African-American woman elected to the United States House of Representatives. She was best known for her eloquent opening statement at the House Judiciary Committee hearings during the impeachment process against Richard Nixon.



Honorable Shirley Chisholm

The 1st black woman elected to U.S. Congress and the 1st African-American candidate for a major party nomination for President of the United States.





JIM CROW LAW

From the 1880s into the 1960s, many American states enforced segregation through the “Jim Crow” laws.

The “Jim Crow” laws outlawed African Americans from marrying whites, legalized whites-only business and public spaces, barred black children from attending “white” public schools, and even prevented blacks and whites from playing on the same field.



segrə'gāSH(ə)n/_

...the enforced separation of different racial groups in a country, community, or establishment as a lawful and official policy of racial segregation.



In this ebook, “Segregation”, we share “stories-in-brief ”, from women who have Struggled and Prevailed; Women who have committed their journey to Raising-Up other women. And in doing so, they have elevated countless girls, families, communities, this Nation, and the Global Community. Their accomplishments are the living legacy of the women who paved the way.

Please listen-in to these personal journeys shared as a podcast; the cornerstone of a larger part of the oral history project launched as www.trailblazersimpact.com.

TrailBlazers Impact Podcast's mission is to leverage the wisdom and lessons-learned by women of all ages as we continue to encounter gender and racial bias in the workplace, the halls of academia, the cultural institutions that wish to portray women and their journey.

WOMEN DRIVEN BY THE EFFECTS OF SEGREGATION



After the abolition of slavery in the United States, three Constitutional Amendments were passed to grant newly freed African Americans legal status: the **Thirteenth Amendment** abolished slavery, the **Fourteenth Amendment** provided citizenship and the **Fifteenth Amendment** guaranteed the right to vote.

Black women and their families still struggle despite these Constitutional Amendments.

Even the many “**civil rights acts**” enacted to enforce these amendments are constantly under attack. Between 1873 and 1883 the Supreme Court handed down a series of decisions that virtually nullified the work of Congress during Reconstruction. Regarded by many as second-class citizens, blacks were separated from whites by law and by private action in transportation, public accommodations, recreational facilities, prisons, armed forces, **and schools in both Northern and Southern states.**

One study done in 1997 shares insights on the continuing effects of the current de facto segregated schools. Findings indicate that many schools remain segregated at the building level, all core academic classes were tracked and racially identifiable, with black students disproportionately found in lower tracks. Both forms of segregated schooling had negative effects on academic outcomes. Importantly, **desegregated** learning environments benefited the academic performance of black students who experienced them.

FAMILY LAW ATTORNEY, CIVIL RIGHTS ACTIVIST, FEMINIST!

Fay H. Williams

At age 87 Attorney Fay H. Williams maintains her law practice and is still going strong. With 65+ years of activism to her credit, Attorney/Activist Fay H. Williams is a local Indiana and national treasure as captured in the **Congressional Record**.



She knew the young Hilary Rodham, worked to organize political campaigns for women candidates starting in the 1960s, collaborated with now-retired Senator Barbara Mikulski (MD), the longest-serving woman in the history of the United States Congress, and served as Sr. Campaign Advisor to Congresswoman Julia M. Carson, the first-ever black woman elected to Congress from a majority white congressional district.

Internationally, she served as chair of the Board of the Overseas Education Fund, National League of Women Voters (LWV) providing LWV representation and leadership to the development of third world countries with trips on behalf of O.E.F. to East and West Africa, China, and the West Indies.

Her accomplishments are many and the number of women she advances to leadership continues to this date.

It is my privilege to start this book with the sharing of her story. She was/is my Mentor, Attorney, Corporate Advisor, Confidante, and Friend. Many of us fondly refer to her as our mentor-tormentor. She demands the best from those she invests in.

Notable Accomplishments:

Natl Chair, Overseas Education Fund (OEF) - **Natl League of Women Voters**

Vice-Chair, Natl Civic League/All-American Cities Awards

Natl Organizer, Natl Women’s Education Fund (forerunner - **Center for American Women In Politics @ Rutgers U**)

Board Chair & Interim President, University Without Walls

Board Member, American Museum Trustees

Nat’l Organizer, **National Coalition of 100 Black Women, Inc.** (1979-81): Now 65 chapters strong across 26 states and the District of Columbia

Born: Galveston Island, Texas (1933)

Resides: Indianapolis, IN (1955-Present)

Graduated: B.A. - Texas Southern University, MSW - Indiana University, J.D. - Indiana University Law School



Passionate About:

Empowering girls & women, civil rights, her grandson, and great-grandchildren, public policy, promoting organizational and board literacy of women.

Listen to Fay’s interview on Trailblazers Impact Podcast here:

<https://trailblazersimpact.com/2020/12/fay-williams/>

Watch her video on YouTube here: <https://www.youtube.com/watch?v=VIShCEas1dQ>

SENIOR FINANCIAL ANALYST & PERSONAL FINANCIAL MANAGEMENT "GURU"

Linda Dupre Hull

Linda “came of age” in the deep south of the 1960s; a period that continued to be stamped with institutional racism and the state-sponsored apartheid that found young activists like herself with the personal demands of “playing it safe” by attending a designated black college in Louisiana, Or making-way for the integration of white universities across the south.



Linda elected to be brave, to follow the relatively few who had preceded her by marching through the doors of LSU at New Orleans (later renamed the University of New Orleans) knowing she would encounter hostility from fellow students, and, yes, even the faculty. After all, This was the N’Awlins of the late 60s-early 70s, and full integration with racial acceptance had not yet been embraced in Louisiana.

She elected to pursue her passion and talent, pursuing math and accounting as her major/minor, even though her professors were not encouraging of her pursuit believing “coloreds” to not “be good with math”. Linda always found she was the only black girl in the large classrooms.

To reinforce herself she adopted the practice of walking to the front row of every class, planted herself squarely in front of the white professor (to ensure the professor had to acknowledge her presence), and to avert the stares and looks of racial hatred that could work to undermine her purpose “to excel”.

And excel she did, working her way up from an entry level accounting clerk position at the Housing Authority of New Orleans (HANO) upon graduating college, and advancing to the position of Chief Financial Officer (CFO), as the first black woman to do so in the nation's 5th largest housing authority, Linda has responsibility for budget development and oversight of an annual operating and capital budget exceeding \$100M. She subsequently retired having achieved the position of Chief Executive Officer.

HANO was the owner/manager of 19,000 public housing units, and administered 6,000+ units of housing choice vouchers, serving almost 20% of the city's population. HANO also developed hundreds of new units of affordable housing through public-private partnerships.



Following retirement she joined a national housing management consulting firm as a Sr. Financial Analyst/Consultant achieving national acclaim for proven expertise in the recovery of distressed public housing authorities.

Linda executed the plan to return 10,000+ Section 8 assisted families back-home to New Orleans after being displaced by Hurricane Katrina.

Listen to Linda's interview on Trailblazers Impact Podcast here:

<https://trailblazersimpact.com/2020/12/linda-dupre-hull-podcast/>

Watch her video on YouTube here: <https://www.youtube.com/watch?v=GcfEUep-sbA>

CERTIFIED PROFESSIONAL GOVERNMENT
AUDITOR, STUDENT ADVOCATE, AND
FUNDRAISER EXTRAORDINAIRE!

Virginia W. Harris

A southern belle she may “sound”, but her grit, resilience, and ferocity for equal access to higher education for youth from economically strapped families will remind you more of a U.S. Marine than a soft-spoken woman with southern charm and drawl.



Spending her entire youth and professional climb in the belly of the deep south from Georgia to Florida to Louisiana, and back to Georgia, she came to embrace the mission of Historically Black Colleges and Universities (HBCUs), and their importance in not only educating, but also nurturing minority students across the decades. This passion found her serving as Chair, Board of Trustees at her alma mater, Albany State University (GA) for more than 10 years. Graduating from Albany State U. provided the platform for success in graduate school at LSU, and later as the 1st black county auditor in the state of Georgia.

Virginia describes her personal “trinity” as Faith, Family, and Fitness. Nearing age 70 finds her still playing tennis and running flat out to continue to make a difference for black women and girls as the current, and 9th national President of the National Coalition of 100 Black Women, Inc.



She has spent a lifetime serving as a change-agent with “boots on the ground”. She “puts her money where her mouth is” by promoting every social cause she champions through fundraising, now totaling in “the millions of dollars” solicited from corporations and individuals over the past two decades.

When it comes to fundraising, she is simply a force of nature with 100% commitment to financial accountability, given her training and background as a certified government auditor.

Current and 9th National President National Coalition of 100 Black Women, Inc.

Passionate about black women & girls, HBCUs, Volunteerism, Fundraising, her children-grandchildren, the city of Atlanta, her hometown of Albany, GA, and Alpha Kappa Alpha Sorority, Inc.



Listen to Virginia’s interview on Trailblazers Impact Podcast here: <https://trailblazersimpact.com/2020/05/virginia-harris/>

Watch her video on YouTube here: <https://www.youtube.com/watch?v=6g-ioZabbOw&list=PLbm-cMF0ZIxhX41tVNtbIEYnrv18guKdS>

BROWN VS BOARD OF EDUCATION

Brown vs Board of Education of Topeka was a **landmark 1954 Supreme Court case** in which the justices ruled unanimously that racial segregation of children in public schools was unconstitutional.

Brown vs Board of Education was one of the cornerstones of the civil rights movement and helped establish the precedent that “separate-but-equal” education and other services were not, in fact, equal at all.



Separate But Equal

In 1896, the Supreme Court ruled in **Plessy vs Ferguson** that racially segregated public facilities were legal, **so long as the facilities for blacks and whites were equal.**

The Plessy ruling constitutionally sanctioned laws barring African Americans from sharing the same buses, schools, and other public facilities as whites making way for what became known as “Jim Crow” laws. Plessy vs Ferguson established the “separate but equal” doctrine that would stand for the next six decades.

But by the early 1950s, the National Association for the Advancement of Colored People (**NAACP**) was working hard to challenge segregation laws in public schools filing lawsuits on behalf of plaintiffs in states such as South Carolina, Virginia, and Delaware.

MORE ABOUT "SEPARATE BUT EQUAL", HBCUS AND UNCF



“**Separate but equal**” was a legal doctrine in United States constitutional law, according to which racial segregation did not necessarily violate the Fourteenth Amendment to the United States Constitution, which guaranteed "equal protection" under the law to all people.

Yet, the experiences of Black Americans were largely separate and Unequal.

Unequal housing, Unequal health care, Unequal hospitals, Unequal education, Unequal parks, and recreation (or non-existent). Basically, “Substandard-by-Design” continues to characterize the past, present, and future of many communities.

More About Historically Black Colleges and Universities (HBCUs)

Before *Brown vs Board of Education* (1954) “colored colleges” were often the only opportunity for a black student to attend college.



HBCUs are a source of accomplishment and great pride for the African American community and the entire nation.

The United Negro College Fund (UNCF) famously coined its tagline, “A Mind is a Terrible Thing to Waste”. Over the past seven decades, the UNCF has raised more than \$5B to make way for students to attend an HBCU-member institution.

The Higher Education Act of 1965, as amended, defines an HBCU as “any historically black college or university that was established prior to 1964, whose principal mission was, and is, the education of black Americans, and that is accredited by a nationally recognized accrediting agency or association”.

HBCUs offer all students, regardless of race, an opportunity to develop their skills and talents.

As of January 2020, the U.S. Department of Education identifies **107 HBCUs** with 228,000 students currently enrolled. Fifty-six institutions are under private control, and 51 are public colleges and universities.

The public institutions account for more than two-thirds of the students in historically black institutions.

WHAT'S YOUR? STORY?

SHARE YOUR JOURNEY WITH US

Each story curated on TrailBlazers Impact Podcast is the story of women of all races, different origins, nationalities, and ethnicities. Through adversity, inspiration, mentoring, and/or sheer necessity, these women simply decided to “go over, under, or damned-well-through” any barrier to achieving their personal best. Each desired to make a difference and make way for other women and girls to follow. We don’t know all the trailblazing women “out there”. We just know they are countless. We see their legacy in the many women who now occupy seats in our town councils, state legislatures, and the halls of Congress. We see them in the C-suite, in the office of the college president, and the hospital President. We see the women in uniforms who now fly combat jets and wear the stars and bars of a general. Well, you get the picture. You probably know one or more of these women; you are probably one of them.

It is, indeed, our pleasure to build upon the stories provided by our guests with additional information to further inform your understanding of the various threads that buildout the mosaic of experiences found across the various platforms of Nan McKay Connects. You can listen to the guests shared in this chapter, along with many others on www.trailblazerimpact.com, where we encourage you to listen to the full interviews.

E-RESOURCES

Smithsonian’s National Museum of African American History and Culture

The National Museum of African American History and Culture is the only national museum devoted exclusively to the documentation of African American life, history, and culture. It was established by Act of Congress in 2003, following decades of efforts to promote and highlight the contributions of African Americans.

History of Racial Segregation in the U.S.

After the United States abolished slavery, black Americans continued to be marginalized through enforced segregated and diminished access to facilities, housing, education—and opportunities.

United Negro College Fund - By the Numbers: How HBCUs Stack Up

There are currently 101 HBCUs in the nation, and the 37 that UNCF supports directly are our member institutions. The history of African Americans and higher education is a long one, with roots reaching as far back as the Civil War.

Center for American Women and Politics at Rutgers U

The Center for American Women and Politics (CAWP), a unit of the Eagleton Institute of Politics at Rutgers, The State University of New Jersey, is nationally recognized as the leading source of scholarly research and current data about women’s political participation in the United States. Its mission is to promote greater knowledge and understanding about the role of women in American politics, enhance women's influence in public life, and expand the diversity of women in politics and government.

ABOUT THE AUTHOR

“Empowered women, Empower women.”
While the author of this quote is unknown, it captures the essence of who I am, and that which has fueled my journey.

The e-book is authored by a Certified Diversity Professional. It is organized around various themes, such as this one on segregation, with stories of the women who went on to succeed even in the face of lawful segregation.

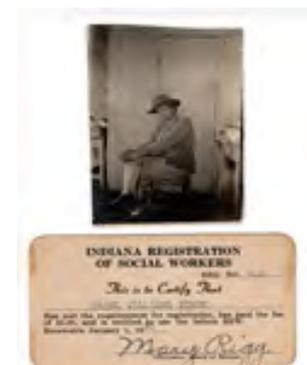


DeeDee Strum, CDP®, TrailBlazers Impact
Podcast Co-host & e-Book Author

My prayerful mother, along with my dad, Major P.G. Strum, Jr. (USAF, Ret.), ensured every exposure & opportunity for the five of us to succeed teaching us from childhood the lived value of “Diversity Equity Inclusion”.



Paternal Grandmother & Trailblazing Woman (graduated Kentucky State College (1923), later becoming the 1st black registered social worker in Ft. Wayne, IN. Her mother, my great-grandmother, Ida Miller Williams studied to become an Evangelist at the historic **Berea College** in the late 1800s.





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TrailBlazers Impact Podcast

Bringing you podcast stories from inspirational women and men
The Bridge from Dreams to Action

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