The National Black Justice Coalition (NBJC) is a civil rights organization dedicated to empowering Black lesbian, gay, bisexual, transgender, queer+, and same-gender loving (LGBTQ+/SGL) people, including people living with HIV/AIDS. With a particular focus on federal public policy, NBJC is charged with ending racism, homophobia, and LGBTQ+/SGL bias and stigma.

We work at the intersection of racial justice and LGBTQ+/SGL equality and equity movements by advocating for the unique needs of Black people too often ignored and rendered invisible.
Although prominent Black American leaders fell for divisive and distraction-focused tactics in the 1960s, pushing Black LGBTQ+/SGL civil rights leaders such as Bayard Rustin and Pauli Murray to the margins of history – we should not repeat the mistake. The Black community’s problems are too significant and numerous for division to weaken the growing movement to uproot and destroy systemic inequities rooted in anti-Blackness. The need for reparations and reconciliation is too deep for our differences to do anything other than be the igniting force to get policies intended for us to be written for all of us.
The House of Representatives is being led by a dangerous minority who care more about harmful policies than defending democracy or unifying the nation. The advocacy and courage of the moral majority in both parties are required if our nation is to provide redress to Black people. Political courage often requires political cover—overwhelming support from congressional districts to do what is right. **Our members of Congress need to hear from Black LGBTQ+/SGL people, families, and people about the issues that matter to us most.** Without our input, our decision-makers will continue to address problems with solutions that exclude the most impacted.

Our story-collection efforts will support the policy agenda-related goals this congressional term encompassed below:
As opportunities for meaningful transformation of federal public policy become less frequent in this divided Congress, **NBJC is prioritizing legislation with solid bipartisan support or could be passed via the use of congressional rules.**

NBJC will educate and mobilize our people to advance policy recommendations and solutions that ensure our community’s often overlooked contributions and needs are considered.
The United States Constitution has never explicitly been amended to include equality for all sexes. The Equal Rights Amendment recently reached the number of state ratifications that needed to be added to the constitution, but an unnecessary deadline has stalled its adoption.

We are advocating for the U.S. Congress to remove the deadline to provide equal rights under the law based on sex or for the National Archivist to add the recently ratified amendment to the constitution. With the recent U.S. Supreme Court case interpreting sex as inclusive of LGBTQ+/SGL people due to sex stereotyping, this amendment would also add protections for LGBTQ+ people to the U.S. Constitution.
We will monitor congressional action around Section 230 of the Communications Decency Act. At its core, Section 230 provides immunity to social media companies like Facebook and Twitter against user content lawsuits. Algorithm and censorship decisions by digital platforms have harmed the efforts of the National Black Justice Coalition to raise critical awareness around HIV/AIDS education days or to call attention to the disproportionate rate at which Black trans women continue to be murdered and not receive justice. NBJC will work to ensure that Section 230 is strengthened in ways that account for the often-overlooked needs of our communities.

We will increase awareness around data privacy and digital surveillance, with particular attention to issues of bias in artificial intelligence and predictive software, which criminalizes Black people in schools and carceral settings. While much of the attention has focused on how governments collect data or use surveillance, there are also significant concerns about how businesses operationalize, share, and sell user data. As digital technologies capture and have the potential to profit from an array of information about individual habits, preferences, prejudices, and personality, the rights of Black LGBTQ+/SGL people must be centered.
Every American in all 50 states, DC, and all five U.S. territories must have access to affordable, responsive, high-quality, and culturally competent health insurance that allows them to live whole and healthy lives.

**We are advocating for:**

- **A publicly funded healthcare option**, insurance-funded fertility support for LGBTQ+/SGL parents, cancer, mental health, and LGBTQ+ inclusive reproductive health research and prevention campaigns;

- **Displaced and unhoused youth**, including those whose homes are hostile or unsafe, to have access to free healthcare;

- **Equitable and democratized responses** to the novel coronavirus and Long COVID treatments;

- **The FDA to add medical cannabis** as an approved treatment option for seizures, depression, anxiety, and pain; and

- **An expansion of telehealth services** across state lines, gender-affirming care and to, deschedule testosterone.
The Real Education for Healthy Youth Act would provide grants for comprehensive sex education to public or private entities that focus on adolescent health and education or have experience training sex educators.

We are advocating for:

- LGBTQ+ inclusive sexual and reproductive health education for adolescents in schools to prevent disease, pregnancy, and other unintended consequences;

- Consent and pleasure inclusion in sexual and reproductive health education for adolescents in schools to prevent sexual harassment, assault, abuse, rape, and molestation.

Support the Real Education For Healthy Youth Act

#RealSexEd  #REHYA
The Every Child Deserves a Family Act prohibits discrimination based on religion, sex (including sexual orientation and gender identity), and marital status in administering child welfare services. This legislation also creates a national resource center to advance best practices and cultural competencies in serving and helping children and youth who identify as LGBTQ+.

**We are advocating for:**

Kinship care guardians to receive equal or greater financial support as other potential parents in the child welfare system. We are also advocating that resources are allocated to recruit and support Black LGBTQ+/SGL parents in becoming foster and adopted parents to ensure that Black children don’t remain stuck in the child welfare system.
The needs of Black LGBTQ+/SGL people must be prioritized as we continue to seek a cure for the HIV/AIDS epidemic, which disproportionately impacts Black communities. The PReP Access and Coverage Act would require private health insurance plans to cover prescription drugs that prevent HIV, including related screenings, diagnostic procedures, administrative fees, and clinical follow-ups, without any cost-sharing obligation for the plan holder.

Further, insurance plans must not impose any preauthorization requirement for this coverage. These coverage requirements apply to public health insurance programs, including Medicare, Medicaid, and the Children's Health Insurance Program. The Repeal Existing Policies that Encourage and Allow Legal HIV Discrimination “REPEAL” Act introduced by CBC member Rep. Barbara Lee (D-CA) would mandate a federal, state, and local law review of policies that unfairly discriminate against people living with HIV/AIDS that result in timely recommendations and federal guidance to agencies and governments on steps to be taken (including the repeal of existing laws and policies) by them.
We are advocating for:

Congressionally codified funding for a robust marketing and public education campaign focused on reaching the broader Black community to ensure Black LGBTQ+/SGL people who primarily live in majority-Black communities have the information to access life-saving PReP and PEP treatments. Passage and proper implementation of this act are necessary to end the 40+ year-long epidemic. The federal government should provide a legal remedy for the thousands of HIV/AIDS survivors and loved ones of those lost in the early decades of the pandemic when the federal government chose to do nothing to stop or limit the virus due mainly to homophobia and prejudice.
The End Racial and Religious Profiling Act would prohibit federal, state, and local law enforcement from targeting a person based on actual or perceived race, ethnicity, national origin, religion, gender, gender identity, or sexual orientation without trustworthy information that is relevant to linking a person to a crime.

We are advocating for:

The inclusion of language that includes the profiling of gender expression and the intersections of the identities described in the bill.

- Police profiling legislation must include racial AND gender expression profiling. Black transgender men, masculine-of-center women, and non-binary people are stopped by police disproportionately based on the intersection of race and assumed masculine gender identity.

- As currently drafted, the legislation does not consider the impact of the combination of race and gender expression. For instance, Black butch/stud/agg women and Black transgender men are often profiled similarly to Black cisgender men. Black masculinity manifests itself in a variety of gender identities and expressions.
The LGBTQI+ Data Inclusion Act would improve federal population surveys by requiring the collection of voluntary, self-disclosed information on sexual orientation, gender identity, and variations in sex characteristics in certain surveys and for other purposes.

We are advocating for:

Data collection legislation to include SOGI questions, interoperable capabilities, and interactive visualizations so government officials, advocates, and providers use the data to address disparities, including within minoritized communities.

THE LGBTQI+ DATA INCLUSION ACT ENSURES THE LGBTQI+ COMMUNITY IS SEEN, HEARD & COUNTED
NBJC will leverage Congressional Oversight via the U.S. Senate Committee on Homeland Security and Governmental Affairs (HSGAC) and the U.S. House Committee on Homeland Security to Ensure Intersectional Equity in TSA Reforms to:

• Ensure machine algorithms contain transgender, racial, and size-inclusive modifications.

• The Biden-Harris administration has addressed transgender inclusion through the Department of Homeland Security's response to the president's executive order on removing systemic inequities; however, it is essential that Congress leverage oversight authority to ensure these reforms are implemented in ways that are not easily undone by future administrations and provide funding to sustain these changes.

NBJC will leverage Congressional Oversight via the U.S. Senate Committee on the Budget and the U.S. House Appropriations Committee & Oversight and Reform Committee to:

• Guarantee inclusion of sexual orientation, gender identity, sex characteristics, and the combination of identities questions on government forms and surveys, along with interoperable reporting and data.

• Verify that the Department of Justice implements the Jabara-Heyer Hate Crimes Act with the inclusion of the Black LGBTQ+ community in its data collection, reporting, and training programs; and

• Confirm that federal agencies are actively removing systemic inequities and barriers to opportunities.
Too many members of our community are unaware of the new programs funded under the last Congress - and even more are unaware of how to access them. NBJC will educate our community about these programs to ensure many more community members can access resources to increase opportunities and improve outcomes.

We have prioritized the following programs:
• The Safer Communities Act provided funding to launch the National Suicide Prevention Hotline number 988. We will work with direct service providers and grassroots advocacy organizations to promote the program. Anyone who calls 988 will be dispatched to a culturally competent counselor. The 988 Partner Toolkit can be found HERE.

• As we learn more about federal grant programs for crisis intervention, youth access to mental health care, and anti-violence, we will ensure information reaches our community.

THE PACT ACT

• The PACT Act extended the time period for Veterans to get compensated for disability and chronic illness stemming from their time of service. It expands VA health care, benefits, and a list of presumptively covered conditions for Veterans exposed to burn pits, Agent Orange, and other toxic substances.

• If you have questions about your eligibility for the PACT Act or need assistance applying, contact My VA 411 at 800-698-2411. By January 2023, VA officials expect to have a call center and network of experts to help veterans concerned about environmental exposures. If you've previously had a claim denied, but now your condition is considered presumptive, you can file a supplemental claim. This adds new evidence that may affect your case during another VA review.

• A primer can be found HERE.
Several laws passed under the last Congress and signed into law by President Biden included additional funding to address the root causes of and prevent homelessness. The Departments of Health and Human Services and Housing and Urban Development have worked together to create one-stop shop websites to make it easier for people needing the programs to learn what’s available to them. NBJC will work with Black LGBTQ+/SGL service providers and grassroots advocacy organizations to ensure our community is aware of and can access these services.

HHS Homelessness Hub HERE

THE LOW INCOME HOME ENERGY ASSISTANCE PROGRAM (LIHEAP)

The Low-Income Home Energy Assistance Program (LIHEAP) helps keep families safe and healthy through initiatives that assist families with energy costs. LIHEAP provides federally funded assistance to reduce the costs associated with home energy bills, energy crises, weatherization, and minor energy-related home repairs.
The Housing and Services Resource Center is a “one-stop-shop” collaboration between the U.S. Department of Health and Human Services and Housing and Urban Development to support low-income and middle-class people and families in need of our nation’s safety net programs.

One Stop Shop for people in need HERE

One Stop Shop for direct service agencies HERE

Housing and Services Resource Center

AFFORDABLE CONNECTIVITY PROGRAM

• The Affordable Connectivity Program is an FCC benefit program that helps households afford the broadband they need for work, school, healthcare, and more. The benefit provides a discount of up to $30 per month toward internet service for eligible households and up to $75 per month for households on qualifying Tribal lands. Eligible households can also receive a one-time discount of up to $100 to purchase a laptop, desktop computer, or tablet from participating providers if they contribute more than $10 and less than $50 toward the purchase price. Learn more: https://www.fcc.gov/ACP

AFFORDABLE CONNECTIVITY PROGRAM
Helping Households Connect
Under the Reconnecting Communities program, cities and states can now apply for federal aid over five years to rectify the harm caused by roadways that were built primarily through lower-income, Black communities after the 1950s creation of the interstate highway system. New projects could include rapid bus transit lines to link disadvantaged neighborhoods to jobs; caps built on top of highways featuring green spaces, bike lanes, and pedestrian walkways to allow for safe crossings over the roadways; repurposing former rail lines; and partial removal of highways. This is an example of reparation-minded programs supported by the federal government. NBJC hopes to use this example to advocate for the creation of similar programs.

FEDERAL LOAN FORGIVENESS

If you are employed by a government or not-for-profit organization, you may be able to receive loan forgiveness under the Public Service Loan Forgiveness (PSLF) Program. PSLF forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. Federal Family Education Loan (FFEL) Program loans and Perkins Loans may become eligible for PSLF if they are consolidated into the Direct Loan Program.

Learn more about the PSLF Program to see whether you might qualify. Additional student loan forgiveness, cancellation, and discharge programs can be found HERE.
HUD funds no-cost legal assistance to prevent or divert eviction and mitigate the consequences of eviction across 19 states.

Eviction Protection Grant Information

CIVIL RIGHTS PROTECTIONS FOR LGBTQ+ PEOPLE

• The Bostock Supreme Court Decision affirms that sex discrimination includes discrimination against LGBTQ+ people. President Biden directed all federal agencies to use this definition of sex discrimination for all civil rights complaints. Until the Equality Act is signed into law, these protections will only exist under pro-civil rights administrations. Federal agency procedures are included below:

  • Education Complaints
  • Health and Human Services Complaints
  • Housing Complaints
  • Justice Complaints
  • Employment Complaints
  • Hate Crimes Complaints
Brittney Griner’s wrongful detainment in Russia highlighted the challenges of traveling abroad as a Black person and an LGBTQ+ person. Below are a few of the new changes and programs traveling members of our community should be aware of:

• **African Diasporic Travel:** NBJC urged the U.S. State Department to provide more resources to Black LGBTQ+/SGL travelers interested in traveling to African Diasporic nations to know what laws, safety concerns, or restrictions are present in the country that may put us in greater harm. The resource created to address traveling while LGBTQ+ can be found [HERE](#). If you encounter an emergency while abroad, use the information [HERE](#). Resources for travelers with special considerations, such as being a woman, disabled, or a person of faith, can be found [HERE](#).

• **Traveling While Non-Binary/Intersex/Gender Non-Conforming:** U.S. citizens can select an X as their gender marker on their U.S. passport application. Information on how to apply for a passport with this new option can be found here: [travel.state.gov/gender](http://travel.state.gov/gender). Additional information can be found on TSA’s website for [transgender passengers](#). Here is the announcement on [gender-neutral screenings](#).
Thousands of LGBTQ veterans discharged from the military under the “don’t ask, don’t tell” policy have gained access to full government benefits from the Department of Veterans Affairs. We encourage Black LGBTQ+/SGL veterans to contact the VA to determine their eligibility for care and services.

Same-sex partners not legally married before marriage equality may now qualify for survivor benefits if they can demonstrate that they:

- Would have been married at the time of their partner’s death if state law hadn’t prevented them from doing so.

- Would have been married for a longer period before the death of a spouse if state law hadn’t prevented them from marrying sooner.

The SSA encouraged anyone who thinks they might qualify to contact the agency. You cannot apply for survivor benefits online, but you can call 800-772-1213 to file a claim. AARP has this great resource that answers commonly asked questions and provides more context.
This grant provides funding support for target hardening and other physical security enhancements and activities for nonprofit organizations at high risk of a terrorist attack. Black LGBTQ+/SGL organizations are considered high risk due to increased politicization of the LGBTQ+ community and white supremacist domestic terrorists. Learn more about how to apply for the program here.

Nonprofit Security Grant Program (NSGP) Webinar Series for Nonprofit Partners
NBJC will use our advocacy and action digital advocacy hub to ensure public accountability and to support public education campaigns around priority legislation that benefits our community but is not likely to pass under the current House Majority. It is important that our community knows about public policy that is being suppressed and that we use this term to ensure full inclusion of and protections for Black LGBTQ+/SGL people, families, and communities.

We are prioritizing the following legislation:
The Equality Act would expand the Civil Rights Act of 1964 to include ALL Black people in all public life and services, including publicly funded programs. This will also broaden and put into statute the protections granted to LGBTQ people under sex discrimination claims through the recent Bostock US Supreme Court Decision.

**We are advocating for:**

The next iteration of the bill to include the ability to seek justice regarding discrimination resulting from combined identities, like being both Black and LGBTQ+/SGL. We are also advocating for the addition of legal protections based on the source of income, which would treat programs like housing vouchers the same as cash and ensure that language around publicly funded programs is both expansive and explicit enough to allow victims to sue in the wake of discriminatory interactions with police, ICE, and other criminal justice personnel (i.e., probation officers, etc.).
The George Floyd Justice in Policing Act creates a national standard for law enforcement use of force, a national police misconduct database, removes qualified immunity for police officers who recklessly and needlessly take a life, empowers prosecutors to scrutinize police misconduct, and grants Justice Department subpoena power to investigate police departments for racial discrimination.

We are advocating for:

“Police misconduct” to include sexual assault and harassment, which disproportionately impacts queer women and transgender people. personnel (i.e., probation officers, etc.).
The Student Loan Debt Relief Act provides student loan relief to 95% of borrowers in the US by canceling up to $50,000 worth of student loan debt within households making less than $100,000 annually, improving credit scores, and permitting private to the public refinancing of student loans. This removes a major barrier to our community’s thriving and makes building intergenerational wealth easier. This relief is especially important considering the debt carried by and the economic barriers facing Black LGBTQ+/SGL people, families, and communities.

We are advocating for:

The descendants of enslaved Africans in the United States to have no household cap on relief as an acknowledgment that the wealth gap for Black Americans dates back to the nation’s earliest days and its establishment of a racial caste system to justify enslavement, brutality, and theft. Debt and denied opportunity has continued to burden Black Americans intergenerationally and have been reinforced by past and present racist policies.women and transgender people. personnel (i.e., probation officers, etc.).
The Therapeutic Fraud Prevention Act of 2019 prohibits conversion therapy. Black LGBTQ+/SGL people, families, and communities.

**We are advocating for:**
The explicit acknowledgment that conversion therapy cannot occur at taxpayer-funded faith institutions and for grant funding for family acceptance training programs.

**Representative Lieu, Senator Murray, and Senator Booker are PROUD TO INTRODUCE**

**THE THERAPEUTIC FRAUD PREVENTION ACT**

The Economic Justice Act provides critical investments in childcare, community healthcare, jobs, entrepreneurship, infrastructure improvements at HBCUs in predominantly Black communities, home ownership, Medicaid expansion, addressing maternal mortality rates, and offers renter and low-income housing tax credits to address historical and systemic wrongs targeting Black people in America.

**We are advocating for:**
Lawmakers to consider the unique impacts on Black LGBTQ+/SGL people so we do not fall through the cracks in language or outcomes as this legislation progresses.
The Breathe Act divests funds from law enforcement agencies and police departments and invests those funds into specifically trained first responders, trauma-informed interventionists, social workers, and mental health experts. The bill also divests federal dollars from incarceration and invests those funds into non-punitive, non-carceral approaches to community safety.

We are advocating for lawmakers to ensure the bill includes:

• Culturally competent LGBTQ+/SGL training to be provided to all involved in a re-imagined public safety infrastructure;

• Resources to also be invested in organizations that support Black unhoused youth, mental health, and job opportunities; and

• Community and safety programs receive support to be intersectionally inclusive in policy and programming.
The Next Step Act eliminates the remaining crack cocaine sentencing disparities, assists those coming out of prison in getting proper work authorization and ID documents, and reduces the barriers formerly incarcerated individuals face when seeking employment (such as banning the criminal offense box on job applications), ends the federal prohibition on marijuana, provides better training for law enforcement officers in implicit racial bias, de-escalation, and use-of-force, mandates better reporting of police use of force, ensures the right to vote and to be connected with loved ones, and bans racial and religious bias and profiling.

We are advocating for lawmakers to include:

- Bans against bias and profiling based on gender expression would decrease the over-policing of masculine-of-center and transgender women; and
- The decriminalization and legalization of sex work, loitering in most instances, and cannabis while retroactively expunging records.
As we wait for new legislation, we will continue to demand that the over 11 million undocumented immigrants in this country have a legal pathway to citizenship.

**We are advocating for:**

Comprehensive immigration reform that acknowledges the unique and often overlooked needs of Black immigrants.

While the Civil Rights Movement challenged many of the most racist practices and structures that subjugated the African-American community, it was not followed by a commitment to truth and reconciliation. For this reason, the legacy of racial inequality has persisted and left the nation vulnerable to continued division, disparity, injustice, and domestic and foreign threats.

**We are advocating for:**

The passage of HR 40: Commission to Study and Develop Reparation Proposals for African Americans Act which will lead to intersectional remedies and reparations that address compounded exclusions experienced by Black LGBTQ+/SGL people and others holding multiple marginalized identities.
Both bills are focused on ending the school-to-prison pipeline by removing school resource officers and reducing the disproportionate number of masculine-presenting girls pushed into the juvenile justice system and later women’s prisons due to profiling and policing at the intersection of race and gender.

We are advocating for:

The inclusion of legislative language to provide funding for implicit bias training that includes the impact of students’ intersecting identities on the actions of adults responsible for their education and care.
Both bills focus on preventing and providing accountability for voter suppression and intimidation while increasing access to voting.

We are advocating for:
The swift codification of updated maps for the enforcement of the 1965 Voting Rights Act to address discrimination and intimidation in voting.

WOMEN’S HEALTH PROTECTION ACT

To protect a person’s ability to determine whether to continue or end a pregnancy and to protect a healthcare provider’s ability to provide abortion services.

We are advocating for:
The return of nationwide abortion access through the passage of the Women’s Health Protection Act.

EQUAL ACCESS TO ABORTION COVERAGE IN HEALTH INSURANCE

To ensure affordable abortion coverage and care for every person and for other purposes.

We are advocating for:
LGBTQ+ and low-income inclusive nationwide access to abortion coverage through the passage of the EACH Act.
BIDEN-HARRIS ADMINISTRATION PRIORITIES
Prioritized executive actions:

- An executive order for a program in the Department of Justice that would investigate and respond to the often unsolved cases in the epidemic of hate crimes resulting in the murders of transgender and gender nonconforming people. The program would prioritize restorative justice-focused sentencing;

- An executive order eliminating law enforcement’s use of identity-based profiling and harassment while increasing rehabilitation and restorative justice as alternatives to incarceration and removing stiffer sentences due to stigma, bias, and prejudice;

- Restoration of “Obama Era” civil rights guidance from the Department of Education for transgender students and support related to restorative justice, social-emotional learning, and an end to the disproportionate discipline of students of color and students with disabilities;

- An executive order providing student loan relief through refinancing programs, interest rate lowering, and additional grants for students living with a disability or health challenge that extends their time in school past the standard program;
Prioritized executive actions (continued):

- Direct the Attorney General to determine whether it is legal for the executive branch to expand access to existing federal healthcare programs such as the VA, Medicare, and Medicaid by broadening the scope of who is eligible for them;

- **Housing and Urban Development guidance** to state and local housing agencies to increase transitional and affordable housing options and remove barriers for LGBTQ+ youth, former wards of the state, and elders; and

- An executive order establishing a Truth and Reconciliation Commission to provide a comprehensive study of possible reparations for the descendants of Africans enslaved in the US. Additionally, the Biden/Harris administration should appoint an inter-agency task force to meaningfully respond to lessons from reparations-related actions that have taken place in governments around the world.
SUPREME COURT
CASES TO WATCH

• Affirmative Action
• Freedom of Speech vs. Civil Rights
• Redistricting
• Religious accommodations at work
• Threatening language/Violent Speech
• Immigration
• Student Debt Relief
• Government Advocacy

Follow the Full Term at scotusblog
Our policy priorities will not become law without bipartisan support in both Congressional Chambers and tremendous public pressure. We rely on your advocacy and action to build the support required to bring these bills across the finish line. Here are some action items to get you started:

**Advocate:** Use our digital advocacy and action hub to contact your members of Congress to support and become a champion of these pieces of legislation today. You can meet with your lawmakers at events near you at townhallproject.com. Share outcomes from your conversations with congressional staff or members with vkirbyyork@nbjc.org.

**Testify:** Share your story with this form to highlight the urgent need for these policies! Questions to consider include the following:

1. What issues are most important for elected leaders to prioritize during this congressional term and the next election cycle?
2. What public policy/government programs would enable you and those you love to thrive?
3. What barriers have you encountered due to your identity as a racial and sexual/gender minority?

**Stay Informed:** Become a Black Justice Champion by visiting nbjc.org and signing up for upcoming actions, alerts, and newsletters. Please also consider following us on Twitter, Instagram, and Facebook. Find us @NBJConthemove.
This policy agenda presents an illustrative, not exhaustive, list of public policy priorities. To request endorsements and discuss collaborations, contact Victoria Kirby York, Director of Public Policy and Programs, at vkirbyyork@nbjc.org.