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Merry Christmas to You From Our Staff!



Conversations with my Business Besties: When Do You Hire?

By Takia Ross

COVID-19 hit in full force in March and as we prepare for what looks like a second round of closures, the small business community continues to be hard hit. At the onset of COVID-19, as the government scrambled to provide support to individuals and small businesses the first round of funding through the CARES ACT was announced and the Payroll Protection Program was created. Though the funding was made available and was slated to bring relief to the millions of small business owners who were struggling to find ways to reopen their doors; when the time came to apply we quickly realized that many micro enterprises and single member LLC's were left out because we didn't have any employees. Shedding light on a question that many of us have, when is the right time to hire?

So I sat down to have a chat with my Business Bestie, Kimberly Prescott of Prescott HR, a Human Resources firm that assists businesses with aligning their people strategy with their business strategy. With over 20 years experience in the human resources field, Prescott informed me that before any of us jumps to announce that we are hiring— even if we desperately need the help— we need to be sure that we are able to bear the financial responsibility of having employees. She says the “employee relationship extends past just the employee but to their families as well.” She also says we must have a clear definition of the work that an employee would do, workplace expectations, and business standards to be able to adequately measure their success. Prescott charges us to put ourselves in the shoes of incoming employees and



Kimberly Prescott is the founder and president of Prescott HR. For years, she has provided expert advice in all matters Human Resources, and more recently she has been called upon to address broader topics like entrepreneurship, women in business and general leadership.

Courtesy Photo

ask ourselves would we want to walk in on our first day of work as an employee in our businesses as they are currently” And, as I thought about that question and my business, I had to answer with a resounding no.

Prescott doesn't want us to get overwhelmed by the reality that there is work that we need to do prior to posting our new job announcement and as we work to get our business policies, procedures and processes in order we can still get the help we need to grow. She says there is nothing wrong with outsourcing and bringing on 1099 contractors. However, we must understand that there are local, state and federal guidelines that govern all employment relationships, including the Internal Revenue Service (IRS), which

has to know who is responsible for paying payroll taxes.

Prescott also wants small business owners to understand the difference between a contractor and employee is the degree of control that we, as the business owner, exercises over when, where, and how the contractor gets the work done. Before bringing on a contractor we need to ask ourselves if potential contractors are free to set their own schedule? Is the contractor free to contract with other businesses? Does your contractor have their own tools and supplies to be able to perform their tasks? If you answered no to any of these questions then you are not looking for a contractor, you are looking to hire

an employee.

What was most profound about this conversation with my Business Bestie is the candor that she brought to the discussion not only about the human resource process, but more importantly, about whom we are as women in business. She told me that she became an entrepreneur, not because of her drive to own her own business but because she quit her job over the phone; and immediately upon hanging up she realized that she had to come up with a way to continue to provide for her family, hence— Prescott HR was born.

Like many of us, as women of color she battled with whether clients would be willing to “pay her rate” and started off by underpricing her services. What she realized early on is that if you “want to play with the big boys and get the clients that you want” you have to invest in yourself and your business when it hurts. She adjusted her rates to better reflect the value that her business provided not what she thought people would be willing to pay.

Prescott charges us to recognize that if you are running a business you are the CEO. You must identify what is the highest and best use of your time and be willing, when you can, to invest in hiring someone to do everything else.

Takia Ross is the owner of Accessmatized Make-Up Artistry, home of Pretty Mobile Baltimore, DMV's First Mobile Make-Up Studio and creator of KiKi Thunda Cosmetics, a small batch cosmetics manufacturing company. Ross was named one of Baltimore's Top 25 Women to Watch; one of the DMV's Top 100 Minority Business Enterprises; and one of Baltimore's Top Community Builders.

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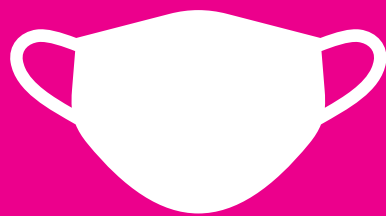
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KEEP CALM

—AND—

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ON**



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Guest Editorials/Commentary

Instead of prosecuting Trump, give him the OJ treatment

By Thomas L. Knapp

Since well before Joe Biden's victory in the 2020 presidential election, there has been talk of how outgoing president Donald Trump might be criminally prosecuted at the state or federal level for any of dozens of alleged crimes once he leaves office.

Prosecutors in New York seem intent on bringing The Donald down one way or another, but at the federal level Trump-haters can probably expect little joy. Presidents don't like the idea of prosecuting their predecessors, lest they themselves start, and get caught on, a never-ending "he's out, let's get him!" merry-go-round.

But there's another way.

Remember OJ Simpson? The former football star was acquitted of the 1994 murders of his former wife and her friend Ron Goldman. Goldman's family filed a wrongful death suit; won a civil judgment for \$33.5 million; and have spent the last quarter century confiscating Simpson's assets and income to satisfy that judgment.

The Goldmans won their case on a "preponderance of evidence" standard rather than "proof beyond a reasonable doubt."

In Trump's case, there is no reasonable doubt: He's on the hook for billions.

Article I, Section 9 of the US Constitution mandates that "No Money shall be drawn from the Treasury but in Consequence of Appropriations made by Law."

In February 2019, Trump illegally and unconstitutionally attempted to misappropriate \$6.6 billion for construction of his "border wall." About a third of the money turned out to have already been spent for its lawful purpose, but he got away with at least \$4 billion in stolen funds.

Since then, the matter has circulated in the courts, with lower federal courts taking due notice of the theft, but the US Supreme Court dismissing the suits for standing (according to SCOTUS, Congress has no recourse when presidents seize its lawful powers for themselves).

But the case is open-and-shut. He did it right there in the open, without even trying to hide it. There's no doubt whatsoever that it was unconstitutional. And since it was not a legitimate presidential power there can't be any "sovereign immunity" claim. The absence of such a claim also dispels any future argument from Trump's defenders that the case is moot once he's left office.

Donald Trump owes the US Department of the Treasury \$4 billion. It should sue, get a civil judgment in its favor, and move swiftly to collect.

Trump almost certainly doesn't have \$4 billion in cash lying around, and his actual net worth may be negative. After confiscating and auctioning his assets—hotels, apartment buildings, golf courses, pretty much everything except a single residence, a family vehicle, and personal effects such as clothing—Treasury may have to split the proceeds with his other creditors.

But he also has known and prospective future income, including but not limited to his presidential pension, speaking fees, book advances and royalties, etc.

The US poverty level for a family of three (Donald, Melania, and Barron) is \$21,300 per year so let him keep that much at least. After all, we're not monsters. The rest goes toward repaying the money he stole.

Thomas L. Knapp (Twitter: @thomaslknapp) is director and senior news analyst at the William Lloyd Garrison Center for Libertarian Advocacy Journalism (thegarisoncenter.org). He lives and works in north central Florida.



Community Affairs

Public asked not to come to Miracle on 34th Street in Hampden

Baltimore— On December 22, 2020, Councilwoman Ramos announced an effort to reduce the spread of COVID-19 during the Miracle on 34th Street, located in her district.

"Started by residents over 45 years ago, the Miracle on 34th Street is one of the most magnificent holiday traditions in Baltimore," said Councilwoman Ramos. "Today, we are asking you to skip the celebration this year to protect yourselves and others from COVID-19."

Ramos went on to say that in the last few days, more people have been coming to the area.

"We have witnessed people not wearing masks when they enter the area. Originally, we wanted to keep the street open for traffic, but too many people are here and that causes a concern for pedestrians. Please celebrate the holidays at home."

Ramos has been working with the Baltimore Police Department and the Baltimore City Health Department on plans for addressing crowds but would like spectators to come back next year.

Eli Lopatin, President of the Hampden Community Council, said, "The Mayor's Christmas Parade was canceled to keep everyone safe. We would like to make sure spectators that come to the Miracle on 34th Street are also keeping their distance and wearing masks."

"Neighbors are concerned about the increasing crowds. We have told our residents to stay away. Please be careful and wear your masks," said Wyman Park Community Association President, Jack Boyson, whose neighborhood is adjacent to the Miracle.

"I want to continue to encourage residents to find ways to celebrate the holidays safely this year—limiting gatherings to those within your household, and wearing a mask and practicing social distancing when you do leave home," said Dr. Letitia Dzirasa, Baltimore City Health Commissioner.

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Better angels and how they travel

Ray Curry, Secretary-Treasurer, UAW

What is the distance a good deed can travel? What does a warm bowl of soup mean? What does a warm bed mean? A new bike or a kind gesture from a stranger?

All these things are small in and of themselves, but the smallest gesture to someone in need can move all the markers. If you are cold and someone offers you a warm sleeping bag, is there a measure for that? If you are hungry, and someone gives you a warm meal, how far does that go? To anyone who has suffered, who has been in need or has seen their children go hungry, how far does a helping hand go? I would say it reaches all of us—it goes all the way to making the world a better place.

Taking Solidarity on the Road— As we go into the holiday season in the long and unimaginable year that has been 2020, I would like to reflect a bit on the small kindnesses we can show one another and, when you add them up,

how far we have traveled. This holiday season I want to reflect on our collective journey. On our union's long trek across time to make where we live a decent and better place. To reflect on a UAW that steps up when our brothers and sisters are suffering and in need.

We saw it in the early '30s when people

his life in prison fighting to end apartheid in South Africa. Upon his release, he came almost immediately to Detroit to thank our union members in person for taking a real role in his human rights struggle for justice and telling those assembled at Local 600, "Sisters and brothers, friends and

the good road. In all these instances we made the world a little bit better place. We reached out to one another, we took care of one another and we marched in Solidarity for every working man and woman in this country. As we have always done. As we will always do. It is in our DNA.

Going the distance— So, here we are in 2020 and going through the teeth of a virus that has not begun to let go, that has taken so many from us, that affects the way we work, live and learn. It has been a year of terrible loss, of tremendous social upheaval and unimaginable grief. But here we are once again closing ranks, pushing on through it, helping one another.

Our UAW family was, as always, among the first to step up when our nation was in need. Our sisters and brothers volunteered to go back into the plants to make the critical life-saving Personal Protective Equipment needed to fight this pandemic; we started food banks; community support projects; served on the front lines of this crisis in health care facilities and public safety; and got to work in our living rooms and kitchens making masks. And once again, we stood together and with the strength of our Solidarity, told the companies that the safety of our members comes first as we looked to get our nation back to work last spring.

This holiday I want to recognize every hard-working woman and man in this country, especially our UAW family and fellow Labor Union families, and remind us all of how far we have come and what we have achieved. I am proud to say that we are all on this road together and I cannot imagine better traveling companions.

Wishing each and every one of us a safe and happy holiday.

"We saw it in the early '30s when people were going hungry as this nation suffered through the agony of the Great Depression. We saw it in the late '30s and '40s, when Solidarity was the only thing we had to rely on as we stood up to the mega powerful auto bosses and demanded— through blood, sweat and tears— that they respect our workers and sit at the table to negotiate the first contracts."

were going hungry as this nation suffered through the agony of the Great Depression. We saw it in the late '30s and '40s, when Solidarity was the only thing we had to rely on as we stood up to the mega powerful auto bosses and demanded— through blood, sweat and tears— that they respect our workers and sit at the table to negotiate the first contracts.

We saw it in the '50s and '60s as our communities were torn apart by racial inequality and my UAW sisters and brothers stood strong, stood courageous with only the idea of what was right on their side. And we marched before the world.

We saw it through the dynamic '70's and well into the '80's when the UAW led the way in following in our fallen leader, Walter Reuther's footsteps, and soldiering on to build and solidify America's middle class, while building prosperity and mobility and a better way of life for so many.

When our courageous brothers and sisters stood together in 1990 alongside Nelson Mandela, who spent 27 years of

comrades, the man who is speaking is not a stranger here. The man who is speaking is a member of the UAW. I am your flesh and blood."

And our values held fast as we stood by one another in a changing world with automation and globalization and anti-union politics challenging our gains, making them harder to come by, but not putting a dent in our determination, in our Solidarity or in our support for one another and for all of America's workers.

Brothers and Sisters, look at us in the early 2000s, moving forward together to save the auto industry by making enormous sacrifices for the greater good. And here we are again just last year, mounting the biggest auto strike of the last 50 years, with UAW men and women marching side by side across this nation— 49,000+— in heat, rain, sleet, and snow to once again tell an auto boss, "NO! We will take no more concessions as you make billions on the backs of the products we build."

And, in all these instances, we were on

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Virtual Learning While Homeless

By Fatiha Belfakir

Schools across the state of Maryland are continuing with virtual learning because of the resurgence of COVID-19. While both families and students are adapting to the new learning norms, remote learning presents additional challenges for kids experiencing homelessness.

Debra Wilcox, a social worker at Health Care for Homeless, a Baltimore based organization, which provides comprehensive health care services and supportive services to people experiencing homelessness, is lending a hand to kids to meet their school's expectation regardless of the challenges.

"Health Care for Homelessness is inquiring about school and school-related issues during client visits. Children experiencing learning issues are referred to me, and sometimes our Community Health Worker for assistance. First, I assess the situation and then discuss a plan with the parent. I work to help facilitate communication with the school staff so issues can get resolved. I also help parents identify school contact people, so they know how to reach out if future issues arise," said Wilcox.

According to the National Center for Homeless Education, the number of homeless children in the United States is at its highest in more than a decade. More than 1.5 million public school students nationwide were homeless at some point during the 2017-2018 School Year. That figure was the highest recorded in more than 12 years.

Education during pandemic is hard enough, but for kids experiencing homelessness, virtual learning comes with a number of concerns and challenges. Wilcox explained that one of the initial challenges for homeless students is getting them enrolled in school! Even though the McKinney-Vento Act provides protection to help facilitate enrollment, often times there are issues with schools following the law. For example, students experiencing homeless don't have to provide documentation of their situation or vaccines to get enrolled.

Once students are enrolled, then there is the challenge of connecting with technology, including hotspots if the family does not have Internet access. At



The staff at the Health Care for Homeless are determined to keep assisting kids experiencing homelessness with barriers to enrollment and to identify contact people within the school to provide assistance for students without housing in the Baltimore Area.

Photo Credit: ClipArt.com

the beginning of the pandemic, schools provided paper packets for students to work on if they did not have technology access. This year, schools have been distributing technology but there have been some delays for students.

"Students experiencing homelessness reside in a variety of situations, often with many distractions or lack of privacy which is not conducive to learning. Students experiencing homelessness have a history of trauma and their current situation is very stressful which is also difficult for trying to learn remotely. Students experiencing homelessness also have behavioral health and learning difficulties that complicate the learning at home process," said Wilcox.

Poor students are twice as likely as non-poor students to repeat a grade, be expelled, get suspended or drop out of high school. The National Center on Family Homelessness estimates that the graduation rate of children experiencing homelessness is less than 25 percent. Of high school students experiencing homelessness, 11.4 percent are proficient in math and 14.6 percent are proficient in reading.

Sharon Gomez, a mother of six who experienced homelessness says that being homeless affected her kids' education performance and behavior due to constant distraction, lack of privacy and the instability.

"My kids were always stressful, we have fewer support. Every time we moved, I noticed my children were resilient, they needed support to both communicate their needs and to adapt to the change. The stress of not having a safe and permanent home, and moving from one place to the next caused cognitive developmental challenges. My kids' personalities changed. Their coping mechanisms impact the way they see the world and face problems," said Gomez.

"Homelessness is very stressful which can cause increased anxiety and distractibility in children. Families seem to have fewer supports as well. Understandably, the family is focused on meeting basic needs such as shelter and food. Parents are having considerable stress trying to work on obtaining housing and manage distance learning," said Wilcox.

Wilcox told the Baltimore Times that

family shelters in Baltimore City have learning centers and staff support available to children. Many schools have been reaching out to parents and students. Some schools have also helped parents set up pods for support with shared learning, although this is difficult for families experiencing homelessness. The city schools have established some Learning Resource Centers for students to attend (in person) get daily support with on-line learning. More of these centers would be helpful for students experiencing homelessness. Also, City schools have a plan to open up 27 schools for prioritized learners, which includes students experiencing homelessness.

The staff at the Health Care for Homeless are determined to keep assisting kids experiencing homelessness with barriers to enrollment and to identify contact people within the school to provide assistance for students without housing.

"We are Helping families connect to the school social worker and ESOL teachers to provide assistance and to obtain support with learning," said Wilcox.

Entrepreneur Will ‘Hook You Up’ With Her Creations

By Ursula V. Battle

In the 1970s, Constance Mann-Leonard recalled meeting a woman who was crocheting an afghan.

She was “hooked.”

Since that time, Leonard has been creating unique clothing, accessories, dolls, and other items, utilizing the craft. Crochet is a process of creating textiles by using a crochet hook to interlock loops of yarn, thread, or strands of other materials. The name is derived from the French term *crochet*, meaning ‘small hook’.

“I was amazed that you could create something with a hook,” said Mann-Leonard. “That’s how I started crocheting. It’s something I like to do, and for me, it’s peaceful. I love using the gifts God gave me.”

Mann-Leonard considers crocheting a hobby, but sells her unique creations through her company GIRGI (God’s Ideas Are Good Ideas) Ltd.

“I had put the craft aside, but during my period of working at home, I picked it up again,” she said. “The COVID-19 pandemic has given me time to create more. I come up with my own designs, but also get ideas off of YouTube. I also learned how to read a crochet pattern. It looks foreign, but I am also able to create from those patterns. You can sell your own work, but if you got that pattern from someone else, you give that person credit.”

She added, “I have also created animals which include an owl, unicorn, and a giraffe using a technique called Amigurumi.”

Amigurumi is the Japanese art of knitting or crocheting small, stuffed yarn creatures.

Mann-Leonard has created and donated knitted items for hospitalized babies, and children in the Ronald McDonald House. She has also crocheted hats for the homeless.

In addition to crochet, she also creates one-of-a-kind greeting cards utilizing broken jewelry.

“I create 3-D Flower Cards and Bling Cards,” said Mann-Leonard. “In 2003, an idea came to me to put flowers on a card.



Constance Mann-Leonard models one of her crochet hooded sweaters.

Courtesy Photos



Crocheted Dragon



Mann-Leonard with some of her crochet merchandise.



Mann-Leonard utilizes broken jewelry to create works of art.



Keepsake Christmas card



Bling Card

Then God showed me the perfect way to put flowers on a card. I also had a business where a person could give me a list of their family’s birthdays, anniversaries, and other special events for the entire year. During that year, I would mail a 3-D Flower card from that client. People would tell me they would open those cards and never put them back in the envelope. I also create 3-D Christmas Cards. The idea to start designing Bling Cards came after attending a convention.”

Mann-Leonard serves as a Volunteer Facilitator for the Light of Truth Center where she facilitates a Spiritual Crochet Principles in Recovery Group. She also prepares and/or coordinates

group activities and topics related to life skills development and spiritual principles to support the recovery, transition, and restoration of women served in LTC programs. In September, she became a Certified Proctor for the Light of Truth Center’s newly authorized ISO Quality Testing Center. Founded by her partner the Rev. Vaile Leonard, LTC provides residential therapeutic treatment for women recovering from addictions.

The New York native is a member of One God One Thought Center for Better Living (OGOT). In 2008, Mann-Leonard became a licensed Teacher for Universal Foundation for Better Living (UFBL). In her role as a faculty member for UFBL

she teaches the Master Certificate Program at OGOT and online. She also provides transcription services to New Thought Ministers.

Mann-Leonard, who noted that she only crochets in the evening, said most of her business comes from word of mouth. She said her website is under construction, and will be completed in about a month.

She shared her personal life statement, “It is my life purpose to serve and expand my God awareness and to use my creativity and teaching in inspiring and expressing unconditional love.”

For more information or to purchase from Leonard, email her at constanceleonard1986@gmail.com

First UMMS Frontline Healthcare Workers Receive COVID-19

Includes African American nurse and a doctor

By Ursula V. Battle

In April, the Maryland Department of Health released data that showed that Black Marylanders are disproportionately represented among confirmed cases and deaths from COVID-19. According to the data, while Black residents make up just under a third of Maryland's population, the group represents 42.7% of COVID-19 cases and 44% of the deaths from the illness among cases for which race data is known.

On December 11, 2020, the U.S. Food and Drug Administration issued the first emergency use authorization (EUA) for a vaccine for the prevention of coronavirus disease 2019 (COVID-19). The emergency use authorization allows the Pfizer-BioNTech COVID-19 Vaccine to be distributed in the U.S. However, many African-Americans have expressed skepticism about receiving the vaccine.

For Shawn Hendricks, MSN, RN, the high infection rates in communities of color, along with the distrust in a vaccine, coupled with COVID infecting her own family members, were more than enough reasons for her to receive the COVID-19 Pfizer vaccine.

Hendricks, who is Nursing Director of Medicine, Cardiac Services and the Tele-sitter Program at the University of Maryland Medical Center (UMMS), happily became the first person vaccinated at UMMS on December 14, 2020.

"I received the vaccine, and am alive, kicking, and here talking about it," said Hendricks who has worked at the hospital for more than two decades. "I feel proud to have been among the first to take it."

Hendricks was among five UMMS frontline healthcare workers who received the COVID-19 Pfizer vaccine as the System begins the process of vaccinating staff members throughout the organization.



Shawn Hendricks Nursing Director of Medicine, Cardiac Services and the Tele-sitter Program at the University of Maryland Medical System, was the first person vaccinated at the institution. Courtesy Photos



Sharon Henry, MD, a Professor of Surgery at the University of Maryland School of Medicine, receiving her first dose of the vaccine.

The Pfizer-BioNTech COVID-19 Vaccine is given as an injection into the muscle. The vaccination series is two doses given three weeks apart.

"I had some soreness at the injection site, but that is well within the norm," she said. "We have to continue to encourage our community at large to get vaccinated. I know the holidays are near and we want to see our family members, but we have to do it differently."

She added, "Gathering is not going to help, because a person might be asymptomatic. It's so important for us to stay home, wear masks and gloves, and use sanitizer. Now that a vaccine is available, take it. That's the only opportunity for us to move into the right direction in terms of normalcy."

According to a hospital official, UMMS received 3,900 doses of the Pfizer vaccine, distributed those across the System, and used every one to begin vaccinating staff. They are expecting a resupply, as well as their first shipments of the Moderna vaccine, and will continue the staff vaccinations.

Hendricks, who is a native of Baltimore City, said her mother spent two months recovering from COVID-19, and that her brother and brother-in-law were also diagnosed with the infection.

"It's tough being away from your family and friends, and not knowing if you are going to live or die. Depression begins to set in. My mother even lost her will to live at one point. Thank God my mom pulled through. She is also a

cancer survivor, and just had a birthday."

For those who prefer to wait longer before being vaccinated, Hendricks said:

"We have been waiting for over a year now. Over 300,000 dead should say enough. Waiting is not a strategy. We know what waiting has done."

Sharon Henry, MD, is a Professor of Surgery at the University of Maryland School of Medicine and is Director of the Division of Wound Healing and Metabolism at UMMC's R Adams Cowley Shock Trauma Center. A Shock Trauma physician for 23 years, Dr. Henry also received the vaccine.

"As a trauma surgeon, COVID has turned upside down the way we do business," said Dr. Henry who also had a family member who was infected with the disease. "So often in the trauma unit, we treat everyone as if they have COVID, and so often we see patients who don't know their history and turns out they have COVID."

Like Hendricks, she strongly encourages others to get vaccinated.

"Science did not take any shortcuts in the production of these vaccines," said Dr. Henry. "Many of the administrative barriers were removed, but Science was not shortcut in any form of fashion."

She added, "After receiving the vaccine, I feel great. There was some soreness, but that has gone away completely. I have not had fever, fatigue, or any of the other side effects that have been described. My understanding is that those may come after the second dose. We will see."

Dr. Henry prescribed the following instructions: "Get the vaccine and do all the things the CDC has been preaching."

She added, "We don't like wearing masks and gloves, and yes, they are not comfortable. But I will put on four masks if I need to in order to prevent the spread of this disease. There are so many at risks right now, and so many who have lost their lives. The benefits outweigh the risks. Waiting is not an option for us at this point. There is light at the end of this tunnel."

Black Woman, Dr. Kizzmekia Corbett, Developed the Scientific Approach to the Coronavirus Vaccine

By Stacy M. Brown, NNPA Newswire
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Dr. Anthony Fauci, the leading infectious disease doctor and director of the National Institute of Allergy and Infectious Diseases, addressed the African American community's fears of accepting the new coronavirus vaccine.

"To my African American brothers and sisters ... this vaccine that you're gonna be taking was developed by an African American woman. And that is just a fact," Dr. Fauci proclaimed during a recent National Urban League event.

Dr. Fauci noted that Dr. Kizzmekia Corbett, a Black woman, has been at the forefront of the vaccine process.

He added that it is vital to recognize the U.S.'s history of racism that's led to great mistrust from the Black community.

Dr. Fauci exclaimed that the vaccine is safe.

"The very vaccine that's one of the two that has absolutely exquisite levels – 94 to 95 percent efficacy against clinical disease and almost 100 percent efficacy against serious disease that are shown to be clearly safe – that vaccine was actually developed in my institute's vaccine research center by a team of scientists led by Dr. Barney Graham and his close colleague, Dr. Kizzmekia Corbett, or Kizzy Corbett," Dr. Fauci stated.

Dr. Corbett, 34, is an accomplished research fellow and the scientific lead for the Coronavirus Vaccines & Immunopathogenesis Team at the



Dr. Kizzmekia Corbett, scientific lead for the Coronavirus Vaccines & Immunopathogenesis Team at the National Institutes of Health (NIH), National Institute of Allergy and Infectious Diseases, Vaccine Research Center.

Courtesy Photo/NNPA

National Institutes of Health (NIH),
National Institute of Allergy and
Infectious Diseases, Vaccine Research

Center (VRC).

According to her biography, Dr. Corbett received a B.S. in Biological Sciences, with a secondary major in Sociology, in 2008 from the University of Maryland – Baltimore County, where she was a Meyerhoff Scholar and an NIH undergraduate scholar. She then enrolled at the University of North Carolina at Chapel Hill, where she obtained her Ph.D. in Microbiology and Immunology in 2014.

A viral immunologist by training, Dr. Corbett is known for using her expertise to propel novel vaccine development for pandemic preparedness. Appointed to

the VRC in 2014, her work focuses on developing novel coronavirus vaccines.

Dr. Corbett has 15 years of expertise studying dengue virus, respiratory syncytial virus, influenza virus, and coronaviruses.

Along with her research activities, Dr. Corbett is an active member of the NIH Fellows Committee and an avid advocate of STEM education and vaccine awareness in the community.

"History books will celebrate the name and achievements of Dr. Kizzmekia Corbett, the Black Woman who was the leader in developing the COVID-19 Vaccine," Barbara Arnwine, president and founder of Transformative Justice Coalition, wrote on Twitter.

"She developed the specific scientific approach to mitigating the coronavirus."

COVID-19 has disproportionately affected African Americans, who make up a large percentage of the more than 290,000 U.S. residents to die from the virus.

One study released by the COVID Collaborative, the NAACP and UnidosUS revealed that 14 percent of Black Americans trust a vaccine will be safe, and 18 percent trust it will be effective.

Much of the concern stems from pervasive racism in medical research and healthcare, notably the 1932 Tuskegee experiment.

"I would say to people who are vaccine-hesitant that you've earned the right to ask the questions that you have around these vaccines and this vaccine development process," Dr. Corbett told CNN.

"Trust, especially when it has been stripped from people, has to be rebuilt in a brick-by-brick fashion. And so, what I say to people first is that I empathize, and then secondly is that I'm going to do my part in laying those bricks. And I think that if everyone on our side, as physicians and scientists, went about it that way, then the trust would start to be rebuilt."



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Ravens Star Calais Campbell Donates \$125K for Baltimore Black Businesses

By Stacy M. Brown

Baltimore Ravens star Defensive End and Walter Payton NFL Man of the Year, Calais Campbell has teamed with The Rockefeller Foundation to help struggling Black businesses in Maryland survive the COVID-19 pandemic.

Through his CRC Foundation, Campbell has pledged a \$125,000 donation to support CLLCTIVLY and its Covid-19 Baltimore Micro-Grant Fund.

This campaign provides financial assistance and strategic advising to Black-owned businesses in Baltimore impacted by the coronavirus.

CLLCTIVLY began in 2015 after the murder of Freddie Gray to create an ecosystem to foster collaboration, increase social impact, and amplify the voices of Black-led organizations in Maryland.

The Rockefeller Foundation, founded in New York in 1913, has pledged \$75,000 to support the program.

With support from both foundations, CLLCTIVLY officials said they'd be able to assist Baltimore's businesses of color through micro-grants and access programs like the CLLCTIV Soup Collaborative, which supports business owners of color through crowdfunding, crowdsourcing, and increased social connections.

The donations also will help the Baltimore Black Led Solidarity Fund, which aims to bridge the gap between capital providers and small businesses.

Funds are also earmarked for the Black Futures Micro-Grants program, a monthly contest designed to support Baltimore Changemakers—local leaders submit videos explaining their business or charitable organization.



Baltimore Ravens Defensive End Calais Campbell shows off his Walter Payton NFL Man of the Year Award

Courtesy Photo/ CLLCTIVLY/William Raymond Communications/NFL

Community members vote to elect the micro-grant recipients.

"CLLCTIVLY just seemed to be aligned with what we, as a foundation, wanted to do," stated Campbell, who in February was honored with the Walter Payton NFL Man of the Year Award.

The award recognizes a football player for outstanding community service activities off the field and excellence on the field.

"They really support Black businesses in Baltimore, and understand that it helps to create jobs," Campbell remarked. "They keep these businesses alive, and increasing jobs are among the best things I think you can do in our communities."

"Right now, a lot of businesses are struggling to stay alive, and they need help. As an individual, I couldn't go and figure out which businesses needed help because there are so many, so it made sense to go through CLLCTIVLY and arm them with some resources to help make a difference."

Campbell added that Black businesses are not only contending with the effects of Covid-19, but with significant under-investment and disinvestment as well.

CLLCTIVLY officials say they want to end the long pattern of philanthropic neglect and under-investment in Black institutions' infrastructure.

"Covid-19 has helped to pull back the curtain and shine the light on the

systemic and structural inequalities that have existed in America for far too long," CLLCTIVLY Founder Jamey Wooten said in a news release. "We are honored to be a recipient of this generous donation from Calais Campbell and The Rockefeller Foundation. This investment will help us to fulfill our mission to be a resource for those that seek to find, fund, and partner with Black-led organizations serving in greater Baltimore."

A poll conducted by the U.S. Chamber of Commerce and MetLife found that two in three (66 percent) minority-owned small businesses are concerned about permanently closing their business due to the pandemic versus 57 percent of non-minority small companies.

Additionally, it found that the number of minority-owned businesses expecting revenue to decrease in the next year has increased fivefold since early 2020.

"We are thrilled to join Calais Campbell in supporting this CLLCTIV in a critical moment for Baltimore's Black-led businesses," said Otis Rolley III, Senior Vice President of The Rockefeller Foundation's U.S. Equity and Economic Opportunity Initiative.

"While Covid-19's impact on Baltimore's already vulnerable communities of color is yet to be fully realized, the need for emergency services, food, rent, utilities, childcare assistance, and mental health services have exponentially grown," Rolley continued. "When Black-led organizations serving Baltimore's Black community are needed most, they too are vulnerable to economic collapse, and we take great pride in working to support these community leaders."

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Ravens playoff hopes are still alive!

By Tyler Hamilton

The Baltimore Ravens have made it to the postseason in each of the years that Lamar Jackson has been the starting quarterback. That came after the team missed the playoffs for three consecutive seasons from 2015-2017.

There have been more than enough obstacles in Baltimore's path to the playoffs this year. The roster was decimated by injuries to key players. A Covid-19 breakout resulted in over 20 players, including the starting quarterback not being able to play in at least one game. However, the Ravens still have a chance to make the playoffs.

At 9-5, they currently sit just outside of the postseason bracket with the No. 8 seed. The Miami Dolphins are the No. 7 seed and hold the same record. The No. 4 - No. 6 seeds are occupied by the Tennessee Titans; Cleveland Browns; and Indianapolis Colts. All of which have a 10-4 record.

With two games left, the race is extremely close. The Ravens have a 77 percent chance to make it to the postseason according to multiple playoff odds trackers. They'll need to win their final two games and have either the Las



Since Lamar Jackson has been the starting quarterback for the Baltimore Ravens, the team has made it to the playoffs. (Above) Wide receiver Marquise "Hollywood" Brown (left) and quarterback Lamar Jackson (right) during the game against the Dallas Cowboys at M&T Bank Stadium in Baltimore on December 8, 2020. Photo Credit: Evan Habeeb/USA TODAY Sports

Vegas Raiders or Buffalo Bills beat the Dolphins.

"Of course, we want to get into the playoffs. So, we know that we need

some help, but the focus, really, for us, is going to be on taking care of our business," said head coach John Harbaugh. "It doesn't matter what anybody else does if we don't take care of our job, and our job is to win. So,

we've got to find a way to win this week—that's 100 percent exactly what we'll be locked in on and focused on. Everything else is not something that we can control, but we can control how we play. We need to play our best football next week to win that game."

Baltimore will host the New York Giants on Sunday, then travel to Cincinnati to play the Bengals in the final game of the season. Like anyone else in their position, the Ravens players are aware of what's at stake over the next couple of weeks. They're mindset is to not look too far into the future.

"We've just got to keep focused on what we have in front of us. We've got the Giants in front of us, now," Jackson said. "We've got to focus on those guys, get on the film, and watch those guys and pray next week, the ones we need to lose, lose, because we've still got to try to get to the playoffs—that's our goal, but one game at a time. We can't peak too soon."

Offensive lineman Orlando Jones Jr. said, "It's pretty simple; the mentality is—the next game. Playing your best the next game, playing your best the next play, to make sure that we put ourselves in the best position at the end of the year."

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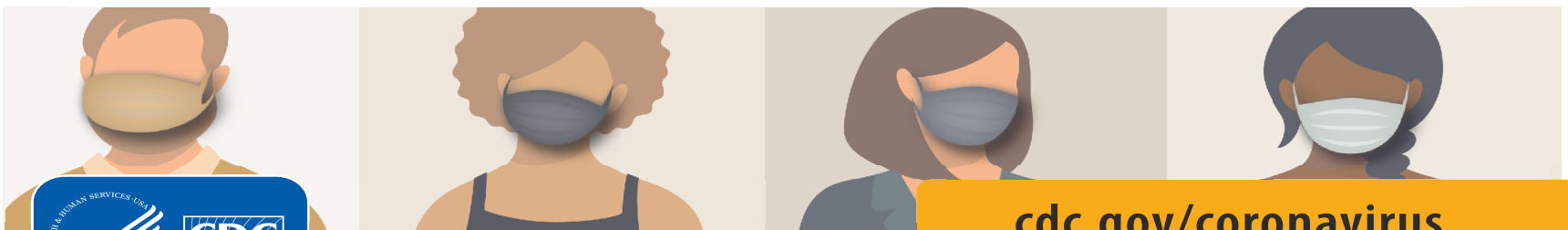
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321378-A

[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

3 Key Steps to Take While Waiting for Your COVID-19 Test Result

To help stop the spread of COVID-19, take these **3 key steps NOW** while waiting for your test results:

1 Stay home and monitor your health.

Stay home and monitor your health to help protect your friends, family, and others from possibly getting COVID-19 from you.

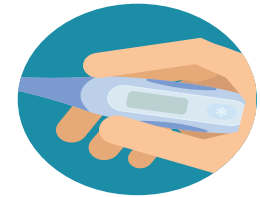
Stay home and away from others:

- If possible, stay away from others, especially people who are at higher risk for getting very sick from COVID-19, such as older adults and people with other medical conditions.
- If you have been in [contact](#) with someone with COVID-19, stay home and away from others for 14 days after your last [contact](#) with that person. Follow the recommendations of your local public health department if you need to quarantine.
- If you have a fever, cough or other symptoms of COVID-19, stay home and away from others (except to get medical care).



Monitor your health:

- Watch for fever, cough, shortness of breath, or other symptoms of COVID-19. Remember, symptoms may appear 2-14 days after exposure to COVID-19 and can include:
 - Fever or chills
 - Cough
 - Shortness of breath or difficulty breathing
 - Tiredness
 - Muscle or body aches
 - Headache
 - New loss of taste or smell
 - Sore throat
 - Congestion or runny nose
 - Nausea or vomiting
 - Diarrhea



2 Think about the people you have recently been around.

If you are diagnosed with COVID-19, a public health worker may call you to check on your health, discuss who you have been around, and ask where you spent time while you may have been able to spread COVID-19 to others. While you wait for your COVID-19 test result, think about everyone you have been around recently. This will be important information to give health workers if your test is positive.

Complete the information on the back of this page to help you remember everyone you have been around.

3 Answer the phone call from the health department.

If a public health worker calls you, answer the call to help slow the spread of COVID-19 in your community.

- Discussions with health department staff are **confidential**. This means that your personal and medical information will be kept private and only shared with those who may need to know, like your health care provider.
- Your name will not be shared with those you came in [contact](#) with. The health department will only notify people you were in close [contact](#) with (within 6 feet for more than 15 minutes) that they might have been exposed to COVID-19.



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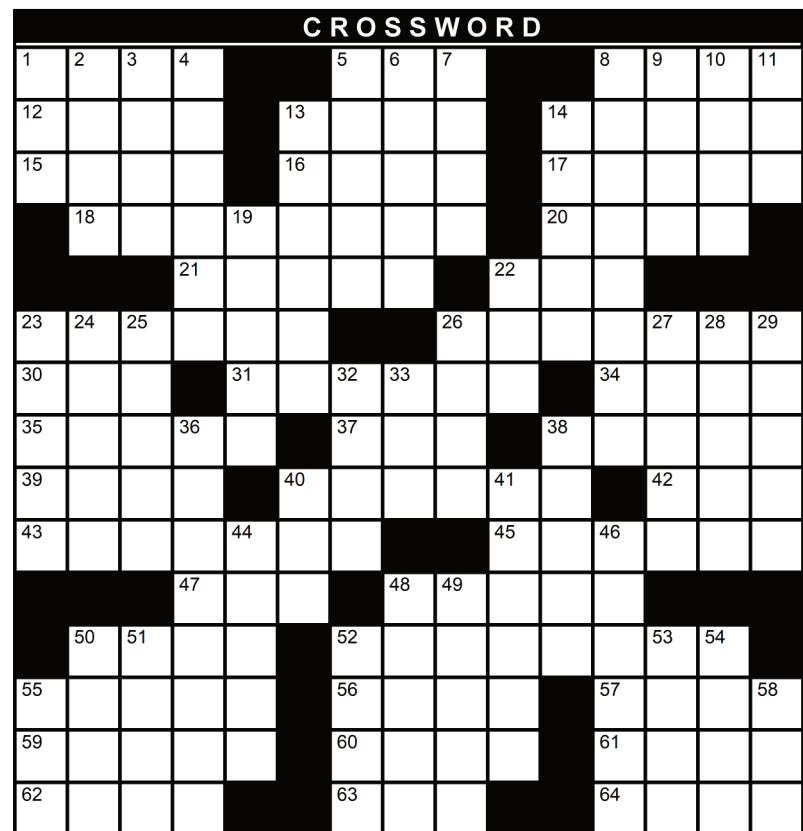
THEME: YEAR IN REVIEW

ACROSS

1. *New wardrobe accessory
5. *RIP, ____
8. Flock's echo
12. Reply from a tunnel?
13. Feline noise
14. Edward Teller's "baby"
15. Beat
16. Competently
17. Savory jelly
18. *Blue vs. red competition
20. One third of a three-piece suit
21. Mailed greetings
22. Long time
23. ____ biloba
26. Anointing oil
30. Nurses' org.
31. Leafy vegetable
34. "Cogito, ____ sum"
35. Mooring spots
37. Bring into play
38. Old Brazilian coins
39. Prefix with 'graph'
40. *Joe's running mate
42. PGA peg
43. What bees did
45. Fixes firmly
47. Summer mo.
48. R in NPR
50. Widespread
52. *WHO's March announcement
55. Cliffside dwelling
56. Drop-off spot
57. Sonic sound
59. Sports figures, e.g.
60. Persian backgammon
61. Water carrier
62. *Late basketball legend
63. * ____ lightning, cause of California wildfires
64. X-ray units

DOWN

1. Copy cats
2. Flu symptom
3. Synagogue
4. 1/100th of a ruble
5. Bid again
6. Western neckwear, pl.
7. Gwyneth, to friends
8. *Like a vote during lockdown
9. What Joy Mangano does on TV
10. Do like exhaust pipe
11. *"Transplant" network
13. ____ of honor
14. It's often wreaked
19. Zoo enclosures
22. Compass dir.
23. Labored breaths
24. *Jared Kushner to Donald Trump
25. Nigerian money
26. Part of an eye
27. About to explode
28. Looked at, amorously
29. Smelling organs
32. Two of the same
33. Philosopher's study
36. *Best Picture Oscar-winner
38. China grass
40. Party barrel
41. Having a cover
44. *What Zoom host does to guests, sometimes
46. Type of jacket
48. "M*A*S*H" character
49. Ticked off
50. *President Trump used this power in 2020
51. United ____ Emirates
52. Be undecided
53. *Caucus state
54. Like most universities
55. Pose a question



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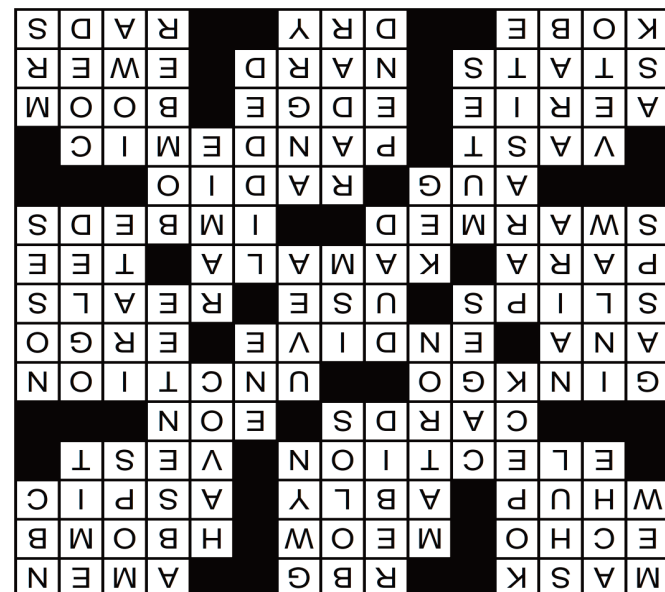
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