NAACP

ILLINOIS STATE CONFERENCE

August 16, 2023

To: Media Outlets

From: NAACP-Illinois State Conference

Re: NAACP Will Hold State Farm Accountable For Their Blatant Racism, Discrimination and Retaliation

FOR IMMEDIATE RELEASE

Over two years ago, Dr. Carla Campbell-Jackson, made history by being the first Black/African American to publicly admonish State Farm Insurance Company for their decades of racism, discrimination, and retaliation. Ever since making the heroic decision to stand for justice, countless other Black employees, agents, and policyholders have contacted the NAACP to share similar stories—some of which are shocking in nature. Black employees should not have to endure racist graffiti, racist memes, racist letters, and racist telephone calls in the workplace. State Farm was provided evidence of a Black female manager being called "a bitch" in the workplace. Recently, another employee was called "a stripper' by her manager. These actions are unacceptable and will not be tolerated. State Farm is aware of the multitude of racist incidences within its four walls, and operating in a state of oblivion is counterproductive. Retaliating against Black employees for expressing racist and discriminatory concerns violates the Civil Rights Act of 1964. Pretextual evidence--disguised to justify State Farm's retaliation—is deplorable. According to President Linda Foster, "Since the initial filing of the lawsuit, I have received an astronomical number of complaints regarding racism, discrimination, and retaliation against State Farm. This is unacceptable and we are calling on State Farm to cease and desist."

We are confident the Sixth Circuit Court of Appeals will decide that Dr. Campbell-Jackson's claims of racism, discrimination, and harassment, which notably the United States Equal Employment Opportunity Commission (EEOC) determined amounted to harassment against a class of at least 10 Black/African American and Muslim State Farm employees, will be decided by a jury of her peers.

Teresa Haley, President of the Illinois State NAACP said, "State Farm attempted to silence justice and equality by offering Dr. Campbell-Jackson $175,000; however, justice is not for sale." The EEOC recommended State Farm pay Dr. Campbell-Jackson a sum of over $400,000 for their wrongdoing. Dr. Campbell-Jackson stated, "We trust Attorney Ben Crump's team of experts, as well as the U.S. Federal EEOC, who concurred that State Farm's horrific actions met the definition of harassment. We also stand in alignment with the NYU School of Law's legal proceedings against State Farm." Haley said, "State Farm can best serve our race of people by eliminating racism, discrimination, and retaliation in the workplace. We will hold them accountable."