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2019 Uncommon Height Honoree
SUSAN L. TAYLOR
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**Dr. Cole’s Year-End Overview**

What a joyous and productive year we have had! Read what our esteemed president thinks.

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**2019 Uncommon Height Gala**

Entertainment for a good cause is always a good thing. Especially when it involves talented people like Kenny Lattimore and Deborah Cox.

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**The Essence of Susan L. Taylor**

Take a moment to understand the motivations of one of America’s leading African American Women and what motivates her.

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**NCNW 2019 Affiliates Assembly**

Women leaders from across USA gather to share wisdom and strategies.

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**The New Jim Code**

How artificial intelligence is changing the face of discrimination.
Contributors

Dr. Chantrise Sims Holliman is a speaker, award winning educator, who is also the author of several books. She had the opportunity to have a conversation with our Crystal Stair Award recipient Susan L. Taylor.

Deborah Wall B. Foster serves on NCNW’s Executive Committee and chairs for the Committee for the Future. She and Ariana Brazier present an overview of the committee’s findings.

Daniel Adrianna Davis, Esq. is passionate about the intersection of civil rights, privacy, and technology and its impact on low-income communities. She is working with the NCNW as the Tech and Telecommunications Fellow to develop our policies in this vibrant arena. Her article in this issue points out that the more things change, the more they stay the same.

Dr. Thelma T. Daley is a career educator and facilitator who has served as a visiting professor at North Central Western Maryland College, the University of Wisconsin and Harvard University. As an NCNW board member, she leads the recruiting and participation of our 32 affiliate organizations.

For almost 30 years Greg Fritz Blakey of PhotoGraphics has traveled the globe capturing images as diverse and exciting as master jazz musicians, heads of state, beautiful landscapes and rural West African fishermen. We were fortunate to have him photograph the 2019 Uncommon Height Gala and Affiliates Assembly.

Kaelan Laurence is a graduate of Howard University with a flair for visual extravagance. A life-long artist, he began his entrepreneurial journey as a freelance graphic designer. Shortly after, he discovered a love for film, motivating him to redirect his studies and blossom as producer of visual content.
What A Year!

“My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style.”

— Maya Angelou

What a joyous and productive year we have had! 2019 is already in the herstory books and NCNW has made its share of history. Plenty of hard work was done by everyone. The first sentiment I wish to express is the feeling of gratitude. So many of you have gone above and beyond your usual participation to make my first year a major success. The phone calls, emails, notes and hugs were deeply appreciated. It made moving into the office of the iconic Dorothy I. Height, a daunting task in itself, a joy filled with warmth and the knowledge that we are all moving forward together. And, move forward we did.

Recounting all events, meetings and presentations in the name of NCNW would take until next year this time. So, I’ll stick to the highlights. I believe my first official appearance was in front of sisters of all ages, creeds, and colors as a part of the Washington D.C. gathering of the Women’s March. Yes, it was cold outside, but the fire that was ignited by sisters sharing common goals was enough to keep us warm. To fellowship with so many young sisters and share their powerful energy was truly a great catalyst to start this journey. Of course, no January would be complete without gathering with friends and colleagues to celebrate the life and legacy of our drum major for justice, Reverend Dr. Martin Luther King, Jr. I was honored to be the keynote speaker and present the Dorothy I. Height Award for the Institute for the Advancement of Multicultural & Minority Medicine at the at The Willard Intercontinental Hotel here Washington.

It was a powerful night in New York City where I shared the stage at the historic Apollo Theatre before a packed house with none other than Nikki Giovanni and discussed the past and the future of the African American woman. I got a glimpse of what will definitely be an enlightening documentary about her called Going to Mars: The Nikki Giovanni Project. In a lighthearted moment, we laughed and sang a hymn backstage before the event began.

One of our new enterprises is the convening of women in the technology space. The inaugural gathering of women for GirlTECH was a sight to behold. Professional sisters and college sisters beginning a conversation of our place in that arena was thrilling. Natalie Madeira Cofield’s keynote gave us just the spark we needed to continue through the day with intense panel discussions on Telehealth/Telemedicine and Data Privacy/Cybersecurity. The event met our goals: to delve more deeply into the world of technology and to build new relationships among the Black women who occupy that space. Collegiate sisters, early career sisters and mentors were all part of the live audience and the 2800
What A Year!

participants who shared the experience through the miracle of live streaming.
I can’t wait to see what GirlTECH 2020 will bring.

We all know that Spring is BHRP season and I attended as many as I could. I also met many devoted NCNW sisters at state and regional meetings.

I want to thank all of the Executive Committee members who went the extra mile to lead new committees on Board Engagement and the Future of NCNW, along with those whose work on existing committees better prepares us to meet the future with the force of a warrior and the grace of a lady. I depend so much on all of you to steer the ship and fuel the engines of growth and progress. We are all the better for your many contributions and sacrifices.

What can I say about the Historically Black College and Universities (HBCU) Tour that we started this year? It was a success! It was new and difficult and exhausting, but it also opened the eyes of 3,000 high school students to infinite possibilities. Some of them had dreams of going to college and we gave them (and many of their families) new vistas to consider. Some had never considered studying in the welcoming environment of an HBCU, while others realized during the tour that the dream of post-secondary education was not merely a dream, but a hope within their grasp. The Hungry for Education Tour could not have been done without the blue-ribbon steering committee of NCNW leaders who volunteered for months to promote and organize it in their states. In 2020, we will serve even more of our youngsters and better guarantee their futures.

I’m not going to go into great details about the 2019 Uncommon Height Gala or the Affiliates Assembly because they are detailed in this issue. I will thank the honorable Alexis Herman and Dr. Thelma T. Daley for their leadership of their teams that made it happen on a grand scale. And, of course, thank you to Ms. Susan L. Taylor for being the embodiment of the Crystal Stair Award.

Again, so much has happened this first year and I am certain that so much more will happen to place NCNW on national and global stages as we continue to focus on our four foci. You should expect that in our focus on Public Policy and Civic Engagement, we will do everything possible to assure that NCNW members and the public are prepared to make informed choices among those seeking office, whether in Washington or in our state and municipal governments. Certainly, we may not all think and vote the same way, but we will all be ready to ask the hard questions and demand straight answers for our families, and our communities.

Speaking of our communities, 100% participation in the 2020 Census is critically important to assure that our communities receive a fair and equitable share of basic resources. As citizens and taxpayers, we can do no less to see that we have a larger voice in the conversation and more seats at the table.

I am certain that there are new programs, new hurdles, and new horizons for us. I’m equally certain that we are up to the task and will meet them with eyes wide open together facing them is not an option but a necessity. If we are to make an impact in a more meaningful way then we must combine, as I’ve said before, our traditional wisdom with the emboldened wings of youth and move NCNW onward, ever onward. With that I close, as we begin a new decade, with warmth and love and faith and hope that the next decade is our best yet.

Onward!

Johnnetta Betsch Cole, Ph.D.
Chair & 7th National President
2020 promises to be a momentous year for NCNW and the nation. NCNW will celebrate its 85th anniversary during the same year that voters elect a President and women reflect on 100 years since the adoption of the 19th Amendment to the U.S. Constitution granting women the right to vote.

2020 will be a year of celebration for NCNW. We all know that the 19th Amendment did not completely fulfill the right of Black women to vote. That was one of the reasons that Dr. Bethune was determined in 1935 to form an organization of organizations with the potential to be the social justice voice for Black women. For eighty-five years NCNW has stood the test of time and that is reason to celebrate.

But we cannot simply celebrate past victories. We must confront the continuing issues of our time, just as our foremothers did. The lessons of our story and the promises we make to our descendants move us to action. Despite low nominal unemployment rates and a rising stock market, there are pockets of poverty, environmental stress, opioid addiction and gun violence that plague the nation’s cities and rural areas alike. For those reasons, NCNW will be on the forefront of assuring an accurate census count to guarantee that scarce federal resources are evenly and fairly distributed. We will work to make sure all voters understand what Black women know – that the franchise is the ticket to freedom in this society. We will mentor children and young adults to inoculate them against the excesses and misinformation that threaten to mislead and distract them. And we will urge expansion of health coverage so that no child or senior citizen need worry about access to medically necessary treatment. As Dr. Cole so eloquently puts it, NCNW will be present at every table where social justice is being discussed.

We can’t know everything the future holds. But as the saying goes, we know who holds the future. Look for new and expanded NCNW programs to assist with obtaining an education at a reasonable cost. Look for NCNW to support job creation, and business formation. Look for us to work more closely with the righteous men who are members of NCNW to expand physical, mental and spiritual health. Look for us to work more closely with our 32 affiliated organizations to maximize the power of our combined strength.

In a year of certain challenge and change, NCNW is poised to be a relevant force. Following the glittering Uncommon Height celebration with Ms. Susan L. Taylor, Dr. Cole led the NCNW Executive Committee into retreat to plan for the months and years ahead. To paraphrase Ingrid Saunders Jones, our immediate past National Chair, NCNW is alive, well and solvent and ready for the future - whatever it may bring.

Janice L. Mathis, Esq.
NCNW Executive Director
NCNW Launches Charles L. Franklin Associates

The Charles L. Franklin Associates (CLFA) of the National Council of Negro Women (NCNW) was launched during the Affiliates Assembly on November 21, 2019. The CLFA, named in honor of the late Dr. Charles L. Franklin, is open to male members of NCNW who are committed to carrying out the NCNW mission to lead, advocate for and empower women of African descent, their families and communities. The organization is named after the late Dr. Charles L. Franklin to honor his staunch commitment to civil and human rights, especially in the healthcare arena. A well-regarded Washington, D.C. physician, Dr. Franklin was an activist leader and advocate for family health, and was married to the Honorable Alexis M. Herman, senior advisor to the Chair of NCNW. Mr. James D. Staton and Mr. Harry Johnson were named co-chairs of CLFA by Dr. Johnnetta Betsch Cole earlier this year.

Several dozen men gathered at the Washington Hilton on November 21st to map out the purpose and strategy for CLFA. Membership in NCNW has been open to men for decades, but CLFA aims to put more emphasis on the role of men in NCNW. The group determined that their first area of focus would be mental and physical health, placing CLFA squarely within NCNW’s Four for the Future programmatic framework. “It is highly important that men and women work together to achieve prosperous communities and healthy families,” indicated Dr. Cole. “How good it is that a remarkable group of men have taken up the challenge of working alongside us to strengthen our focus on health and healthy relationships.”

During the inaugural gathering, a panel of subject matter experts on various aspects of health, discussed ways CLFA could be most effective. Panelists included Dr. Grainger Browning, Senior Pastor of Ebenezer AME Church in Fort Washington, MD, Dr. Edward Powell, educational psychologist and gerontologist, Mr. Randous Wallace, CEO of Mending Minds, a firm specializing in providing supportive services to teens and adults. The panel was moderated by the CLFA Co-Chairs, Mr. Harry Johnson, of Houston, TX, CEO of the King Memorial Foundation and former national President of Alpha Phi Alpha Fraternity and Mr. James D. Staton, of Fernadina Beach, FL, an executive coach, business consultant and Founder of Stanton and Associates, a firm focused on helping executives and others to discover untapped potential to live a more joyous life.

In a candid and wide-ranging discussion, the gentlemen discussed mental health, coping strategies for dealing with stress, elder care, prostate health and family violence. Coming out of the discussion, participants were enthusiastically determined to help men become more aware of how their physical, emotional and spiritual health impacts their families and communities. The group pledged to raise awareness that NCNW is open to men and is actively recruiting members to the organization. It is anticipated that NCNW sections will organize units of CLFA across the US. Anyone interested in joining or supporting CLFA should email NCNW Communications Director tjahannes@ncnw.org.

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Let Us Celebrate You!

We know that graduating with a BA, MA, PH.D, MD., or J.D. is a major accomplishment.

We would like to celebrate with you and share with our sister and friends. Whether you graduated in the fall or winter semester please let us know.

Send us:
- your picture
- your name
- section name
- college or university
- your major or field of study
- where you are going,
- linkedin profile
- and any social media where you like to receive congratulations.

We will tell the world how proud of you we are during the month of May.

Email social@ncnw.org with “Graduating” in the subject line. We can’t wait to celebrate you!

SAVE THE DATE

GIrlTECH 2020

Saturday, March 28, 2020
11:00 AM — 4:00 PM

633 Pennsylvania Avenue, NW
Washington, DC 20004
& Live Stream

National Council of Negro Women’s GirlTECH is 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 policymakers in the technology and telecommunications space. We recognize that all majors and industries have value within the electronic world. Our goal is to open the doors to this opportunity regardless of your field of study or work experience.
The National Council of Negro Women, Inc. (NCNW) members, corporate partners and Washington D.C. dignitaries came out to the Washington Hilton for the 2019 Uncommon Height Awards. This year’s recipient of the “Crystal Stair” award was presented to none other than media icon Susan L. Taylor.

The Crystal Stair Award is presented to an individual who demonstrates a lifetime devoted to freedom and the pursuit of excellence. The gala and the award is a tribute to the late Dr. Dorothy Irene Height, former chair of NCNW, described as “honoring the ability to extend far above and beyond oneself to achieve greatness.”

Singing and song writing veteran Kenny Lattimore showed the captive audience a different side of his talent as the evening’s host. Celebrity performance was given by recording and Broadway star Deborah Cox. Cox brought the audience to their feet with her rendition of Whitney Houston’s “I Will Always Love You” which she recorded for the biopic. Of course, her own hit “Nobody’s Supposed to be Here” pleased the crowd, too. As a tribute performance, Nigerian opera singer Abiodun Koya performed a medley of tunes and touched the hearts of all who attended.

2019 Gala chair, the Honorable Alexis Herman, felt the evening was a success. She stated, “I would like to give thanks to the many friends and supporters here tonight that make the gala and the mission of NCNW possible.” Ms. Sandra Phillips Rogers, who represented premiere sponsors Toyota Motor North America, was honored to be a part of a legacy of forward thinking women who make history with their mission of unity, community, and self reliance.

The evening’s highlight was the presentation and acceptance of the Crystal Stair Award. Dr. Johnnetta Betsch Cole gave the award to Susan L. Taylor calling her sister because of the friendship based on love and respect they have created over the years. Dr. Cole went on to commend her for the National Cares Mentoring Program that has become Taylor’s main focus since leaving Essence. After they embraced and took pictures with the award, Taylor would not let Cole leave the stage as she reminisced about being part of an earlier Uncommon Height Awards. “I was the host and I was up here with Oprah Winfrey,” she said. “We did something like a roll call of all the people in the room and before we were done, we raised a little more than two million dollars that allowed us to burn the mortgage on 633 Pennsylvania Avenue.” The building now known as the Dorothy I. Height Building was wholly owned by NCNW after that night. She concluded with “I am humbled and grateful to be a part of that night as I am to be a part of tonight.”
The Essence of Susan L. Taylor
by Dr. Chantrise Sims Holliman

When I was a child, I wanted to be Editor-in-Chief of Essence Magazine.

Actually, what I really wanted to be was Susan L. Taylor.

In 1981, when Susan Taylor received the editorial reigns at Essence, I was a shy, awkward, 9-year old girl, conspicuous in my environment and uncomfortable in my skin. Neither affirmation of my beauty nor my intellect came easily, or often, in the spaces I had to navigate as a child, but my mother made sure I had copies of Essence. As soon as I knew my mother had finished reading them, I snatched them up from the coffee table and brought them to my room. Within those pages, I found myself and I loved Susan Taylor fiercely.

Susan Taylor and Essence were synonymous with everything Black and beautiful, reflective and revolutionary, sacred and spiritual and I do not exaggerate when I say I am who I am because she was, and is, who she was, and is. So, when I was blessed to attend the Uncommon Height Gala in November and asked to conduct this interview, I was excited and honored. When I was able to meet her and tell her the impact she had on my life, I cried.

Susan Taylor is as magnificent and extraordinary as I believed her to be and she is as exquisite in her humility and her wisdom as she is in her passion for our people and our youth.

Chantrise Holliman: I have to say, this will probably go down as one of the most impactful things I’ve ever done in my life. It is an honor to speak with you. Thank you. What is the public’s biggest misconception about you?

Susan Taylor: Well, that’s a good question. I don’t know! Oh wait. Yes, I do. Because people have connected with my stories and my writing either through the In the Spirit column or my books, they believe that I don’t struggle. They believe I don’t ever lose my way, that I don’t ever get discouraged or go through anything when the truth is I do. I go through things, but what I have today is an understanding of why. See, we grow in our dark places. In the light, we’re having fun. We’re running through the fields and sitting on the beach listening to our music just having a ball. But it’s in those moments when we could easily lose faith in ourselves, when we are questioning our value, our capacity, and our ability to climb out of any place that we are. Financial, emotional, spiritual, relational holes, those are the places where we learn about ourselves and we increase our faith, because faith is really the flip side of fear. No longer do I wallow in pain, I find myself getting quiet and I ask, “what have you come to teach me?” What is it I’m supposed to know and do to continue moving my life forward?

Chantrise Holliman: Wow. That was a powerful answer and you unknowingly answered the next question I was going to ask so let me ask this one: What does “love” mean to you and what does it look like?

Susan Taylor: My husband would say “love is a verb.” It’s an activity. It’s the doing. We sing about love, we talk about love, we express love perfunctorily.” Oh, love you.” Or “Talk to you later. Love you.” But love really means can
I stand without judgment and try and help you. Yesterday I gave this—it’s not even a metaphor, it’s true—you have a friend who you love and her lights are out. She’s having grave economic challenges. That friend should not have to say “girl can you lend me some money. You know I need to get my lights turned back on.” You know she’s in the dark so love says “I’ll be right there. Cuz I have the money to help you pay that bill.” Love is action. It’s action and it doesn’t involve criticism. “I’m gonna help you this time but you betta do something better with your finances” That’s the criticism that we receive that interrupts our ability to love. I would say that love is why we were created. We were created to learn to love. I guess in the Bible where it said Jesus says you can do things greater than what I’m doing, that’s what He was trying to say. You are love, created as love, created to love. Begin doing the work. So, love to me is doing God’s will. It’s easy to ask what does God want me to do? God doesn’t want you to smack down anybody. God doesn’t want us to make war, God doesn’t want us to do anything that harms. God wants us to heal ourselves. So, I think love is what we have to learn to give to ourselves without apology or hesitation. And from that full cup, that overflowing cup, we can give to others.

Chantrise Holliman: That answer really touches me because I’ve been having to learn to love myself again. When I met you at the ball, I was the one in the wheelchair and being in the wheelchair is only a year and a half old, and what I’ve really had to learn over this past year and a half is really learn what love is, especially self-love because I was no longer the person I once was so I really appreciate that answer. My next question: You have successfully navigated spaces that have generally been reserved for the “others.” What key advice would you give to someone who is also trying to navigate spaces that have been generally reserved for the “others?”

Susan Taylor: Understand why you want to be there. Why do I need to be in that place? Is it my ego? Is there something I need there, not for myself, but for a higher purpose? Is it that I just need a photograph of me standing in that space so I can brag about it or do I think they can do something for me and it stops there? If it’s about that, stop yourself. But if it’s for a higher purpose, so you can elevate and do something that will help other people? Position yourself at the door. What did Shirley Chisolm say? “If there’s no seat at the table bring a folding chair,” and I think that’s wise but position yourself at the door and just watch. If you need to be there to do something greater for humanity guess who’s going to open the door? The Holy Spirit is gonna open the door and you’re gonna slide on in there. Be yourself, your authentic self, not over talking, not under talking, not hiding in the corner, but standing in power. We have to understand that when we enter these spaces these are spaces we created. For 400 years our fore parents gave their free and underpaid labor to this nation, built all these places but never invited us in. Spaces we created including the White House. Black men and women in service built that White House and so when we’re in those spaces we have to know we’re not standing there alone. But that our ancestors, our fore parents, the Holy Spirit are in us and are standing strong, sitting strong, in us and our ancestors have their hands at our backs. Then we listen, we learn, we make connections, we ask for contacts where it’s appropriate and who we’re gonna follow up with and we follow up immediately. That’s it.

Chantrise Holliman: If you could only read one book for the rest of your life, what would it be and why?

Susan Taylor: Well that’s a hard question...but let me say this it would probably be The Warmth of Other Suns by Isabelle Wilkerson. Something that I would remember. Just remember. We forget that this is not the rough side of the mountain. We forget what our people went through for the privileged lives we live today. We forget. The Warmth of Other Suns, reading it repeatedly, will force us to remember...and fill our hearts with gratitude and courage.

Chantrise Holliman: What do the next 20 years look like for you and what legacy are you hoping to leave? I have you living to be a hundred. Just putting that out there...

Susan Taylor: I have no intention of living that long (laughter). I’m already tired. I’ve lived the most incredible life. What I’m longing for in the future, whether it’s mine or not, is unity among Black people. I want to us link...
The 2019 Affiliates Assembly possibly marked the largest attendance in NCNW’s history. The Affiliate Heads came and came; the state presidents came; the section leaders came; and so did the board members and other NCNW members who just did not want to miss it.

The full agenda coupled with the positive climate permeating across the NCNW footprint, and the captivating spirit of the National President seem to be bringing all into the fold with high expectations and a thirst for what is next.

A recap of NCNW’s beginnings, the President’s dynamic thrust, the vignettes of 29 Affiliates, the pearls and perils of leadership, the intricacies of finances, a look at social justice and public policy and the black woman’s role in obtaining the benefits of the 19th Amendment, on to the power of partnerships, and an open dialogue filled the day. If this gathering is an indication of NCNW’s health, I must build upon the words of Ingrid Saunders Jones and say emphatically, “NCNW is alive and well.”

Dr. Bethune left us with a commitment to social justice and public policy. Collectively, Affiliates must continue to join together through this powerful medium to push for those national agendas that affect us in numerous ways.

Additionally, each member should reach another. Within our respective organizations, it is time to renew our efforts to get direct members as a part of the whole. Sometimes it takes just an open invite.

As we all look forward to what 2020 will bring, let us send out a smile, a handshake, an inviting aura, and even a prayer to those around us. We are blessed to be the “adopted” of our great and honorable Founder, Dr. Mary McLeod Bethune.

It is with deep appreciation and respect that this short message is offered.

Proverbs 12:20 “Those who work for good will find happiness.”

Dr. Thelma Thomas Daley
NCNW Affiliate Chair
Lesson #4 – Affordability is a major barrier

“Presently, national and regional conventions as well as seminars and events held at the headquarters are unaffordable to youth and young adults due to registration, hotel, and travel fees. In order to maintain the intergenerational aspect on which the organization prides itself, we must be more intentional about providing travel to and/or lodging for these events.”

Younger women do not have the means to travel to conventions and to participate in luncheons. If most NCNW activities involve a cost, it will be difficult for younger members to participate and even garner interest. Some young women look at fees before deciding to commit to an organization or an event.

Lesson #5 – The current NCNW culture is not always welcoming.

“We definitely go to work and do our 9-5... and it takes a lot to go to these [NCNW] events and sometimes I want to let my hair down and not feel like I’m being interviewed. I shouldn’t have to be so cautious about what I have to say, and this is not encouraging for me to make that drive... even though I’m urging to be around that community.”

Consider the experience younger members have when they do participate in NCNW activities. Are new ideas welcome? Are special outreach efforts made to invite them? Are they included in planning and execution of events and programs? Are we open to them contributing to, shifting and/or altogether transforming our organizational culture

Lesson #6 – Black Women’s Self-Care Matters

“[We] pour so much into other people that I tend to forget about myself sometimes. We need to remember that as we pour into our communities, we need to pour into ourselves.”

“There are a lot of efforts towards supporting the community and kids, but there can be more efforts towards supporting ourselves as women and how to implement more self-care and tools.”

Young women are seeking a sisterhood that equips them with the tools for personal empowerment and self-fulfillment. Empowerment should not be relegated solely to the realm of career success. How can we create programs with younger members that provide a safe space for them to turn inward and identify their personal needs and desires? We are not doing our community justice if we are not caring for ourselves first.

C4F will provide more in-depth information and additional recommendations in our final report which will be completed in first quarter 2020. However, we believe that the challenge of recruiting and maintaining young adult involvement warrants an “Early Action” set of recommendations because it is so important. We also recognize that work is already underway to address this issue of young adult engagement. Believing that more can be done, below are several recommendations for immediate consideration:
NCNW Committee for the Future (C4F)

1. Review the governance and working committee structures to identify opportunities for the authentic engagement and involvement of younger members. Keep in mind the diversity within the term “younger.”

2. Establish a data base and special distribution list of younger members by segments (generations). Then, targeted communications in terms of content and method of communications (ex: Facebook v. Instagram v. email) will be more effective.

3. Designate specific volunteer and staff accountability for the engagement of younger women within the organization. Look for opportunities to organize younger women already involved e.g. collegiate and younger section members. How can you utilize and/or enhance their existing skills and talents? Help connect this group with each other as a unique segment of NCNW in addition to inviting them into existing activities. Possibly conduct a special convening of younger members at a convention or as a stand-alone meeting.

4. Develop and implement ideas for providing financial assistance to younger members to support their participation in NCNW membership and events.

5. Make young women’s involvement an organization-wide priority for the coming program year. Develop and implement practices that will accelerate and sustain the engagement of younger members. Collect and share effective practices from sections and other membership-based organizations. Create and launch a national recruitment campaign that could be used by the sections.

6. Use the NCNW social justice agenda as a major platform for attracting and retaining younger women.

These are a few thoughts and ideas based on the feedback received thus far. It begs the question, “What else can we do to attract and retain younger women as active members of NCNW?” This feedback and recommendations, coupled with the work already in progress, will begin to position NCNW as a viable choice for younger women.

We believe that the engagement of younger women is one of the most important issues that NCNW must tackle to be successful now and in the future.
On January 1, 2020, women from across the country representing many woman-led organizations, including the American Association of University Women (AAUW), the League of Women Voters and Ms. Foundation came together for the Parade of Roses to celebrate 100 years of women having the right to vote. To highlight the historic significance, descendants of suffrage activists Susan B. Anthony, Ida B. Wells, Elizabeth Cady Stanton, Harriet Ross Tubman, and Frederick Douglass joined contemporary women leaders Dr. Johnnetta Betsch Cole, Dolores Huerta, Julia T. Brown, Esq. on the Years of Hope - Years of Courage float.

“Occupying a space on this Suffrage Centennial Rose Parade Float is confirmation of the engagement of African American women in the struggle for civil rights and women’s rights.” Dr. Cole remarked, “In the tradition of our legendary founder Dr. Mary McLeod Bethune and the iconic leader of NCNW, Dr. Dorothy Irene Height, we continue to work in the interest of women of African descent, our families and communities - work that contributes to equal rights for all. We believe in the power of hope, we know the necessity of courage and we espouse the efficacy of action.”

The Float won the Theme Award and acknowledges the 100th anniversary of the enactment of the 19th amendment to the U.S. Constitution which simply says, “the right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex.”
Southern California Region Host
Contential Breakfast after Rose Parade

Dr. Johnnetta Cole and Janice Mathis, Esq. greet members from many sections

Photos by AhSuhDuh Photography
Algorithms are everywhere. We rely on them every day to make countless important decisions for us without giving it a second thought. Every time we hit the search button in Google, the search engine filters through millions of webpages to find the content you are seeking in a fraction of a second. What makes this possible is the underlying algorithm—a set of mathematical rules embedded into the computer (i.e. artificial intelligence).

Algorithms have the ability to make our lives easier, from accessing money from ATMs, automating bill payments, shopping online, and aiding in finding missing persons. These mathematical calculations determine what you see in your Facebook feed, what movies Netflix recommends to you, and what ads you see in your Gmail account. Whether you realize it or not, algorithms are becoming a pervasive part of our daily lives.

However, there’s this idea that if society hands over decision-making to artificial intelligence that we will somehow yield more accurate and fairer results. But, despite their seemingly neutral mathematical nature, algorithms have proven themselves not to be any more objective than humans. After all, algorithms are written by human beings—who are inherently biased at their core. And while it may be unintentional, humans bring their own set of biases, preferences, and opinions into coding, basically transferring their biases into the algorithms. If the algorithms are biased, they easily transition from being a tool that makes our lives easier to a tool that amplifies injustice and inequality, resulting in discriminatory outcomes for minority communities in a way that is not immediately noticeable.

Traditionally, discrimination has come in forms that could be immediately felt. For instance, traditional discrimination says “you can’t attend this school because you are black.” However, the “New Jim Code” allows for exclusion without you necessarily being aware of it. Essentially, artificial intelligence has the ability to “hide, speed, and even deepen discrimination, while seeming neutral and benevolent when compared to racist practices of previous eras.”

But before we can explain this concept, we must first understand one basic question: What is an algorithm?

**What is an Algorithm?**

In the most basic terms, an algorithm is a set of instructions to be followed in order to reach a certain outcome. When you multiply two times two—that is an algorithm because you’re following a certain step-by-step procedure to get a certain outcome. Similarly, a recipe is also an algorithm because it tells you what you need to do step-by-step in order to reach a certain outcome.

However, things are a bit more complicated in the computer science context where the term is most often used. In the world of artificial intelligence, an algorithm is a sequence of instructions that tells a computer what to do. “How Stuff works” has the best explanation of this concept:

“To make a computer do anything, you have to write a computer program. To write a computer program, you have to tell the computer, step by step, exactly what you want it to do. The computer then executes the program, following each step mechanically, to accomplish the end goal. When you are telling the computer what to do, you also get to choose how it’s going to do it. That’s where

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2. Id.
computer algorithms come in. The algorithm is the basic technique used to get the job done.”

**Algorithms and Machine Learning**

Computer algorithms can also be designed to allow computers to learn on their own through a process called “machine learning” instead of being required to only follow step-by-step instructions. To illustrate, let’s look at a basic example. Pretend you are someone who writes computer algorithms. You want to write an algorithm that tells the search engine how to identify coffee cups. Thus, you feed the algorithm data—in this case that would be millions of photos correctly labeled as coffee cups. The algorithm will then be able to detect other pictures of coffee cups by comparing it to a set of attributes it has “learned” from the data (the millions of coffee cup images) you have fed it.

However, an algorithm is only as good as the data it learns from. The more data an algorithm is trained on, the more accurate the results will be. But, if there’s not enough data or if the data is too vague, the algorithm will then have “blind spots” or biases.

The reason for this is that behind every algorithm, there’s a person. And that person’s set of values, beliefs, ethnicity, and cultural intelligence can influence how the algorithm is written, what data the algorithm is trained on, and how the computer learns.

Thus, if Amazon teaches its facial recognition software to recognize human faces but has used mostly Caucasian males as its main data set, then it would make sense if the software did not recognize Black female faces. Because the dataset did not include enough Black female faces, the machine could not learn what Black female faces looked like, and therefore the software was unable to accurately recognize Black female faces. This is a classic example of algorithmic bias, where the algorithm was not trained with enough related data in order to yield accurate results.

**Algorithmic Bias and Discriminatory Outcomes**

Algorithmic bias can be found across all platforms. And the above example shows us that algorithmic bias doesn’t solely apply to search engine results and social media platforms. The seam between real life and online digital spaces is becoming thinner everyday—and what comes with this attenuation is the potential to deepen social inequity—primarily affecting three areas: civil liberties, finances, and employment.

We are already seeing how law enforcement agencies across the country are incorporating facial recognition technologies into body-worn cameras and are tracking the faces of their citizens. The criminal justice system is already using predictive risk algorithms in deciding who should be given bail. Employers and university admissions are using these algorithms to decide who gets hired in their companies and who gets accepted into their schools. And banks and financial institutions are already using these algorithms to determine who gets approved for a loan. Algorithmic bias in each of these areas can result in inadvertent equal protection, privacy and free speech violations and could also reinforce social biases of race, economics, gender, sexuality, and ethnicity.

All in all, artificial intelligence is not inherently more accurate, fairer, or less biased than humans. And how we treat algorithms and artificial intelligence needs to account for this reality. This is particularly true when the data that is being fed into these algorithms mirror existing social inequalities. And as researcher and PH.D candidate, Joy Buolamwini, has pointed out “data centric technologies are vulnerable to bias and abuse. As a result, we must demand more transparency and accountability. We have entered the age of automation overconfident yet underprepared. If we fail to make an ethical and inclusive [artificial intelligence], we risk losing gains made in civil rights and gender equity under the guise of machine neutrality.”

In part 2, we will discuss how algorithmic bias negatively impacts the civil liberties, finance, and employment prospects of the Black community, and how these algorithms are changing the face discrimination.
onto ideals and ideas. Activism across all the barriers of
gender, class, color, shade, and the oceans that separate
us throughout the diaspora and in our Motherland. That’s
what I want to see...with a plan. A plan for our forward
movement, the forward movement of our race so that
we become an interdependent people, and reliably so.
For us to be makers, manufacturers, creators, and not just
consumers. That’s what I want.

Chantrise Holliman: I realize our time is well spent
and I am so thankful for your time, but I have one final
question. What’s the thing you are most passionate about
right now?

Susan Taylor: Black child suicide. I think I may have
mentioned this from the podium but our children are
killing themselves and we need the community because
in this toxic political environment, foundations are pulling
back from the support they have given to our children
and community. We just took children from our programs
around the country to Capitol Hill to testify about what
they have been through. The most important thing to
me right now is that the community support helping our
children heal depression. This is something in our community
that we’re in denial about and this is so urgent because
children as young as five years old are killing themselves
and all the money and the attention in the media is on
opioid addiction and it’s not on what’s happening with our
babies. We have to get paid psychologists into the schools,
into the churches, to teach people how to recognize
depression. We don’t know what’s happening. Young
people are saying “stop criticizing us. Ask us why we feel
so sad.” This is too important to ignore and our literal
future, the future of our people, depends on us getting this
right.

Asé

Please Join Susan L. Taylor and be a part of the effort to ensure
that young black children choose to live. You can give by going to
http://www.caresmentoring.org/index.php/donate or by connecting
with Kerri Osborne, Chief Development Officer at (347) 835-
0179.

NCNW Launches Charles L. Franklin Associates

“For men to be able to impact communities and
support NCNW’s mission, was an initiative that Dr.
Franklin was always trying to revive and promote.
He would be so excited about this engagement
project. In addition to encouraging male
participation, Dr Height always kept him well supplied
with membership enrollment cards to be displayed in
his medical office,” says Honorable Herman.
On November 21, 2019 at NCNW’s Affiliates Assembly the National Membership Initiative Committee launched the 2019-2020 campaign, “Reach for NCNW.” The National Membership Co-Chairs, Lois Keith and Diane Larché were charged by National President Johnnetta Betsch Cole to come up with an initiative to increase membership. The committee consists of over 30 NCNW members from across the United States, who came up with the idea to launch a campaign to bring public awareness to NCNW and its importance in the community and highlight the organization’s commitment to bring in younger members as well. The campaign design was created and presented by National Membership Committee Member and New York Manhattan Section President Arion Jamerson. The REACH concept was conceived by Loretta Gray, Cuyaho County Ohio Section President and enhanced by Willease Williams, Capitol City (SC) Life Member Guild Charter Member.

The goals of the “R.E.A.C.H.” campaign are to encourage engagement within all levels of the organization, increase the transition of collegiate members to community-based sections, create initiatives that target young women and millennials, and bring in 6,000 new and reclaimed members.

The acronym “R.E.A.C.H.” was created in alignment with the campaign goals and identifies pillars that are important to NCNW. Each month starting in January 2020, one pillar will be targeted to engage with potential members, along with a strategic activity for young women and millennials to join NCNW:

- **R** - Restore “to bring back” (January)
- **E** - Empower “to enable or authorize” (February)
- **A** - Advocate “to speak for or support” (March)
- **C** - Commit “to pledge” (April)
- **H** - Honor “to pay homage” (May)

The committee needs every state and section to participate and get involved. There is a state competition that will tally all the new and reclaimed members from October 1, 2019 to June 30, 2020. The results for each state category will be announced at the 59th NCNW National Convention in November 2020. Be sure to post your events on social media using the hashtags: #NCWNreach, #NCNW1935 and #NCNWstrong

Download the “Reach for NCNW” Toolkit

Important Upcoming Campaign Events

- Black History Month- February 2020
- Women’s History Month- March 2020
- Dr. Height Day- Tuesday, March 24, 2020
- Dr. Bethune Birthday Celebration- Saturday, July 11, 2020
SACRAMENTO VALLEY SECTION HIGHLIGHTS


Reception for the Chief of the California State Department of Transportation — February 7, 2020. See James Sweeney for more info.

31st Sweet Potato Festival — February 8, 2020 at Samuel & Bonnie Pannell Community Center, 2450 Meadowview Rd., 95832, from 10 to 4. For vendors see Nicole Wright; for entertainment, see Norma Ivy; for the Sweet Potato Pie Contest, see Tommie Whitlow.

Children of Promise Follow-Up Forum — February 7, 2020: at Summer Set Apartments from 6:30 to 8:00 p.m. Video of highlights of the Children of Promise Conference, “Families Redeeming Their Dreams.” Light refreshments provided thanks to the generosity of the Underwriters: Kaiser Permanente, Alpha Kappa Alpha Sorority-Eta Gamma Omega Chapter, Mary D. Collins, Odette Y. Crawford, Leon & Della Johnson, & Dr. Hazel W. Mahone.

RESTON-DULLES SECTION

For the Thanksgiving Basket Food Drive, our Section and friends supported Cornerstones in their efforts to feed 15,000 families across the Dulles corridor.

During the Affiliates Assembly, the National Membership Committee revealed the R.E.A.C.H. initiative; Restore, Empower, Advocate, Commit, and Honor. Each month, beginning in January 2020, we will provide details on how you can strive to support R.E.A.C.H.
NCNW STATE & SECTION NEWS

OHIO STATE COALITION, NCNW.

The State of Ohio will always be thankful and grateful for sharing, loving and caring for one another down through the years. As many of us celebrated together in worship, to fellowship and to pray with one another on Sunday, December 8th, 2019.

We assembled at the Holy Spirit Catholic Church, located at 4341 East 131 Street, Garfield Heights, OH 44105. The Pastor was Rev. David Nestler, OFM Cap Pastor of Garfield Heights, Ohio.

Many wore “PURPLE” as we lifted our Founder, Dr. Mary McLeod Bethune, on NCNW Founder’s Day weekend. Please remember, the Cleveland Section, Magistrate Claudette Walcott-Martin, President; Cuyahoga County Section, Loretta Gray President; Western Reserve Section, Gail Peters -President, and North Ohio Life Membership Guild, Elain T. Vance -Chairperson as we all worshiped together in Harmony and Peace on Earth.

Janice M. Taylor
OSC, NCNW President
Ohio State Coalition, NCNW

CAPE FEAR AREA SECTION, NCNW.

On December 7, 2019, the Cape Fear Area Section of NCNW, Inc., (CFAS) in partnership with Miller-Motte College, hosted a Leadership Essentials Summit on the campus of Miller-Motte-College, Fayetteville, NC. The CFAS Charles L. Franklin Male Associates Stevan Godette and John McCryndle attended and supported this event. Photo services were donated by Ancar Photography. In addition to our local participants, registrants traveled from Florida, Wilmington, Durham, and Greenville North Carolina.

Since our charter in 2016, the CFAS has focused on growing leaders. Our ability to remain stable and grow through change is a testament to our growth of community partners, quality of service and program delivery, and strong commitment to offer educational and support services in the rural communities to women, family, and youth.

Marilyn Powell-Godette, CFAS President

Diversity & Inclusion are our foundation for innovation and drives our business forward.

Comcast NBCUniversal is proud to support the National Council of Negro Women and the 16th Uncommon Height Gala.
### NEW LIFE & LEGACY MEMBERS

#### LEGACY LIFE MEMBERS
- Ms. Shirley Alexander
- Ms. Mary Bundy-Lucas

#### LIFE MEMBERS
- Ms. Dolores Barnett-Hagans
- Ms. Jessica Chadwick
- Ms. Lynne Clemons
- Ms. Sandra Cook-McKnight
- Ms. Mildred Moore Daniels
- Ms. Melviner Dunnigan
- Ms. Kym Michelle Elder
- Ms. Erlene D. Ellis
- Ms. Winifred Eure
- Ms. Archie K. Ferguson
- Ms. Jewell Gaither
- Dr. Ada B. Davis
- Ms. Teneka Dixon
- Ms. Felicia Deann Hackett
- Ms. Annette H. Hardge-Edwards
- Ms. Bettye F. Hayes
- Ms. Marci Henson
- Ms. Sara Higdon
- Ms. Debbie Renee Hillman
- Ms. Evelda Hodge-Miller
- Ms. Judith S. Howard
- Ms. Catherine M. Hudgins
- Ms. La Harve M. Johnson
- Ms. Annie R. Johnson
- Ms. Rosilyn McMullen
- Ms. Beullah Ross-Gaskins
- Ms. Gail D. Lane
- Ms. Shelia Lilly-Lewis
- Dr. Margie Lovett-Scott
- Ms. Crystal Lundy
- Ms. Joyce McEwen-Bassette
- Ms. Linda M. Nelson
- Ms. Jill Newman-Benoit
- Ms. Ebony Parham
- Ms. Brenda Parmely
- Ms. Ethel L. Peeples-Robinson
- Ms. Tamara D. Powell
- Ms. Deborah C. Stamps
- Ms. Joan Thurmond
- Ms. DeMia Pressley
- Ms. Joanne Rainey
- Dr. Darlene Riggins-White
- Ms. Gwenetta Robinson
- Ms. Andrea Rose
- Ms. Georgia N. R. Thomas
- Ms. Easter Tucker
- Ms. Courtney Washington
- Ms. Sarah White
- Ms. Denise Wilkerson
- Ms. Cassandra Williams

#### CHARLES L FRANKLIN ASSOCIATES (LIFE)
- Dr. Thomas Lee
- Dr. Edwin Witt Powell, Ph.D.

#### LEADERSHIP CIRCLE
- Kim Angela Boddie
- Kelly Burks

#### ADVOCATES
- Vrondelia Chandler
- Dara Offutt
- Lenor Reese

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### CONNECTING COMMUNITIES IN THE AIR AND ON THE GROUND.

Proud to support the National Council of Negro Women Uncommon Height.
Dr. Rockel Etienne (1974-2019)

Etienne served as a Member-At-Large for NCNW’s Board of Directors (2010-2012), President of the Metropolitan Arizona Section (2009-2014), and was honored by the NAACP for her community service work. As an educator and philanthropist, Etienne’s humanitarian work was most noted within her community as she worked to cause positive change in the areas of mentoring, feeding the homeless, providing clothing for those in need and guidance in communication.

Cynthia Glenn (1950-2019)

Cynthia Glenn, beloved member of the St. Petersburg Metropolitan Section transitioned this life on October 16, 2019. Cynthia was a Legacy Life member of the National Council of Negro Women. She served in numerous capacities in her local Section and was Historian at the time of her passing. Cynthia demonstrated total dedication to her Section. There was no task too big or too small for her to undertake, she excelled whether chairing a major event or serving on the clean-up crew. For many events, she was among the first to arrive and the last to leave. She was always available and willing to work! Cynthia was also accessible to National Officers. She served as a hostess for the Florida conferences in both Daytona and Tampa, Florida. Cynthia started a line of NCNW products for her Section and gave numerous gifts to Section members and National officers. She was excited about being a vendor at the 2020 National Convention. She will be deeply missed, but her spirit of compassion, hospitality and giving will forever live.
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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.