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R.E.A.C.H. FOR NCNW

The Membership Committee takes the lead in reclaiming and reaching out to new members.

CHANGING THE WORLD

Global pandemic stirs US racial protest and calls for systemic change

AFFILIATE SPOTLIGHT: CHI ETA PHI SORORITY, INC.

We take a moment to recognize our Affiliate on the front lines of the pandemic

PROTECT THE ECONOMY BY PRESERVING BLACK-OWNED BUSINESS

Race-based health disparities compound COVID-19 impact

COMING CRISIS IN FOOD PRICES

Dr. Maleveaux estimates that 47 million Americans are food insecure as result of pandemic, including 18 million children

HOW EXECUTIVE LEADERS ENSURE BLACK LIVES MATTER

Consciousness in the executive corridors can and should lead to action

NCNW STATE & SECTION NEWS

IN LOVING MEMORY

16 2020 SISTERS Summer Edition Vol. V
CONTRIBUTORS

A creative communicator, systems thinker, future-focused strategist and transformational leader, Vanessa Cooksey has worked for 14 different companies in the private, non-profit and government sectors including Mary Kay Cosmetics, Cartoon Network, The City of Atlanta Mayor’s Office, Save-A-Lot Food Stores, Anheuser Busch, Wells Fargo and Spire. She recently joined Washington University in St. Louis as the Director of Strategic Communications and Student Engagement for University College.

Vanessa believes that her three decades of continuous community service is the foundation of her personal and professional success. She currently serves in leadership roles on the board of directors for the SIFMA Foundation for Investor Education, Harris Stowe State University, digitalundivided, The Deaconess Foundation, VoteRunLead, Mercy Health and the St. Louis Public Schools Foundation.

Candace Stanciel is the founder of the Common Good Agency (CGA), a consulting firm specializing in diversity, equity and inclusion, strategic planning and systemic change management. The firm’s clients receive coaching and other services designed to identify and interpret and interrupt inequitable practices. She is also a Partner with New Profit, a venture philanthropy firm, working to expand investment in Black, Indigenous and Latinx/social entrepreneurs.

Candace spent two decades supporting a cross-sector of organizations on strategic integration, event management, innovation, development and advancing equity. From a focus on student development at historically Black colleges and universities including Morehouse and Spelman College, as well as Morehouse School of Medicine, to external affairs efforts with United Way, The Bill & Melinda Gates Foundation and the University of Georgia.

Dr. Julianne Malveaux is a labor economist and noted author, who has been described by Dr. Cornel West as “the most iconoclastic public intellectual in the country.” She hosts Malveaux! for University of the District of Columbia television and her opinion pieces have been published in USA Today, Black Issues in Higher Education, Ms. Magazine, Essence Magazine, and the Progressive. Dr. Julianne Malveaux has been a contributor to academic life since receiving her Ph.D. in economics from MIT in 1980 and served as the 15th President of Bennett College for Women, America’s oldest historically black college for women.

The United Nations EQUAL LIGHT RED CARD APPEAL AND PLEDGE

A red card in soccer spotlights and helps prevent unfair or dangerous behavior. We, therefore, give the RED CARD to discrimination and violence against women and girls in all forms and in all countries.

We commend all governments for committing on 25 September 2015 at the United Nations to achieve - by 2030 at the latest - 17 “Sustainable Development Goals” in order to end poverty and hunger; reduce inequality; build peaceful, just and inclusive societies; protect the planet and its natural resources; and generate decent work for all.

We appeal to women and men around the globe to help reach Goal number 5 for achieving gender equality everywhere and empowering all women and girls.

We urge individuals, associations, enterprises, local and regional authorities, governments and intergovernmental bodies - to make this an absolute priority. It is long overdue, and it is a prerequisite for reaching other Sustainable Development Goals.

We pledge to fully respect every other human being, regardless of gender, culture, color, language, social origin, birth, property or religion, hence to put an end to all forms of discrimination and violence against women and girls.

This will enable everyone to stand together in an Equal Light of progress towards the Sustainable Development Goals
SAVE THE DATE

NCNW 59th National Convention
September 24-28, 2020

VIRTUAL ACTIVITIES:
Workshops • Elections • Inspiration

NATIONAL COUNCIL OF NEGRO WOMEN, INC.
633 Pennsylvania Avenue, NW
Washington, DC 20004 • 202-737-0120

@NCNWHQ
National Council of Negro Women, Inc. (NCNW) is a membership and depends on an actively engaged membership to carry out initiatives to improve the quality of life for women of African descent, their families and communities. The National Membership Drive entitled “R.E.A.C.H. for NCNW” will work to achieve the following:

- Enhance engagement within all Section levels in the organization
- Encourage collegiate members to transition to community-based sections
- Create initiatives to encourage increased participation of young women/millennials
- Recruit 6,000 new & reclaimed members

WHAT IS REACH?

The acronym “R.E.A.C.H.” identifies the pillars of the campaign that are outlined within the goals and will be used throughout the year: Download the “Reach for NCNW” Toolkit [click here].

- R- Restore “to bring back”
- E- Empower “to enable or authorize”
- A- Advocate “to speak for or support”
- C- Commit “to pledge”
- H- Honor “to pay homage”

The National Membership Drive Campaign launched on November 21, 2019 and will culminate on July 31, 2021. Sections are asked to increase efforts to recruit new members, focus on the retention of members, and promote R.E.A.C.H. events and initiatives. During this time period, the following will be implemented to remain engaged.

- Founder’s Day Celebration | December 4-6, 2020
- Black History Month | February 2021
- Women’s History Month | March 2021
- Dr. Height’s Birthday | Wednesday, March 24, 2021
- Dr. Bethune’s Birthday | Saturday, July 10, 2021
George Floyd’s six-year-old daughter Gianna looked on quizzically while her mother gave a heart wrenching description of what the death of her father would mean throughout the child’s life. Roxie Washington, Gianna’s mother, described the future. He won’t be there to soothe hurts, to answer hard questions, to host the graduation party or the wedding reception. The scene was all the more painful because Mr. Floyd did nothing sufficient to deprive him of the rights and responsibilities of fatherhood, which Ms. Washington said he relished. Let’s say he was in possession of a counterfeit bill — the punishment for that crime is not execution without a trial.

Our nation and indeed the world are gripped by the story of Houston native George Floyd, who moved to Minneapolis looking for better job opportunities. Piled on top of the pandemic, 40,000,000 people unemployed, Black people dying at three times the rate of White people, the murder of Breonna Taylor, a 26-year-old African American woman in her own home and the hunting down of Ahmaud Arbery, the execution of George Floyd lit a keg of powder that was overdue to explode.

As a women’s organization, NCNW and our allies are particularly sickened and saddened by the growing number of Black women who lose their lives in police custody. Breonna Taylor was killed in her own home, Tiara Thomas was killed by the police officer who fathered three of her children, Sandra Bland is alleged to have hung herself after being arrested on a traffic charge, Natasha McKenna, who had schizophrenia, was killed with a stun gun when she “refused to comply.” Although no unarmed Black person is exempt from excessive use of force, it is shameful that the death of an unarmed Black woman just does not receive the same attention from the public, the police or the media.

Weeks of global protests have so far proven insufficient to exhaust the rage so many of us are feeling. And so far, the evidence suggests that rage is the right response. The dueling autopsy reports do nothing to dispel the horror of Derrick Chauvin’s knee and body weight pressed onto George Floyd’s neck, but the preliminary reports confirm the commonsense conclusion that the cause of his death was homicide.

Peaceful protests from New York to San Francisco were marred by looting and intentionally set fires, threatening to detract attention from the issue at the core of our pain — race based bias against African Americans by law enforcement and in virtually every other human endeavor. It is heartening to see veteran civil rights activists, basketball stars and peaceful protestors calling out looters with phrases like, “that’s not why we are here.”

Now that Minnesota Attorney General Keith Ellison has taken over the prosecution, the charges against Chauvin...
have been upgraded to 2nd degree murder (as opposed to the awkwardly conceived 3rd degree charge that requires no intent.) And the other three officers “complicit” in Floyd’s death are under arrest and criminally charged with aiding and abetting murder.

Meanwhile, the Minneapolis Police Department will undergo an investigation of any patterns and practices of abuse. Had we not scrapped President Obama’s 21st Century Policing Policy, George Floyd might still be alive. Perhaps if Minneapolis had been subject to a pattern or practice investigation of discriminatory practices, no officer would have dared to brutalize Mr. Floyd. Hindsight is 2020.

Despite the rage and pain this incident has caused, we must look forward. It is good to read the many statements being published by corporate, and non-profit organizations that are declaring that Black lives matter. And it is good to see Black and White people championing the same cause, shoulder to shoulder. But as we know so well, these declarations and marching together in protest must be reinforced with sustained actions that call for the kinds of legal, policy and everyday changes in people’s behavior that will genuinely attack the root causes of systemic racism.

We are cautiously optimistic that finally, our nation might begin not only to speak the words but engage in the countless actions that might finally exorcise the devil of racism that has eaten at the soul of America from before its inception. It is good to hear calls for the “good people” to stand up and speak out. It was good to see clergy, including Bishop Mariann Budde say, “we need moral leadership.”

It is good to see chiefs of police on bended knee next to protestors. (We owe Colin Kaepernick an apology. We should all have been taking a knee with him.) It will be far better if we take that outrage to the ballot box and insist on the changes we have needed and deserved for so long.

We must insist that the courts, the Congress and the state legislatures of our great nation curtail qualified immunity, a legal theory that forms the thick blanket that insulates government officials from prosecution for their criminal actions. We must hear women’s voices with the same clarity and urgency that we hear men. We must also insist that prospective police officers undergo psychological evaluation to weed out unreconstructed racists before they can be sworn onto any force. And there must be implicit bias training for those who are unconscious that they are the beneficiaries of white privilege. There must be an accurate national data base of excessive force complaints so that no police department inadvertently hires a candidate against whom multiple complaints of brutality have been proven.

Officers who know about illegal deprivation of civil and human rights must be encouraged to freely report what they see and what they know about fellow officers, without fear of reprisal. And there must be truly independent citizen review committees empowered to protect the communities they live in. We are not naive. Assuring justice in criminal investigations and prosecutions is a gargantuan task. But if we persevere and if we put human rights above political expediency and tribalism, love above hate, we may one day join with Gianna in saying that her daddy did not die in vain, for he truly changed the world.
Happy Birthday Dr. Mary McLeod Bethune

On July 10, 1875, Dr. Mary McLeod Bethune was born in South Carolina. She has paved the way as a woman of principle, believing that education provided the key to racial advancement. Her efforts and accomplishments have shown us what it takes to bring about actual change within our communities. It is because of her, we are here today.

Sisters from Pennsylvania and Florida celebrate together and by Zoom.

ROCKY MOUNTAIN REGIONAL ALLIANCE STAYING STRONG

The Rocky Mountain Regional Alliance was formed in 2015 as a coalition of states with fewer than two sections. These states include Arizona (Greater Metropolitan Area), Colorado (Denver), New Mexico (Albuquerque), Oregon (Portland), Nebraska (Omaha), and Washington (Seattle). By joining together this group will operate similarly to the state coalition in sharing knowledge, expertise, and vision for the continued success of the National Council of Negro Women. The Alliance developed a mission statement, purpose, by-laws, and objectives reflective of the spirit and vision of Dr. Mary McLeod Bethune and Dorothy Height. By bringing these state sections together it is our hope to improve section leadership and membership as we fulfill the initiatives of the National Organization.

The group communicates through social media, by phone and on ZOOM. We hold conferences every other year, the first convened in Denver, CO in 2015, followed by Tucson, AZ in 2017, Albuquerque, NM in 2019 and with plans to meet in Seattle, WA April 30–May 2, 2021, depending on the pandemic situation.

The Symposia have covered topics on Engaging Intergenerational Members, Bethune Height Recognition Award, and Technology Growth and Development. Janice L. Mathis, Esq., National Executive Director, Dr. Lois A. Keith and Dr. Helena Johnson, National Vice Presidents; Debra Tucker, Cecelia Webb, and others from the National Executive Committee have attended our symposia and provided direction and focus geared towards our progress. The development of this sisterhood has strengthened our sections through the sharing of projects and commitments and fostered the growth of NCNW at the local and regional levels. Membership also provides camaraderie when attending the national Convention.

Toni Buggs of the Arizona Greater Metropolitan Arizona Section is the current President of Rocky Mountain Alliance.
Chi Eta Phi Sorority is a professional organization of registered nurses and nursing students. Aliene C. Ewell, RN organized the Sorority on October 16, 1932 with the assistance of 11 other courageous registered nurses. The charter chapter, Alpha, was organized at Freedman’s Hospital in Washington D.C. Guided by the motto “Service for Humanity”, the Sorority has Programs focusing on health promotion/disease prevention, leadership development, mentoring, recruitment, retention and scholarship.

Chi Eta Phi Sorority, Incorporated, is a professional nursing organization that advocates for all citizens. The organization is concerned about the effect of COVID-19 is having on African Americans, other minorities, and underserved groups. Thus, the Sorority advocates for the necessary resources that ensure these communities obtain the treatment they need to shelter-in-place and recover. Chi Eta Phi Sorority, Incorporated believes that all citizens should have timely access to health care, free wide-spread testing, research, and accurate information to prevent the spread of COVID-19 using various strategies to include direct and virtual education sources with proven and longstanding connections with disenfranchised and other vulnerable populations.

Further, we strongly support other organizations in their calls for the federal government to urgently address the dire shortages of needed supplies and equipment.

Chi Eta Phi Sorority, Incorporated supports the current efforts of CDC in addressing and preventing the community spread of COVID-19. The organization will continue to monitor developments surrounding COVID-19. Most important, the Sorority supports a health and social justice approach to addressing the pandemic here in the United States. (National Health and Social Policy Committee Chair - Michelle Mandy, MPA, BSN, RN).

We thank the membership of Chi Eta Phi Sorority, Incorporated in states and cities across the United States for being on the frontline and for your dedication to keeping our communities and loved ones safe during the COVID-19 pandemic. The leadership is grateful for your bravery, compassion and commitment and will continue to support and pray for you during these challenging times in healthcare.

Our motto “Service for Humanity” was adopted by this organization 88 years ago and it is still alive today by the evidence of your community service.
Mission of Chi Eta Phi Sorority, Inc.

- Encouragement of the pursuit of continuing education
- Recruitment programs for health careers
- Stimulation of close and friendly relationship among members
- Development of working relationships with other professional groups
- Identification of a core of nursing leaders who affect social changes at the national, regional, and local levels

Vision of Chi Eta Phi Sorority, Inc.

Chi Eta Phi Sorority, Incorporated is an internationally recognized leader in developing healthy communities through advocacy, collaboration, education, leadership, research, and service.

Chi Eta Phi Sorority Mascot

The Turtle is Chi Eta Phi Sorority’s mascot chosen because it is:
- persevering
- sure-footed
- purposefully directed
- determined
- risk-taker

The Turtle knows when to hold and when to fold. The Turtle tends to move slowly but steadily toward the goal. It tends to constantly renew itself and tries to create an environment that supports and encourages.

Turtles, like our leaders, are risk-takers. They are calm movers and shakers who realize that life is but one long risk. Each time the Turtle moves it must stick its neck out. To implement change we must be willing to move out of our protective shell and have the courage and the confidence to encourage and support creativity and innovation.

Be a risk taker and expand the possible! With these qualities, the nursing members of the sorority shall overcome the crisis of time and maintain stability through the years.
PROTECT THE BLACK ECONOMY BY PRESERVING BLACK-OWNED BUSINESSES

The ever-expanding COVID-19 has just unearthed yet another racial disparity. Shockingly, 40% of the nation’s Black-owned businesses may permanently close due to lack of customers, lack of federal funding and lack of private reserves. Many black-owned companies closed when they were determined not to be “essential” from a government perspective. They are not closing due to lack of talent, ability to serve customers well, or from any form of neglect. Many Black-owned firms are closing because they do not have the financial strength to weather the worst economic and health calamity the U.S. has faced since the Great Depression.

CBS News reported recently that “There were more than 1 million black-owned businesses in the U.S. at the beginning of February, according to research from the University of California at Santa Cruz, which drew from Census survey estimates. By mid-April, 440,000 black business owners had shuttered their company for good — a 41% plunge. By comparison, 17% of white-owned businesses closed during the same period, the UC Santa Cruz research shows.”

While we are still digesting the racial disparity in COVID-19 deaths and reeling from the televised execution of George Floyd, we now must face the fact that one of the true bright spots for African Americans is being erased. From 2018 to 2019, the number of firms owned by African-American women grew faster than the overall growth rate for women and for Black men, an annual increase of 50%.

Black women start out with less income and less wealth that can be applied to creating a new business. The long-standing gender pay gap widens for the majority of racial and ethnic groups as women move up the corporate ladder, though not to the same degree. The largest controlled pay gap is for Black and African American women, with Black female executives earning $0.62 for every dollar a white male executive earns.

When it comes to wealth, the racial inequity is even worse. According to the Brookings Institution, 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 is 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. The Black-White wealth gap reflects a society that has not and does not afford equality of opportunity to all its citizens.”

If the United States and Corporate America are sincere about closing racial economic gaps, here is a prescription:

1. Corporate CEOs should empower supplier diversity departments to do business with highly qualified companies owned and operated by Black women.
2. The Small Business Administration (SBA) should increase the size of its Economic Injury Disaster Loan advance from $10,000 to $100,000.
3. Small Business Development Centers (SBDCs) should be empowered to actively seek out Black-owned businesses to make sure they are aware of the EIDL program and provide application assistance and support. There are 112 SBDCs scattered across the nation that, according to the SBA website, “make special efforts to reach minority members of socially and economically disadvantaged groups, veterans, women and the disabled.”
4. Given the compelling interest that the nation has in preserving these businesses, and the clear evidence that there is disparate impact on Black people, the Congress should issue another round of PPP loans specifically aimed at under-served Black urban neighborhoods and rural communities.
5. Given our personal responsibility to our own community, Black people (and all people of good will) should make it a priority to shop with Black-owned companies.

While it may be true that most Black-owned businesses do not employ hundreds of people, most of them do provide a relatively stable source of income for the proprietors, their families and employees. If 40% of them fail to survive, there will inevitably be increased demand for services such as SNAP (food stamps), Medicaid and other support programs. Let’s do the smart thing — come together as a nation and throw a safety net to thousands of American companies capable of providing great service during these difficult and unprecedented times.
NCNW Mission:

The National Council of Negro Women (NCNW) mission is to lead, empower and advocate for women of African descent, their families and communities.

The National Council of Negro Women is an “organization of organizations” (comprised of 300 campus and community-based sections and 32 national women’s organizations) that enlightens, inspires and connects more than 2,000,000 women and men. Its mission is to lead, advocate for, and empower women of African descent, their families and communities. NCNW was founded in 1935 by Dr. Mary McLeod Bethune, an influential educator and activist, and for more than fifty years, the iconic Dr. Dorothy Height was president of NCNW. Johnnetta Betsch Cole was elected Chair of NCNW in 2018, ushering in a new era of social activism and continued progress and growth for the organization. Today, NCNW’s programs are grounded on a foundation of critical concerns known as “Four for the Future”. NCNW promotes education with a special focus on science, technology, engineering and math; encourages entrepreneurship, financial literacy and economic stability; educates women about good health and HIV/AIDS; promotes civic engagement and advocates for sound public policy and social justice.

CONNECTING COMMUNITIES IN THE AIR AND ON THE GROUND.

Proud to support the National Council of Negro Women Uncommon Height.
Food prices started rising in April, and they are expected to continue to go up until September. The coronavirus is partly responsible for the increased cost of milk and meat since farmers could not maintain social distancing and produce their products. Millions of pigs were “euthanized” because meat processing plants were closed because of the coronavirus. Hundreds of thousands of gallons of milk had to be discarded because of Coronavirus-related distribution prices. Thus, food shoppers are seeing prices of some products rising sharply, with the highest increases occurring in meat, poultry, fish and eggs.

Ironically, food prices are rising while prices in other sectors are falling, but people’s demand for food is “demand inelastic,” which means that no matter what is going on in the economy, people will still buy food. Rising prices hit those with low and moderate incomes harder than others. Higher prices will also put pressure on food banks, who managed extremely high demand during the coronavirus’s worst days. Needy families waited for hour in long lines for a bag of food, which is ironic given all the discarded milk and pork that could have fed thousands.

Restaurant prices are likely to rise, as well. Most restaurants will practice social distancing and operate at between 25 and 50 percent of capacity. Few will break even, and the Independent Restaurant Association has asked for $120 billion for assistance. Even moderately priced and fast food restaurants are likely to see price hikes.

These rising prices will hit the food insecure hardest. In 2018, when the last data was available, 37 million people were food insecure, including 11 million children. In June 2020, I conservatively estimate 47 million are food insecure, including 18 million children. Those numbers will go down as we recover from corona, but we will see rising food prices through September, and perhaps through the end of the year. For more information about food insecurity, check out the website www.feedingamerica.org.

You may not be affected by rising food prices, but you can be mindful of those who are. You can give time and money to food banks, encourage your sorority, NCNW section, or church to establish or expand its food program, or embrace a neighbor who is experiencing food challenges. You’d be surprised. Some folks who look good are struggling. Lend a hand.

If you are affected by rising food prices, remember that Black women know how to make a dollar stretch, and if you are affected by increasing costs, use some of that “mother wit” that our foremothers had. Do recipe substitutions, shop the sales, and clip the coupons. The wholesale discount clubs (Costco, Sam’s Club) usually have terrific prices, but if you have a small household, you won’t necessarily want 24 cartons of yogurt or 18 croissants. Share! Go in with a friend and split some of the larger items. Freeze! Explore every option.

Help others, budget yourself, and equally importantly, you must raise your voice in the policy space about food insecurity, outright hunger, and the skewed national priorities that, in this “land of plenty,” folks go hungry. Write your congressional representative and share your concern about rising food prices. Is your representative on the House Agriculture Committee? You can find out here -- https://agriculture.house.gov/about/members.htm.

The Federal Reserve Bank sees us recovering, but slowly. Unemployment rates won’t return to their pre-COVID levels until mid-2023. Food is a necessity, and rising food prices are troubling, especially the way they will affect folks at the bottom. Women of conscience must be advocates for food security for all.
We are in a period of intense racial violence. What do we tell our children who are Black?
In the last few weeks, articles like *Black Women Have Been Traumatized in the Workplace* by Ella T. Gorgla and *How Corporate America’s diversity initiatives continue to fail Black women* by Courtney Connley have been showcasing that just as a record number of organizations and CEOs issue statements declaring “Black Lives Matter,” the experiences of those within their walls seem to imply the exact opposite. As companies implore us to believe in their commitment to fight injustice and ensure racial equity, we invite them to show compelling evidence by connecting their values to action.

CEOs can prove Black Lives Matter by retaining the dynamic Black women already within their midst. These are the Black women often recruited to the organization through formal and informal channels. They bring with them advanced degrees and other credentials, brand loyalty and a desire to grow within the organization. Black women often champion innovation, develop outstanding talent across the firm and help make meaning of company needs and ideas well beyond their individual role or team. These Black women have the ear of leadership and are invited to impromptu meetings because they offer a different and influential perspective. Many are shaping the future of the organization.

We acknowledge those leaders authentically listening and working to support equity in this next phase of the Black Lives Matter Movement. One key measure of success will be their ability to improve the day-to-day experiences of Black women within their organizations through bold, measurable action. Action that ensures their Black women leaders have the longevity and success they deserve. We invite executive leaders to consider two questions:

What might we as an organization do better right now?
What must we do to change the company culture in the long-term?

The Challenge

Black women have been thoughtfully telling organizations what’s needed and how to create more equitable environments for quite some time. Now more than ever, especially as the pandemic continues to change the nature of how we work together, people managers must consider, understand and dissect the reasons Black women are not thriving within their organizations. It is not a lack of talent, strategic thinking, creativity, expertise, resilience or will. The problem is often that too many managers make it hard for Black women to authentically lead in the organization. When Black women depart, companies are literally diminished. They accomplish less. They miss out on critical opportunities for innovation. They limit development of junior employees. Each of these has a real cost which we are exploring through quantitative research. To illustrate, we’ve organized one consistent experience of Black Women leaders into a representative persona, we’ll call her Maya.

You’ve Got a Maya in Your Midst

There are Mayas across the country in every industry and sector and they hold positions from Manager to Vice President to C-Suite Executive. Mayas are uber talented, have track records of success and have attained critical credentials and experiences that demonstrate their expertise. Mayas skillfully balance personal and professional demands. Many of the emerging Black talent in the organization and community seek her out for mentorship, guidance and advice. Mayas know more about the company than most leaders realize because of their ability to build trusting relationships and maintain broad networks.

Maya directly or indirectly reports to the CEO, who values her counsel even though they may often be pushed or challenged by it. Maya is forward-thinking and always encouraging the company to be ahead of the current moment. Maya is collaborative and teams across the firm seek her perspective, even beyond her formal role. She has a no-nonsense presence because of her proclivity for action, but she is approachable...
The views and opinions expressed here are those of the author and do not necessarily reflect the official policy or position of the National Council of Negro Women, Inc. Any content provided by the author is her opinion, and are not intended to malign any religion, ethnic group, club, organization, company, individual or anyone or anything.
NORTHWEST GEORGIA

Our group supported three United Way projects. While we are still compiling the numbers, we know for certain that more than 150 senior citizen care kits, 80 shoe boxes filled with toiletries, and nearly a dozen children’s STEAM project kits (materials for 6-10 kids per kit), were donated. This was an outstanding team effort and we look forward to hosting many more community service and engagement activities.

EAST BAY AREA

In June, the East Bay Area Section donated $500.00 to The Black Repertory Theatre. During Covid -19, the donation will tremendously assist the theatre deal with closure due to COVID-19.

The East Bay Area Section partnered with the Lend A Hand foundation 20th Year “Joy of Giving” Holiday Celebration. We were able to provide warm and fuzzy Pajamas to 101 underprivileged children in the Oakland East Bay Area. In addition to warm pajamas, children received jackets, toys, gift cards, healthy meal, activities, financial literacy workshop, additional school supplies, and much love. It was a grand event that The Lend A-Hand Foundation puts on yearly.
**LORAIN SECTION**

The Main Street Lorain Design Committee, the Lorain Section of the National Council of Negro Women and the city of Lorain have collaborated to bring six large self-watering flower containers and 60, 12-inch flower pots to line Broadway.

The new pots and plants were paid for with donations from people and businesses on Broadway and around Lorain.

This project supports the continuing revitalization efforts and aligns with our Community Transformation Strategy for making Downtown Lorain an inviting place to live, work and visit.

The NCNW Lorain Section supports the mission of the National Council of Negro Women through public outreach to advance the quality of life for African American women, their families and communities.

**VALDOSTA SECTION**

Sharah Denton, GA State President and National Young Adult Vice President of NCNW, has discovered her calling and now she wants to help others find theirs.

One day, the Valdosta woman found herself asking God what her purpose is in life. Personal experiences triggered a better understanding of what she should be doing.

Having established the public relations company Go4It Communications in 2019, she works to build the branding of others and provide marketing strategies for nonprofits and businesses.

She sought out her next step, letting go of control and allowing God to lead the way. That is when she formulated GreatHer Purpose, a two-part initiative of Go4It Communications. The GreatHer podcast features guests such as a nurse who promotes a healthy lifestyle, a motivational speaker who covers ways of overcoming obstacles to find purpose and a woman who speaks on infertility and how she’s helping others.

Sharah Denton
Hazel Delores Stephens Cary

Hazel Delores Stephens Cary was born April 17, 1926 in Houston, Texas and passed away on May 28, 2022 in Oakland, California.

Upon graduation from Galveston Central High School, she was accepted to Prairie View A & M, majoring in music with an emphasis on voice. Her parents had relocated to Oakland, California with the onset of World War II.

She united with the North Oakland Missionary Baptist Church serving in the Senior choir, Sunday school, church training union, deaconess and the WMU. In the Women’s Missionary Union she became President and served until her health became fragile.

Her work in the Saint John District Association, the California Missionary Baptist Convention and the National Missionary Baptist Convention began in the North Oakland Missionary Baptist Church.

Hazel was employed by the federal government starting with the United States Treasury in San Francisco and retiring from the U.S. Postal Service.

After retirement she continued to be very active in her church, the North Oakland Missionary Baptist Church, Rev. Sylvester Rutledge, Pastor. She also participated actively in the National Council of Negro Women Inc. East Bay Area Section where she served as Financial Secretary.

Delores Mosley Maples

Delores Mosley Maples was a past president of the Merced Section of NCNW.

She was born in Turrell, Arkansas on August 24, 1936. Upon graduating valedictorian of her class, she married Everett Lee Maples. Everett and Dolores were married for 57 years.

Dolores was a teacher at Atwater High School and retired after 26 years. She was awarded Educator of the Year in 2007 by the Merced Chamber of Commerce.

Dolores Maples was very active in the Atwater-Merced community. She was an alumni member of Delta Sigma Theta, Atwater Women’s Club, the National Association for the Advancement of Colored People (NAACP), Soroptimist of Atwater-Merced, Ebony Socialites, Eastern Star daughter of Isis (Chapter #94 - Fresno), National Council of Negro Women (NCNW), Toastmasters, American Association of University Women (AAUW), Boys & Girls Club of Merced, Black Student Union Advisor at Atwater High School, and served the Traffic Commission for the City of Atwater.
Christine Toney

Christine Elouise Toney affectionally known as “Chris” and “Mrs. Toney” entered into eternal peace on July 23, 2020 at Washington Hospital Center in Washington, DC.

Christine was born in Buckingham County, Virginia on April 9, 1945 and was a member of the Union Branch Baptist Church in Arvonia, Virginia. After graduating from Carter G. Woodson High School, she continued her education at the Washington School of Secretaries in Washington, DC.

Mrs. Toney went to work for the National Council of Negro Women Inc. in 1976 under the Operation Sisters United Program. In 1981, she became the Administrative Assistant for the Honorable Dr. Dorothy I. Height. Mrs. Toney traveled with Dr. Height around the world including to Africa four times, as well as being a guest on Air Force One twice. In 1986, she began annually taking part in the Black Family Reunion Celebration across the United States until its conclusion in 2010. Christine also attended functions with Dr. Height such as Oprah Winfrey’s Legends Weekend, Maya Angelou’s 70th Birthday Cruise, and the Inauguration of the 44th President of the United States of America Barack Obama, just to name a few. Christine often said traveling and working with Dr. Height afforded her the opportunity to travel to many places and meet individuals she may not have otherwise met. Over Mrs. Toney’s nearly 35 years of service with NCNW, Dr. Height became her mentor and a special part of her family.

Dr. Alotta Taylor, NCNW Historian recalls, “Mrs. Toney handled Dr. Height’s appearance requests and her travel arrangements.” The Honorable Alexis M. Herman, 23rd US Secretary of Labor and Chair of the Dorothy Irene Height Foundation, said of Mrs. Toney, “Philippians 1:3 says: I thank my God every time I remember you. As I remember Ms. Toney, I’d like to just say thanks one more time for your faithfulness towards Dr. Height and NCNW. You were faithful and fruitful, and I’ll always remember those qualities in you.”
Strategic thinking made a big difference.

Toyota Motor North America honors the National Council of Negro Women for 84 years of dedicated work on its mission to lead, advocate for, and empower women of African descent, their families, and communities. Big changes to many lives have occurred because NCNW was bold enough to help girls and women achieve goals and break barriers. Congratulations as you celebrate your iconic past president, Dr. Dorothy Irene Height, at the 16th Uncommon Height Gala.