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Black History MONTH 2021

Join us on this digital journey to explore the history of the

Black Community in America

We will explore the historical threat of racism that remains powerfully within our country and how The Port Authority of New York and New Jersey is resolute in doing its part to defeat this terrible and entrenched injustice.

- United States Constitution
- Military
- Reconstruction
- Migration
- Voter Suppression
- Amendments to United States Constitution
- Voting Rights Act of 1965
- 40 Acres and a Mule
- Reparations
- Criminal Justice
- Redlining in the Black Community
- Medical Care
- Pandemics and Vaccinations
- Port Authority Diversity & Inclusion
- Expanding Business Opportunities
- Embracing a Diverse Workforce
- Committed to our Diverse Customers and Communities
- Michael Massiah
- Huntley Lawrence
- Citations

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United States Constitution

3/5 Clause

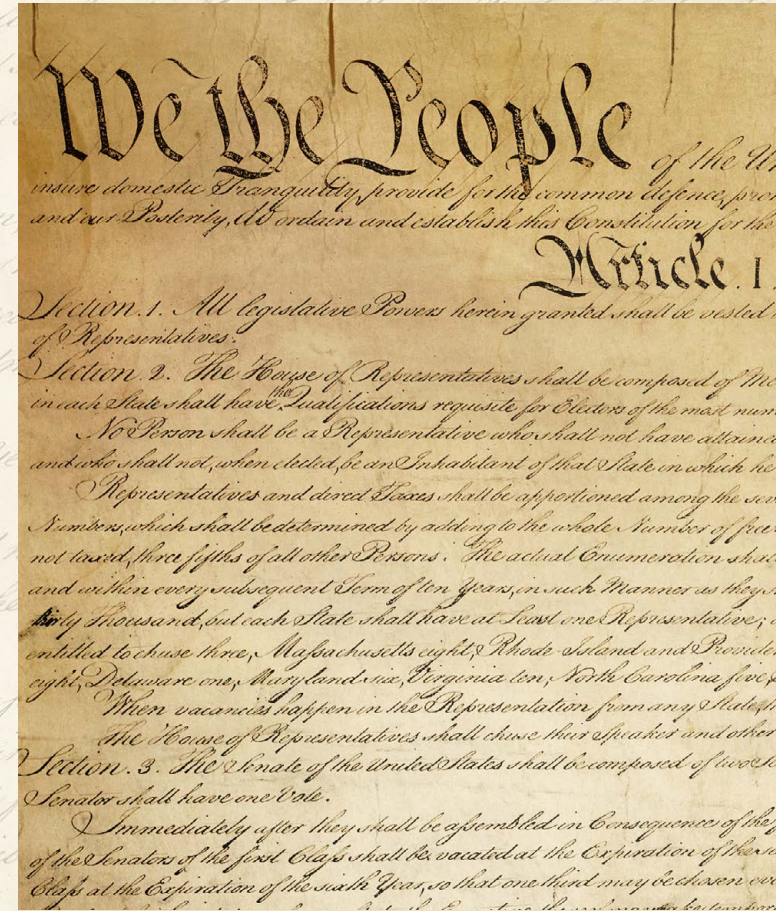
Each slave was to be counted as 3/5th of a person when calculating the population number.

The North wanted slaves to be categorized as property so the taxes levied on the South could be higher.

The South thought the North would have an unfair advantage in the government because they would have more representatives in Congress.

5 Citizens = 5 Votes

5 Slaves = 3 Votes



The first page of the original copy of the Constitution

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Military

United States Civil War

- A 1792 Federal law barred freed black men from serving in the U.S. army (although they had served in the American Revolution).
- On July 17, 1862, Congress passed the Second Confiscation and Militia Act, freeing slaves who had masters in the Confederate Army.
- By the end of the Civil War, roughly 179,000 black men served as soldiers in the U.S. Army and another 19,000 served in the Navy.
- African Americans were getting underpaid as soldiers. The U.S. Army paid Black soldiers \$10 a week, while white soldiers were paid \$13. By 1864 congress passed a bill requiring equal pay for all soldiers.

Lloyd Austin (Secretary of Defense under President Joe Biden)

- The 28th Secretary of Defense and first African American to hold this position.
- General Lloyd J. Austin III's last military position was as the 12th Commander of U.S. Central Command from March 22, 2013-March 30, 2016.
- He was born in Thomasville, Georgia and attended the United States Military Academy at West Point, graduating in 1975 with a commission in Infantry.



Secretary of Defense Lloyd J. Austin III

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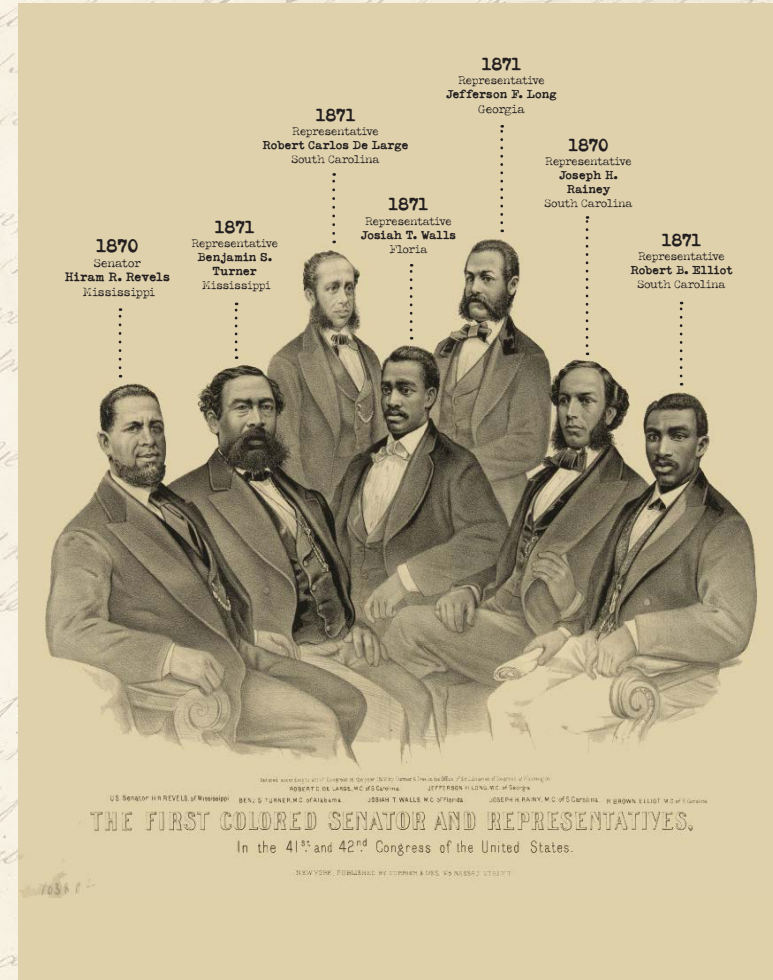
Reconstruction

The Reconstruction Era (1865-1877) was the period after the Civil War during which the United States grappled with the challenges of reintegrating the states that had seceded and determining the legal status of African Americans.

3 Major Initiatives of Reconstruction

- Restoration of the Union
- Transformation of Southern society
- Enactment of progressive legislation favoring the rights of freed slaves

Reconstruction failed in most ways. When President Rutherford B. Hayes ordered federal troops to leave the South in 1877, former Confederate officials and slave owners gradually returned to power. Southern state legislatures quickly passed "black codes," imposed voter qualifications, and allowed the sharecropping system to thrive, ensuring that the standard of living did not improve for freed slaves.



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Migration

The Great Migration was the relocation of more than 6 million African Americans from the rural South to the cities of the North.

Racial supremacy was largely enforced in the South in the 1870s following the Civil War and the Reconstruction era. The segregationist practices known as "Jim Crow" laws were government-sanctioned racial oppression and segregation in the United States. These laws quickly became the rule of the land and deprived blacks from owning land and other economic opportunities. The Ku Klux Klan was a forceful underground organization that was behind the intimidation, violence and even lynching of black southerners in the Jim Crow South.

The black population in major northern cities significantly increased. Many immigrants found employment in warehouses, slaughterhouses and factories, in which working conditions were challenging and unsafe at times. In addition, many blacks struggled to find places to live due to widespread racism and discrimination.



Southern family migrating to Chicago

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Voter Suppression

Gerrymandering

When the drawing of legislative district boundaries benefits a party, group, or incumbent. It deprives black people of political power.

Violence/Threats

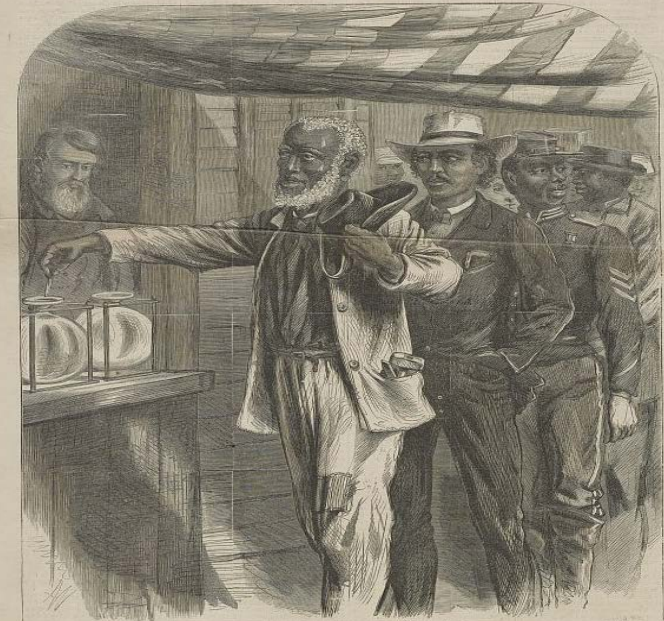
When the 15th amendment was passed, whites used violence and intimidation tactics to threaten any blacks who attempted to vote.

Poll Tax Fee

The Poll tax charged a fee for voting which many African Americans were unable to pay. In addition, a literacy test was required to exclude any blacks from voting since it was assumed they could not read.

HARPER'S WEEKLY
A JOURNAL OF CIVILIZATION

Vol. XI.—No. 568. NEW YORK, SATURDAY, NOVEMBER 16, 1867. [LITHOGRAPHED BY GARDNER]



An 1867 edition of Harper's Weekly depicting the first vote of African American men.

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Amendments to United States Constitution

1865

1866

1870

13 Amendment

- Prohibited: slavery in the United States and provided "Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party should have been dully convicted, shall exist in the United states."
- Many southern governments enacted laws known as black codes to regulate black behavior and impose social and economic control.
- For example, the Mississippi vagrant law required all freed men to carry papers proving they had employment, without which they could be arrested, fined or even reenslaved and leased out for work.

14 Amendment

- Granted citizenship to all people born or naturalized in the U.S., including former slaves. It forbids states from denying any person life, liberty, or property, without due process of law or to deny any person within its jurisdiction the equal protection of the laws.

15 Amendment

- Prohibits the United States or any individual state from denying any citizen the right to vote based on race, color, or previous condition of servitude.
- The 15th Amendment guaranteed African American men the right to vote.
- **June 25, 2013 WASHINGTON** – The Supreme Court effectively struck down the heart of the Voting Rights Act of 1965 by a 5-to-4 vote, freeing nine states, mostly in the South, to change their election laws without advance federal approval. This action changed the way states handled voting in minority areas.

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Voting Rights Act of 1965

Invalidate Tests

Invalidated the use of any test or device to deny the vote and authorized federal examiners to register voters in states that had disenfranchised blacks.

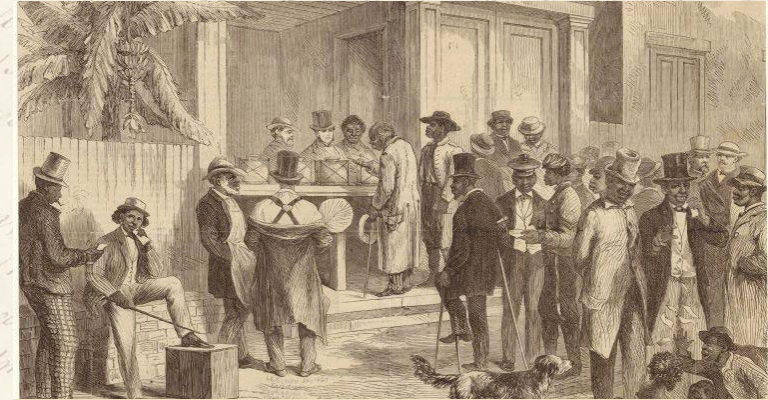
Full Participation

The Voting Rights Act allowed African Americans the rights to fully participate in all aspects of government and society.

African American voter registration rose greatly. More African Americans began serving in state and federal legislatures.

Brought jobs, contracts, and facilities and services for the black community, encouraging greater social equality and decreasing the wealth and education gap

Directed the US attorney general to challenge the use of poll taxes



Freed men voting in New Orleans.



Cartoon expressing how long it took blacks to get the vote in America

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40 Acres and a Mule

Forty acres and a Mule was a provision within Special Field Orders No. 15 (January 1865) proclaimed by Union General William Tecumseh Sherman, allotting 40 acres and a mule to freed slaves. Freed people expected to legally claim 40 acres of land and a mule after the end of the war.

Some freedmen took advantage of the order and acquired land along the South Carolina, Georgia and Florida coasts. Abraham Lincoln's successor, Andrew Johnson, reversed the proclamation of Special Field Orders No. 15. Almost all land allocated during the war was restored to its pre-war white owners. Some families obtained new land by homesteading.

Because of slavery and the inability of blacks to own land, the black community fell behind in the economic growth that whites were afforded in America. **To this day a close examination of wealth in the U.S. finds evidence of staggering racial disparities. At \$171,000, the net worth of a typical white family was nearly ten times greater than that of a Black family (\$17,150) in 2016. Gaps in wealth between Black and white households reveal the effects of accumulated inequality and discrimination, as well as differences in power and opportunity that can be traced back to this nation's inception.**



Freed slave working his land in Savannah, Georgia (1865)

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Reparations

1894

1969

1989

2020

In 1894, a bill introduced into the U.S. Senate would have granted direct payments of up to \$500 to all ex-slaves plus monthly pensions ranging from \$4 to \$15. The bill, died in congressional committees. The pension movement itself faded away with the onset of World War I.

In 1969, James Forman (Student Non-Violent Coordinating Committee) proclaimed a "Black Manifesto," demanding \$500 million from white churches and synagogues for their role in perpetuating slavery before the Civil War. Black nationalist organizations, such as the Black Panther Party, also demanded reparations.

In April 1989, Council Member Ray Jenkins presented to the Detroit City Council a resolution, calling for a \$40 billion federal education fund for black college and trade school students at about the same time, a conference of black state legislators meeting in New Orleans backed the idea of a federally financed education fund for descendants of slaves. Shortly afterward, Rep. John Conyers Jr. (D-MI) drafted a bill calling for the establishment of a congressional commission to study the impact of slavery on African-Americans.

In 2020, U.S. Senator Cory Booker, a member of the Senate Judiciary Committee, introduced a bill to form a commission for the study of reparation proposals for African-Americans

Many questioned who would get paid for reparations as nearly 47 million Americans identified themselves as black or African-American in the latest census. A vast majority are descended from slaves, but others are more recent migrants.

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Criminal Justice

Enacted in 1973 under Governor Nelson Rockefeller, the **Rockefeller Drug Laws** required extremely harsh prison terms for the possession or sale of relatively small amounts of drugs.

Nearly 90% of those incarcerated under the Rockefeller Drug Laws were people of color.

Stop and Frisk policy allowed police officers to stop, interrogate and search New York City citizens on the sole basis of "reasonable suspicion", but was used as a method of racial profiling and harassment. In 2013, a judge ruled that the law was unconstitutional.

Mass incarceration - U.S. incarcerates more people than any nation in the world. America's approach to punishment lacks a public safety rationale, disproportionately affects minorities, and inflicts overly harsh sentences.

Black Lives Matter - Founded in 2013 in response to the acquittal of Trayvon Martin's murderer. Black Lives Matter is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities.



African American Protest against police brutality in Harlem New York 1963



Black Lives Matter Protest on November 15, 2015
Photo Credit: Johnny Silvercloud on flicker. Licensed under CC BY-SA 2.0

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Redlining in the Black Community

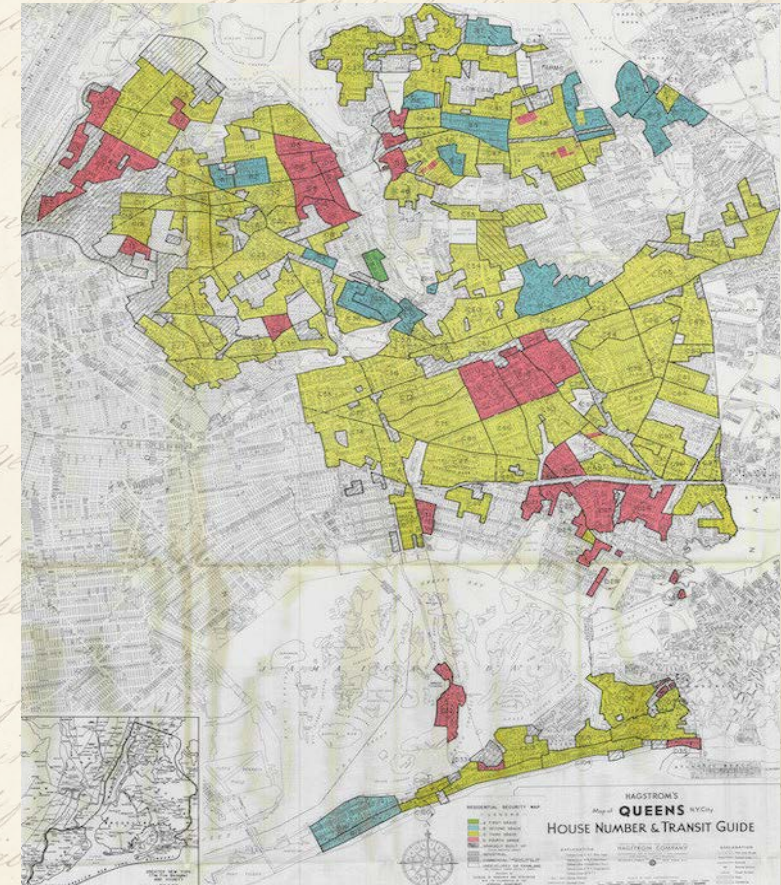
Redlining is the illegal practice of refusing to provide mortgages and other financial services to consumers based on the area where they live.

Redlining

Although informal discrimination and segregation had existed in the United States, the specific practice called "redlining" formally began to be used when the National Housing Act of 1934 was passed, establishing the Federal Housing Administration (FHA).

Redlining is seen as an unethical practice because it discriminates against an individual who may have a good credit record, income and overall qualifications to be approved for a loan.

Redlining is about race. Redlining is an example of systemic racism that had become embedded in society over many decades.



1938 Home Owners Loan Corporation (HOLC) redlining maps of New York City

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Medical Care

Racism is a fundamental determinate of health outcomes and disparities. The United States healthcare system has relatively few physicians of color and a record of discrimination and mistreatment, achievements in medicine by African Americans have been written out of history and for years African Americans have had their bodies/tissues appropriated for research in crude and harmful ways.

"Tuskegee Study of Untreated Syphilis in the Negro Male" - Beginning in 1932 and continuing for four decades, nearly 400 African American men believed they were receiving treatment for syphilis but were left untreated so that doctors could chart the course of the disease.

Henrietta Lacks unknowingly donated her cells ("HeLa Cells") that were able to reproduce indefinitely and continue to be used in research around the world.

Today African Americans have been contracting Covid-19 at a higher rate than other racial groups, yet only 42% plan on being vaccinated. Discrimination and racism, along with economic and environmental disparities, already reduce access to education, health care, and resources in Black communities. And during the COVID-19 health emergency, government restrictions on public activities have further reduced or completely eliminated access to the care (Lund, 2020). Studies show that even when African American individuals do seek care, the assumed bias and lack of trust in providers plays a large role in continuation and quality of care. Because of the Flint water crisis, for example, many members of the Black community continue to experience adverse health effects and have significant distrust in government and public health officials.



African American subjects of the Tuskegee Experiment.
Syphilis Study FAQ: www.cdc.gov/tuskegee/faq.htm



Henrietta Lacks, in an undated photo, sought treatment at Johns Hopkins Hospital in 1951 for cervical cancer.

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Pandemics and Vaccinations

The African Americans weakened by poverty, Jim Crow segregation and widespread discrimination had to fend for themselves when it came to healthcare during the 1918-1919 flu pandemic.

Segregated hospitals offered substandard treatment in basements or other closed quarters or African Americans were only granted access to black-only hospitals. And after death, white public services also ignored black bodies. In Baltimore, white sanitation department employees refused to dig graves for black flu victims after the city's only black cemetery, Mount Auburn, could not accommodate any more graves.

Today African American physicians are finding creative ways to encourage vaccine acceptance by posting videos on social media.

Other trusted leaders in African American communities are amplifying the message that patients can trust the COVID-19 vaccinations.



Segregated waiting rooms at a bus station in Durham, North Carolina



Employees of Elmhurst Hospital are first from public to get receive Pfizer vaccine

Photo Credit: NYC Health + Hospitals Press Release Dec 16, 2020

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Port Authority Diversity & Inclusion

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Our Strategy

Since 1968, the Port Authority has been committed to diversity and inclusion in its workforce and has also worked to increase business opportunities for minorities, women, and small business entrepreneurs in the New York/New Jersey region. The Port Authority's diversity and inclusion strategy encompasses transformative policies, programs, and change management initiatives that support our agency's ability to:

- Attract, retain, develop and fully utilize the most capable people and provide them with the opportunity to achieve rewarding careers.
- Encourage diverse input to foster and encourage more innovative decisions that improve organizational effectiveness.
- Improve customer service by identifying, understanding, and engaging the diversity within our customer base.
- Identify and implement new and varied business opportunities for the region's diverse community.

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Expanding Business Opportunities

Expanding opportunities for minority and women-owned business enterprises (MWBEs) is a critical part of the Port Authority's inclusionary contracting practices.

MWBEs

Contracts awarded to certified MWBE's at the LaGuardia Airport Redevelopment Program have exceeded \$1.58 billion, the largest for any public-private partnership project in New York State.

In February 2018, the board amended the agency's policy to raise contract participation goals for contracts with MWBEs to 30 percent. The authorization requires the agency and its contractors to make a good-faith effort to achieve a 20 percent participation goal with certified minority-owned business enterprises (MBEs) and a 10 percent goal with certified woman-owned business enterprises (WBEs). Previously, the agency's guidelines have been 12 percent for MBEs and 5 percent for WBEs. Our current goals go beyond federal requirements, and we continue to work toward accomplishing these goals with top leadership support.



Construction Workers



49th Annual Legislative Conference of the New York State Association of Black and Puerto Rican Legislators, Inc.

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Embracing a Diverse Workforce

Engaging Talent

More than 8,000 dedicated professionals across a wide range of professions come together every day to help keep our region moving. They bring unique perspectives to solve complex problems, operate and maintain our transportation facilities, and serve our national and international customers and communities. We operate in one of the most diverse regions in the United States, and this diversity is reflected in our workforce—currently 23 percent female and 43 percent minority. We strive to create an environment where people have a sense of belonging, feel respected and valued and can be authentically themselves.

Educating Our Workforce

A suite of programs, training courses and tools are being implemented so that everyone can actively drive a culture that promotes Diversity and Inclusion. We support employee engagement and participation in diversity and inclusion initiatives that occur both during and after working hours. Employees can find support and camaraderie by joining one of our Employee Business Resource Groups (EBRGs). These groups are volunteer, employee-organized and company-sponsored networks that provide members with opportunities to develop business insights and skills, contribute to agency solutions, forge new relationships, celebrate diversity and give back to the communities we serve.



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Committed to our Diverse Customers and Communities

The Port Authority is committed to providing a customer experience that addresses the many different needs of our extraordinarily diverse customer base. Whether engaging with representatives of our commuter community through PATH Riders Council, the JFK Redevelopment Community Advisory Council and the Port Authority Bus Terminal Advisory Council, or hosting community events through our Redevelopment project community offices, we seek to hear and address concerns.

Through each of our Community Outreach Offices, our dedicated teams work within the communities surrounding our facilities providing access to employment opportunities and training, contracting opportunities for Minority & Women Owned Business Enterprises (MWBE) and collaborations with numerous Community Based Organizations for major programs and initiatives such as the Office of Second Chance Employment, College Scholarships and STEM learning camp to name a few.



Redevelopment Community Outreach team at Black History Month celebration 2020



Opening of JFK Community Outreach Office

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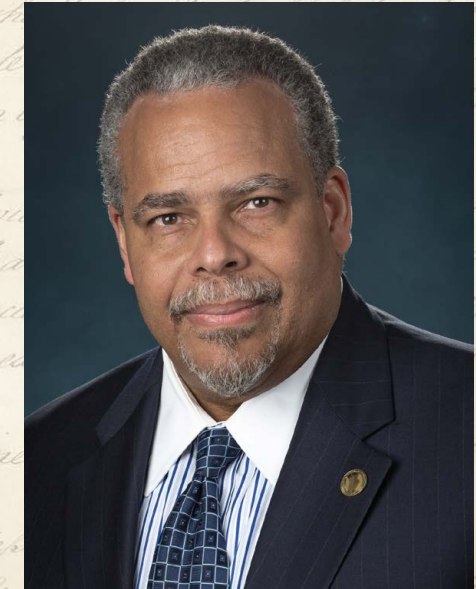
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Michael Massiah

Chief Diversity & Inclusion Officer Port Authority of New York & New Jersey

Michael Massiah was appointed Chief Diversity & Inclusion Officer at the Port Authority of New York and New Jersey in December 2017. In this position, Mr. Massiah works closely with the Executive Director to ensure that Diversity & Inclusion receives the highest focus across the agency. During his 40 years of service, he held the key position of Director of Human Resources following the 9/11 attacks on the World Trade Center. Mr. Massiah also served as Director of the Office of Organizational Effectiveness and Change Management, where he implemented over \$150 million of cost efficiencies throughout the agency. In 2006, he directed the newly constructed Management and Budget Department and developed the agency's capital and operating budgets (over \$7 billion in 2014). In June of 2014, Mr. Massiah became the Chief, Capital Planning, Execution & Asset Management overseeing: Capital Projects Planning for a \$32 Billion Ten-Year Capital Plan, Project Management, World Trade Center Redevelopment, Office of Business Diversity & Civil Rights, Planning and Regional Development and Environmental Policy and Energy Programs. Mr. Massiah holds a bachelor's degree in History and Education from Le Moyne

College and a Master's in Public Administration from the State University of New York - Albany. He is a Fellow at the National Academy of Public Administration (NAPA). Mr. Massiah serve(d) on various professional committees, including with The National Association of Schools of Public Affairs and Administration (NASPAA); the American Society of Public Administration (ASPA); John Jay College's Master of Public Administration Advisory Board; the Myrtle Avenue Revitalization Project; and as past president of Conference of Minority Public Administrators (COMPA); Board Member of the Catholic Foundation for Brooklyn and Queens; Board Member of Le Moyne College's Board of Regents, Syracuse, N.Y. In addition, Mr. Massiah teaches graduate courses in Management and Human Resources at John Jay College and Baruch College. Further, Mr. Massiah co-authored a keynote article for the newsletter of the American Society for Public Administration entitled "Making Sense of the Executive Selection Process."



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Huntley A. Lawrence

**Acting Chief Operating Officer / Director of Aviation
Port Authority of New York & New Jersey**

In his role as Acting Chief Operating Officer, Mr. Lawrence is responsible for working with our five lines of business - Aviation, Port, PATH, Tunnels, Bridges & Terminals, and the World Trade Center - as well as the Operations Services Department. His leadership experience and long record of accomplishments in the Aviation Department is invaluable in guiding the agency's operations through the COVID-19 pandemic. Huntley has served as Director of Aviation, successfully leading the world's busiest airport system through a once in a generation transformation including unprecedented investment in our facilities, 21st century customer experience, and the implementation of a more effective governance structure. Under his tenure, major components of a Whole New LaGuardia have now been opened and significant progress is being made on the new terminal at Newark Liberty International Airport and the transformation of JFK International Airport. Throughout his 40+ year career with the Port Authority, Huntley has consistently been a strategic visionary with the ability to unify staff towards a common vision establishing a well-deserved reputation as a leader of the highest caliber. Most recently, Huntley led the implementation of best in class COVID-19 safety protocols at all airports, earning key external recognition from the Airports Council International. Growing up in East Elmhurst, just a stones throw from LaGuardia Airport, Mr. Lawrence attended the aviation program offered at P.S 127 learning firsthand about aviation. Today he leads one of the world's largest airport systems.



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