Black Women in the "GIG" Economy

NCNW on Roe v. Wade Debate

Section Highlights - Community, State & Collegiate

ncnw launches GirlTECH
NCNW LAUNCHES GIRL TECH
GirlTech is an annual convening of women leaders in technology and telecommunications

MENTAL HEALTH SPOTLIGHT
Taraji P. Henson testified before Congress on Friday, June 7, 2019, about the need for mental health counselors

JANICE L. MATHIS NATIONAL PRESS CLUB
Janice L. Mathis, Esq. speaks at the National Press Club Ballroom in celebration of Women’s History Month

NCNW SECTION, STATE & COLLEGIATE HIGHLIGHTS
Savannah Section announces Mary McLeod Bethune Essay Contest

NEW NCNW LEGACY & LIFE MEMBERS

IN LOVING MEMORY
Black Leaders Have Always Stood Up and Spoken Out

Our legendary founder, Dr. Mary McLeod Bethune, and our iconic leader, Dr. Dorothy Irene Height, never hesitated to stand up and speak out on issues they felt were right, even if they were controversial. In her day, Dr. Bethune dared to call for integrating women into the military and in her day, Dr. Height signed a bold manifesto in support of reproductive freedom and participated in the Million Man March. In taking these positions, our NCNW leaders were clearly following in the tradition of Sojourner Truth, Harriet Tubman, Anna Julia Cooper, Fannie Lou Hamer, Ella Baker, Ida B. Wells, Rosa Parks, Shirley Chisholm, Barbara Jordan, Dr. Maya Angelou, Marian Wright Edelman, Oprah Winfrey, and so many more. My NCNW sisters, I can do no less, and that is why I am reaching out to you now on the current debate and passage of recent state laws on Roe v. Wade.

The Supreme Court of the United States may soon be asked to review Roe v. Wade, the 1973 decision recognizing in the Constitution an inherent right to privacy. The court ruled that the right to privacy included the right to terminate a pregnancy during the first three months. No issue in American political life is more contentious. Restrictive laws recently enacted in more than a dozen states make it more likely that the Supreme Court will review the issue during its next term.

I see a woman’s right to have access to an abortion as nothing less than her right to make decisions about her own body and her reproductive choices. Should the government exercise control over the most personal and consequential decision a woman can make? Or should it be the woman herself?

The new state laws restricting the right to choose abortion are not grounded in protecting the lives and the physical and emotional health of women. We know this to be true, because the near-total ban in the Alabama law does not include an exception for rape or incest. The Alabama legislature passed a law that requires teen-aged victims of rape or incest to have the baby of the person who violated her body and her dignity. Nothing could be more disrespectful.

Next year, in 2020, the United States will commemorate the 100th anniversary of woman suffrage. It took many more years before all Black Americans were said to have achieved full, protected voting rights. And recent incidents at many voting sites have involved serious challenges to the rights of African Americans to exercise their constitutional right to vote.

For the first 134 years of our nation’s history, no women could participate in the foundational exercise of citizenship – voting. While much progress has been made, we must still be mindful that all women still do not have equal power as citizens.

One of the foci of our NCNW, “Four for the Future”, is public policy and civic engagement. For every one of us, the over 2 million members of NCNW, Roe v. Wade is a critical issue about which we must be informed, civically engaged, and prepared to effect public policy.
The movie Hidden Figures depicted a story that is all too familiar but seldom discussed. Women, more specifically, women of color in the technology and technical sciences industry are erased, forgotten or ignored. NCNW, being an advocate for telling her story, decided to do something about that. After a few phone calls and a couple of discussions, GirlTECH was born. NCNW recently led a major National Town Hall with a special focus on Black millennial women and career development at the NCNW headquarters, located in Washington D.C. The theme was “Access to All.” GirlTECH will be an annual convening of women leaders in technology and telecommunications for the purpose of providing young women of color with an opportunity to obtain guidance and mentorship. The purpose of GirlTech is to educate, empower, and assist young women of African descent who are interested in becoming professionals, researchers, entrepreneurs, or policy-makers in the technology and telecommunications space.

Dr. Johnnetta Betsch Cole, 7th President and National Chair, feels that NCNW has an obligation to make certain that every opportunity for women of color is explored and explained. While we have some women of color in major corporations and making major contributions, it is not enough. Dr. Cole said, “We began as a dream, a dream of a woman. Dr. Mary McLeod Bethune. Many of you may know of her as the founder of this organization. But how many know of her as the co-founder of an organization that many of you have benefitted from, the United Negro College Fund?” Dr. Cole went on to discuss the formation of NCNW. “The year was 1935 when Dr. Bethune had an idea that there should be an organization of organizations. So, rather than starting with something that was purely her creation, she began with a solid notion that bringing many entities together which she understood would be stronger than one standing alone. Many of you know of NCNW, not because you are members, but because you are members of affiliates of NCNW. That is what Dr. Bethune wanted. The challenge is we cannot go forward at NCNW unless we become far more intergenerational. This organization, like all organizations, has to have two things. It has to have roots and wings. The roots give us wisdom and the wings allow us to soar to the height of our possibilities. So, it is because NCNW needs you, who I respectfully and affectionately call ‘The Young’uns,’ that we are creating programs like GirlTECH.”

The tone of the event was set by keynote speaker Natalie Madeira Cofield before experts in Telemedicine and Telehealth proceeded to have an in-depth discussion on our role and the need for more women in this arena. Simultaneously, aficionados in Data Privacy and Cyber Security held a lengthy conversation as to the involvement of women of color in this field. The final session convened with a town hall discussion with members of advocacy groups and local government officials. (see insets) The keynote speaker, Natalie Madeira Cofield, founder and CEO of Walker’s Legacy Foundation, addressed the diverse group of ladies within the room and the 2.8k live streaming participants. Her foundation is a digital platform for the professional and entrepreneurial multicultural woman. She started her first company at 26 years of age and has raised more than $20 million in corporate and philanthropic investments and government contracts. Cofield made strong points about being entrepreneurial...
to e-mentor, reading biographies of those women that you want to be like, teleconferencing with a potential mentor, and using webinars to gain insight and information. She went on to say it is important to understand historical women in the field of interests and we must be there for one another even though we are called the strongest sex and race. “There have been so many research reports that have come out that talk about the great burden black women bear on their shoulders and how this has created the notion of the ‘strong friend’ and how we must check on our ‘strong friend’ who has moments of weakness that look like strength because they are masked. We are carrying the weight of community as the prison industrial complex takes our men from underneath our wing; we are carrying the weight of unequal wages on our shoulders as we see men of every race make more money than we do in business and profession, we are carrying the weight in responsibility of what it means to be a working mother feeling guilty about those nights that we spend working late, not realizing that our children are watching us.” She also said, “Studies have shown that women who are raised by mothers with jobs and careers have a higher propensity to demand and command higher wages for themselves. So, all those years of feeling guilty are really preparation for... your daughters and sons need to see. Teaching our sons what a strong professional black woman looks like. Those are important components to have all access to ourselves.” Cofield concluded that we must establish stronger ties of networking with one another and look past colorism, classism, and elitism that are rooted in structures and rules that say we are not present when we started from the beginning and we are the foundation.

Dr. Cole expressed gratitude “Now, I’m going to tell you what you probably already know. I ain’t very tech savvy. On the tech question… Not Woke.” She went on to say “But, you are and that is our wisdom in reaching out to you to say going forward as an organization, as black women, we got to have your generation. Our mission is to lead, advocate for, and empower women of African descent, our families, and our communities. Simply put, NCNW is here to provide you with inspiration, with information to do what you need to do. We are also here to give you the assurance that you are not alone in doing what it is that you are called to do.”
Implicit in the new draconian anti-choice state laws is the idea that women don’t have sense enough, are not mature enough or lack sufficient judgment to know whether they should have a child or not. This is the same type of reasoning that kept women from voting for the first 134 years of the nation’s history. The decision to terminate a pregnancy is a harrowing one that one out of every four women makes at some point during her life, and I doubt a single woman has ever made that decision easily and without deep and serious contemplation.

Most Americans support Roe v. Wade. According to a CBS poll, 67% of Americans want to keep Roe v. Wade. To overturn it is anti-democratic and ignores or thwarts the will of a majority of Americans. According to former Attorney General Eric Holder, many of the states that are passing anti-abortion legislation have gerrymandered legislatures that don’t represent the will of the people in the state. Gerrymandering - a system that permits elected officials to choose their voters, rather than the voters choosing their elected officials - impacts people’s lives on a day-to-day basis and precipitates extreme legislation like the new inhumane anti-abortion laws in Indiana, Georgia, Alabama, Ohio and other states.

Roe v. Wade relied in part on medical evidence that a fetus of about three months gestation could not survive outside the body of the pregnant woman. Today, anti-choice forces contend that there is a fetal “heartbeat” at six weeks gestation. At six weeks there simply is no heart to produce a “heartbeat.” At six weeks, the embryo is the size of a seed and there is no heartbeat because there is no heart yet. We should not be misguided by attempts to frighten or intimidate those who believe in women’s rights.

NCNW is not pro-abortion, or anti-abortion. Our charge is to protect the rights of women to determine their own destinies and reach their fullest potential, as they imagine it for themselves. If Roe v. Wade is overturned, what becomes of the right to privacy that is at its core? Such a decision would erode rights we enjoy as citizens that go far beyond abortion. I call on you, my sisters, to examine the evidence, search your consciences and then to let your elected officials know where you stand on the issues of women’s privacy, women’s rights and women’s freedom.

Onward!

Johnnetta Betsch Cole, Ph.D.
Chair and 7th President
National Council of Negro Women
The purpose of the Statewomen for Justice Luncheon and Issues Forum is to recognize the progress of Africans in America over 400 years and continue to cast an action-oriented vision for breaking the chains of continuing bondage.

Along with NCNW Executive Director Janice Manthis, the female leadership of the panel carried on a spirited discussion intended to further our progress toward economic justice, unencumbered voting rights, quality and affordable education, police reform, racial and criminal justice.

Taraji P. Henson got emotional as she testified before Congress on Friday, June 7, 2019, about the need for mental health counselors and education, especially in the black community, in wake of a rise in suicides of young people. She is the founder of the Boris Lawrence Henson Foundation, which aims to end the stigma surrounding mental illness in the black community. The group is named after the actress' late father, who returned from the Vietnam War with mental health issues.

“I founded this foundation because there was a problem,” she said. “My father passed in ’06. Two years prior to that, my son's father was murdered here in Washington D.C. That's trauma, not only for my son but for myself...it dawned on me the reason why we don’t have many psychiatrists...that they’re not easily accessible, is because we in the African-American community, we don’t deal with mental health issues.”

“We don’t even talk about it,” she said. “We’ve been taught to pray our problems away, we’ve been demonized for coming out saying we have issues and we have trust issues. I need the person sitting opposite from me when I go seek help for my mental...to be culturally competent.”

“I think we should implement mental illness or mental health education in school. It needs to be a subject...we need to talk about it. The more we talk about it, the more people will feel they can talk about.”
In the "gig" economy, people work "gigs," not jobs. Historically, jazz musicians in the 1920s coined the term to describe their temporary work for performances rendered. It was a slang term for "an engagement" and quickly became a standard word used by musicians and performers of all types. Today the term gig is still used by artists, but it has been adopted and expanded to include contractors who, as a result of not being permanent employees, theoretically have the advantage of freedom to control their own schedule and work when they see fit. On the other side, employers save money by hiring these gig workers who receive no benefits, including health care, sick days, or retirement. In addition, the company's payroll is likely to be between 20 to 40 percent lower than it would be if the employee were a worker. On the surface, it seems like a win-win for all parties, but it isn't.

So, what does race or gender have to do with it? While, there is no evidence that indicates how frequently African American women are represented in this kind of second-class citizen workforce, there's a well-known saying which I believe is applicable here to understand how the gig economy affects women of color: When White America catches a cold and sneezes, Black Americans catches the flu. My point, is if it's bad out here for the legions of Americans now working in the quagmire of gigs which provide short-term, immediate benefit of a paycheck but none of the long-term ones such as insurance, a union, or the protection offered from the human resources departments, we can be fairly certain none of this bodes well for minorities. Black women who historically always end up statistically at the bottom for advancement or opportunities and at the top to be taken advantage of and exploited have even more at stake than others. Gigging is not a new phenomenon for Black women who are more likely to be cleaners or clerical workers, rather than interim CEOs or consultants. This kind of job used to be called doing "day work" – taking in washing, cleaning houses, or taking care of children. It wasn't exactly temporary work, but it was at the bottom of the pay scale and these black women had no protection to guarantee their wages, their positions, or even their bodies from violation.

The reality today is that many higher income, well-educated and skilled folks willingly work gigs as consultants, project managers, speakers, and writers. They enjoy their flexibility and frequently juggle several assignments, managing to make more than the average worker. Then, there are the folks at the bottom of this workforce who drive for ride-sharing companies putting thousands of miles on their cars, paying for gas without any reimbursement. And still, there are the folks who clean houses "off the books," who might be described as a kind of degraded or bastardized "gig" worker. And this set of workers, the nannies, housekeepers, and maids, in truth, still have about as much flexibility as our African American foremothers had, women who did...
“day work” and had limited or no bargaining power for wages or hours. Today, these are the people who not only clean homes, but also clean offices at night or companies that are traded on the stock exchange. These companies maximize their profits by paying workers as little as they can. This same practice is true for government agencies that contract out cleaning services to ensure they do not have to extend benefits or pay a decent wage.

Because these laborers work in isolation, they lack the power that people have who work in a single location as part of a staff. They don’t see or know each other, so it is difficult for them to organize. Difficult, but not impossible. The Domestic Workers Alliance, led by Ai-jen Poo, has not only organized domestic workers, including essential caregivers but also advocated for legislation that would provide them with living wages and benefits. Drivers for ridesharing companies in some cities have also organized collective action.

But times are different than a century ago when workers organized and worked with each other, struck out at unfair bosses. Gig work might be called “same smell, different flavor,” especially for workers at the bottom.

So I am not surprised to read the Labor Department just issued an editorial (https://www.dol.gov/whd/opinion/FLSA/2019/2019_04_29_06_FLSA.pdf) saying that an unidentified “smart-phone based” company that connects consumers with service providers, does not have to provide minimum wages, benefits or overtime because the service providers are independent contractors, not employees? The opinion letter, written in response to a query from the unnamed company, is not legally binding, but it could be a first step toward further eroding basic worker protections. Some of the people who work on this basis are basically “on call” and tethered to their telephones, afraid to miss work opportunities. Further, they may be penalized if they are not as frequently or rapidly responsive as the non-employer might like. This troubling editorial is consistent with the many ways that this Administration’s Labor Department has attempted to erode the rights of workers.

The gig economy is a reality that some cannot avoid. I’d like to offer some strategies to those who are independent contractors, freelancers, virtual employees. Be aware that unless the organization contracting you is exceptionally generous, you are being paid by the job. You will have to set money aside to pay for your own health insurance and Social Security. Since no one is withholding your tax payments, you are responsible for that as well. You should consult with an accountant or tax professional to ensure that you are setting enough money aside (and perhaps paying it out of every check) that you aren’t looking at a steep tax bill at the end of the year.

Many independent contractors benefit because they can deduct some work expenses from their taxes. But these independent contractors must keep the kinds of records they would not have to maintain if they were regular employees. There are costs and benefits to the gig economy but Black women, at the bottom of the employment totem pole, must be especially careful to understand that a gig “good deal” is not a good deal unless all of its terms and conditions are fully understood.

Technology has flattened the world and made it possible for us to do business, on call, with clients from all over the world. But how different are gig workers from Black women who did day work? Organizing is still the way to ensure that every worker is paid a living wage and has reasonable working conditions.
Cuyahoga County Section Celebrates Extraordinaires!

The Cuyahoga County youth and members have been fully engaged in learning, serving and leading, and we are proud to recognize some of them!

Leading, learning, and serving go hand-in-hand. This is the principle for which our founder, Mary McLeod Bethune, advocated, "The great aim of education is not knowledge but action.”

Savannah Section Reveals 2019 Essay Winners

The Savannah Section offers this opportunity yearly to fifth graders. The topic for the Mary McLeod Bethune Essay deadline on April 26, 2019 was, “What programs or activities would you implement to improve student success in your school?”

The placements were as follows: 1st place winner, NaiLathan Kaymore; 2nd place winner, Alyssa Shelton; and 3rd place winner, Denise Turner. The honorable mention participants were Tremaine Williams and Kayonna Mitchell. The winners and honorable mention participants received certificates in conjunction with, $50 for first place, $25 for second place, $15 for third place, and $5 for each participant. Winners also earned trophies.

Alton Section Introduces New Scholarship

In remembrance of its founder, the Alton Section National Council of Negro Women Inc. is introducing the Hazel M. Killion Memorial Scholarship.

The non-renewable scholarship is for $1,000 and is awarded to students who are active in their school and community, and demonstrate skills needed to complete a post-high school program.

Applicants must maintain a “C” average, be a graduating senior and plan on attending an accredited institution (college/university, career college, community/ junior college, technical/ vocational school) the semester following graduation.

Row 1- Left to Right Denise Turner 3rd place, Alyssa Shelton 2nd place, NaiLathan Kaymore 1st place, Tremaine Williams honorable mention, and Kayonna Mitchell honorable mention. Row 2- Left to Right Carrie Howard, NCNW, Life Member, Kai C. Walker, NCNW Member, Ms. Tina Hayward, Teacher at A.B. Williams, Betty Lasseter, NCNW, First Vice-President & Life Member, Susan Ambrose, Principal at A.B. Williams, Dr. Brenda Logan, NCNW member & Chair of Essay Committee, Annette Mitchell, NCNW member, Omie Flournoy, NCNW, Charter Member and Beatrice Campbell, NCNW, Life Member
NEW YORK STATE 45TH BHRP

The 45th was the best ever. The weather favored us and so did our guest. Dr. Cole’s attendance along with our honorees added additional icing on the cake. Mrs. Janice Taylor of Ohio added to the flavor. The MC was such a delight, (Rev. Malcolm J Byrd) the committee would like him to be permanent. GOD IS GOOD!

Ohio State Coalition 45th BHRP

The Ohio State Coalition, NCNW) hosted its 45th Bethune Height Recognition (BHRP) Awards Program and Luncheon on April 27th, 2019. The keynote speaker, Mrs. Johnnie M. Walker, BHRP, NCNW Co-Chair, and Convener of the New York team leadership. They were honored to have State Senator Hearcel F. Craig of the Ohio Senate provide us with the welcome and our guest Mistress of Ceremony was Darlene Hill, local NBC 4 news anchor.

They also honored Ohio’s First African American female, elected to the Ohio Supreme Court, Justice Melody J. Stewart; Ohio’s first African American Female elected to the 9th Court of Appeals, the Hon. Laurel Beatty Blunt; Ohio’s first African American female Police Chief, Chief Kimberly Spears-McNatt, as well.
LEE SECTION MEMBERSHIP DRIVE

The Lee County Section of the National Council of Negro Women observed their twenty-fourth year of celebrating our Harambee program. They incorporate its motto, “all pull together” by recognizing persons from the community in the areas of civics, religion, education and two high school students who have excelled in academia.

GEORGIA NCNW DAY

The National Council of Negro Women sections throughout the state of Georgia were represented in high numbers.

Collegiate section members from Spelman, University of West Georgia, Georgia State and Kennesaw State University showed up in large numbers along with community-based sections from Valdosta-Lowndes Metropolitan, Greater Atlanta, Rockdale-Newton, Henry-Clayton and DeKalb, members said.

The Day at the Capitol was chaired by DeKalb member Tiara Chambliss and Greater Atlanta member Darlene Kimes. Sen. Tonya Anderson, Sen. Nikema Williams and State Rep. Sheila Jones sponsored the event.

Jones presented Sharah Denton of Valdosta, State of Georgia NCNW president, with a proclamation.

“NCNW Day at the Capitol has been going on for years in Georgia. We as a organized state of NCNW-Georgia are so grateful for the opportunity for members to visit the capitol and have the opportunity to voice their concerns and ask important questions as it pertains to our communities such as voting rights, healthcare and other key issues in our state,” Denton said.

Denton said the event is one of importance because so much is going on in the state that directly affects members, their families and their perspective communities.

“NCNW Georgia is truly grasping the opportunity of speaking to state leaders about important issues and we do not take that lightly,” Denton said.

MONTCLAIR SECTION HOLDS LUNCHEON

This year we celebrated a significant anniversary milestone of 65 years and enjoyed the distinction of being one of the first sections formed in New Jersey.

Our theme was “Phenomenal and Fierce” and the keynote speaker was the 34th District Assemblywoman, Britnee N. Timberlake. Honored for their outstanding leadership, achievements and devotion to community service were The Honorable Victoria Pratt (Humanitarian Award); Dr. Albert J. Lewis, Jr. (Community Service); Adenah Bayoh (Business Award): Ursula S. Derios (Education Award); Vanessa McKenzie Newton (In-Service Award).

Members throughout Georgia were able to meet with legislators, witness the floors of both the House and the Senate and network with leaders from throughout the state.
LORAIN COUNTY SPONSORS COTTILLION

The county’s newest debutantes took center stage — and the dance floor — Saturday evening as part of the second annual Vision of Beauty Cotillion.

Cotillion Committee member Regan Phillips said the evening was the culmination of the program, which included workshops on mental health, communication, healthy relationships, dating and rehearsals, including teaching the girls to waltz.

Attendees on Saturday evening were dressed to the nines, after the participants’ mothers helped them into boutique-supplied white ball gowns and put the finishing touches on their hair and makeup. Of the four mothers buzzing around the debutantes, two were selected to speak to the media.

This year’s debutantes are Avalon Coats, daughter of Eddie and Tamara Coats; Kailah Stephens, daughter of Raylette and Danny Stephens Jr.; Madisyn Daniels, daughter of Dereck and Dana Daniels; and Parashaye Horton, daughter of Hamp and Arianna Horton. “They are definitely going to move mountains,” said Cotillion Committee member Regan Phillips.

DIH QUAD COUNTIES

The Dorothy I. Height Quad Counties Section of the National Council of Negro Women, Incorporated held its Fourth Annual Beautillion on Saturday, April 6, 2019 at 6:30 p.m. at Harlow’s Casino Resort and Spa in Greenville, MI. The Beautillion theme was “Power, Promise, and Potential”. This year, the Beautillion was a part of the 46th Annual Mississippi State Conference which was hosted by the Dorothy I. Height Quad Counties Section. This event helps to prepare young men for college, and mentor and shape their lives so that they become successful men in society.

Beaux listed from left to right: Donovan Jackson, Keyjuan Gerrell Meeks, Edward Rice, III, Colee M. Anthony, Errick Simmons, Bryan Jones and Darius Clark.

VIEW PARK AWARDS MULTIPLE COLLEGE SCHOLARSHIPS

California students rank well below the national average on the National Assessment of Educational Progress in reading. According to research by the Annie E. Casey Foundation, children who do not read proficiently by 3rd grade are more likely to fall behind academically and drop out of high school compared to their peers who are reading at grade level. NCNW volunteers tutor students 6-12 years old weekly to ensure they are reading at grade-level proficiency according to the CA Student Assessment Performance and Progress standards. The program goal is for students to acquire the skills needed for college and career readiness.

The Purple Hat Affair High Tea fundraising event was held on May 18, 2019 at Crenshaw United Methodist Church in. Los Angeles, CA. Their guests included civic leaders, elected officials, business owners, students and local professionals. The event featured live music, exotic teas, raffle prizes, an essay contest and more!

The winners of the essay contest were awarded scholarships towards their college education.
KEAN UNIVERSITY

The Kean University NCNW section has flourished since it was chartered in the spring 2018 semester. Led by Sade Govan-Smith, a senior majoring in communication studies, the section has stood firm and strong in uplifting the students on campus and the women in their communities. They focus on bringing awareness and information through programs and events about health, financial literacy and empowerment. During section meetings they often talk about navigating their way through everyday life occurrences, discuss ways of improving themselves and goal setting and share personal affirmations to reinforce their self-worth.

The section hosted an “NCNW Week”, which included a self-care program and a sexual assault and violence event in which a woman told her story of taking back her power after being subjected to trauma at a young age. They also organized a financial literacy program with a guest who spoke on ways to offset the common mistakes college students make with regards to spending. They learned how to build and maintain credit and how to save for the future.

PENN STATE SIXTH ANNUAL “LADIES IN THE ARTS”

As International Women’s Month drew to a close, Penn State NCNW Collegiate Section brought passion and empowerment to its sixth annual “Ladies in the Arts” event on March 26.

The night featured different talents from women across Penn State. Aliyah Brown began the event with a spoken performance about the strength of women. Keitha Duhaney continued with two original poems titled “Dear Daddy” and “No.”

As a member of the section, Duhaney said the event is important because it “highlights Women of color in the arts, [which are often] not represented in the media.”
SALTIBURY UNIVERSITY

On Saturday, April 6, 2019, the Salisbury University Collegiate Section sponsored their Second Annual Women’s Summit with the theme “Unity in the Community”. This event took place at Salisbury University Academic Commons Building from 12:00 - 3:00 PM. The program included a mix and mingle brunch, performance by Vanity Modeling and an interactive activity with the Salisbury University Collegiate members and all of the attendees at the event. There were two speakers, Dr. Deneen Long-White who spoke briefly about health and wellness issues that affect the African American community and Ms. Sara Lowery, who spoke about the importance of giving back to the community and supporting each other while in college and beyond.

The culminating activity was the installation of 15 new members and the swearing in of the 2019-20 Executive Board. Each new member was given a purple corsage. Outgoing President, Ashley Moon and Student Advisor, Nyasha Willis presented certificates to the newly installed members.

At the end of the installation ceremony, students at the event, who were not members of the Salisbury University Collegiate Section, were told about the mission and purpose of NCNW. After the group discussion, 12 additional students became members of the Salisbury University Collegiate Section for the 2019-2020 school year.

GW UNIVERSITY

GWU Section seeks to create opportunities for Black women on campus to lead, advocate, and serve. For seven years, the ladies of GWU-NCNW have served the George Washington University and Washington, D.C. communities through service, fellowship, and educational events. In all things, the section strives to uplift the legacy of founder Mary McLeod Bethune, Dr. Dorothy Irene Height, and the numerous determined and distinguished women that paved the way for this organization.
**1st Quarter Membership Survey Results**

### Membership in Years
- 20+ years: 29%
- 5-9 years: 18%
- 1-4 years: 17%
- 1 year or less: 14%

### Age Range of Membership
- 25-34: 6%
- 35-44: 11%
- 45-54: 20%
- 55-64: 24%
- Over 65: 36%

### Education
- Master's Degree: 41%
- Bachelor's Degree: 28%
- Doctorate Degree: 10%
- Post-Secondary Education: 8%

### Salary Range
- $70,000 - $84,999: 15.3%
- $85,000 - $100,000: 12.0%
- $15,000 - $34,999: 9.1%
- $50,000 - $69,999: 21.1%
- $35,000 - $49,999: 10.9%

### Top 4 Industries of NCNW Members
- Leadership Seminars and Workshops: 60%
- Voter Registration/Education: 47%
- Working to Improve Education: 45%
- Health and Fitness: 44%

(Industries include: Edu, Admin, Gov & Law, Acc & Fin)
NCNW NEW LIFE & LEGACY MEMBERS

LEGACY LIFE MEMBERS

Ms. Beatrice Campbell  Ms. Wanda L. Harrison  Ms. Lucille Morris  Ms. Thomasine E. Vaughan
Ms. Marilyn L. Carney  Ms. Marilyn F. Johnson  Ms. Simone A. Nicholas  Ms. Jo Ann Smith
Ms. Patricia Clark-Sims  Ms. Genevieve Ginn Jones

LIFE MEMBERS

Ms. Dolores Armstrong  Ms. Latressa M. Fulton  Ms. Nancy Flake Johnson  Ms. Cynthia Scruggs
Ms. Alecia Bethel  Ms. Glenda Redwine Gilyot  Rev. Doris Johnson  Ms. Carolyn Scurry
Ms. Octavia Bizzell  Miss Angela Graham  Ms. Tanjela Johnson  Ms. Roberta Shaw
Ms. Deborah Joyce Bobb  Ms. Elyse S. Green  Ms. Cara Johnson-Malbrough  Ms. Tanya Simmons
Mrs. Aquilla Brown  Ms. Alea Greer  Ms. Elizabeth M. Jones  Ms. Shenee Slade
Ms. Carolyn Campbell  Ms. Monica D. Haile  Ms. Kimberly Jones  Ms. Barbara Jean Smith
Ms. Lystra Constantine-Gaddy  Ms. Oneda S. Harris  Ms. Alicia King  Ms. Teresa A. Thomas
Mrs. Glenda Crawford  Ms. Patricia A. Harrison  Ms. Katherine Mahoney  Ms. Isabel Varela
Dr. Tricia C. Daley-Bowles  Ms. Felicia Hazzard  Ms. Patricia McMillian  Ms. Charnita West
Ms. Rita L. Dandridge  Ms. Elma O. Horton  Ms. Victoria Motley  Ms. Mattie White
Ms. Krystal Davis  Ms. Janice Marie House  Ms. Glenda O’Brien  Mrs. Yvonne Wilkins
Mrs. Viviana M. DeCohen  Ms. Glenda Jackson  Ms. Von M. Odom  Min. Carolyn Williams
Ms. Theresa A. Dillard  Ms. Bridget Jackson  Ms. Alona Lee Phillips  Ms. Gale Williams
Ms. Karen Felder  Ms. Cleo MeriAbut Jarvis  Ms. Stanlee Richards  Ms. Barbara V. Williams
Ms. Bonnetta Franklin  Ms. Brenda Sutton Jeffers  Ms. Elaine Roberts  Ms. Elveda Williamson
Ms. Joyce M. Freeman  Ms. Essie M. Jeffries  Ms. Janiqua E. Sample

ADVOCATE

Ms. Hattie Abner  Ms. Ann Austin  Ms. Lorraine Dickerson  Ms. Kathy Wilson
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2019 CALENDAR
IN LOVING MEMORY

Unita Zelma Blackwell (1933-2019)

Unita Zelma Mayersville, MS, was a Life Member of the NCNW, a Honorary Member of Delta Sigma Theta Sorority, Incorporated, a civil rights activist and the first African American woman mayor in Mississippi. She worked a long side the late Mrs. Fannie Lou Hamer and was closely associated with Dr. Dorothy I. Height. She became an expert on rural housing and was one of the persons who advanced the idea of “sweat equity” with the U.S. Department of Housing and Urban Development (HUD) that became the “turnkey” project for NCNW. (These were the forerunners of the Habitat For Humanity Concept.)

Unita Blackwell grew up in Mississippi and Arkansas, and left school when she was 12 to work as a farm laborer. Blackwell became active in the civil rights movement in the Delta in 1964 as a field secretary for the Student Nonviolent Coordinating Committee. In a 1986 interview for the civil rights documentary “Eyes on the Prize,” Blackwell recalled trying to secure voting rights for African Americans who made up a majority of the Delta’s population but held none of the political power.

With a high school equivalency diploma and financial support from a rural fellowship, she was accepted in 1982 into a regional planning program at the University of Massachusetts Amherst. She completed her master’s degree there in 1983. Blackwell was president of the National Conference of Black Mayors from 1990 to 1992. She was a fellow at Harvard University’s Kennedy School of Government in 1991 and 1992. She received a $350,000 MacArthur Foundation genius grant in 1992 for her work on housing and water services. Ms. Blackwell authored Barefootin’-Life Lessons from the Road to Freedom.

Mrs. Dorothy L. Stoker-Starks (1942-2019)

Dorothy L. Stoker-Starks passed away with her family at her side the early morning of February 14, 2019. Mrs. Stoker-Starks was a past president of the T. Mathis Hawkins NCNW Section in Dallas, TX, NCNW life member, member of Top Ladies of Distinction, and the mother of the current T. Mathis Hawkins NCNW Section President, Deatra L. Geter-Childress. Mrs. Stark’s support of the NCNW Texas State Coalition, where she served sometimes as Chaplain during the Texas State Unity Conference, was exceptional. Also, she had a strong passion for growing the Life Member Guild.

She was instrumental in establishing the Greater Dallas Chapter #1 of Association of Surgical Technologist. She received numerous awards while employed at the VA and had an article published in the July 2014 Edition of The Surgical Technologist Journal. She took pride in caring for our nations Veterans and was honored to be of service.

Dorothy L. Stoker Starks tried to live her life based on her favorite bible verses, Proverbs 3:5-6 Trust in the Lord with all thine heart; and lean not unto thine own understanding. In all thy ways acknowledge him, and he shall direct thy paths.
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