



**National Coalition of 100 Black Women Inc., Queen City Metropolitan Chapter's
Opposes North Carolina House Bill 2**

Founded in 2009, The National Coalition of 100 Black Women, Inc., Queen City Metropolitan Chapter (QCMC) is a not for profit organization that advocates on behalf of women of color. The organization focuses on empowering women to be leaders in their community and their career. Through advocacy, members work as change agents to influence public policy that promotes gender equity in health, education and economic empowerment. QCMC's mission is to improve the lives of African American women and their families by creating programs focusing on family, education, health and finances. See more at: <http://www.ncbw-qcmc.org/about.html>

Background

On March 23, 2016, the North Carolina General Assembly enacted and North Carolina Governor Pat McCrory signed into law North Carolina House Bill 2 (HB2). Known across the country as the "bathroom statute", HB2 has been rightfully derided for its negative impact on all North Carolinians.

The scope of HB2 is unprecedented in this country. In addition to codifying discrimination against Transgender people in North Carolina, HB2 limits the rights of NC residents to sue for discrimination in State court and it denies cities in North Carolina the ability to increase minimum wages. More specifically, HB2:

- Eliminates the existing state cause of action for employment discrimination on any protected characteristic, including race, religion, national origin, and sex (among others);
- Prevents local municipalities from increasing the minimum wage in their local community;
- Overturns existing municipal non-discrimination protections for Lesbian, Gay, Bisexual and Transgender (LGBT) people; (since modified by Executive Order)
- Prevents such provisions from being passed by cities in the future;
- Forces transgender students to use restrooms and other facilities inconsistent with their gender identity, putting billions of dollars in federal funding under Title IX at risk, and
- Prevents transgender people from using facilities consistent with their gender identity in government-owned buildings, including the Charlotte Convention Center.

While, in response to the national backlash against HB2, Governor McCrory issued an executive order prohibiting North Carolina government from legally discriminating against its own employees based on sexual orientation or gender identity (and allowing local governments and private businesses to voluntarily do the same), the executive order does not go far enough. Cities are still not allowed to prohibit private businesses from discriminatory practices. The executive order does not sufficiently address the bathroom question. The order does nothing to restore the other rights taken away by HB2 (such as the right to sue for discrimination in state court). Cities and counties are still prohibited from requiring local business in their jurisdiction to pay a living wage.

HB2 has already had a negative impact on our state reflected nationally and locally. NCBW Queens City Metropolitan Chapter is especially concerned with the impact of this statute in the lives of Black women and girls, including those persons who are gender nonconforming. The intersection of race, gender identity and class under HB2 further marginalizes those already facing significant social and systemic bias. The continued long-term adverse impact done by HB2 supports sustained detriment to the social, cultural, economic and political landscape of our state.

Members of the National Coalition of 100 Black Women, Inc., Queen City Metropolitan Chapter oppose HB2 and call on Governor McCrory, Senator Berger and Speaker Moore to repeal HB2. This call for repeal is supported by the following resulting issues:

Wage Discrimination

- A majority of black women are minimum wage earners. [More than six in 10](#) minimum wage workers in North Carolina are women, according to a study from the National Women's Law Center.
- HB2 will prevent local municipalities from remedying this discrepancy by increasing the minimum wage required in the local municipality. This disproportionately hurts women.

Employment Discrimination

- Women in North Carolina [earn 85 cents on the dollar](#) for doing the same job as men, according to the National Women's Law Center.
- African American women only earn [64 cents on the dollar](#) for white men.
- Latina women only earn [48 cents on the dollar](#) for the same jobs as white men
- Women in North Carolina who face discrimination in the workplace -- whether it's seeking equal pay for equal work or other discrimination -- can't go to court for remediation anymore. Women are among the many minority groups who can no longer sue in state court for employment discrimination.

Public Safety/Restrooms

- HB2 claims to "protect women and children" by playing on fear and lies. It's historically illegal -- and would always be -- to enter a restroom for the purpose of assaulting anyone. That was true the day before HB2 and will continue to be true if HB2 is repealed.
- There have been [no increases in public safety incidents](#) in the more than 100 cities and 18 states that have passed non-discrimination laws like Charlotte.
- About [80% of sexual assault](#) is committed by someone known to the victim ([86%](#) in the case of child sexual assault).
- Transgender North Carolinians may be harassed or discriminated against in public places like hotels, restrooms, restaurants and other public services. A transgender North Carolinian, who looks like the opposite sex, will be subject to more scrutiny and harassment by using the bathroom of their birth identity instead of the bathroom of their gender identity.

Disclaimer: The National Coalition of 100 Black Women Inc., Queens City Metropolitan Chapter is a non-partisan, not for profit organization.

Citations

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