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| An insightful view of how diversity is changing the landscape of business  |

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| **Good afternoon, and welcome back.**U.S. metropolitan areas across the South and West [show more racial integration](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-t%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=beafQ6XnuyWB%2FS3CoEPQQWK%2FnNVH6E7gZB8BGCF1xnc%3D&reserved=0) than those in the Northeast and Midwest, figures from the latest decennial census show.Using academic research and decades of census results, The Wall Street Journal analyzed 2020 census data to see where the homes of whites, Blacks, Latinos and Asians remained most clustered along racial lines, and where they have become more intermixed.[Americans’ continuing migration](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-i%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=ZpLuWBE5LK1jbZjNs4yyECe5zefSRb5lM2bTDhkYVQc%3D&reserved=0) to the Sunbelt has helped make parts of the South and West generally less segregated than large metros in the Northeast and Midwest. Much of their growth has occurred since legal segregation ended, creating new neighborhoods and even new cities. In addition, their growth has been fueled by diverse immigration.In the Northeast and Midwest, people of different races continue to live more separately because of patterns created after the huge migration of Black people from the South in the first half of the 20th century. When segregation was legal, Blacks were squeezed into strongly segregated neighborhoods, first in cities and later in postwar suburbs. Even after court decisions and legislation adopted from the 1940s to the 1970s ended legal segregation, residential segregation persisted in part because of lingering discrimination in education, employment, real estate and zoning, researchers say.Nationwide, whites and Blacks continue to live more separately from each other than any other pair of racial groups. The homes of Asians in some instances are becoming more clustered together as more move to the U.S., while Latinos are generally spreading out as their economic profile approaches national averages.The data show that in general, segregation of all racial groups continues to decline steadily from a peak that occurred around 1970.Read on for more news, and stay well.–Gretchen Tarrant, WSJ Producer |

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| Key News |

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| **Marriage Protections:** The House passed a bill that would provide protection for same-sex and interracial marriage under federal law, with Democratic lawmakers saying the recent Supreme Court ruling ending abortion rights could endanger other precedents.The 267-157 vote on the Respect for Marriage Act comes the same week the chamber is also set to vote on the Right to Contraception Act. No Senate vote has been scheduled on either bill, although some Senate Republicans signaled they were open to codifying same-sex marriage into law. ([Read](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-h%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=bTEKqmr8ImCIBne4ykZ8K31eyc%2BijeFsOg8U5JlNbXM%3D&reserved=0)) |

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| **Making It Right:** The Justice Department said it settled a case with Uber Technologies Inc. that alleged the ride-hailing company wrongfully charged wait-time fees to passengers with physical disabilities. Under the settlement, Uber will offer several million dollars in compensation to more than 65,000 users who, because of their disability, needed more time to enter a car and were charged a waiting fee, the Justice Department said on Monday. ([Read](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-u%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=9jADLwVQB%2B1pMPdl9IBD0WoKLAUCAq279BeSeSY0jC4%3D&reserved=0)) |

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| **Care Shortage:** An outdated system for staffing mental-health care providers might be worsening the shortage. As many as 150 million Americans live in a mental-health-professional shortage area, according to the Health Resources and Services Administration. For over a century, public-health officials used this statistic to gauge whether a geographic area had enough providers. But it might be outdated because it doesn’t reflect the rapid shift to mental-health counseling from in-person to telehealth. ([Read](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-b%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=cjQ%2Bq9vcmPR1p3gDGTSubm0EG6bNrLu78C90K96uupY%3D&reserved=0)) |

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| **Second Chance:** Media mogul and network executive Byron Allen is acquiring Black News Channel LLC out of bankruptcy for $11 million as he seeks to revive a cable-news network that provided Black Americans’ perspective on current events before shutting down earlier this year. Mr. Allen said his BNC acquisition gives cable operators, satellite companies and digital-media platforms an option for diversifying ownership and viewpoints for programming they offer “by having a 100 percent African-American owned network.” ([Read](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-p%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=AMTAi2cX5GVaJPSy6MJLmb%2BUpGG72ayA%2Fdf4cKTkfPw%3D&reserved=0)) |

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| The Centers for Disease Control and Prevention headquarters in Atlanta.PHOTO: Alyssa Pointer for The Wall Street Journal |

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| Disparities in access to treatment are driving up overdose rates among Black and Native American people as drug deaths reach record highs across the country, U.S. health officials said. The Centers for Disease Control and Prevention said Tuesday that overdose deaths per 100,000 people increased 44% for Black people and 39% for Native Americans in 2020 from a year earlier, compared with a 22% increase among white people. Overdose rates were also higher in counties with higher income inequality, according to the report. The findings show how the escalating overdose crisis is exacting a toll on minority groups that are in some cases marginalized by the healthcare system, CDC researchers said. ([Read](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-m%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=OleglF0fSpYmbHlCGv4S9wULnJPQhcnrGBjk8BuCrvk%3D&reserved=0)) |

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| What Others Are Saying |

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| **Union Representation:** A deadline looms on negotiations over Major League Baseball’s international draft, but players from Latin America, who would be affected more than anyone, are largely absent from the league’s union leadership. ([New York Times](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-c%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=yNaaHPGrG22c5lkJPKA0FdUuj6s81Oyfef0Nc9DVyP4%3D&reserved=0))**New Evidence:** Details released from a sealed draft memoir written by Carolyn Bryant Donham, the white woman who accused Emmett Till of making advances toward her, are raising new questions surrounding his murder and the events before and after his death. The evidence comes just weeks after the discovery of an arrest warrant that charged Ms. Bryant Donham, her then-husband, Roy Bryant, and friend J.W. Milam with kidnapping. ([CNN](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdiversitybusiness.cmail19.com%2Ft%2Fd-l-fhrtytl-tlhtlryudj-q%2F&data=05%7C01%7Ctmitchell%40bergmannpc.com%7C4f96d3ce864744aeb53a08da6bf440b1%7C42bc210fc68343cab83a28674cdbd627%7C0%7C0%7C637940994076558236%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=KdyXWcA9UtcGtJLEYcaaB8cSS1Xc2iYYSulMVrd91uQ%3D&reserved=0)) |

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| Articles in today's Diversity+Business newsletter were selected by  Gretchen Tarrant, Audience Producer, with assistance from Alina Heineke, Publishing Editor. |

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