

PARITY

THANK YOU EDITION

Spring 2014

PRAISE
people

GIVE UP
put-downs

SEEK
wise people

NOTICE
hurts

RIGHT
wrongs
and help
others



Urban League of
Greater Southwestern Ohio

Greater Cincinnati Urban League | Miami Valley Urban League

OPENING DOORS AND BUILDING FUTURES

The Urban League of Greater Southwestern Ohio

is the region's oldest and largest community-based organization devoted to empowering African American individuals and families to enter the economic and social mainstream. Our services include youth and adult education, job training, business development, leadership development, and the shaping of public policy.

Our Mission

To transform generations by promoting personal empowerment and economic self-sufficiency.

Our Vision

We visualize vibrant communities with thriving individuals, families and businesses.

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PARITY is a publication of the Urban League of Greater Southwestern Ohio. The purpose of the publication is to provide participants and supporters key information about the agency.

If you have any questions or comments about the PARITY newsletter, please contact us at 513.281.9955 or development@gcul.org.

The Urban League of Greater Southwestern Ohio is a private, 501(c)(3) corporation, a local affiliate of the National Urban League, and a United Way Agency Partner.



National
Urban League



Agency Partner



www.gcul.org

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Letter from the President & CEO

Our last issue of Parity featured the late Whitney M. Young, former president of the National Urban League. We had lots of positive feedback as we not only acknowledged this forceful leader but also paid tribute to the fiftieth anniversary of the March on Washington. Thank you for your encouraging comments.

In this issue, we want to say thank you. Thank you to those of you who take the time to read Parity. Thank you to those of you who support us with your praise and monetary contributions. Thank you to our Corporate Heritage sponsors whose major commitments to the League make a big difference in our operating budget. Thank you to our volunteers who donate their time and their talents. Lastly, we want to say thank you for allowing us to serve this community.

Here are some of the ways we are saying thank you:

- In 2013, we became the Urban League of Greater Southwestern Ohio. We now service the entire southwest region of Ohio from Dayton to Cincinnati and Northern Kentucky. Our partnership is a tribute to the many wonderful people in Dayton who wanted to keep the Urban League spirit alive. They believed in us and we believe in them. What a great partnership!! We are able to help more people become self-sufficient and personally empowered to succeed. Our joint venture promises nothing but the best.
- Our SOAR program has received region-wide attention. More importantly, we provided services to 232 participants and therefore stimulated the economic growth in the region by four million dollars into the economy over a three year period.
- We opened our Call Center; our social enterprise providing jobs with salaries beginning at \$10.00 p/hour. We currently employ 40 men and women and operate ten hours a day, six days a week!. When completely filled and operating three 8 hour shifts daily, we will be providing employment to 124 people and put approximately 4.4 million dollars back into the community and we are doing it right here in Avondale.
- We are a partner in the Choice Neighborhoods grant, a Community Building Institute program designed to provide decent housing and jobs in Avondale. This program will also stimulate the economy in Avondale and Cincinnati as a whole.
- Lastly, but by far not the end of our list, we will be the host city for the National Urban League Conference to be held July, 23-26 2014. This conference will attract approximately 10,000 people and according to city estimates will have an economic impact of sixty-five million dollars in our region.

We still need your support. We know the children on the cover of this issue will be the benefactors of all you and I do to improve economic opportunities in Cincinnati. We can do this as we jointly work to build bridges to jobs and justice. On behalf of the Urban League of Greater Southwestern Ohio Board of Trustees and staff, thank you for all you have done and will continue to do in support the Urban League movement.



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Urban League of Greater Southwestern Ohio

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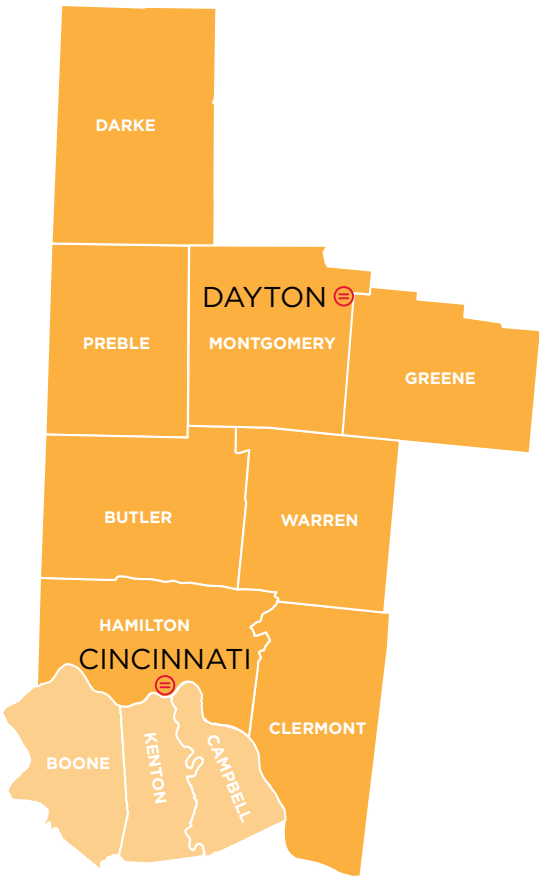
Two Have Become One...



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We have had a number of questions about the new name for our organization. Simply put, we are now an organization that covers Southwestern Ohio into Northern Kentucky. The Miami Valley Urban League allows the needs of the Dayton community to be met. The Cincinnati Urban League continues to service Greater Cincinnati and Northern Kentucky. Jointly, we will build a stronger and better Greater Southwestern Ohio by opening all of its doors and building futures.

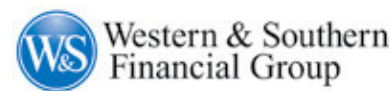


Greater Cincinnati
Urban League



Miami Valley
Urban League

Thank You Corporate Heritage Program Supporters



The Urban League of Greater Southwestern Ohio appreciates and values all of its supporters. We give thanks for all of our donors, regardless of the amount contributed. In this issue, we give a special recognition to a few of the companies that work with us in our fight for economic justice for all.

The Urban League of Greater Southwestern Ohio's Corporate Heritage Program (CHP) has been the primary vehicle for corporations and organizations to invest philanthropic dollars in the ULGC for almost 20 years. The CHP provides financial resources to the three primary ways the ULGC carries out its mission of "transforming generations by providing personal empowerment and economic self-sufficiency" — 1) promoting a diverse community; 2) workforce development; and 3) business development & entrepreneurship. Donors at this level are our weapon against the injustices of poverty.

Promoting a Diverse Community— A challenge for many companies is recruiting and retaining minority talent at their organizations. For over 20 years the Urban League has offered its African American Leadership Development Program (AALDP). Modeled after the Leadership Cincinnati program, the AALDP trains African American leaders of the future over a 10-month program. The CHP helps to underwrite the costs of running the program.

Workforce Development—Meaningful employment is a basic tenet of economic self-sufficiency. The Urban League operates five workforce development programs including its flagship Solid Opportunities for Advancement and Retention (SOAR). Program

components include self-exploration, financial literacy, understanding employer expectations, resume writing skills and online applications. Through workshops and trainings, the program also encompasses labor market information, job search strategies, interviewing techniques and basic computer literacy as well as professional job placement and retention assistance. Last year over 472 people found jobs at an average wage of \$10.41/hour or \$21,624 annually. The CHP provides primary support for all the workforce development programs.

Business Development & Entrepreneurship (BD&E)— While the creation of jobs is critical to a person being economically self-sufficient, owning your own business can often lead to the creation of wealth that will allow a person to financially take care of their family long into the future. Entrepreneurship is a cornerstone of the American free market system. The Urban League's BD&E area is comprised of four different initiatives: Economic Empowerment Center, Small Business Development Center (SBDC), Women's Business Council-Ohio River Valley and the Customer Contact Center (CCC). The CHP supports each of these initiatives, whether it is underwriting a conference for women business owners, sponsoring a free educational series at the SBDC, growing the African American Business Development Program, or helping the CCC to grow and prosper.

Each year over \$500,000 is provided by over 30 companies to the CHP as we work to help individuals and families as they pursue their own path in the American Dream.

Community Philanthropy is Commitment in Action

The roots of philanthropy in the United States are grounded in the motivation to improve one's community. Since the early days of organized philanthropy, philanthropists like Andrew Carnegie, John Rockefeller, Margaret Olivia Sage, and Frederick Goff (who created the first community foundation in Cleveland, Ohio), were motivated by the desire to give back to their community (Philanthropy in Action: Building community. By: Ridings, Dorothy S., National Civic Review, Winter 97, Vol. 86, Issue 4).

At the Urban League we are pleased to number among our community supporters many of our leading corporations. They are good examples of the role foundations and corporate grant makers have played as partners in the important work of building and revitalizing communities.

Today we acknowledge the support of three of our corporate supporters. In their own words they discuss why the work of the Urban League of Greater Southwestern Ohio is important to their companies and the communities they serve. We acknowledge their ongoing commitment to us.

We Salute the Following Partners...

TOYOTA "Toyota established operations in North America in 1957 and currently operates 14 manufacturing plants which produce 12 vehicles including the Avalon, Camry, Corolla, Highlander, Matrix, RAV4, Sienna, Sequoia, Tacoma, Tundra, Venza and the Lexus RX 350. Toyota directly employs more than 39,000 in North America and its investment is currently valued at more than \$27 billion, including sales and manufacturing operations, research and development, financial services and design.

We believe an auto company can be a vehicle for change, that is why we support organizations, such as the Urban League, that help strengthen the diverse communities where our team members live and work. Toyota has a long-standing history with Urban League organizations across the United States. Locally, we at Toyota Motor Engineering & Manufacturing North America, Inc. have been proud to partner with the Urban League of Greater Cincinnati since joining the tri-state community in 1996. We thank the Urban League of Greater Cincinnati for its positive impact through its many services and programs."

UC Health "UC Health is proud of its partnership with the Urban League of Greater Southwestern Ohio and supports the League's vision of having vibrant communities with thriving individuals, families and businesses. Our two organizations share a common theme in our respective missions, that of transformation. We work to transform the health of individuals through our research, education and clinical care;

the Urban League works to transform people by promoting personal empowerment and economic self-sufficiency. This common theme creates a natural alignment between our two organizations that seeks to create healthier and more prosperous people. Those are goals and aspirations we can all support, and UC Health is proud to support the Urban League!"



"At Fifth Third Bank, we're proud to call Greater Cincinnati home for more than 155 years.

Our legacy of embracing curiosity, asking questions and listening to our customers inspires them with smart financial solutions that continually improve their lives. This commitment extends to enhancing the wellbeing of our communities, as we ask how we can be a more impactful corporate citizen.

Thanks to employee contributions, volunteerism, and sponsorships, Fifth Third and our local workforce of 7,000 employees contribute countless hours and millions of dollars annually to signature financial empowerment initiatives and hundreds of Greater Cincinnati community organizations.

Fifth Third proudly supports the Urban League of Greater Southwestern Ohio; "transforming generations by promoting personal empowerment and economic self-sufficiency." Through collaboration, we encourage diversity and inclusion, workforce development and business growth. Together, we are enhancing the quality of life for those who live, work and play in our hometown."



Hightowers Petroleum Company, newest Corporate Heritage Member

"It is imperative that African American businesses support the growth, advocacy and development of future African Americans entrepreneurs. It is only by the example that the few successful African American entrepreneurs show the next generation, can our community grasp what's possible for their success."

- Stephen L Hightower, President & CEO

Hightower Petroleum is one of its newest Corporate Heritage members. Their contributions to the Urban League will be used to provide a special scholarship to the African American Business Development Program. The scholarship fund will be known

Stephen Hightower understands the need for developing entrepreneurs; his is a family owned business started by his father over fifty years ago. Since 1957 the Hightower Family has continued to operate as a privately held corporation in various business endeavors. In 1984 the son, followed in his father's footsteps and started Hightower Petroleum Co. (HPC) as a licensed Motor Fuel Dealer. With foresight and continuing innovation, HPC developed a "Virtual Market Place" throughout the United States with the ability to provide gasoline, diesel, biodiesel, ethanol, lubricants, oils and greases nationally.

HPC's customer base includes Ford Motor Company, Duke Energy, General Motors Corporation, Austin Railroad, Waste Management, Broward County- Florida, The Kroger Company, UPS, AK Steel Corporation, Ryder Corporation, Grand Victoria Casino & Resort, Progress Energy, Mashuda Corporation, Raven Transport, The State of Ohio, Greater Dayton RTA, Honda/TRC and many others.

As a growing enterprise, the company continuously strives to optimize solutions for its customers through the latest business-to-business technology. HPC utilizes e-commerce for its negotiated sale of bulk fuels, on-site fueling and management of petroleum related processes. Their promise to customers is "You come first, every time!"

Congratulations, scholarship winners of the first

Hightower Next Generation fund!!

Barbara Rayford-Smith

President, Journey Steel, Inc.

Eric S. Thompson

Agent, Allstate Insurance

Thank you Hightowers Petroleum for your support of the
Urban League of Greater Southwestern Ohio.

65th Annual Meeting - An Event to Remember

2014 Annual Meeting attracts crowd in spite of the weather!

There is a saying that is generally associated with the US Post Office; “Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds.” In spite of an accumulation of snow, ice and bitter cold, the 65th Annual Meeting of the Urban League of Greater Southwestern Ohio was not delayed or cancelled. More than 650 brave men and women tackled the weather, wearing snow boots and fur coats to celebrate this annual gathering of the community and pay homage to the Lions who increased their number by four this year.

In grand style, the Woodward University and Technical High School drum corps heralded the arrival of more than fifty of the past Lion honorees as well as marking the entrance of the 2014 Lions. All of the Lions were escorted by the current and past members of the African American Leadership Development Program. The last minute cancellation of the keynote speaker was not a deterrent as President/CEO Donna Jones Baker used this opportunity to share the list of major Urban League accomplishments for the past year with the audience.



L-R: Donna Jones Baker with 2014 Lions Honorees Carolyn Mazloomi, Melvin Williams, Noreen Hayes and Leslie Edwards

Meet Our 2014 Lions

Leslie Edwards

At the tender age of five, Leslie experienced the loss of his father, which placed an extreme hardship on the family during these depression years. Most of his life is characterized by hard work helping to support his family needs. He was forced to leave high school to support the family and he subsequently entered the Military to serve his country during World War II. During Military Induction testing, he distinguished himself and was assigned to the aviation maintenance. When he took this battery of tests, he felt the “knock of opportunity”, never realizing that this opportunity would lead him to become a part of a most distinguished military organization – “The Tuskegee Airmen”. In 1945, the 477th Bombardment Group was transferred from Goodman Army Airfield, Kentucky to Freeman Field, Seymour, Indiana. During this assignment, Sgt. Edwards witnessed the so-called “Mutiny at Freeman Field”, which involved the arrest of 104 black officers, who were charged with insubordination. This charged stemmed from the black officer’s demand for entrance to the Officer’s Club. Their demands were based on Army Regulation 210-10 which stated that no officer would be denied the access to a military facility on a military base. In spite of this regulation, the Base Commander refused to allow them access to the “Officer’s Club”; because of the color of their skin, and placed them under arrest for their “insubordination”. Of the 104 Officers, 101 received a formal reprimand and 3 were court marshaled. This prompted action from the NAACP to assign Theodore “Ted” Berry (Cincinnati son and its first Black Mayor) as their Chief Defense attorney. This brave action can be viewed as one of the founding events that lead to the beginning of the Civil Rights Movement. It should be noted that the reprimands and court martial were granted an official pardon by the Air Force in 1995 (50 years later). After the military, Mr. Edwards completed his education and earned a Bachelor’s degree in Commerce at Salmon Chase College. He has received many awards including the Congressional Gold Medal with a Salute by President George W. Bush. Leslie is united in marriage to Anna Mae Edwards, celebrating 70 years (February 23, 2013), reaching a milestone few have achieved. They are the proud parents of four children and a host of grandchildren.



Noreen Hayes

Noreen Hayes is Senior Vice President of Benefits, Compensation and Education for the Western & Southern Financial Group. She served as Senior Vice President of Human Resources from 1990-2012. Her 38-year career in human resources has spanned the manufacturing, retailing, market research and financial services industries. Hayes, who joined Western & Southern in 1990, has been touted as providing outstanding leadership at the helm of their human resources department and under her guidance the company continues to develop a culture that embodies the attitude, disciplined execution, financial results, loyalty, teamwork and passion that has buoyed their success. Noreen began her career as an educator upon graduating from Kent State University. She later obtained a Master of Arts degree in Industrial/ Organizational Psychology from the Ohio State University, which launched her career in Human Resources. Noreen has served on the boards of the United Way, Junior Achievement, Jobs for Cincinnati Graduates, The Park Foundation, and the Health Collaborative. She served as Board Chair for the Urban League of Greater Southwestern Ohio, and received their Volunteer Leadership Award.



Meet Our 2014 Lions

Carolyn L. Mazloomi, Ph.D.

Carolyn Mazloomi is among the most influential African American art historians and textile artists of the twenty-first century. In her formative years, Mazloomi held a fascination with airplanes and she later earned a Ph.D. in aerospace engineering from the University of Southern California. She worked at Lockheed Aircraft Company in Los Angeles prior to moving to Cincinnati with her family. Her desire to tell the African American experience fueled her exploration into art. Mazloomi's art focuses on the realities of social and racial injustice and treatment of dispossessed peoples throughout the world. Widely exhibited in the United States and internationally, her work is included in the permanent collections of Smithsonian Institution's American Museum of Art, Anacostia Museum and Museum of American History, the National Civil Rights Museum, Mint Museum, American Museum of Art and Design, and the Wadsworth Museum. In addition to making art, Mazloomi curates museum exhibitions internationally and has authored eight books. She has won the Black Caucus of the American Library Association Literary Award for Best Nonfiction book twice. Dr. Mazloomi was awarded the first Ohio Heritage Fellowship Award in 2003. Ohio Heritage Fellows are among the state's living cultural treasures. Fellows embody the highest level of artistic achievement in their work, and the highest level of service in the teaching and other work they do in their communities to ensure that their artistic traditions stay strong. Mazloomi has been involved in the economic development of women through the arts for over twenty-five years. She has been recognized by the International Labour Department in Geneva and the United Nations for developing programs to help advance women. Dr. Mazloomi is currently curating an exhibit in Johannesburg, South Africa to honor the late Nelson Mandela.



Melvin Williams

Melvin became active in civil rights during his youth in Alabama. In Ohio he worked for Super X now CVS. He worked in the drugstore business for over 40 years and most of that time was in Walnut Hills. He felt it was not possible to be a merchant in Walnut Hills and not be involved in the neighborhood. His philosophy was to employ people from the neighborhood, promote people in the neighborhood and give them a chance for advancement because they were his customer base and it worked. He has been involved in the neighborhood as president of the Cincinnati health network, president of the Redevelopment Foundation board member of St. Ursula Academy, board member of Walnut Hills Health Center, Winton Hill health Center, the Empowerment Zone, Skyline Acres Improvement Association, President of the Walnut Hills Business Association, Board member of Victory Neighborhood Service Walnut Area Council, The Center for Closing the Health Gap. Melvin Williams has been recognized with more than 30 awards from different community organizations. He is an active member of Gaines United Methodist church and serves as district president of the United Methodist men. Melvin Williams shares his gift of singing by ministering to nursing homes and in different choirs. He has performed with some of the greatest including Sam Cooke, Chuck Berry, Diana Washington, Earl Bostic, The Clovers, Dakota Station, Lenny Welch and others. Melvin says, "Life has been good to me that's why I tried to give back". Melvin and his wife, Dorothy have been married over 52 years and they have five adult five adult children and four grandkids.



2014 Joan R. Herschede Scholarship Winner

Congratulations Tiffany Simons

2014 Joan R. Herschede Scholarship Winner

A proud woman with determination to push through the glass ceiling, Tiffany refuses to settle for bare minimum. Whether it's being featured as a UC keynote speaker for over 100 medical students, or being aired in 6 different cities on television for educating her peers on cultural holidays, Tiffany prides herself in being an ethnic role model for young women.

Though originally born a Texan, Tiffany was raised in Cincinnati and learned how to take care of herself at an early age. Known for always taking advantage of opportunities presented; she was involved as a dancer, band and choir member, musical theater captain, volleyball player, twirler, community service leader, tutor, as well as Miss Congeniality as Miss Cincinnati Teen USA. Throughout her high school career she was consistently recognized for excelling in academics including: Biology Student of the Year, Viking Merit Award, and Dream Keeper award. By the end of her senior year, she had completed over 200 hours of service in the Princeton community and was nominated to be a Darwin T. Turner Scholar at the University of Cincinnati.

Tiffany has always enjoyed working with people from a variety of backgrounds and presenting the world through a different point of view with her voice. She had no idea, though, that she was a bigger part of a plan than she could've ever imagined. In the climax of 2012, Tiffany woke up one morning and could not use her legs due to severe inflammation. Her passion to participate did not fade with her use of wheels; she attended leadership conferences, volunteered for the Ronald McDonald House, became a college DJ, and even had the chance to perform a monologue in support of Women's Rights.

Students who have witnessed or heard of even a bit of Tiffany's story consider her a big inspiration in their lives. That alone is the answer to the plan that started for her when she stopped walking in 2012. She believes she was given these circumstances as a symbol of hope and inspiration for everyone she comes in contact with in the past, present, and future.



2014 Annual Meeting



"Until the Lions have their own historian, tales of hunting will always glorify the hunter."



Of the twenty original Lions, three are still with us and remain active in the community





VOTE

On November 6, 2014

*Oct. 6-Deadline for voter registration for
Nov. 4 general election



Your vote is your voice!

It's your opportunity to be heard, to hold elected officials accountable for their decisions and to have a say in important issues that affect our community. On Election Day, every vote matters! Not registered? Don't know where your polling place is located? Contact the Hamilton County Board of Elections:

824 Broadway St • Cincinnati • (513) 632-7000

Website: boe.hamilton-co.org

Introducing Our Newest Partnership

The Urban League of Greater Cincinnati has entered into a new and exciting partnership with The Community Builders (TCB) with a mutual goal to rebuild Avondale. Brian Harris, Associate Vice President of Workforce Development stated, "This fits the League's mission 'To transform generations' We welcome this partnership."

TCB Community Life Project

TCB's Community Life department will provide local leadership to coordinate efforts of the Urban League of Greater Cincinnati with those of other local Avondale Choice Partners, and will offer enhanced resident services that ensure a consistent, systematic hand-off of resident referrals from the property owner and manager to the Urban League and other local providers.

Community Life will provide an infrastructure that begins with housing stabilization—ensuring that residents of Avondale are afforded the greatest possible opportunity to remain in their units by providing them with access to high quality resident services. Residents will be informed of all opportunities offered by TCB and the property manager for support services on-site, and they will be referred to the Urban League of Greater Cincinnati and other local providers based on their interests, assets and needs.

In addition, Community Life will provide local leadership to facilitate and manage critical relationships, programming, reporting, and well-coordinated implementation of the Avondale Choice Neighborhood People strategy. The Avondale People partners include the Urban League of Greater Cincinnati as a lead agency.

Choice Neighborhoods

The next time you drive through the Reading Road corridor, look for signs of improvement between Fred Shuttlesworth Drive and Blair Avenue. It's a new day in Avondale. Nine low and mixed income apartment buildings have been targeted for restoration or rebuilding over the next five years. Not only will these apartment buildings be great places to live, the residents themselves will also be eligible for social services. Enter the Urban League of Greater Cincinnati who will serve as providers and coordinators of the services needed. The Urban League's role will be to utilize the many programs we offer for the benefit of Avondale residents who might otherwise remain mired in their current circumstances.

Direct services by the Urban League of Greater Cincinnati will focus on case management of residents through individual and family success plans that are developed by Avondale residents working with Urban League Community Access Coaches. In addition, the Urban League will refer internally and follow-up with residents who are interested in enrolling in any existing programs offered by the League such as financial literacy and employment; aimed at helping residents improve their lives by reaching self-sufficiency and ultimately lift the entire community

The Urban League will also have direct referral, follow-up, and reporting relationships with additional local service providers who bring expertise to address a wider, diverse range of issues, including mental health and substance abuse treatment, as well as physical health and wellness interventions, among others.

This program places the Urban League in a strategic position as it works with other partners to ensure the work flow is designed to guarantee that residents are assured consistent, systematic contact with a Resident Services Coordinator who will offer residents immediate and responsive coaching support and will refer them to the Urban League for more extensive case management as appropriate. Avondale residents are welcome!

A Reason for Giving

Because of YOU... our Urban League can offer the following programs

Workforce Development

Employment ConnectionsSM

- This seven-step, two-hour program teaches participants how to connect with potential employers. Topics range from writing a career goal to preparing for the interview.

SOARSM - Solid Opportunities for Advancement and Retention

- SOAR, is our flagship workforce development program, established in 1998. SOAR has a history of securing employment for the unemployed and underemployed. . This 3 week program offers day and evening classes which simulate an actual job. The program components include self-exploration, financial literacy, understanding employer expectations, resume writing, completing and online applications, as well as, professional job placement and retention assistance. Upon completion of the SOAR program, graduates are eligible to participate in an industry specific training program called **Construction Connections**, a 6 week Pre-Apprenticeship Training Program designed to prepare participants for a career in the construction industry. Upon completion of the SOAR and the Construction Connections programs, students are equipped with National Center for Construction Education and Research (NCCER) Core Curriculum Certification, Registration into NCCER's National Registry, Bobcat Certification, and OSHA 10 certification.

ACESM - Accelerated Call Center Education

- Accelerated Call Center Education - ACE is a free four-week program that helps participants to develop the skills necessary to obtain meaningful and stable employment in the Customer Service industry. Graduates are equipped with the training and experience necessary to compete for high-end entry level employment in customer service industries. Applicant must be a high school graduate or have a GED and a consistent work history.

GED - We partner with Cincinnati Public Schools to provide General Education Degree training.

Financial Opportunity Centers

(FOC) - Established to help low to moderate income families boost earnings, reduce expenses, and make appropriate financial decisions that lead to asset building through an integrated service model approach. The centers provide individuals and families with services across three critical and interconnected areas: employment services, financial coaching and access to income supports.

Youth

After School LeagueSM - Provides a safe supportive environment for students and is designed to support increased student academic skills in reading and math while closing the achievement gap for minorities and economically disadvantaged youth. Cultural enrichment and academic opportunities are intertwined with the development of leadership skills, conflict resolution and civic responsibility while emphasizing

the important role education plays in their future success. We partner closely with Cincinnati Public Schools to deliver three 21st Century Community Learning Centers at Rockdale Academy, South Avondale Elementary, and Woodward Career and Technical High School. **Project ReadySM** Offered at Woodward is based upon the National Urban League's flagship program created to help youth in grades 9 through 12 better prepare for graduation, post-secondary education, career and life success. Participants are provided additional support in the areas of academic preparation, social skill development, leadership development, financial literacy and global cultural awareness.

Ohio Urban Youth Empowerment Program - Face Forward

- Provided by the Urban League and community partners, and funded by the U.S. Department of Labor, seeks to improve the long-term labor market prospects of both juvenile offenders and court-involved youth prior to adjudication. Through diversion and record expungement, as well as education, training, job placement assistance, and supportive services. This program gives youth a chance to avoid the stigma of a juvenile record by leaving past transgressions behind so they can secure employment and are positioned for success in the workplace.

Business Development & Entrepreneurship

Our mission is to help established entrepreneurs increase their capacity to take advantage of new business opportunities and qualify for financing that will lead to higher levels of business growth. BD&E provides assistance through the following programs:

Small Business Development Center – The SBDC is a one-stop center for business and technical assistance, counseling, business plan preparation, strategic planning, financial forecasting and analysis, market planning and much more.

African American Business Development Program (AABDP)

– The AABDP is a comprehensive 6-month program designed for African American business owners who want to build sustainable companies that help to create employment opportunities for the community.

Ohio River Valley Women's Business Council (ORV-WBC) – ORV-WBC is a program operated by the Urban League under the authority of WBENC (Women's Business Enterprise National Council) providing women business owners certification, opportunity, resources and engagement in the Ohio Valley. The collaboration between WBENC and the Urban League allows for the leveraging of two strong organizations, one dedicated to building businesses in our community, the other dedicated to the economic empowerment of women owned businesses not only in Cincinnati but throughout the ORV-WBC region.

The UL Customer Contact Center

– In August 2012, The Greater Cincinnati Urban League and Total Outsourced Systems, Inc. (TOS), a customer contact center company, announced the creation of an agreement to operate a customer contact center at the Urban League's headquarters at 3458 Reading Road in Avondale. The Urban League/TOS customer contact center is initially employing 20 people and is expected to grow to 150 jobs within two years. You must be an ACE graduate to qualify for the Customer Contact Center positions.

Promoting an Inclusive Community

Urban Leaders – The Urban Leaders Institute is created in response to the growing need in the Greater Cincinnati region for multicultural leaders to address goal of increasing diversity and inclusion among corporate and community leaders.

The African American Leadership Development Program (AALDP) addresses the need for increased leadership from the ranks of African American professionals in the Greater Cincinnati region. AALDP is in its 21st year with more than 600 program alumni. The program provides African American professionals an unparalleled opportunity to participate in a 10-month experiential journey that provides for in-depth learning designed to develop critical insights into complex urban issues, various leadership styles, how power and influence are used and to explore critical issues facing the Greater Cincinnati community. The program attracts and builds a strong network of

effective leaders who model the characteristics needed to build personal leadership capacity, to serve their respective organizations, and to engage in developing solutions to societal issues in Greater Cincinnati communities.

Community Police Partnering Center – The Community Police Partnering Center was created in response to civil unrest and the feeling of disconnection between the community and law enforcement. Using Community Problem Oriented Policing (CPOP) and the problem-solving SARA model "Scanning, Analysis, Response, & Assessment" the Partnering Center engages and trains both citizens and law enforcement. The Partnering Center works in partnership with community stakeholders and members of the Cincinnati Police Department to develop and implement effective strategies to reduce crime and disorder while facilitating positive engagement and increased trust between police and neighborhoods.

Health Initiatives – The Health Initiative works in partnership with community stakeholders to increase awareness in the community of health issues that impact individuals ability to be self-sufficient. The Sickle Cell Awareness GroupSM (SCAG) works in conjunction with community partners to provide education, screening and other services to those Greater Cincinnati residents and families affected by the sickle cell disease and trait. Additionally, the SCAG works to increase public awareness of the sickle cell disorder within the Greater Cincinnati community.

PeaceBuilders - An Urban League Initiative



Photo (above): Deborah Brock Blanks, UL After School Liaison and Master Gardner, works with Rockdale School students as they plant seeds for fresh fruits and vegetables. They are also symbolically planting seeds for peace in their community. These boys and girls have had an opportunity to practice building peace and avoiding violence.

When the children first planted the garden, neighborhood children who were not involved, destroyed it. Not to be defeated, the children quietly went about re-establishing the garden and did so without violence or disagreement with other children in the neighborhood. For four straight weeks the garden was destroyed by other children and for four straight weeks, these brave boys and girls replanted the seeds; not just the seeds

for fruit and vegetables but the seeds of hope -to live in peace and work together in harmony. All things of beauty grow with patience, love and nurturing. In conjunction with Rockdale Academy, one of our partner schools, the Urban League in Cincinnati has created a PeaceBuilders' Garden where children are able to plant seeds, water and nurture then and later reap the harvest of flowers,

fresh fruits and vegetables. At the Urban League of Greater Southwestern Ohio our harvest is young people who will be socially and emotionally prepared for tomorrow. It still takes a village to raise a child. Let's challenge ourselves and our children by using the creed of PeaceBuilders: praise people, give up put-downs, seek wise people, notice hurts, right wrongs and help others. Together we can do this!

Around the League

Good News...

Dorothy Smoot and the Youth Services Department are recipients of a \$25,000 grant from the Pfau Foundation.

Ayanna Wallace and the FOC staff are receiving great recognition for their dedication and hard work. The Local Initiatives Support Corporation (LISC), the nation's leading community-development support organization, has developed a new model to help struggling individuals and family progress to a state of stability. The program is called the Financial Opportunity Center, and LISC has partnered with several area organizations, most of them with a specific neighborhood focus, to implement the model in and around Cincinnati. *Thus far, LISC has used the grant to institute FOCs at four organizations across the city and our Urban League is one of them.*

Sheila Mixon and the SBDC staff AABDP graduated its sixth class of budding and seasoned entrepreneurs. Appropriately on Veteran's Day **Everett Gregory, PhD** and SBDC Veteran's Business Advisor held its inaugural graduation of U. S. veterans who have completed a special Entrepreneur Training Program for returning Veterans. Each graduate was presented with a special proclamation from the office of Governor Kasich.

Joe Flack, and Teri Dixon of Adult Services, and **Jenny Laster**, Special Assistant to the President, played host to **Mayor John Cranley** at a recent ACE graduation; he also toured the new Call Center. Mayor Cranley stated that he was familiar with our SOAR program and is now equally impressed with ACE.

Serving our Community...

Renita Brooks, Job Developer-Families Forward, is a recent newcomer to Cincinnati and is already making her mark. Brooks is a member of the newly founded National Coalition of 100 Black Women, Cincinnati Chapter. "Being new to Cincinnati, I wanted to establish a connection with an organization that would help me learn my community. Within two months of becoming a member, I was asked to be the 3rd VP over Finance and Fund Development. We have been doing so much in the community; the political forum, our black and white fundraiser and Saturday morning workshops for girls. The Urban League has been a big supporter of it all!" said Brooks.

Carmel Kindell, Workforce Development Specialist, teaches beginner ballet for girls and boys from the ages of 5-17. The non-profit is called Heart of Dance and sessions began in 2013. Classes meet on Tuesdays and Thursdays from 6:30p.m.-7:30 pm at Bush Recreation Center; and Saturdays from 10:30 am-12noon at Xavier University. Kindell states, "Dancing is one of my passions and I'm grateful to have the opportunity to share what I do with children!"

Special Recognitions...

Donna Jones Baker, President/CEO of the Urban League of Greater Southwestern Ohio is featured in the 2013-2014 issue of **The Women's Book**, a periodical that has its focus on women in the State of Ohio. The theme of the issue is "Taking Big Leaps." Baker defines taking a big leap as "stretching your boundaries and believing that you can achieve things that are outside your comfort zone..." In October, 2013 Baker was recognized as one of the **2013 Most Powerful and Influential Women in Ohio**. Only ten women were selected from across the state.

Josephine Steagall, Data Administrator, retired after 36 1/2 years at the Urban League. Urban League staff and friends feted her at a special reception, providing her with a great send-off. The staff break room was named the Josephine Steagall Break Room in honor of her years of service.

Rea Waldon, PhD and Chief Operating Officer, is spotlighted in the Interesting Personality section of the 2013 issue of Who's Who in Black Cincinnati. Rea is also an entrepreneur, making fantastic jewelry that she sells in a shop owned by her, her sister and **Sheila Mixon** in the Pendleton area.

New Employees and Promotions

We welcome the following new employees and congratulate those who have been promoted!

Promotions

Bready, Patricia – Vice President Youth and Neighborhood Services
Mixon, Sheila – Senior Vice President Business Development and Entrepreneurship
Williams, Angela – Vice President Administrative Services
Harris, Brian – Associate Vice President, Workforce Development

Welcome New Employees

Workforce Development

Avelino, Edna – Administrative Assistant/Data Admin.
Jordan, Jeffrey – Case Manager
McCoy, Neisha – Group Leader
Jones, Torrence – Workforce Development Specialist
Walker, Gregory – SOAR Trainer
Rodgers, Robert – Program Manager ORV/WBC
Brown, Michelle – Certification Coordinator
Young, Leslie – Event & Program Coordinator

Youth Services

Alexander, LaToya – Advocate Counselor
Ellis, Harim – Site Coordinator
Gainees, Carmen – High School Tutor
Poelinitz – Group Leader

Miami Valley

Boddie, Tamara – Advocate Counselor
Hogan, Keith – Jr. Advocate Counselor

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The Urban League Staff at 2014 Annual Meeting

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Before the Conference

Monday, July 21st

Health Care Summit

The Metropolitan Club
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Healthcare Disparity: Costs and Impact to the
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Tuesday, July 22nd

Education Summit

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Freedom Way, Cincinnati, OH

Equity and Excellence in Education: The Key
to Economic Empowerment

Featuring

David J. Johns

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For four power packed days, political, business, and community leaders will convene and celebrate the 50th anniversary of the Civil Rights Act while confronting record job losses with strategies and actionable plans for recovery and economic empowerment for all.

This job-focused conference will presents the Small Business Matters Entrepreneurship Summit with sessions on launching your own business and strategies for sustainable wealth.

Interested in lending your time to the Conference?
Volunteer!!!

Visit our website www.nul.org and Sign up.
Let's make a good Cincinnati showing!

Urban League National Conference 2014

2014 CONFERENCE HIGHLIGHTS

Wednesday, July 23, 2014

- 7:00PM ***State of the State of the Urban League Address - Opening Keynote***
National Urban League President and CEO Marc Morial kicks off the 2014 Conference forging the path to jobs and justice for all.
- 9:00PM ***Welcome Reception-Hosted by the Urban League of Greater Southwestern Ohio***
Cincinnati gives Conference attendees a warm welcome with the best the city has to offer.

Thursday, July 24, 2014

- 11:00AM ***N.U.L. Experience Expo Hall and Career & Networking Fair***
Explore the Expo Hall featuring exhibits, entertainment, a Volunteer Zone, and Health Zone. You may find your next job or a key business connection at the Career & Networking Fair.
- 8:30PM ***Urban League Film Festival***
Attend star-studded advance screenings of summer blockbusters at the new "Urban League Film Festival." The first ever film festival hosted by the National Urban League will feature appearances by the cast and Q&A with the filmmakers.

Friday, July 25, 2014

- 7:00PM ***Whitney M. Young Jr. Awards Gala***
The annual black tie gala pays tribute to living legends for their groundbreaking contributions, and honors the outstanding achievements of individuals who exemplify the Urban League's commitment to equality. Tickets will be available for purchase.
- Forest Whitaker,
Recipient of 2014 Living Legend Award



Urban League National Conference 2014

Saturday, July 26, 2014

8:30AM - 5:00PM *Small Business Matters*

Lead your business on a path to success, make connections and learn tips from top small business experts.

10:00AM - 5:00PM *Fifth Annual Project Ready Invitational College Fair*

The annual College Fair is a unique opportunity to give parents and future collegians access to information on financial aid and academic preparedness.

8:30PM *Urban League Live At the Macy's Music Festival*

Close out your Conference experience at Urban League Live, the ultimate interactive music experience at the Macy's Music Festival with entertainment and VIP access to performers. All conference registrants gain access to the Urban League Live VIP Lounge where you can watch the show on screens and enjoy DJs as they mix it up in between sets. Purchase your tickets for the Festival (seats start at \$20) when you register for conference. 2013 performers included Jill Scott, Charlie Wilson, R. Kelly, KEM, and Bootsy Collins.

Visit www.nul.org

Register for the Conference

Buy Tickets to the Macy's Music Festival

Sign up to be a Volunteer

For more information contact

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The Whitney M. Young, Jr. Giving Society



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The Whitney M. Young, Jr. Giving Society-recognizes gifts of \$1,000 or more toward any of the programs of the Urban League of Greater Southwestern Ohio.

We paid tribute to the leadership of Whitney M. Young, Jr. in 2013 in a special issue of Parity. As we noted then, Young was a keen negotiator whose ideas carried weight with three presidents – Kennedy, Johnson and Nixon. The Urban League became an influential contributor to the Civil Rights Movement largely because of Young’s tenacity and determination.

Whitney M. Young, Jr.’s life and legacy embody the principles of the Urban League. He was in constant pursuit of economic opportunity and social justice for historically underserved and systemically oppressed people. Donors who contribute to the Whitney M. Young, Jr. Society at the Urban League of Greater Southwestern Ohio help carry forward Young’s goal of ensuring the existence of economic opportunities for all.

Benefits for your support of this special Giving Society include:

- An official Urban League letter of acknowledgement
- A Society lapel pin
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For more information, contact the Urban League of Greater Southwestern Ohio Development Office 281-9955!

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Thank You to the United Way!

Thank you, United Way for a partnership of six decades

The Urban League of Greater Cincinnati was established September 24, 1948 as one of the Community Chest Agencies (now known as the United Way). Its mission then was “to plan for, assist, encourage and engage in the improvement of economic, social, educational and cultural conditions of the Negro population.” In its first five years, the Urban League concentrated its efforts on development of job opportunities for African American workers. A 1953 report states that actions taken to enhance employment prospects included planning conferences with several community agencies and organizations, referring applicants to private industries and the Ohio State Employment Service, counseling young people, visiting schools, arranging for scholarships, and contacting local employers. The report concludes: “The agency has served a total of 25,000 individuals over the five year period – all better informed, more productive citizens!” (excerpted from Urban League of Greater Cincinnati Papers, 1921-1975, Mss 580, Box 44, Folder 4. Cincinnati History Library and Archives, Cincinnati Museum Center).

The Urban League of Greater Southwestern Ohio, a United Way partner agency in Greater Cincinnati, has continued to serve the African American population, as well as the entire community, especially in the areas of economic inclusion and education.

We would be remiss in offering our thank you messages if we did not take this opportunity to remind the community that the United Way has been there, standing shoulder-to-shoulder with the Urban League of Greater Cincinnati for sixty-six years.

Thank You!



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