

# WORK FOR RACIAL EQUITY AND INCLUSION

BLC is continually working to deliver services as an anti-racist organization as individuals, advocates, and as an organization. Systemic racism separates Black, Indigenous, and people of color (BIPOC) from basic rights like sustainable income, safe and stable housing, quality education and health care, ample and nutritious food, participation in democracy, equal justice in the courts and in policing, fair treatment by financial institutions, and a clean environment. We work to remove these barriers held in place by systemic racism.

## BLC works for systems change and accountability

We work to eliminate institutional racism through our advocacy. Social Security has historically excluded BIPOC from benefit programs. For example, Social Security intentionally excluded domestic workers and agricultural workers from eligibility for benefits as a modern form of slavery and white supremacy. Agricultural workers are 68% BIPOC (versus 40% of the U.S. private workforce); domestic workers are 58.4% BIPOC. Inequities disproportionately affecting BIPOC persist today:

- Family caregivers providing care to older adults and people with disabilities are disproportionately women and BIPOC, but they are excluded from earning Social Security credits because they do not earn a wage.
- The Social Security fund is currently solvent on the backs of undocumented immigrants who contribute \$9 billion annually but can never draw Social Security benefits to help themselves and their families.
- The SSI maximum benefit is so low that people with disabilities who do not have work credits must live on income that is below the federally defined poverty level, far below a livable amount in King County.

BLC was created to address systemic inequities like these.

## Take action with us.

- Partner with and support BIPOC-led organizations and organizations doing anti-racist work.
- Address your organization's institutional racism by improving pay equity, engaging in transparent decision-making, creating a welcoming and affirming culture, and encouraging people to be themselves.
- Promote and support legal and policy reforms that advance race equity and racial justice, recognizing that differently situated groups may require different strategies to achieve equitable outcomes.
- Join us in signing and following through on the Washington Race Equity & Justice Initiative commitments.

Benefits Law Center provides accessible legal advocacy to people living with physical and mental disabilities so that they may obtain the resources necessary to overcome barriers to financial and medical stability. We further our mission through targeted advocacy projects that help people with Social Security disability problems.



[www.benefitslawcenter.org](http://www.benefitslawcenter.org)