



Vol. 25 No. 37

July 14 - 20, 2017

The Annapolis Times

A Baltimore Times/Times of Baltimore Publication

NAACP Annual Convention Convenes in Baltimore



Beginning Saturday, July 22, 2017 the NAACP will host its 108th annual convention in Baltimore. The five-day convention features a robust series of seminars, committee meetings, workshops, exhibits and panel discussions, augmented with inspiring keynote addresses from key NAACP leadership, civil rights and faith leaders, media, youth and political influencers. The convention will be held from July 22-26, 2017 at the Baltimore Convention Center, located 1 W. Pratt Street, Baltimore, Maryland, 21201. Visit naacpconvention.org for more information. (See article on page 13) Courtesy Photo

Mental resiliency for life's success

By The Nucleus Team
of Positively Caviar, Inc.

Have you ever wondered what separates successful people from unsuccessful people? Why do some people accomplish their goals while others fail?

It's not their SAT scores, straight A's through school, "smart genes," natural intelligence or attending a prestigious university—the only difference between successful people and unsuccessful people is grit and mental resiliency.

Grit, by definition, is strength of character. It's the persistent desire to overcome obstacles and adversity through discipline, passion and resilience. The Art of Grit exists in all human beings and it's our job to find this hidden power to achieve our goals, ambitions and desires in life. Anyone can develop grit and mental resiliency, which virtually means anyone can be successful.

An article a while back about a study conducted by Angela Duckworth, a researcher at the University of Pennsylvania, who wanted to find out the attrib-

utes that determine whether cadets entering classes at the United States Military Academy, West Point would be successful or not. During their first summer on campus, the class is put through harsh assessments called "Beast Barracks," to test each cadet's mental, physical and emotional limit. Many people automatically presume that the cadets who were bigger, faster, stronger and more intelligent were the ones who were successful in completing this training. This was not true.

Duckworth found something very fascinating. As she tracked 2,441 cadets from two incoming West Point classes, she recorded their SAT scores, West Point Leadership Potential score, physical aptitude tests and Grit Scale, which measures perseverance and passion for long-term goals.

Here is what she found out: It wasn't their strength or mental capacity that accurately predicted if a cadet would complete the brutal tests—it was their grit or mental resiliency.

It was their perseverance, consistency and passion to achieve their long-term



The Nucleus Team of Positively Caviar (left to right) Jean Claude Louis-Charles III, Shayma Sulaiman, Nikki Abraham and Chazz Scott
Courtesy Photo

goals that truly made the difference.

It's stated in the research that cadets who scored higher on the Grit Scale were 60 percent more likely to finish the Beast Barracks as opposed to their peers.

It was their mental resiliency and pure will power that separated the successful cadets from the unsuccessful ones. It had nothing to do with their natural talent, genetics or even intelligence.

What does this mean? This means the power to become successful in every aspect of your life stems from the persistent desires that are literally embedded in every human being.

You don't have to be more courageous, more talented or even more intelligent to be mentally tough—you just have to be consistent. If there is a goal or something that you want to accomplish, continue to remind yourself that the power to achieve is within all human beings.

Once you realize the true power that exists within you, you will become unstoppable in every aspect of your life. Regardless of how many obstacles the world may throw at you, continue to

stand strong and tall without backing down. Your life is a series of small steps toward a larger goal. Consistency, mental resiliency, grit, passion, perseverance and discipline are the attributes of every successful human being.

Finding this extreme willpower and building mental resilience is critical in order for you to become the best person that you are destined to be. The power already exists in you; now it's your job to pull it out and use it to the best of your abilities.

Positively Caviar, Inc. is a 501(c)(3) not-for-profit organization focused on intensifying the message of positivity and optimism in our digitally centric lives in the Mid-Atlantic region. Each month the Nucleus Team will publish a column that focuses on mental and physical health tips, scientific studies, nutrition facts and stories that are positive in nature to support a purposeful and positive lifestyle. To learn more about Positively Caviar, Inc., visit: staybasedandpositive.com

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The Annapolis Times
(USPS 5840) is published every Friday by **The Baltimore Times/Times of Baltimore**, 2513 N. Charles Street, Baltimore, MD 21218. Subscriptions by mail \$60 per year. Standard bulk postage paid at Baltimore, MD 21233.
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BLACK FRIDAY IN JULY SALE PRICES IN EFFECT 7/12-7/17/2017.



Guest Editorials/Commentary

New NNPA Chair Talks about Every Student Succeeds Act

By Lynette Monroe, Program Assistant
NNPA/ESSA Media Campaign

Dorothy Leavell, the newly-elected chairwoman of the National Newspaper Publishers Association (NNPA), said that she wants the NNPA to be the principal source of information for the black community concerning the implementation of the Every Student Succeeds Act (ESSA).

The NNPA is a trade group that represents more than 200 black-owned media companies in the United States that collectively reach more than 20 million readers in print and online every week.

President Barack Obama signed ESSA into law in 2015. ESSA, which reauthorizes the landmark Elementary and Secondary Education Act of 1965, received bipartisan support in the United States Congress. ESSA replaces the No Child Left Behind Act and gives states more flexibility in crafting high-quality educational programs for their students.

The NNPA received funding from the Bill and Melinda Gates Foundation to increase awareness about ESSA with a focus on engaging Black parents.

Leavell, who is also the publisher of the Crusader Newspaper Group, stressed the need for parents to get more involved in their children's education.

"We are endeavoring to ensure that our community is aware of the advantages and opportunities that go hand-in-hand with parental engagement," said Leavell.

Leavell has been a member of the NNPA for more than 50 years and previously served as president of the NNPA from 1995-1999.

Leavell said that she is looking forward to working with Dr. Benjamin Chavis, the current president and CEO of the NNPA and Dr. Elizabeth Primas, the program manager for the NNPA/ESSA media campaign, to facilitate conversations about parental engagement.

The new chairwoman added that the NNPA supports efforts to reduce the current academic achievement gap between Black and White students and to help black students compete on a global scale.

Favoring an up-front leadership approach that prioritizes the needs of NNPA member publications, Leavell said that the NNPA national office will continue to engage, educate, and inform NNPA members about ESSA to ensure their readiness in advocating for opportunities presented in the national educational law.

To learn more about the Every Student Succeeds Act, visit: nnpa.org/essa.



Dorothy Leavell
Chairwoman NNPA
Photo Credit: Freddie Allen AMG/NPNA

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Community Affairs

Volunteers of America Chesapeake collecting backpacks, school supplies for kids in need

Lanham, Md.— Volunteers of America Chesapeake kicks off its Operation Backpack initiative later this month, working to ensure low-income students from around the Baltimore-Washington region have access to supplies they need to be successful in school.

Operation Backpack, which began in 2011, works with the public to collect and distribute backpacks filled with school supplies to children living in Volunteers of America Chesapeake's homeless shelters in the District of Columbia, Maryland and Virginia.

Throughout the year, Volunteers of America Chesapeake serves an average of about 500 homeless children. In the six years Volunteers of America Chesapeake has run the program, Operation Backpack has given more than 6,000 boys and girls new backpacks complete with grade-specific supplies to help them start the school year off ready to learn.

This year, Volunteers of America Chesapeake is offering those who want to get involved, the chance to host a backpack

pack day at their office, church or another location of their choosing.

Groups are encouraged to go online to <https://www.voachesapeake.org/backpack>, where they can input a donation amount. Then, supplies will be shipped to their location and they can arrange the backpacks themselves. For just \$25, donors can help a child start kindergarten with a backpack filled with all the necessary supplies. For \$50, a middle school student will be able to start the school year with a new backpack filled with all the supplies he or she may need.

"Homelessness can be especially tough on school-aged children whose parents may struggle to provide their children with the materials they need. One of the most devastating consequences of homelessness is the impact it has on children's education," said President /CEO of Volunteers of America Chesapeake Russell Snyder. "The goal of Volunteers of America Chesapeake's Operation Backpack is to ensure that the homeless children we serve return to school prepared to be successful. We are thrilled that the Redskins have signed on to help us provide children with a level playing field despite their living situations."

For more information about Operation Backpack and to find a donation location, visit www.voachesapeake.org.

Page Opposite/Commentaries

Black families believe racial inequality growing in U.S. schools

By Bria Nicole Stone
NNPA Newswire Contributor

Black families overwhelmingly believe that their schools are underfunded, and that racial inequality is growing, according to a poll conducted by The Leadership Conference Education Fund and the Anzalone Liszt Grove Research firm.

The Leadership Conference Education Fund, which is the education and research arm of the Leadership Conference on Civil and Human Rights, developed the poll to "explore how black and Latino parents and families view the American education system's success in educating their children," according to a press release about the survey.

The poll revealed that 90 percent of black parents and families believe schools in black communities are underfunded compared to white communities.

The poll also showed that almost 75 percent of black parents and families believe that the education black students receive is worse than what white students.

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A report about the poll said that, "Among black parents and family members whose child's teachers are mostly white, only 42 percent believe that schools are trying their best to educate black students, 16 points below the share of those whose children have mostly black teachers."

Liz King, the senior policy analyst and the director of education policy for The

Republicans in the United States Congress continue to chip away at ESSA, making it harder for states to clearly define those commitments.

In March, Republicans voted to roll-back accountability measures established by the Obama Administration, Education Week reported.

"The Obama-era accountability rules, finalized late last year, set ground rules

"In the report, researchers with the Leadership Conference Education Fund said that the findings of the 'New Education Majority' poll, should be a clarion call for advocates and policymakers who must come to terms with the fact that a successful education policy must be responsive to the needs of black, Latino and Asian children, who make up a majority of public school students in America."

Leadership Conference Education Fund, said that there has been a lot of research that's come out lately that suggests an implicit bias that educators, who are mostly white, have towards black and Latino children.

The press release about the poll said that the findings come at a critically important time for public education in the United States as states are currently developing education plans as part of their obligations under the Every Student Succeeds Act (ESSA).

"These plans are states' opportunities to make a clear declaration about their belief in the education of all children and a commitment to ensuring children get the education they deserve," the press release said.

for how schools must be rated for school-improvement purposes, specified the requirements of (and flexibility for) states dealing with high testing opt-out rates in individual schools, and outlined how states would have to handle the 'school quality' indicator in accountability systems," according to the Education Week blog post.

Opponents of the Republican-led rules change said, "that the move was unnecessary, would create confusion in states about whether and to what extent their ESSA accountability plans comply with the law, and could endanger crucial protections for disadvantaged students."

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cation Majority" poll, should be a clarion call for advocates and policymakers who must come to terms with the fact that a successful education policy must be responsive to the needs of black, Latino and Asian children, who make up a majority of public school students in America.

Researchers recommended opening the decision-making processes around educational policies to black and Latino families, especially decisions regarding priorities and funding; integrating implicit bias and cultural responsiveness training into teacher preparation and professional development; preparing, hiring, supporting and retaining strong black and Latino teachers; designing accountability systems that focus on high academic achievement, especially for black and Latino children; and supporting and improving any school where black or Latino children are not being effectively educated.

Given the context of ESSA implementation, King said that the federal government, states, school districts and schools have a great opportunity to put policies into place that are responsive to the needs and values of the new majority of public school children.

"We need to ensure that every single school is organized around excellence for every single child," said King. "Parents in this poll spoke to the value of a state's rating of a school's success in educating children well, a central piece of ESSA's accountability requirements, as well as the need to ensure that educators have the [resources] and preparation to support every child's success and to overcome historic barriers to opportunity."

Want to comment on the editorials or any other story?

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Sheila E. headlines 36th annual Artscape in Baltimore

By Stacy M. Brown

The 36th annual Artscape returns to Baltimore on Friday, July 21, 2017, and organizers are ambitiously optimistic that attendees will discover the best the festival has to offer during the three day event.

With the theme, "Camp Artscape: Adventure Awaits," organizers of the three-day event are encouraging artists and festival-goers to step out of their comfort zone and have a new experience.

"One of the things we're most excited about is our theme and seeing it play out across Artscape's visual and performing arts programming," said Kathy Hornig, the festival's director.

The festival takes place on Mount Royal Avenue and North Charles Street. Each day begins at 11 a.m.

This year's headliner on Friday, July 21 is legendary percussionist and singer Sheila E, who is scheduled to perform at 7:30 p.m. Other musical guests include Gypsy punk group Gogol Bordello and Robert Randolph & The Family Band.

"We are also excited to have dance return to Artscape in the Modell Performing Arts Center at the Lyric," Hornig said. "The Argentinian dance sensation Che Malambo will perform their world-renowned show at 1 p.m. and 6 p.m. on Saturday and Sunday, completely free and open to the public," she said.

Also returning this year is film, with a free feature presentation and short films at the newly opened Stavros Niarchos Foundation Parkway theater.

Art Cars will have eight new automobile works of art and the Art Car parade has been scheduled for 11 a.m. on Saturday with vehicles gathering at the American Visionary Art Museum. A caravan will travel through the city to Artscape.

However, the camp theme has organizers most excited, Hornig said.

"One of the reasons we chose camp as the theme is that summer camp is all



Legendary percussionist, R&B/funk artist and singer Sheila E, headlines on the Artscape Main Stage on Friday, July 21, 2017 at 7:30 p.m.

Courtesy Photo

about stepping out of your comfort zone and experiencing something new," she said. "This year, we challenged our artists to do the same, and the result was astounding. Our large-scale art installations reflect many different interpretations of camp, like 'Let's Build a Big Campfire!'-a 20-foot tall sculpture of a campfire made of steel and logs complete with a giant marshmallow on a skewer; and 'Camp Ready,' which asks festival-goers to think about preparedness and the necessary skills for everyday survival."

Other new components include a portable gallery for the winner of The Fred Prize, built by Open Works, according to a news release.

The winning student artist, Brian High, who is a junior at the Baltimore Design

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School, will have his own curated show in a brand new portable gallery on the median of Mount Royal Avenue.

Also on Mount Royal Avenue is a camp-inspired teen space from BOPA's Youth Arts Council to promote conversation and friendship.

At Artscape's newest space, the Charles Street Camp Site, festival goers can soak up the sun in Adirondack chairs, taste camping-inspired eats and connect with fellow campers, according to Hornig.

Attendees will also be able to take a meandering stroll amongst three interactive artworks along the camp-themed Charles Street Trail.

Kidscape, Artscape's area for its youngest festival-goers, will be located at a new spot this year at Pearlstone Park and will include Camp NASA: The Universe Awaits, programming from NASA featuring educational, interactive and hands-on activities for would-be space explorers of all ages.

In addition to live music, Artscape has a full schedule of performing arts including street theater performances on

the steps of the MICA Main Building at 1300 West Mount Royal Avenue and spontaneous pop-up performances festival-wide all weekend long.

An eclectic offering of theater, jazz and opera performances take place at the Theatre Project at 45 West Preston Street and The Brown Center at 1301 West Mount Royal Avenue, as well as classical music and organ concerts at Corpus Christi Church at 110 West Lafayette Avenue.

The Baltimore Symphony Orchestra (BSO) and Baltimore City Public Schools also will partner to present a full weekend of activities featuring the BSO, Orchkids, and the music, dance, and art of City Schools students.

For updates on Artscape and to see the complete schedule of events, individuals can download the free Artscape Mobile App where they can create a customized schedule, see what's new for 2017 and view "In the Neighborhood" events and deals. For more information about Artscape, call 410-752-8632 or visit: www.artscape.org.



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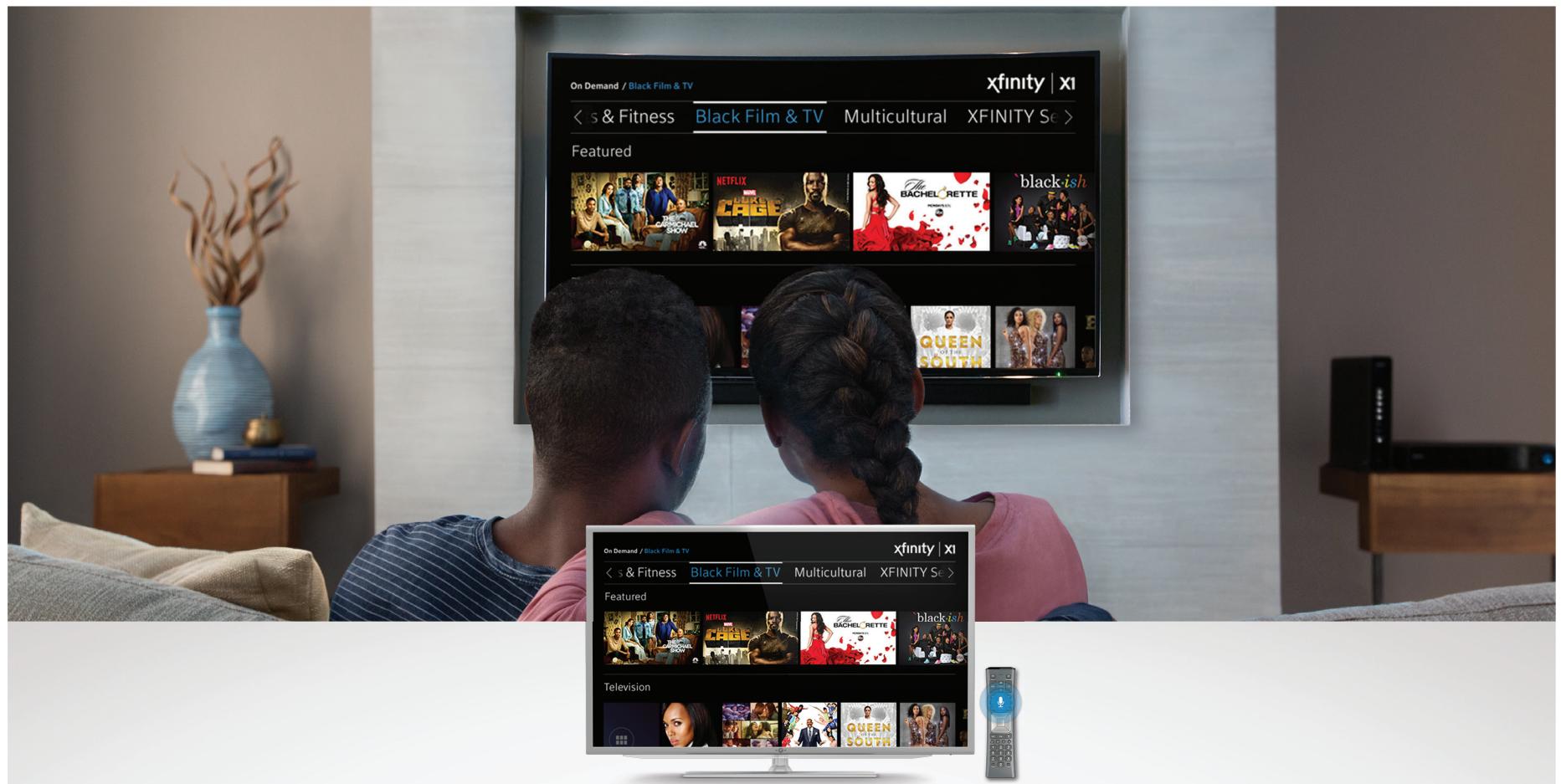
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Veteran safety Tony Jefferson feels Ravens are perfect match for him

By Turron Davenport

The Baltimore Ravens were looking to get younger at safety during the offseason. Eric Weddle, the big free agent signing in 2016 proved to be a solid acquisition with his team-leading four interceptions.

Free agent safety Tony Jefferson is the latest addition to Baltimore's secondary. Jefferson's in the box style of play will allow Weddle to use his range and centerfield for the Ravens.

Going to a new environment is not always a smooth process for a veteran player. However, it's been seamless for Jefferson.

"The whole process of being undrafted and getting that reward felt really good. It's been an easy adjustment," Jefferson said on NFL Network on Monday. "When you're surrounded by a bunch of guys in the locker room, guys that Harbaugh and Ozzie put together, it makes the transition easy. Guys like Eric Weddle, he'll make me a better football player."

Ravens defensive coordinator Dean Pees did an outstanding job with the defense last season. Baltimore was the top defense in the NFL for 12 of the 16 games last year. He did an excellent job of creating pressure on the quarterback through blitzing and stunts up front. As always, the Ravens were also stout against the run also. They finished fifth in the league, giving up 89.4 rushing yards per game in 2016.

Jefferson was used primarily in the box when he was with the Arizona Cardinals. He posted 96 tackles and two sacks for Arizona last season. The Cardinals scheme is similar to what Pees does in Baltimore because they pressure the quarterback with blitzes that include sending safeties



Baltimore Ravens safety Tony Jefferson catches an errant throw during minicamp at the Under Armour Performance Center in Owings Mills, Maryland.

Courtesy Photo/baltimoreravens.com

A movie poster for the film 'Girls Trip'. The top half features a black and white photograph of four women's legs from the waist down, wearing dark shorts. The names of the actresses are printed above them: REGINA HALL, TIFFANY HADDISH, with JADA PINKETT SMITH and QUEEN LATIFAH. Below this, the title 'GIRLS TRIP' is written in large, bold, white letters. The bottom half shows the four main actresses (Regina Hall, Tiffany Haddish, Jada Pinkett Smith, and Queen Latifah) smiling and posing together against a light background.

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Entrepreneur's Toolkit



Omar S. Mohammad

Help Wanted!

This just in, "You will need people to help you grow your business"! Now, that's only if you want to grow from a one person operation. For those who do want to grow, you need to decide who you need on your team and what employee classification they will fall into. Here are some keys to help you get started:

Get help. Don't hire without knowing the ground rules. Seek out advice from professionals who can get and keep you in the game. An accountant, attorney or human resource professional can lead you in the right direction. The direction of course is how to hire a new team member. As you look for a team, consider a full time employee, independent contractor, intern or strategic partnerships. Each one of these classifications have some type of legal and financial implications to them. Your professional advisors can provide you with the right plays to help you win in the game of business.

Define roles. Ok, you now know the advantages and disadvantages of each classifications. As you go about operating and growing your business, you will need to determine how other people will fit. First, determine your role and if that is the role you are more comfortable with and if that is the role that will grow the company. Now, enlist others like mentors and your advisory board to help



Next step. Now that you have new information about hiring, what action will you take? If you are ready to take action, put together a new hire map. Draw a circle in the middle of a sheet of paper. Inside the circle, you can either put a specific project or the skill you need for your business. Draw lines away from the circle. The lines represent how you will onboard the new hire. They will include an action step including tasks (skill needed), where to identify the individual(s), financial resources to pay for the individual, and a timetable for the entire process. This is a simple visual guide to bringing on resources to help you grow your business. Here's to improving and progressing!

Omar S. Mohammad is an EN-TREPRENEUR and is the director & intrapreneur for the Entrepreneurial Development & Assistance Center at Morgan State University. You can reach him at omarsmuhammad@gmail.com.

Entrepreneur's Tech Tools

The Custom Software Conundrum

We live in the world of the app and the web. Thanks to smartphones, the iPhone especially, the proliferation of apps have reached saturated levels of consciousness. There are apps for all industries, all walks of life, and for all people.

We are, or already have been, reached a critical mass of apps in which people no longer want to download them and install them. Yet, many small business owners see the app as another income pipeline for their operations. A couple of years ago, I heralded the app and preached its merits to all that listened. But in this era of LTE, I am very hesitant to encourage small business owners to build custom mobile apps.

I can't prevent you from wanting to build a custom mobile app, but if you do, I'm going to give you some quick tips for evaluating why and with whom you should hire to build it. **Note.** This doesn't apply to games.

First, take a very hard look at your business and determine if your customers or personnel who are on the go will benefit from a custom mobile experience. If you're in sales or field service, custom experiences are definitely big opportunities for custom mobile applications. Many sales or field service industries have proprietary processes that can be hard to generalize and custom apps may make sense if you can't alter existing software. But, if you want to give your customers or personnel access to data only or scheduling, there are many existing platforms and applications available for that. In these cases your email system may already have features built-in and are already on your phone.

Secondly, determine if a web application makes more sense than a mobile application. Web developers have gotten super sophisticated in the last couple of years and can build web applications (not sites) that closely look like and mimic the behavior of Android and iOS experiences. Instead of building an app that requires downloads from the App Store, a mobile-first web application may be the way to go.



William Mapp

Thirdly, evaluate whom you will hire and expect to pay. In general, you will always get what you pay for. The better software developers and companies work for money. Sometimes you can get away with a money/equity split if your idea is compelling, but compelling ideas are few and far between. Evaluate a developer by looking at their portfolio on the App Store and verifying their references. Check out the App Reviews as well. I instantly subtract one star and five-star reviews but read the nuances users take time to express in 2 to 4 star reviews. If an app constantly gets mediocre reviews either the app or the idea is mediocre. There is one caveat. If the app looks cheap, that may be the reason for low reviews the publisher didn't want to invest the time and money to build a pro application.

Most software in the world is custom, and we do help many small business owners realize their dreams by building custom software for them. But we take the time to educate them on how good software is designed and written and help them understand that like any other construction project, quality costs quality money.

Next month I'll share with you the next technological frontier your company should start getting prepared for.

William Mapp is the CEO of Studio Codeworks, Inc. and author of the Small Business Owner's Guide to Technology. You can purchase The Guide at Amazon.com. You can send questions directly to Will at will@studiocodeworks.com, and follow him on the social webs at Twitter.com/WilliamMapp3.

Entrepreneur's Spotlight: Angela O. James

Company: C.U.T.I.E Girl

By Omar S. Mohammad

What's your entrepreneurial story?

Why did you start your business?

I am an Etiquette Coach, Social Innovator, and Mentor and I am a CUTIE Mom! My life's passion is to motivate and inspire women and girls to take charge of their destiny. I understand the limitless benefits of personal development. I strive to bridge the gap between opportunity and achieving goals by providing the tools and techniques needed for success in an ever-evolving world. I created CUTIE Girl as a vessel for girls to learn the importance of positive behavior. This creates a solid foundation in good manners and proper etiquette to develop strong social skills.

I am dedicated to engaging, empowering and educating women and girls by providing creative and comprehensive classes, workshops, presentations and one-on-one coaching in etiquette and self-development.

Your product/service helps people/organizations do what?

C.U.T.I.E (Crucially Understanding The Importance of Etiquette) Girl helps to engage, educate, and empower girls and young women. C.U.T.I.E. focuses on self development through etiquette, positive body image, academic and career planning, and community service.

What should I know about starting a business in your industry?

The foundation of etiquette is a behavior accepted as gracious and politeness in social, professional, and family settings. Good manners can mean the difference between success and failure in many aspects of life, having good manners is essential. Some people argue that etiquette no longer matters, that the rules for good behavior are old-fashioned and out of date. However, good behavior and manners are never out of style.

Starting a etiquette business is crucial. Studies suggest that professional success is directly related to a person's social quotient—a combination of social skills.



*Angela O. James
Courtesy Photo*

In a world where things change constantly, possessing core values: integrity, courtesy, sincerity, kindness, are still essential to building positive personal and professional relationships.

How do you stay focused on you, business, and other areas of your life?

Work-life balance—the ability to work hard and be passionate about my business, but also have time for myself in my personal life.

What is your favorite business tool?

Evernote (app), saves my ideas and thoughts in one place which helps me communicate effectively and get things done.

What is your favorite business book?

Successful Women Speak Differently, written by Valorie Burton

What is your favorite quote?

"To whom much is given, much will be required" Luke 12:48 We are held responsible for what we have. If we are blessed with talents, wealth, knowledge, time, it is expected that we use these well to glorify God and benefit others.

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Home Depot Celebrates 20th Anniversary of Kids Workshops

By Andrea Blackstone

School is out for the summer and finding fun, free activities for kids to do can leave parents wondering where to turn. Parents who are looking for creative activities may find one opportunity closer than they think. Over the last 20 years, more than 55 million boys and girls have attended The Home Depot's Kids Workshops, where projects have played an integral role in science, technology, engineering, arts, math (STEAM) education for children at a young age.

On July 1, 2017, over 75 children showed up at The Home Depot's Lansdowne store located at 3750 Commerce Drive in Halethorpe, Md., eager to make a wooden bughouse project with their parent's assistance. The Home Depot, which is the world's largest home improvement specialty retailer, celebrated the 20th anniversary of the Kids Workshop program with a special birthday party, snacks, and a hands-on Kids Workshop in stores nationwide.

All materials needed to complete the bughouse projects were provided onsite. Children were permitted to take their craft—constructed to hold critters—home. They also received a certificate of achievement, The Home Depot Workshop apron, and a commemorative 20th pin. Margaret Platz, a garden associate who works at Home Depot in Lansdowne, stayed busy signing in workshop participants and passing out materials to parents.

"We do the Kids Workshop the first Saturday of every month, no matter what the date is, usually the first through the seventh. It's totally free. It's a fun activity for the kids to come out, learn how to use basic tools, [try] carpentry, paint, and get started on 'Do It Yourself' projects," Platz said. "The kids have a great time. They get a pin every time they come. Each pin is [for] a different project. The kids count their pins, and when they get 10 pins, 25 pins, 75 pins or 100 pins, we have special pins to celebrate. We have two kids that are real close right now to 100 pins. So, there [are] a bunch of kids that come all of the time."

Twelve-year-old Ethan Griffin is a regular participant who has earned over 71 pins. It took five or six years to earn them at The Home Depot's Lansdowne location. He likes completing free projects that come with free bonuses like snacks, and seeing some of his friends.

His father, Jeff Griffin, explained that following directions is a valuable element involved in making projects during the Kids Workshop. He believes that will lead to Ethan being able to complete projects on his own.

"It [coming to the workshops] started off as something to get [Ethan] out of the house on Saturday mornings. It's free to do. We started doing that and eventually my father started coming along. And that was something they could do together because the handyman gene did not get passed down to me from my father, so he would come and he would help for a lot of these," Jeff said. "And now he has since passed, we still come back and do this stuff. It's like a tradition. My father almost looked forward to it maybe more than [Ethan] did."

Newcomers like Paula Gerald of Catonsville showed up with their children to give the Kids Workshop a try. Five-year-old Graham Gerald enjoyed spending some one-on-one time with his mother. Graham proudly held his bughouse while agreeing that he learned new skills from making the project. It was his first time using a hammer, nails and tacks with his mother's help and a great opportunity for the mother and son to do things together.

"It's kind of nice to know that we live in a community or (are located near) surrounding areas that support family activities like this, especially for such young ages, because sometimes there are not that many things for the young ages," Gerald said. "But I think we're doing a really good job as a community to bring a lot more of those."

More opportunities designed for kids from ages 5-12 to learn hands on motor skills ranging from sanding and hammering to painting are on the way. On August 5, 2017, another free workshop will allow parents and children to build,



Graham Gerald, 5, and his mother, Paula Gerald used team work to complete a bug house project during The Home Depot's 20th anniversary of the Kids Workshop program on Saturday, July 1, 2017 at The Home Depot's Lansdowne store. Graham and other kids kept their bughouse crafts to get a closer look at backyard critters at home. Participating kids also received a certificate of achievement, The Home Depot Workshop apron, and a commemorative 20th anniversary pin. The Kids Workshop is a free activity in which young kids can learn skills such as following directions and how to put things together with the help of parents.

paint and decorate a wooden Penske truck. Parents can register their children for Kids Workshops online in advance. To find a participating Home Depot

store in your area, visit: www.homedepot.com/workshops.

NAACP Annual Convention Convenes in Baltimore

By Stacy M. Brown

As the new administration in the White House continues to cause many to be uneasy, there remains an obvious need for America's oldest and largest national civil rights organization to move forward.

Beginning Saturday, July 22, 2017 the NAACP will host its 108th annual convention in Baltimore, and organizers said the five-day conference will allow for the setting of policies, programs and plans of action for the coming year. There will also be a move to address challenges like the current economic climate and the uncertainty of when the next episode of political unrest is coming up on the horizon.

"This year's convention takes place at a pivotal time for our country, and for our association," Leon W. Russell, the chairman of the NAACP national board of directors, said in a statement. "These are changing times, and today, we find ourselves in a new period of turmoil as a nation. We are facing a budget that threatens to gut critical funding for education, a rollback in health care reform that will take affordable care away from 23 million Americans, all while we witness unprecedented efforts to suppress the votes of black and brown people, young people and progressives who would work to see this nation become more inclusive and just."

The convention will attract members from NAACP branches around the country to meet and share ideas and strategies, said Aba Blankson, the organization's vice president of communications and digital media.

"The NAACP and the convention are critical at this time," Blankson said.

While many events during the conference typically aren't for public consumption, Blankson says this year's convention will feature several events for everyone to attend.

For instance, beginning Saturday, the NAACP Experience will feature an author pavilion where authors will discuss their works and make them available.

The 'Experience' will also include exhibitions, a retail expo and health pavil-



NAACP Chair Leon Russell

Courtesy Photo

ion, where health screenings and massages will be available for those in attendance.

"We will also have a diversity career fair on Tuesday and companies like Amazon and Johns Hopkins will be there," Blankson said.

T-Mobile, Waste Management, the Human Rights Campaign and the U.S. Postal Service have also signed on as exhibitors for the career fair and attendees will be able to engage with corporate leaders and make quality connections that could help build a solid network of professionals who value diversity.

Professional opportunities will be available in the fields of technology, finance, education, insurance, sales, government, nonprofit, retail, food service, health and more, according to organizers.

Various youth events are also scheduled, including a number of workshops.

Further, a public mass meeting will take place on Sunday, July 23 with Russell serving as keynote speaker.

The location of the convention rotates each year and organizers look at cities based on national issues and what the NAACP seeks to accomplish, Blankson said.

"We have 6,000 to 8,000 people coming and we want to go to different places; East Coast, Midwest; we go all over," she said.

The convention's theme, "Steadfast and Immovable," reflects that the NAACP remains poised and committed to seizing the future, according to organizers.

Branch delegates and staff, local youth activists and organizers, legislators, business leaders and celebrities are all again expected to come together to engage, network, share strategies, successes and key learnings with the purpose of driving the NAACP's agenda forward.

"Our theme for 2017 reminds us that, as an organization, our intent is to fulfill the vision and mission of our founders, and we will leave Baltimore united and committed to making our nation a better place for all," Derrick Johnson, the vice president of the board of directors, said in a release.

The convention will feature a robust series of seminars, committee meetings, workshops, exhibits and panel discussions, augmented with inspiring keynote addresses from key NAACP leadership, civil rights and faith leaders, media, youth and political influencers.

"Fellowshipping is good," Blankson said. "It provides the opportunity to hear the issues that everyone is facing," she said.

For more information about the 2017 NAACP National Convention, including a detailed schedule of events, visit: www.naacpconvention.org.

Kaiser Permanente, Bon Secours partner to improve life in West Baltimore

By Stacy M. Brown

Kaiser Permanente has committed to a long-term investment to promote health, wealth and equity for youth and adults in three of Baltimore City's most vulnerable neighborhoods.

"We've had a partnership with Bon Secours for over a year and there's been a lot of work and planning," said Maritha Gay, the senior director of external affairs at Kaiser Permanente, which prides itself in being trusted partners in total health, collaborating with individuals to help them thrive, and creating communities that are among the healthiest in the nation.

This month, the medical giant announced a \$1.7 million commitment to launch a neighborhood revitalization project in partnership with Bon Secours that they say will advance health equity and economic opportunity in West Baltimore.

The key component of the project will be the construction of a community resource center that will serve youth and adults with economic, health and social services, supported by an array of local partners.

The partnership between Kaiser and Bon Secours will, within five years, support the establishment of new businesses, decrease the zip code's unemployment rate, and make new mental health services available for residents, according to a news release.

"It's in our DNA, our mission, to improve the health and well-being not only of our members, but the community," Gay said. "There are a lot of issues other than the typical health issues. There were broader issues that were brought to light around poverty, and we did a needs assessment looking



The aim of the partnership between Kaiser Permanente and Bon Secours is to support the establishment of new businesses, decrease the unemployment rate, and to make new mental health services available for residents in West Baltimore within five years.

Courtesy Photo/Kaiser Permanente

at and addressing the issues."

Kaiser officials noted an eagerness by the company to partner with Bon Secours to work toward making Baltimore one of the healthiest cities in America.

They say that economic security has a tremendous effect on the health of both individuals and communities, and believe the partnership will create comprehensive support going beyond what either company may be able to accomplish on its own.

The first of its kind effort in West Baltimore, will serve as a model for community health and development projects

across the region and the country, according to Celeste James, Kaiser's director of community health.

"Through this initiative we are really focused on, and committed to the partnership and we're really putting a premium on community engagement because community input is essential to change," James said.

The primary goal is to rebuild the social, emotional and economic fabric of the community. As Kaiser's presence in Baltimore grows, the organization's commitment to addressing core drivers of health—comprehensive health care,

supports for mental health and economic opportunity—is a top priority.

Recently, the company launched the Institute for Equitable Leadership, which brings together nonprofit and for-profit leaders serving Baltimore City for coaching and training to strengthen their organizations and to develop leadership skills grounded in equity, diversity and inclusion.

Kaiser is also expanding a 2016 pilot program with local barbershops and beauty shops to offer no-cost preventive health screenings. Last fall, a partnership with a West Baltimore neighborhood to renovate a park in Park Heights created a safe place for children to play.

Bon Secours officials also are excited about the partnership. The organization already serves West Baltimore with a comprehensive array of services including a 72 bed acute care hospital with medical and surgical services, comprehensive behavioral health services, same day surgery, imaging, an outpatient dialysis program, over 25,000 emergency department visits a year, more than 4,300 discharges annually, over 725 affordable housing units in six Senior and two Family Housing Centers, numerous community outreach programs for men, women, expectant mothers, children, teenagers and seniors.

"We are committed to the long-term partnership that supports revitalization of West Baltimore," said Dr. Samuel Ross, the CEO of Bon Secours Baltimore Health System and executive vice president at Bon Secours Health System, Inc., which owns the Baltimore Health System along with facilities in Kentucky, New York, South Carolina, Virginia and Florida. "We are truly grateful for the faith and trust they have placed in us."

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Randallstown entrepreneur starts new endeavor for christian women

By Stacy M. Brown

Baltimore area entrepreneur Ashley Grimes has started a new business inspiring Christian women to succeed.

Grimes' Christian Women of Color in Business, LLC is a networking organization for Christian women entrepreneurs. The group hosts networking mixers, luncheons, brunches and workshops.

"It is a gathering place where you are able to collaborate with like-minded people, be empowered, to grow personally, professionally and spiritually while building your business," Grimes said.

The endeavor marks the second major networking group for women Grimes has founded this year. In February, Grimes and Morgan State University student Destiny Jones, founded The Millennial Entrepreneur Network, LLC, which the duo said would accelerate the advancement of female entrepreneurs with an objective to providing members with essential tools and connections needed to succeed in the competitive world of business.

"I was inspired to form Christian Women of Color in Business, LLC, because, as women of God, we are called to business differently," Grimes said. "And, I wanted to create a safe space for Christian women in business to be able to connect with like-minded individuals."

Grimes, 27, says that she also believes that women are stronger together, and she wants to show that Christian women could be examples for others.

After her recent graduation from Morgan State University, Grimes says she began contemplating her purpose, including thinking about her passionate love of God, helping others and her knack for business.

We love to hear from our readers!

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Ashley Grimes
Courtesy Photo

"The goal or vision, of Christian Women of Color in Business is a dedication to helping women walk into their purpose," she said. "We do this through helping our members grow personally, professionally and spiritually. Our tagline is, 'We inspire. We empower. We uplift.'

The organization hosts networking workshops on the third Thursday of every month in different cities, kicking off in New York on July 20, 2017.

At the networking events Grimes plans to discuss topics that she says are related to entrepreneurs at any stage in business.

"I may also bring in speakers to give a more well-rounded perspective and also as a way to embrace the experience," she said. "The speakers and I will share our failures and successes and how we got started and what we have done to sustain [our businesses]," Grimes said.

Further, she continued, attendees will be able to participate in an open dialogue through a question and answer session.

"We will have meet and greets after the event is over and build their network up through mixing and mingling with other entrepreneurs," Grimes said.

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**Lynette Charles is
chief meteorologist
at WMAR**



Lynette Charles
Courtesy Photo

Baltimore—WMAR has named Lynette Charles as its chief meteorologist. Charles has been with the Baltimore news station since August 2010. She succeeds Wyatt Everhart, who will stay with WMAR as the host of "Midday Maryland," a lifestyle show that will be launched locally on the ABC affiliate this fall.

"Lynette is a strong and dependable meteorologist that just happens to also have an amazingly warm on-air personality," said Kelly Groft, news director for WMAR ABC2. "The fact that our new chief is also a 'Good Morning Maryland' host is no accident. It drives home the point that mornings are becoming a key starting point for Marylanders each day. Lynette will set the tone weekdays on-air, online and through her strong social media presence. She will also be guiding coverage in all severe weather situations."

"I am most proud of helping the viewers stay safe in severe weather and going to schools to talk to the students about the weather," said Charles. "It is exciting to be given the opportunity to help drive WMAR as the leader in local weather coverage, whether it is severe weather events or simply preparing Marylanders for their day."

Charles held previously roles at The Weather Channel, WDEF in Chattanooga, Tennessee, and WPMT in York, Pa.

Rambling Rose



Rosa Pryor Trusty

NAACP convenes in Baltimore for 108th annual convention

Hello everyone! I am very excited to connect with you this week. I have been pretty sick lately, with an upper respiratory infection and pneumonia, but I am doing much better today—hopefully I won't have to be hospitalized. I feel blessed that I am here and ready to party soon. In the meantime, you do that for me.

As you can see from my headline this week, it's all about Tessa Hill-Aston. The NAACP's Baltimore City Branch is hosting the Annual 108th NAACP Convention from July 22-26, 2017. I think it's pretty exciting for Baltimore. It will be held at the Convention Center. There will be job fairs, over 350 exhibitors, 1,500 commerce and industry show guests; popular and nationally known authors will be featured in the authors pavilion; presentations and book signings. Also they are having a prayer breakfast, women in the NAACP empowerment luncheon, a presidents council luncheon, and so much more.

Wanda Coe-Stewart & DJ Mel is hosting an old R&B show that will blow your mind. The entertainment includes Skip Mahoney & the Casuals, Soul Generation featuring Cliff Perkins, Blue Magic with Richard Pratt, The Klick

Band and others on Saturday, July 15 at the Bamboo Venue, 229 Franklinton Rd. It is cash bar and they will have food on sale. Showtime is 8 p.m.

Luwanda Jenkins will host an "Old School, Grown & Sexy Summer Breeze White Party" on Saturday, July 15, 2017 from 2 to 6 p.m. at the Diamondz Event Center, 9980 Liberty Rd., Randallstown, Md. DJ Mike Jones will provide the music. It is BYOB with sodas & snacks provided for you. Vendors will also be on hand. For ticket information, call 410-935-9963.

Let us not forget Artscape on July 21-23. 2017. Artscape is one of America's largest free arts festivals. It is open Friday thru Sunday from 11 a.m. until 9 p.m. along Charles Street from Preston Street to North Avenue. All activities at the Artscape are free and open to the public. Enjoy!

Roberta's House, a family Grief Support Center is hosting their first Annual Crab Feast on Sunday, July 16, 2017 from 3 to 7 p.m. at the American Legion Hall, 125 York Road in Baltimore. There will be music and vendors.

Please enjoy your week. Have fun and be kind to each other. I have to go now, but remember, if you need me, call me at 410-833-9474 or email me at rosapryor@comcast.net. UNTIL THE NEXT TIME, I'M MUSICALLY YOURS.

PRATTCOM 2017 Brings Superheroes to the library

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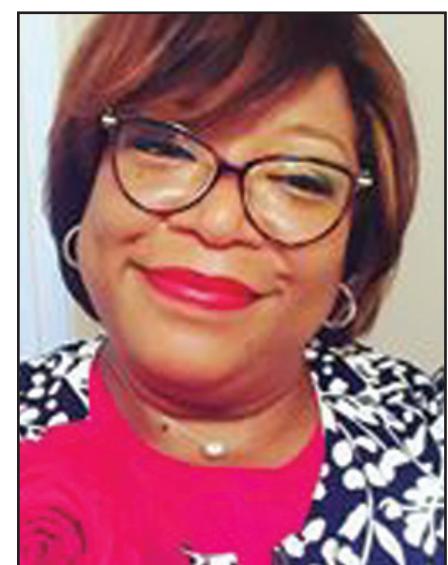
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Blue Magic with Richard Pratt is an American R&B and Soul group, and one of the most popular Philadelphia soul groups of the 1970's. Founded in 1972. Their most notable songs included such as "Sideshow", "Spell", and "What's Come Over Me", just to name a few is one of the headliners for Wanda Coe-Steward and DJ Mel's "An Evening of Classic Soul show on Saturday, July 15 8 p.m. at The Bamboo Venue, 229 Franklinton Road in Baltimore. For more information, call 443-562-2859.



Tessa Hill-Aston, Baltimore City Branch President is hosting the Baltimore NAACP 108 Annual Convention on Saturday, July 22-26 at the Baltimore Convention Center 1 W. Pratt Street in Baltimore.



Kelly Carter, Director of the Liberty Live Family Concert and Festival is jumping up and down doing the James Brown with a lot of varieties of vendors, live entertainment with the community, family and friends every Friday from 6-9 p.m. at Kings Point Square Shopping Center, 9900 Liberty Road.

Chesapeake Children's Museum awarded \$10,000 for NEA Big Read

Washington, D.C.—Chesapeake Children's Museum is among seventy-five nonprofit organizations awarded grants totaling more than \$1 million to host an NEA Big Read project between September 2017 and June 2018.

An initiative of the National Endowment for the Arts in partnership with Arts Midwest, the NEA Big Read broadens our understanding of our world, our communities, and ourselves through the joy of sharing a good book.

The National Endowment for the Arts awarded a \$10,000 Big Read project grant to the Chesapeake Children's Museum for a community reading program celebrating and promoting literature. This year's "Big Read- Anne Arundel County will focus on the book Sun, Stone and Shadows featuring a superb selection of the finest Mexican short stories of the twentieth century. No one can read this arresting volume without experiencing the wonder and surprise of discovery. The book was selected as a way to build bridges of cultural understanding within our community.

"We have a growing Latino population in Anne Arundel County and we wanted to reach out and welcome them to our community and learn more about their culture" said Deborah Wood from the Chesapeake Children's Museum. "We can work on that with Big Read events. We hope to give away hundreds of copies books at various Big Read events throughout Anne Arundel County in September and October of this year."

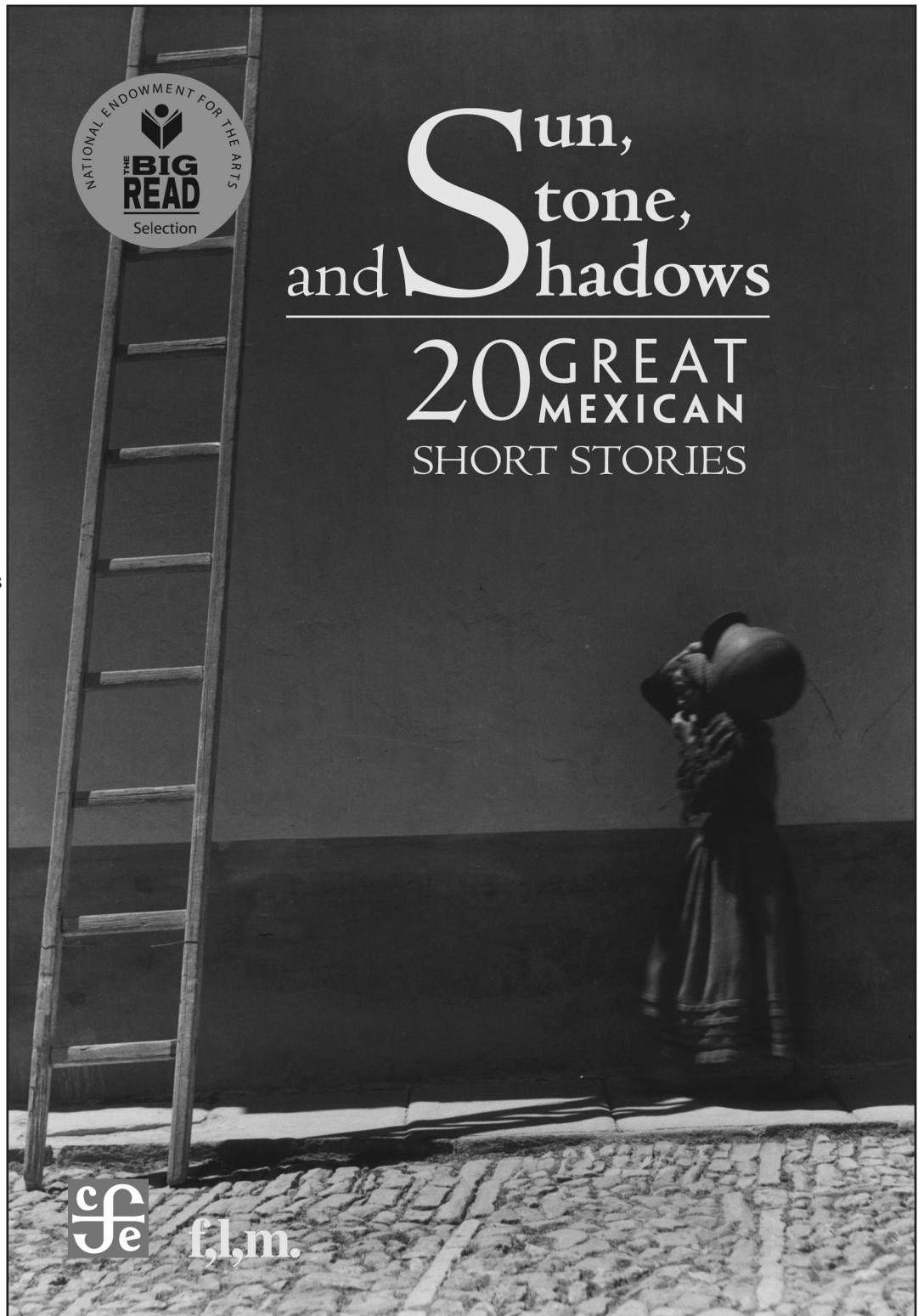
"Through the NEA Big Read we are bringing contemporary works to communities across the country, helping us better understand the diverse voices and perspectives that come with it," said NEA Chairman Jane Chu. "These 75 organizations have developed unique plans to celebrate these works, including numerous opportunities for exploration and conversation."

The Chesapeake Children's Museum has teamed up with co-sponsor Anne Arundel County Public Library and partners, including: Anne Arundel Department of Parks and Recreation, Anne Arundel County Public Schools, Inner West Street Association, Maryland Theater for the Performing Arts, the City of Annapolis and others to bring a diverse group of events to Anne Arundel County to celebrate Latino culture and read the book Sun, Stone and Shadows.

"We are looking for additional sponsors and partners to continue building bridges and bring our community together through the arts," said Erik Evans, who is handling the marketing locally for the Big Read.

Since 2006, the National Endowment for the Arts has funded more than 1,400 NEA Big Read programs, providing more than \$19 million in grants to organizations nationwide. In addition, Big Read activities have reached every Congressional district in the country.

For more information about the NEA Big Read, visit: neabigread.org. Updates on the Big Read Anne Arundel County can be found on our Facebook page <https://www.facebook.com/thebigreadannearundel-county/>.



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Five tips for a healthy vacation

Planning your next beach vacation?
While having fun in the sun, consider
these five tips to make sure your trip
is a healthy one.

Avoid Tanning, Be Sun Safe

Thinking about getting a "healthy tan"
over vacation? Think again. Any
increase in skin pigment (called
"melanin") is a sign of damage. Ultra-
violet radiation from the sun can cause
wrinkles and dark spots among other
problems—and tanning puts you at
higher risk for skin cancer. Plus, sun-
light reflecting off of sand or water
increases exposure to UV radiation and
increases your risk of developing eye
problems.

But sunny days can still figure into
your trip. Here is how to be sun safe.

• Use sunscreen. Wear a broad spectrum
sunscreen that protects against UVA and
UVB rays, and choose an SPF of 15 or
higher. You need at least one ounce of
sunscreen lotion (the size of a golf ball)
to cover your body. Reapply at least
every 2 hours, or every 40 to 80 minutes
when swimming or sweating, according
to the directions on the product label.
And limit the time your skin is exposed
to the sun between 10 a.m. and 2 p.m.

• Wear sunglasses. Certain sunglasses
can help protect your eyes. Choose sun-

glasses labeled with a UVA/UVB rating
of 100% to get the most UV protection.

• Wear protective clothing. Consider
wearing a hat and clothing that covers
skin exposed to the sun. Try to stay in
the shade under an umbrella or limit
your time in the sun—especially be-
tween 10 a.m. and 2 p.m., when the
sun's rays are most intense.

• Understand the facts about tanning
beds. You may be tempted to "pre-tan"
before a beach vacation. But don't. The
lamps in these beds emit ultraviolet radia-
tion that can be more intense and harm-
ful than the sun. The FDA recommends
carefully reading the instructions and
warnings before using these beds. Also
note that tanning pills and accelerators
are not approved by the FDA.

• Beware of spray tans and bronzers.
Know that spray-on tanning or bronzing
products are not UV protective.

Check Medications Before You Go

Know what medications you'll need
while on vacation. Check that you have
enough to last the trip.

Also, review the instructions for taking
medications. Look for warnings about
interactions your medicines might have
with certain foods or drinks and any
other side effects. For instance, some
medications can make you more sensitive
to sunlight. Talk to your healthcare
provider about concerns or questions
you have about your medications before
you go. Don't skip doses, don't share
medication, and don't take more than
the suggested dose.

Keep your medicine with you when
traveling. (If you're flying, you don't
want to land in Cancun and have your
prescriptions land in Cleveland.) And
keep a detailed list of what you're taking
and note the phone number of your
health care provider. If you need to seek
medical care while you're away, this in-
formation will be helpful.

Be Careful With Contact Lenses

If you wear contact lenses, be sure you
have the supplies you need to last the
trip. To avoid problems such as eye in-
fections and corneal ulcers, make sure
your contacts are prescribed by an eye
care professional. Skip colored or decorative
lenses sold in beauty supply stores
or at the boardwalk, since they can dam-

age your eyes.

Wash your hands before touching
lenses, and use sterile solution. Never
expose your lenses to saliva or non-sterile
water, including that from the tap,
bottle, or ocean. (Non-sterile water can
put you at risk for an eye infection.) So
remove your contacts before swimming
or getting in the hot tub and follow your
eye care professional's other care and
removal instructions.

Also remember to bring glasses in case
your eyes become irritated. If your
vision changes, your eyes get red, you
have lots of tears, or your eyes hurt or
feel itchy, take out your contact lenses
and seek medical attention.

Think Twice About Getting Tattoos or Henna on Vacation

Tattoo and henna shops are often found
on boardwalks and other areas around the
beach. Whether you consider something
non-permanent (like henna) or an actual
tattoo, think before you ink. Getting a tat-
too can put you at risk for serious infec-
tions like HIV or hepatitis if you are
exposed to unclean tools, practices, or
products. Plus, tattoo inks can cause aller-
gic or otherwise bad reactions.

The FDA has not approved any inks for
injecting into the skin and, as a general
matter, does not actively regulate tattoo
parlors. The FDA also hasn't approved
henna or hair dye for skin use, and some
people have reported serious problems
after using henna, including allergic
reactions such as rashes and scarring.

Stay Hydrated and Eat Healthy

Dehydration happens when your body
does not have as much water and fluids as
it should. It can be mild, moderate, or se-
vere. So avoid getting dehydrated. For in-
stance, when you spend a late afternoon at
the beach (remember sun safety!) bring
water and drink even before you feel
thirsty. That said, beware of ice or tap
water in places where the water isn't safe
to drink. (Learn more about causes and
symptoms of dehydration via the U.S.
Library of Medicine.)

Along with staying hydrated, try to make
healthy food choices. If you're at a buffet,
you can follow the dietary guidelines, for
instance, by first filling your plate with
fruits, vegetables and whole grains and
then adding the protein source.

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Our DTU Fellows are busy connecting and collecting amazing stories from the African American community! This year, Discover the Unexpected presented by the all-new 2018 Chevrolet Equinox in partnership with the National Newspaper Publishers Association includes students from Howard University, Spelman College, Morehouse College and Clark Atlanta University. Check out the inspirational stories and exciting videos from our 8 DTU Fellows from Atlanta, Washington D.C., Raleigh and New Orleans.

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