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"Dear Black Girl"

High Tea Celebrates Art, Community, and Sisterhood

Dear Black Girl High Tea Awards was held on October 26, 2024 at Creatively Black Baltimore, located at 301 Light Street Pavilion to celebrate trailblazing women who have made significant contributions to the community. Carmen Collins, a 10th grader at the Carver Center for Arts and Technology in Towson, Maryland, was one of the youngest 2024 Dear Black Girl Award recipients. She was recognized for exhibiting creativity through the arts, as well as tenacity and the courage to be her true authentic self.

See article on page 12

Photo: DR Photography



This event was sponsored by Baltimore Office of Promotion; Cuples Tea House; and Reverend Derrick Greene, Green Consulting.

Alsobrooks Makes History with US Senate Victory

By **Doni Glover**
BMORENews.com

(BALTIMORE) - While millions of Americans are still reeling from the idea of another presidential term with Donald John Trump, Democrats in Maryland hold tightly to the victory of Maryland's first Black senator, Angela Alsobrooks. It is indeed a consolation prize in Maryland, a state where Democrats rule 2-to-1. The race was billed as a key to the Democrats' fight to tilt the US Senate.

The Prince George's County Executive, who handily whipped Congressman David Trone in the primary, went on to beat former Governor Larry Hogan, a Republican, in Tuesday's General Election. Although not a surprise for many Alsobrooks supporters, Alsobrooks' efforts were able to overshadow vicious attack ads that challenged her character.

Former Maryland Delegate Clarence "Tiger" Davis said, "Angela's victory is a victory for all of the people in the state of Maryland." He added, "I have nothing but good things to say about her. We took an ass-whipping on Tuesday. So, Alsobrooks' victory is uplifting, although we're facing a dire future. We will be navigating perilous waters for the next four years. That is our existence for now."

Few Alsobrooks supporters out-campaigned Larry Gibson, Alsobrooks' former law professor at the University of Maryland. Gibson used his own money to purchase signs that he posted all over the state, beginning in Baltimore.

Richard DeShay Elliott, a journalist who intensely covered the Alsobrooks campaign from beginning to end said, "The election of Democratic Senate candidate Angela Alsobrooks represents one of the few positive takeaways from the 2024 presidential election."

A Prince George's County resident who has heavily followed politics over the past decade or so added, "In her campaign, she repeatedly emphasized that a vote for Hogan was a vote for a Republican-majority Senate. Marylanders, particularly Black Marylanders, rallied to elect our friend to Congress' upper chamber to reflect our policy goals, represent us with distinction, and serve as a shining example of what the promise of America means to each and every one of us."

Baltimore City Councilwoman Phylicia Porter (10th district), said, "I am elated for Senator-elect Angela Alsobrooks and for Maryland." She continued, "Her remarkable win for Black women in politics is only the beginning to shattering the glass ceiling. I look forward to working with her representing Maryland in the US Senate. I hope to see her work with the Maryland federal delegation for instituting and upholding reforms related to climate change, preserving economic vitality for Marylanders through fair tax structures, grocery prices, and housing, and working to preserve reproductive freedoms."

Donald Morton "Doni" Glover, Emmy-nominated Host/Producer CEO, DMGlobal Marketing & Public Relations, LLC Author, Unapologetically Black: Doni Glover Autobiography (2015) I Am Black Wall Street (2021), Journalpreneur



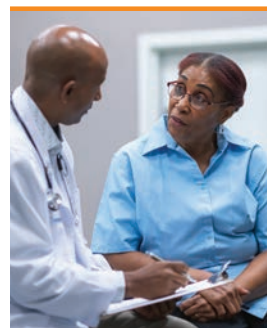
Angela D. Alsobrooks

Photo courtesy of Angela D. Alsobrooks campaign

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To learn more, please visit blaacpd.org.

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About Those Cookies - Part 1: Their History and Origin

By Karen Clay

Clay Technology and Multimedia, L.L.C.

Have you noticed that these days, just about any website you access notifies you of the existence of “cookies?” Sometimes you’re just informed, but often you are given a choice to select the cookies you want to allow. You may have wondered about the impetus for the change and how it impacts you. This two-part article will answer that question and discuss options you have that you may not have known in terms of managing those cookies.

Cookie consent notifications have become an almost ubiquitous part of our online experience. Whether browsing an online store, reading a news article, or simply visiting your favorite blog, you are presented with a cookie banner asking you to make choices about the kind of personal data the website wants to collect. This is largely the result of changes initiated and enforced regarding European data privacy regulations, now known as the General Data Protection Regulation (GDPR) or the “Cookie Law.”

The Origin of Cookies and Their Purpose

So, what are cookies, why are they used, and why do we need to give consent? Cookies originated as a solution to add “memory” to websites. They are small text files that are created via code that are embedded in websites and stored on your device by your browser. Invented in 1994 by Lou Montulli, a Netscape developer, cookies were designed to make web browsing more efficient by providing a way for websites to “remember” you as you navigate between different pages. The idea was to help websites remember your preferences and keep

track of interactions, such as when adding items to an online shopping cart. This innovation was essential to the growth of dynamic web services and e-commerce platforms.

Since then, cookies have become a powerful tool used by website owners for a wide variety of purposes. Cookies come in several different “flavors,” categorized by their type. These include:

1. Session Cookies: Temporary cookies that are deleted once the user closes their browser.

2. Persistent Cookies: Stored on the user’s device for a specified duration, even after the browser is closed.

3. First-party Cookies: Created by the website the user is visiting directly.

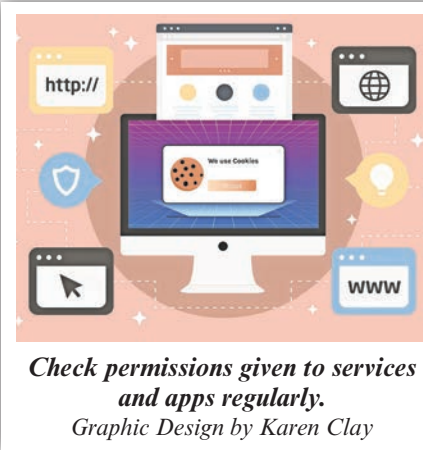
4. Third-party Cookies: Created by other domains (websites), often for advertising or tracking purposes.

Cookies can also be divided by their specific purpose, such as essential cookies, performance cookies, functional cookies, social media cookies, and advertising/targeting cookies. Essential cookies are crucial for the functioning of a website, while performance cookies help website owners understand how users interact with their content. Functional cookies remember user preferences, social media cookies enable social sharing and tracking, and advertising cookies are used for delivering personalized ads. Some examples of the ways in which these cookies are used include things like:

Authentication - keeping users logged in and remembering login credentials.

Personalization - remembering language preferences, website preferences, and user-specific content.

Online shopping - shopping cart management, order tracking, product recommendations.



Analytics - user behavior tracking, site performance monitoring, A/B testing.

Advertising - targeted advertisements, campaign tracking.

Why Cookies Became Regulated

While cookies provide convenience and customization for web users, they also present privacy concerns. Cookies, especially third-party ones, have been extensively used for tracking your behavior across multiple websites, and enabling advertising networks to create highly detailed profiles of your Internet use and behaviors. This level of data collection has led to concerns about the transparency of data use and the erosion of personal privacy.

In response to these concerns, the European Union (EU) enacted the E-Privacy Directive, also known as the Cookie Law, in the early 2000s. The directive was later amended to specify that websites must obtain explicit user consent before placing cookies on their devices and enforced in 2011, marking the beginning of cookie consent banners as we know them today. Users were now given clear notifications about cookie usage and were provided with options to opt in or opt out. Then the General Data Protection Regulation (GDPR), which came into



Karen Clay
Clay Technology and Multimedia
Courtesy, Karen Clay

force in 2018, truly set the bar for user consent, how cookies are used, the kind of cookies users agree to allow, and the ability to opt in/out.

The Benefit to Us

Although the GDPR was passed in the EU, its impact extends far beyond European borders, even affecting US-based websites. The GDPR applies to any entity that processes the personal data of individuals residing in the EU, regardless of where that entity is based. Since many US websites serve international audiences, including EU users, they must comply with GDPR requirements to avoid significant fines. They therefore have opted to implement GDPR-compliant policies globally to streamline their operations and demonstrate a commitment to data privacy. What a benefit to us!

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Mailing Address

The Baltimore Times
2530 N. Charles Street, Suite 201
Baltimore, MD 21218
Phone: 410-366-3900
<https://baltimoretimes-online.com/>



Veterans Day: November 11, 2024

How to Show Your Support for Veterans

Supporting veterans is a worthy endeavor at any time of year, though such efforts tend to be more prominent in November. Veterans Day is celebrated annually on November 11 in honor of the millions of individuals across the United States who are military veterans. The day coincides with holidays such as Armistice Day and Remembrance Day, which are celebrated in other countries and also honor military veterans.

There's no denying that veterans need the support of the people whose freedoms they protect. According to a 2021 study from researchers at Brown University's Watson Institute for International and Public Affairs, the percentage of veterans with disabilities is significantly higher among post-9/11 veterans (40 percent) than it was with veterans from previous eras (25 percent for Gulf War I veterans and 13 percent for veterans of previous wars). Veterans can benefit from support legislated by elected officials in Washington, D.C., but there are also many things ordinary citizens can do to show how much they appreciate the sacrifices veterans and their families have made and will make in the years to come.

- **Visit wounded veterans.** The United States Census Bureau reports that more than one-third of the nearly 3.8 million men and women who have served in the U.S. Armed Forces since September 2001 have a service-connected disability. Many of these individuals are fighting to overcome physical injuries sustained while on active duty. Individuals who want to show their support for veterans can contact their local VA facility to arrange a visit to wounded veterans. Such visits can lift veterans' spirits and reassure them that their sacrifices are both acknowledged and appreciated.



- **Support legislation that supports veterans.** Though it might seem like a no-brainer, legislation to support veterans often faces an uphill battle to get passed. By supporting legislation that ensures veterans get the support they need, individuals can send a message to veterans that they haven't been forgotten and that the very democratic principles they fought to protect are alive and well. Citizens can write letters to their elected officials, urging them to support veteran-friendly legislation, and raise awareness of bills and laws through social media.

- **Help raise awareness about homeless veterans.** Data from the U.S. Department of Housing and Urban Development estimates that approximately 40,000 veterans are homeless on any given night. But that figure doesn't tell the whole story, as the National Coalition for Homeless Veterans notes that, over the course of a year, roughly twice that many veterans experience homelessness. The NCHV believes that programs to assist homeless veterans should focus

on helping them reach a point where they can obtain and sustain gainful employment. In addition, the NCHV feels that the most effective programs are community-based, nonprofit, "veterans helping veterans" groups. Individuals can offer their support to such groups through financial donations or other means so they can continue to ensure no veteran sleeps on the street.

Veterans Day is a time to show veterans that their service and sacrifices are not taken for granted. Visiting wounded veterans and supporting efforts to ensure veterans get what they need to live full, healthy and happy lives is a great way to send the message that veterans are appreciated.



Freebie Veteran Meals, Discounts, and Things to Do on Veterans Day

Compiled by Andrea Blackstone

Veterans Day celebrates and honors veterans of the United States who served in the military. This year, Veterans Day arrives on Monday, November 11, 2024. Parades, complimentary meals, and discounts have been compiled to thank our veterans for their service. Remember to bring your military ID if you decide to participate in Veterans Day offers. Check to confirm location details and requirements. Thank you for your service!

THINGS TO DO

Annapolis, Maryland

Saturday, November 9- Monday, November 11, 2024

Museum of Historic Annapolis, 99 Main Street and William Paca House & Garden, 186 Prince George Street

Historic Annapolis invites veterans to visit sites free-of-charge from Saturday, November 9- Monday, November 11, 2024. Veterans can explore the Museum of Historic Annapolis (open 11 a.m. – 3 p.m.) and take a tour at the William Paca House and Garden (open 10 a.m. – 4 p.m.). Military ID required. See <https://www.annapolis.org/events/veterans-day>.

Baltimore, Maryland

Baltimore City Veterans Day Parade 2024 Saturday, November 9, 2024 12 - 1:30 p.m.

Celebrate veterans on Saturday, November 9, 2024, at the Washington Monument located at 699 North Charles Street, Baltimore, Maryland. Wreath-layings will be held at the Washington Monument and War Memorial Plaza. Enjoy marching bands, Honor Guards, ROTC programs and more. Visit <https://www.eventbrite.com/e/baltimore-city-veterans-day-parade-2024-tickets-1013983962327?msocid=1f7c920a8db76bb71b7b86a58cb06ac3> for details.

Free and Discounted Veterans Day Meals on November 11, 2024

APPLEBEE'S

Veterans, active duty military, reservists, and National Guard military members who dine in-restaurant can receive a complimentary full-size entrée from a menu in celebration of Veterans Day at participating

locations. Find details via: <https://www.applebees.com/en/news/2024/applebees-honors-veterans-and-active-duty-military-with-free-meals-on-veterans-day>

CALIFORNIA PIZZA KITCHEN

U.S. veterans and active-duty service members get a complimentary entrée and drink from a prix fixe menu available on Monday, November 11 when dining in. They will also receive a BOGO offer to redeem between November 12 through November 25, 2024. Military ID required. Read more: <https://www.businesswire.com/news/home/20241021796394/en/California-Pizza-Kitchen-Thanks-Our-Nation%E2%80%99s-Veterans-and-Active-Duty-Service-Members-with-a-Complimentary-Meal-This-Veterans-Day>

DENNYS

Active and retired military enjoy a complimentary Original Grand Slam® breakfast at participating locations nationwide on November 11 from 5 a.m. - noon. Must show valid Military ID or DD214. Visit <https://www.dennys.com/news/dennys-honors-veterans-free-original-grand-slam> for more details.

GOLDEN CORRAL

Golden Corral invites active-duty military, retirees, reservists, guardsmen and veterans to enjoy a complimentary dine-in dinner buffet and beverage on Monday, Nov. from 4 p.m. until close for its Appreciation Night. Read more: <https://www.goldencorral.com/military-appreciation>

GREENE TURTLE

Greene Turtle is serving a free entree up to \$15 value with valid ID this Veteran's Day at participating locations on November 11, including 1407 S Main Chapel Way STE 115, Gambrills, Maryland. See: <https://www.facebook.com/events/1658131924966808> and <https://thegreenturtle.com/promo/military-discount> for other veteran offers.

IHOP

Veterans and active-duty military get a free Red, White, and Blueberry Pancake Combo on November 11, 2024 from 7 a.m. – 7 p.m. Military ID required. Dine-in only at participating restaurants. See: <https://www.ihop.com/en/veterans-day>

LITTLE CAESARS

On Monday, November 11, from 11:00 a.m. to 2:00 p.m., veterans and active military can enjoy a complimentary Lunch Combo (four slices of Little Caesars signature Detroit-style Deep Dish pizza and a 20-ounce Pepsi beverage) compliments of Little Caesars. Visit <https://www.prnewswire.com/news-releases/veterans-day-marks-18th-anniversary-of-little-caesars-veterans-program-302294252.html> for details.

MISSION BBQ

Veterans get a free sandwich on November 11, 2024. See: <https://www.facebook.com/missionbbqtheamericanway/posts/600175439339509/>

OUTBACK STEAKHOUSE

Military veterans and service members get 10% off their entire check all day. Read about a free Bloomin' Onion with Dine Rewards. Military ID required. Read more via: <https://www.outback.com/offers/military-mates>

QDOBA

Monday, Nov. 11, veterans and active-duty military receive 50% off any full-size entrée. Show your active military ID in-restaurant at QDOBA to redeem at participating locations. Visit <https://www.qdoba.com/veterans-day> for more information.

MCCORMICK & SCHMICK'S SEAFOOD RESTAURANTS

Veterans of the U.S. Military, National Guard, Gold Star Parents, Gold Star Spouses and Active Military can enjoy a select half-priced entrée on Sunday, November 10, 2024. Dine-in only. Must show valid ID. Reservations are recommended. Read details via <https://www.mccormickandschmicks.com/event/veterans-day>.

STARBUCKS

Starbucks will offer a free 12-ounce brewed coffee (hot or iced) for veterans, military service members and military spouses at participating U.S. Starbucks stores and licensed locations on November 11. Show your military or veteran ID. Visit <https://about.starbucks.com/starbucks-commitment-to-the-military-community/> for more information.

UNO PIZZERIA & GRILL

Military members, past and present will be honored with a free entrée at UNO. Bring your military or veteran ID on

November 11, 2024. Offer valid for dine-in only. Participation may vary. Check a location near you. See <https://www.facebook.com/photo/?fbid=967807665393655&set=pb.100064932902308.-2207520000>

WHATABURGER

Veterans and active-duty armed forces members in uniform or with a valid ID can stop by any dining room to get a free 16-ounce hot or iced coffee. The offer kicks off on Nov. 11, 2024, and continues daily at participating Whataburger locations. Offer valid in-store only. Visit <https://stories.whataburger.com/free-coffee-for-military-veterans> for details.

MISCELLANEOUS OFFERS FOR VETERANS

VET TIX

VetTix provides sporting events, concerts, performing arts, educational and family activity tickets across the nation to all branches of currently serving military and veterans, including immediate family of troops KIA. VetTixers can sign up online to request tickets to events that interest them, then pay a small delivery fee to receive their free tickets. Service verification required. Visit <https://www.vettix.org/> for details.

T-MOBILE

Active-duty military and veterans get 40% off T-Mobile family lines with their Go5G unlimited plan, 5G access included (40% off additional price for lines 2 to 6 w/AutoPay discount using eligible payment method). See <https://www.t-mobile.com/cell-phone-plans/military-discount-plans> for more information. Military verification required.

WALGREENS

Friday, Nov. 8 through Monday, Nov. 11, veterans, military and their families will receive 20 percent off regular price eligible store items* at Walgreens or Duane Reade drugstores nationwide. Offer requires use of myWalgreens™ and proof of service. See: <https://www.walgreensbootsalliance.com/news-media/press-releases/2024/walgreens-honors-veterans-active-duty-military-and-families-veterans>.

Discover more Veterans Day offers by visiting: <https://news.va.gov/136122/2024-veterans-day-discounts-free-mealshttps://www.military.com/veterans-day/restaurants-veterans-day-military-discounts.html>

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-
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Harrison Buck
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-
NNPA Journalism Fellow



Mattie Moore
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'Dear Black Girl' High Tea Celebrates Art, Community, and Sisterhood

Baltimore, Md. — Black Girl High Tea brought together Black and Brown women on October 26, 2024 to celebrate trailblazing women who have made significant contributions to the community. The event was held at Creatively Black Baltimore— the region's largest pop-up exhibition of Black art—featuring over 80 local creatives and more than 400 works—located 301 Light Street Pavilion.

Attendees toured the latest iteration of “Dear Black Girl – Letters to My Sisters,” an installation by Baltimore multidisciplinary artist Tamara Payne. “My work explores the constructions of marginalized people through multimedia, fashion, public installations, film, assemblage, portraiture, and performance art,” said Payne.

The two-and-a-half-hour reception was filled with poetry, music, and traditional sweet and savory foods served in a café adorned with African textiles. Guests embraced the theme by wearing African textiles and high tea hats, creating a vibrant tapestry of culture and sisterhood.

This event was sponsored by Baltimore Office of Promotion; Cuples Tea House; and Reverend Derrick Greene, Green Consulting.



Awardees (l-r) Marsha Reeves Jews, host publisher-editor WKIM Media Network; Kenyata Hardison, renowned vocalist, director, actress, and educator; Tamara Payne, creator, Dear Black Girl; Tonette Harris, Baltimore native community advocate; and Abisola “Yele” Oladeinde, Fashion Designer and Biotechnologist. Photos: Denzel Photography



(l-r) Awardee Angela D. Wharton, author, speaker and women's advocate; and Tee Kay, Dear Black Girl High Tea Co-Host, poet, speaker, songwriter, fashion designer, and creative director.



(l-r) Awardee Unique Mical Robinson (aka Uni Q. Mical), multimedia performance artist, poet, and professor is pictured with Tamara Payne, host and creator of “Dear Black Girl”



Attendees of the Dear Black Girl High Tea strike a pose in the “Dear Black Girl” exhibition, which served as the backdrop for the event. This event was hosted at Creatively Black Baltimore, the largest regional exhibition of Black art, located at the Baltimore Inner Harbor Light Street Pavilion.



Reverend Derrick Greene, Owner, Greene Consulting and one of the event sponsors, is pictured with youth from Jump Start Community Services and Youth Training, along with the organization’s Executive Director, Jamie Bland. This group traveled from New Jersey to participate in the event.



*One of the many beautifully decorated tables
Photos: Denzel Photography*

Getting to Know Shauna Jackson: A Woman of Color Dominating the Public Relations Space

By Andrea Blackstone

Shauna Jackson, owner of Lamore Lifestyle Public Relations, has been leading her fast-paced public relations business for seven years.

The seasoned publicist with offices in Houston, Texas and Columbia, Maryland recalls embarking upon a new career. Before running her growing business, she previously worked as a dermatology technician and patient care technician on the cardiology unit at University of Maryland Medical Center.

“After doing PR [public relations] work for several of my friends’ businesses as a hobby, people kept telling me I needed to become a full-time publicist. I took on a few campaigns and realized how fulfilling it was,” Jackson explained.

Connecting people came naturally for the entrepreneur who was never afraid to hear the word “no.”

“I was really good at making phone calls and sending emails to inquire about opportunities. I gained experience by representing a few acquaintances and friends of mine for free,” Jackson candidly shared.

The majority of Jackson’s current clients are doctors and medical professionals. She represents a few public figures, beauty brands, and authors. Jackson has also worked with food industry businesses, authors, mental health professionals, and fitness and wellness professionals.

Jackson’s media placements for her clients have included “Essence”; “Ebony”; “Sherri Show”; “Today Show”; “Forbes Health”; “PopSugar”; “Good Morning America”; “Cosmopolitan”; “Business Insider”; “People Magazine”; “Black Enterprise”; and hundreds of others.

The role of publicists and the people who may benefit from their services are not always clearly understood.

“Publicists manage the public image and media relations of individuals or organizations, including celebrities, authors, brands, and companies. We typically work for clients who want to promote their work, manage their reputation, or enhance their visibility in the media,” Jackson explained.

One of the biggest misconceptions that Jackson encounters is when individuals believe that publicists only handle press releases and media contacts.

“We strategize, create narratives, and build relationships to shape our clients’ public images. Another common myth is that we can magically fix any PR issue or make someone famous overnight, but effective communication and reputation-building take time and consistent effort. People often underestimate the level of planning and creativity involved in what we do daily. I set realistic goals with potential clients before being hired,” said Jackson.

Publicists also navigate crises effectively and connect with target audiences, ultimately leading to increased opportunities and success for clients in their respective fields.

Much of Jackson’s work is done remotely, although she does provide in-person media interviews or event support.

Jackson added, “As a publicist, I am responsible for crafting and maintaining a positive public image for my clients. This includes developing press releases, managing media inquiries, and coordinating public appearances. I also monitor media coverage, build relationships with journalists, and provide strategic

advice to clients on how to effectively communicate their messages to their target audience.”

The shortest campaign that Jackson will accept is 12 weeks. However, many campaigns require a six-month commitment. Some clients retain her on a monthly basis, while other clients hire her public relations firm for a short-term media campaign. The campaign fee depends on how many services are needed.

“Some clients are just simply looking for media placement, some reputation management, some need PR for an event that they are having,” Jackson divulged.

A retainer fee is a fixed amount paid regularly monthly for ongoing PR services. It provides clients with consistent access to PR support and strategy. Conversely, a project-based fee is charged for specific campaigns or short-term projects.

“Our firm charges a one-time fee. This fee covers all services rendered for that particular campaign,” Jackson further explained.

Important qualities to look for in a publicist are strong communication skills and solid media relationships. Additionally, a client needs to have a story that is interesting to the public, according to Jackson.

“Just having a great product is good, but PR is not sales, so you need to have something that engages the public to want to have a relationship with you and your brand. Also having high-quality photos helps tremendously because the media will ask for those visuals.”

Great clients communicate openly and provide timely responses for all their media opportunities. Good clients also maintain realistic expectations about timelines and are actively



Shauna Jackson, owner of Lamore Lifestyle Public Relations, has made noteworthy contributions in the public relations field. She helps Black-owned businesses receive the top tier exposure they need to compete in their respective industries.
Photo: Lydia Williams for Diaography

engaged in promoting their brand, Jackson remarked.

Jackson loves what she does as a publicist because it allows her to gain visibility for minority businesses and she helps them to be seen in spaces where they are often overlooked.

“I enjoy crafting compelling narratives that highlight the unique stories of my clients, connecting them with their audience and shaping public perception,” she also mentioned.

Visit <https://lamorelifestylepr.com> to learn more about Lamore Lifestyle Public Relations.

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in Education



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Jennifer Wicks
Aventurine Developers

Greater Baltimore Urban League turns 100

'A Century of Impact, a Future of Promise'

By Demetrius Dillard

Rooted in actionable service that contributes to the upward mobility of Black Americans, the Greater Baltimore Urban League (GBUL) is celebrating a significant milestone, reaching its 100th year.

Baltimore has been a hotbed for civil rights activism for decades, and GBUL can say it is one of the few organizations in the region that has been at the forefront of the ongoing fight for Black empowerment and advancement for the last century.

PAST

The Greater Baltimore Urban League was organized and chartered by the National Urban League in December 1924, and was founded by John R. Cary, Lilian A. Lottier, The Rev. Peter Ainslie and George P. Murphy. The organization was one of the National Urban League's earliest affiliates.

Findings from a study on an extensive survey on the conditions of Baltimore's Black industrial workers, combined with the work of an Interracial Conference established to improve racial attitudes and conditions in health and welfare, led to the birth of the Baltimore Urban League.

Those early efforts laid the foundation for GBUL's guiding principles.

What many may take for granted now – like getting jobs with the fire department or local post office or getting admitted to colleges and universities – were aspirations that Black Baltimoreans had to fight for. Hence, GBUL was a leading force in the fight for equality and opportunity for underprivileged communities.

GBUL has not only merely existed for 100 years but has thrived and made a measurable impact on millions of individuals during that time frame.



Greater Baltimore Urban League's former building. Photos courtesy of GBUL



Four individuals are credited as the founders of the Greater Baltimore Urban League: John R. Cary (top); Lilian A. Lottier (bottom left); Peter Ainslie (bottom center); and George B. Murphy (bottom right)



This photo shows Baltimore Urban League's annual dinner taken in 1957.



Greater Baltimore Urban League

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GBUL's ability to achieve sustained success for 100 years speaks volumes according to Ricky Smith, chairman of the GBUL board of directors.

"I think what it says is regardless of what our community has been going through over that 100-year period, the Urban League was always able to be relevant and to add value to the circumstances that the community is going through," said Smith, who's been the GBUL board of directors chairman since 2021.

"I think that's probably what makes the Urban League such an impactful organization. Over the last 100 years, or since the birth

of the National Urban League, the organization has been able to really understand the issues that are affecting African Americans at a systemic level and develop programming to address those issues."

Some of GBUL's accomplishments down through the years include:

- 1925 – BUL began work to clean up the Lung Block, referring to the area with the highest death rate of tuberculosis in Baltimore.
- 1933 – At the organization's request, six black caseworkers were appointed to the Baltimore Emergency Relief Commission.

- 1940 – BUL member Carl J. Murphy chairs the newly founded Citizen's Committee on Current Educational Problems, which led a presentation to the Board of School Commissioners that documented teacher and classroom supply shortages in Black schools and the need for a vocational school.

- 1949 – BUL conducts the research identifying the need in Cherry Hill for parks and playgrounds; Baltimore Department of Recreation and Parks acquires 31 acres, 12 of which were immediately developed as a park and playground.

See GBUL, page 18



Ricky Smith,
chairman of the GBUL board of directors
 Photos courtesy of GBUL

Award-Winning Internet Safety Expert Helps Parents, Caretakers Protect Kids Online

By **Andrea Blackstone**

Fareedah Shaheed, an award-winning Internet safety expert, helps parents and their caretakers sort through challenges such as online safety, online gaming, browsing the Internet, social media usage, and the proliferation of AI.

“I help parents and caretakers protect their kids online,” the Texas-based business owner explained.

The 27-year-old CEO and founder of Sekuva Protect Kids Online LLC addresses online safety through her Protect Kids Online (PKO) membership; one-on-one calls; original courses; Internet safety campaigns; workshops; and speaking engagements.

Shaheed’s course offerings include Protecting Your Child On Their Phone and Protecting Your Kids from Sextortion Predators and Online Gaming. Her significant contributions and heartfelt work earned her Forbes 30 Under 30 Honoree recognition.

Shaheed’s movement to protect kids online is fueled by her professional background in cybersecurity awareness and threat intelligence, in addition to her background as an “ex child online.”

“I’ve been gaming since I was 13 years old, and I’ve had good, bad, ugly and beautiful experiences. Some of the beautiful experiences are great friendships and people that I’ve met throughout my years that I’m still friends with today.”

Shaheed added, “Then you have the darker side of connecting with predators, people who didn’t mean well to me as a kid. I didn’t know the word for it as a child, but as an adult, I know that I was groomed online. Those experiences really fueled my

passion for keeping kids safe, and then also protecting their innocence and joy online.”

Shaheed was born in Maryland, but her father worked for the American government and got a job in the Middle East when she was eight years old. After moving, Shaheed found herself fascinated by a different culture. During her formative years, gaming sometimes led to chatting with strangers.

“Now, I got to connect with people in different countries and different experiences. So, for me, it was fun, and I loved meeting people.”

When Shaheed returned to the United States before heading to college, she began talking to someone online for a couple of months before events took a dangerous turn.

“At that time, I didn’t know that he was a predator. He told me later on that he was around 40 years old, and I was around 16,” Shaheed said. “I just thought, ‘Oh, I’ll just meet him, and it’s going be fine.’ Of course, I didn’t tell my parents about anything. I was hiding all of our interactions, and I was packing my bags to go meet him at the park.”

An internal feeling tugged at the then-teenager. Before walking out of her door, Shaheed confided in her mother about the intended meeting.

“We had a conversation that changed my life,” she said.

Her mother helped her daughter to process the situation wisely. It changed Shaheed’s perspective of her mother as a parent. She did not feel judged and realized that perhaps she did have a safe space at home. Shaheed did not meet the predator that day. Instead, she began sharing information about online conversations with her mother.

Their new way of bonding led to the creation of the S.A.F.E. Method.

“I wanted to help other parents do what she did in that situation. And then we came up with the S.A.F.E. Method— so that’s Building Safe Spaces, Developing Accountability, Having Fun, and Showing Empathy as a way to keep your child safe online, especially from predators,” Shaheed explained.

These are the core pillars that she now uses to teach others how to keep kids safe. Shaheed stated that non-techie parents and caretakers can play games with their kids, make time to listen to them when they want to discuss online interactions, share moments of their own childhood experiences, and even seek therapy to develop a parental safe space as a part of a strategy to help young people feel more heard and less judged.

Parents can also encourage children to open up by displaying empathy and refraining from making judgmental comments aloud when news stories pop up about kids who have encountered online issues.

“You don’t know what your child is going through online. Your reaction to someone else’s story may make your child not want to talk to you,” Shaheed mentioned.



Fareedah Shaheed “CyberFareedah,” award-winning Internet safety expert teaches Internet safety to parents while centering the need for safe spaces and connection as the foundation to protect kids online.

Photo: Fareedah Shaheed

Additionally, the Internet Safety expert recommends using Common Sense Media (<https://www.common sense media.org/>) as a resource that rates and reviews everything from movies and apps to games for families.

Shaheed taps into her inner child through her work. She simply loves seeing kids have fun and being joyful.

“That’s why I do what I do,” she remarked.

Follow Shaheed via <https://www.instagram.com/cyberfareedah>, subscribe to her YouTube channel <https://www.youtube.com/c/cyberfareedah>, or visit her website: <https://sekuva.mykajabi.com/join-SKM>.

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THE BALTIMORE TIMES

Let's Talk About Prostate Health: A Healthy Man, A Healthy You!

By **Andrea Blackstone**

Mentioning the word “cancer” can create feelings of uneasiness or fear, but raising awareness about prostate cancer treatment, prevention and screening can save or extend a man’s life. It is important to encourage men in our circles and communities to check up on their health, including prostate health.

“Prostate cancer is the most common cancer and the second leading cause of cancer death among men in the United States,” the National Cancer Institute at the National Institutes of Health <https://www.cancer.gov/types/prostate> reported.

Dr. Kre Trimble Johnson, DO (a Doctor of Osteopathic Medicine) specializes in family medicine. Male patients of color are among patients that she serves through her business, Brownstone Healthcare. Dr. Johnson discussed prostate health to keep men informed about this important issue.

But first, it is essential to understand what the prostate is and what it does. The prostate is a small, walnut-shaped gland that includes the penis, scrotum, and testicles. It is part of the male reproductive anatomy.

“The prostate makes fluid that goes into semen, which is a mix of sperm and prostate fluid. Prostate fluid is important for a man’s ability to father children,” NIH explained.

A PSA test, known as the prostate-specific antigen test, tests for prostate levels in the blood.

“Men over 40 should have this level tested once a year. If the level is greater than four then you will need to see a urologist for further testing. This test is done with routine blood work at your primary care or urologist office,” said Dr. Johnson.

Black men are at a higher risk of being diagnosed with prostate cancer.

Memorial Sloan Kettering Cancer Center <https://www.mskcc.org/news/things-black-men-should-know-about-prostate> stated that “Black men are 70 percent more likely to develop prostate cancer in their lifetime and twice as likely to die from the disease.”

“The reasons are not fully understood, but some risk factors are genetics, diet, obesity, and smoking,” Dr. Johnson explained.

She added that other risk factors that heavily affect prostate cancer in addition to family history are the lack of physical activity and obesity. Positive lifestyle changes that can aid in prostate health are engaging in rigorous exercise most days of the week, weight loss, and cutting back on alcohol and smoking. Men should avoid processed meats, sugary foods, foods high in unsaturated fat and red meats, according to Dr. Johnson.

Although lifestyle changes can help a man with his prostate health, more factors can influence the matter.

“A diet high in vegetables and low in animal fats may help decrease the risk, but remember, if you have a high family history of prostate cancer, then all the diet and exercise in the world can’t combat that,” Dr. Johnson added.

She also stated that signs that men should see a doctor regarding their prostate health include having more nighttime urinations beyond twice in a night, and noticing a change in urine stream, such as dribbling or simply slowing.

An enlarged prostate, known as benign prostatic hyperplasia (BPH), is due to something other than cancer, per information provided by NIH.

“BPH is the most common prostate problem in men older than age 50.”

Dr. Johnson remarked that the cause of an enlarged prostate is not truly known.

“There are factors like aging and hormone changes that can affect prostate enlargement. As the prostate enlarges or thickens, there are symptoms of frequent urination and changes in urinary stream including urgency,” she stated.

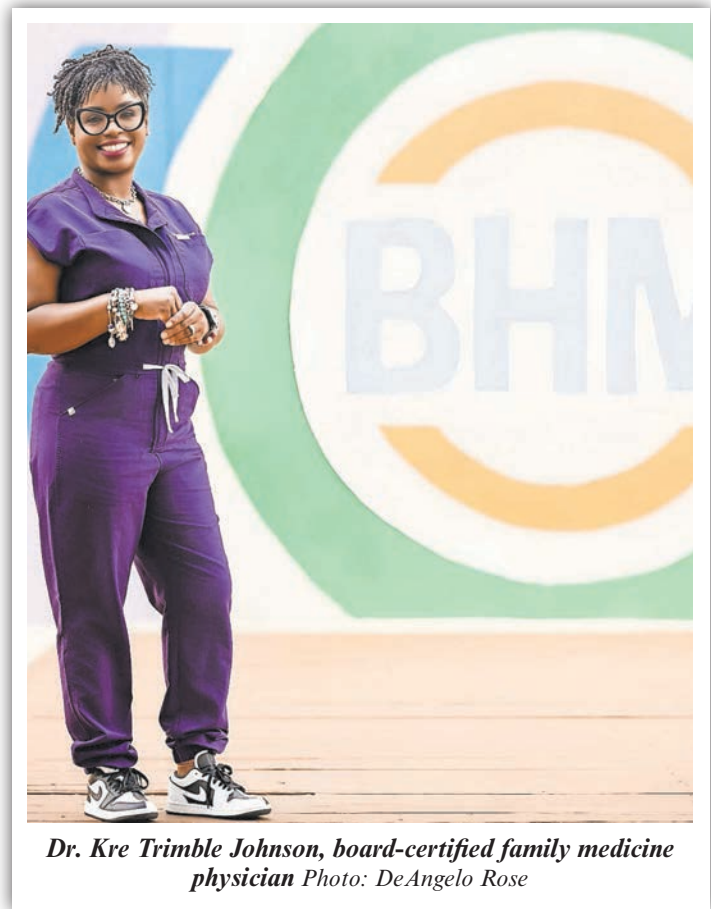
She pointed out that limiting alcohol consumption and smoking may help with prostate enlargement issues as well as exercising, improving diet, and losing weight.

“Your doctor may prescribe a 5-alpha reductase inhibitor medication to help shrink the prostate as well,” Dr. Johnson added.

Men should get annual checkups and pay attention to their prostate health.

“It is very important to start getting your annual men’s checkup at 40 years old if there is no family history of prostate cancer. If you have had a family history in a close family member, then you will need to start screenings 10 years prior to their age of diagnosis,” Dr. Johnson explained.

If a man has a prostate problem, early detection of prostate cancer increases his chances for better treatment outcomes, and an increased chance of survival.



Dr. Kre Trimble Johnson, board-certified family medicine physician Photo: DeAngelo Rose

Men should note that prostate cancer can be slowed down.

“Prostate cancer can be slowed down by treatment with hormone blockers, radiation, or removal of the testes. The goal is to lower the testosterone hormone in the body,” said Dr. Johnson.

She added, “It is an illness that with early detection and treatment men can go on to live long lives.”

Visit www.brownstonehealthcare.com to learn more about Dr. Johnson and Alabama-based Brownstone Healthcare.

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GBUL

Continued from page 13

- 1970 – The National Urban League establishes a census project in 10 cities, including Baltimore, to reverse the Black undercount.

Between World War I and the Civil Rights Movement, dozens of similarly missioned groups emerged that were aimed at the all-around betterment of Black Americans socially, politically and economically. However, the Urban League found ways to carve out a unique role during its early days, Smith said.

“Whatever issues were plaguing our community, they worked hand-in-hand with other organizations to shed light on those issues. But the Urban League has always been effective in putting programs in place to try to correct those issues,” Smith said.

“And I think that’s what separates the Urban League from other similarly missioned organizations. The Urban League really hones in on the services that are necessary instead of just shedding light on those issues.”

PRESENT

GBUL’s mission has remained the same, but its efforts have evolved in accordance with the challenges, demands and needs of the Black community over time. For instance, the 21st century has garnered major attention on generational wealth, entrepreneurship and STEM opportunities for minorities. GBUL and many other Urban League chapters have implemented programming that caters to those specific points of emphasis.

“Today, the focus is more on how can we become gainfully employed, how can we become leaders in these roles and how can we become leaders in our community?... Today you find the Urban League focusing a lot more on things like wealth creation,” said Smith, also the CEO and executive director of the Maryland Aviation Administration.

“The Greater Baltimore Urban League now is focused on positioning its people to create generational wealth, so you’ve seen that evolution over that 100-year period.”

Among the numerous initiatives that GBUL established, the Raymond V. Haysbert Sr. Center for Entrepreneurship and the Black Restaurant Accelerator Program are just two ways the organization is carving a path forward for the next generation’s leaders.

GBUL also has programming centered around youth education, workforce development, job opportunities and more.

In June, the organization launched its centennial celebration campaign, which is labeled “A Century of Impact, A Future of Promise,” through special community events, a short biographical documentary, a signature golf tournament in October and a special gala on Nov. 9.

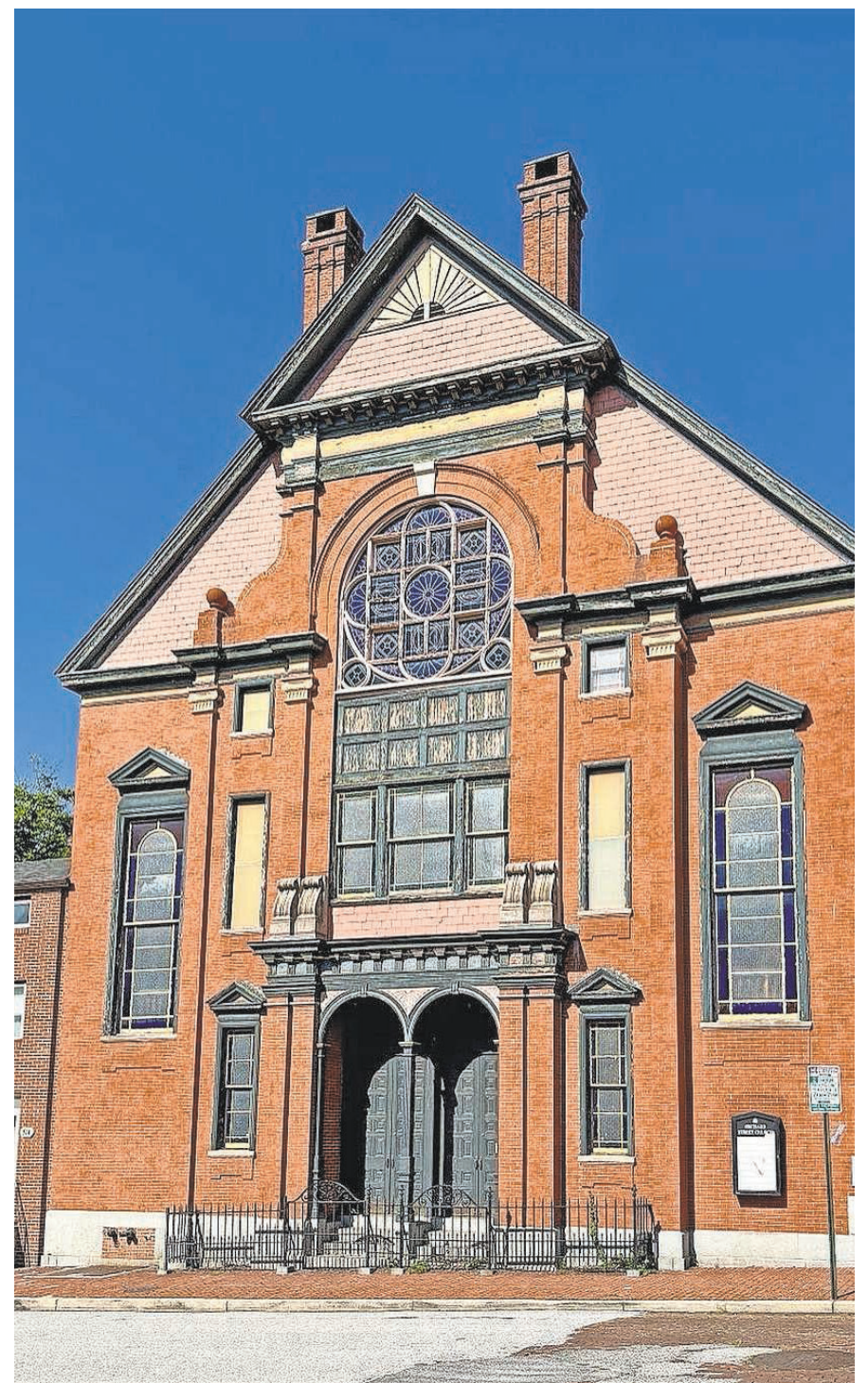
The campaign will also spotlight local and national leaders who have empowered Black communities in the Greater Baltimore region, according to GBUL’s website.

As it endeavors to build upon its remarkable milestone in years to come, GBUL recently launched a new strategic plan that sets the organization’s agenda and priorities for the next five years (2025-2030). The new CEO, who will be announced at the upcoming centennial gala, will lead the charge in bringing the strategic plan to fruition.

Some of the goals of the new comprehensive plan (titled “Legacy Reimagined”) include:

- Influencing public policy on urban development and social equity as a thought leader
- Advancing financial empowerment and wealth creation
- Enhancing organizational viability
- And promoting community

The search process for GBUL’s new top executive has taken several months after the departure of former CEO Tiffany Majors. At its upcoming



The Orchard Street Church, located in Baltimore’s historic Seton Hill community, is a living community center, housing the Greater Baltimore Urban League administrative offices, program space and community meeting space.

Courtesy photo

100-year anniversary gala, the new CEO is expected to be in attendance, according to Smith.

GBUL’s centennial gala is scheduled for Nov. 9, 2024 from 6-10 p.m. at the Hilton Baltimore Inner Harbor.

THE BALTIMORE TIMES

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- NOV 23 THE GICLEE PROCESS W/ JEFF SALVA 1 - 2PM
- DEC 15 KHAETA EMERSON 2 - 6PM
- FEB 9 LINDA TICKER ACRYLIC POUR 2 - 4PM

MONDAY - THURSDAY:

(BY APPOINTMENT)

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SAT: 1P - 7P

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Legendary Producer Quincy Jones Dies at 91, Leaving a Monumental Legacy in Music and Culture

By Stacy M. Brown

NNPA Newswire Senior National Correspondent

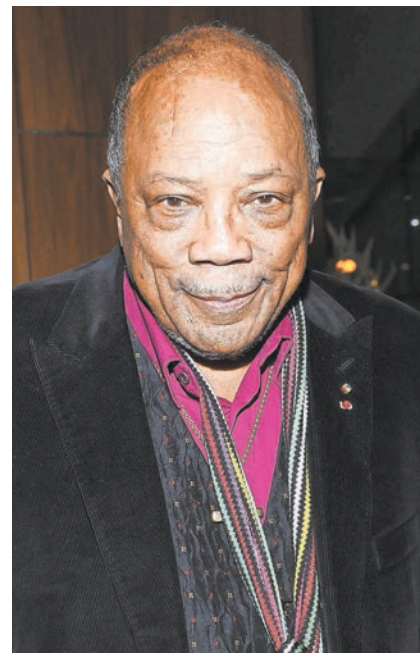
@StacyBrownMedia

Quincy Jones, the record producer, arranger, and cultural trailblazer whose influence spanned more than seven decades, has died at 91. His publicist, Arnold Robinson, confirmed his death in a statement, noting that Jones died peacefully at his home in Bel Air. The statement did not specify the cause.

Known for producing Michael Jackson's landmark albums, "Thriller" and "Bad," Jones's career far exceeded even those iconic works.

Jones transformed genres, introduced new styles, and championed Black artistry in a largely segregated industry. The Rock and Roll Hall of Fame, which inducted him in 2013, called him a "Jack of All Trades" but noted that Jones "excelled at every role he took on." His contributions as a record producer, arranger, composer, and performer reflect a boundless curiosity that kept him at the cutting edge of music across generations. His presence shaped countless albums, film scores, and even social movements, making him a bridge between jazz, R&B, pop, and hip-hop and between Black and white audiences.

Jones began as a jazz trumpeter, arranging for bands like Count Basie's and becoming a respected composer in his own right. His compositions for films, including "The Pawnbroker" and "The Color Purple," displayed his extraordinary range, mixing classical, jazz, funk, and Afro-Cuban influences. His television scores, such as those for



Quincy Jones

Photo: Creative Commons License

"Sanford and Son" and "Ironside," brought Black music to mainstream audiences, shaping a generation's auditory landscape.

The three Jackson albums Jones produced — "Off the Wall," "Thriller," and "Bad" — stand among his most famous works. The albums broke sales records and redefined the global pop music industry, bridging racial divides and setting new standards for production. But Jones's career had already reached milestones before those records. He had become the first Black vice president at Mercury Records in 1964 and had garnered critical acclaim for his arrangement of Count Basie's "I Can't Stop Loving You." Over time, he received 28 Grammy Awards from 80

nominations, a record surpassed only by a few.

Born in Chicago on March 14, 1933, Quincy Delight Jones Jr. faced a childhood filled with challenges and resilience. According to his official biography, Jones was primarily raised by his father, a carpenter, after his mother was diagnosed with schizophrenic disorder. Moving to Seattle in his early teens, he honed his craft in a music scene as diverse as his musical inclinations. By 15, Jones had already earned a spot in Lionel Hampton's band, launching a career that would take him across the globe and into the company of jazz greats like Dizzy Gillespie and Ray Charles, who would become a lifelong friend and collaborator.

Jones's time as a jazz bandleader and arranger in the 1950s established his name in elite music circles, but his ambitions led him into film and television scoring, where he created iconic soundtracks. Throughout the 1960s and 70s, Jones's music could be heard in theaters and living rooms, with scores for films like "In Cold Blood" and "The Deadly Affair" and contributions to Alex Haley's "Roots," the celebrated mini-series. His soundtrack for "The Color Purple" in 1985, adapted from Alice Walker's novel, remains a cultural milestone.

In 1985, Jones united more than 40 of the world's biggest music stars for the charity single "We Are the World," raising awareness and funds for famine relief in Africa. The project's success further cemented his reputation as a visionary capable of bridging divides for a greater cause. His label, Qwest, produced a roster as diverse as his

interests, featuring artists from George Benson to the experimental jazz saxophonist Sonny Simmons.

Through the 1990s and 2000s, Jones expanded his reach beyond music, producing television hits like "The Fresh Prince of Bel-Air" and the magazine "Vibe." In his later years, he remained active, working on projects that celebrated his love for jazz and hip-hop alike. In 2022, he collaborated with The Weeknd on "Dawn FM," delivering a spoken monologue reflecting his decades of life and artistry. His work became a rich tapestry, woven with threads from every major genre and cultural moment in modern American history.

"He always is soaring ahead and doesn't like to look backwards," Oprah Winfrey said of him during his Rock and Roll Hall of Fame induction.

Jones leaves behind seven children: Jolie, Kidada, Kenya, Martina, Rachel, Rashida, and Quincy III in addition to his brother Richard, sisters Margie Jay and Theresa Frank.

We love to hear from our readers!

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REQUEST FOR PROPOSAL - PROJECT NO. 1391 BALTIMORE CITY STORMWATER MASTERPLAN

The City of Baltimore Office of Engineering and Construction (OEC) has been authorized to request the Office of Boards and Commissions (OBC) to advertise Project 1391 for the selected services for the City of Baltimore from qualified Professional Engineering firms. It is the expectation of the City's that interested firms providing these services must demonstrate and document the following services for the City Of Baltimore.

Scope of Work

The proposed project will develop a masterplan for stormwater utility in Baltimore City over the next 20-year period. The project scope will include data gathering, compilation and evaluation of existing stormwater data, review of available condition assessment data, development of ratings system for prioritization for R&R, including capacity and remaining useful life, limited hydraulic modelling, determination of appropriate level of service, gap analysis, etc. The proposed project will help the City to have a cohesive approach to the Stormwater Utility needs in the medium to long term.

The firms interested in providing these services must demonstrate and document the following:

1. Expertise in developing Masterplans for utilities similar in size to Baltimore City, and shall have a minimum of: Five (5) year experience in developing masterplan for utilities
Two (2) unique masterplan development projects executed for public utilities for similar scope, which included a separate storm sewer system.
2. Details of the firm's prior relevant projects that demonstrate above mentioned experience, which shall also include contact names and phone numbers to facilitate reference checks.
3. Experience in identifying gaps in current

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processes and data systems which are critical informing potential policies, program enhancements, and capital improvement projects related to the Stormwater System.

4. Experience in analyzing asset inventory and condition assessment data from various sources related to the Stormwater System.
 5. Experience in evaluating and integrating output from various hydraulic, hydrologic, and ecological models.
 6. Knowledge of current and potential regulations influencing the City's Stormwater System related to both water quality and quantity.
 7. Experience in conducting stakeholder engagement events to develop Level of Services and Logic Workflows for the Stormwater System that can incorporate equity, climate change projections, development trends, ecological conditions, current City plans and priorities, and other socio-economic-environmental factors.
 8. Experience in identifying and prioritizing areas of concerns and developing a decision-making and prioritization framework for enhanced operations and CIP projects, which includes alternative project analysis; full life-cycle cost analysis; and recommendations for DPW's integrated planning framework.
 9. Experience in evaluating current and projected staffing, equipment, training, and technology needs to implement the Masterplan.
 10. Experience in evaluating the current fiscal condition of the stormwater enterprise fund and assisting in development of financial models to identify revenue requirements and financing opportunities to implement the Masterplan in consideration of rate payer affordability.
 11. Experience in developing and managing an overall contract team with both Minority and Women Business Enterprises.
- The City intends to select the services of one (1) firm for a period of two (2) years, with an option for extension at City's discretion, for a fee not to exceed \$1,500,000.00 for each selected firm. The Office of Engineering and Construction reserves the right to have a second interview with eligible consulting firms. Notwith-

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standing the two (2) year duration of the project, the City's expectation is that the selected firm shall complete the masterplan development within a period of one (1) year.

DPW encourages all contracting firms that have the experience and capacity to work on this scope to submit their proposals. All firms must demonstrate and document their capacity and resources to deliver the required services on time. Projects must comply with the 2006 edition of "The Specifications for Materials, Highways, Bridges, Utilities and Incidental Structures". City personnel will utilize the City of Baltimore Guidelines for the Performance Evaluation of Design Consultants and Construction Contractors for this contract/project.

Should you have any questions regarding the scope of the project, please contact Mr. Pramod KC at 410-396-0009 or by email at Pramod.kc@baltimorecity.gov

All firms listed in the specific proposal for the Project **must** be prequalified by the Office of Boards and Commissions for **each** applicable discipline at time of submittal for this Project. Any construction contractor listed in the specific proposal for the Project to perform work in an existing prequalification category must also be prequalified. *A copy of the prime and sub consultant's current Prequalification Certificate should be included in the bid submittal package.* Information regarding the prequalification process can be obtained by calling the Office of Boards and Commissions on 410.396.6883.

Submittal Process

Each Firm responding to this Request for Proposal (RFP) Project #1391 is required to complete and submit an **original** Standard Federal Form (SF) 255 / 330 unless otherwise specified in this RFP. Provide one **(1) original** submittal, along with **five (5) additional** copies to the Office of Boards and Commissions at **4 South Frederick Street, Baltimore, Maryland 21202** on or prior to the due date by **NOON Friday, 12/13/2024**. Submittals **will not be accepted after the due date (NOON) and cannot be emailed**.

The Federal Standard Form (SF) 255 **cannot** be supplemented with additional pages, or additional information such as graphs, photographs, organization chart, etc. All

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such information should be incorporated into the appropriate pages. Applications should not be bound; simply stapled in the upper left-hand corner. Cover sheets should not be included. Inclusion and/or submittal of additional material may result in the applicant being disqualified from consideration for this project.

Firms interested in submitting a proposal for this Project, shall address a "Letter of Interest" to the Office of Boards and Commissions, or you may email: OBC.consultants@baltimorecity.gov. Letters of Interest will be utilized to assist small minority and women business enterprises in identifying potential teaming partners and should be submitted within five (5) days of the date of the project's advertisement. The Letter of Interest must provide the name and number of your firms contact person. Failure to submit a "Letter of Interest" will not disqualify a firm submitting a proposal for the project.

Only individual firms (including, for example, individuals, sole proprietorships, corporations, limited

liability companies, limited liability partnerships, and general partnerships) or formal Joint Venture (**JV**) may apply. Two firms may not apply jointly unless they have formed a joint venture.

COSTS OF RFP RESPONSE

There will be no payment or compensation provided to firms' who desire to participate in any part of the submission. All expenses related to the preparation of a response, including additional requested information, interviews, and any other necessary information, will be the sole responsibility of the firm. The City, its staff, or its representatives will not be responsible for reimbursing any costs or expenses incurred as a result of providing a submission to this RFP.

MBE/WBE Requirements – Mayor's Office (SMBA&D)

It is the policy of the City of Baltimore Mayor's Office of Small and Minority Business Advocacy & Development (SMBA&D) to promote equal business opportunity in the City's contracting process. Pursuant to Article 5, Subtitle 28 of Baltimore City Code (2000 Edition) – Minority and Women's Business Program, Minority Business Enterprise (MBE) and Women's Business Enterprise (WBE) participation goals apply to this contract.

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