

**INTRO, Closing
The Gender Gap**

**A Wave of Black Female
Candidates in Georgia**

PHILANTHROPY 101
pg. 60

ATLANTA TRIBUNE

THE MAY

APRIL 2018
ATLANTATRIBUNE.COM
\$3.95



POWER ISSUE
2018 WOMEN OF EXCELLENCE

*These Women
Get it Done*



ATLANTA BUSINESS LEAGUE

40th Annual Chief Executive Officer Appreciation Luncheon

**The Atlanta Business League is proud to announce
our 2018 Herman J. Russell CEO of the Year,**



Ed Bastian, CEO, Delta Air Lines Inc.

Please hold the date and celebrate with us on
Tuesday, May 15th, 11:30AM
at the Hyatt Regency Atlanta.

Celebrating
85 Years
of Service in the
Metro Atlanta
Community

For more information, call 404-584-8126.

Two Men One Vision

 **Hartsfield-Jackson**
Atlanta International Airport®



William B. Hartsfield

Mayor of Atlanta from 1937-41, 1942-61



Maynard H. Jackson Jr.

Mayor of Atlanta from 1974-82, 1990-94

"...Somehow, **Atlanta** always meets the challenge... We have been doing it and will continue in the years to come."

"**We stand** not so much as a gateway to the South but as a gateway to a new time, a new era, a new beginning for cities of our land."



circa 1940



circa 1994

DISCOVER REAL POSSIBILITIES IN GEORGIA.

Real Possibilities is a trademark of AARP.

AARP is in Georgia creating real, meaningful change. We're proud to help all our communities become the best they can be. Like providing family caregivers with tips to take care of loved ones, helping to make our community more livable and hosting fun, informative events all across the state.

Like you, we love calling Georgia home. It's why we're helping people of all ages. Whether it's protecting our community from fraud, helping you plan your financial future, or just participating in free events with your neighbors.

If you don't think *Real Possibilities* when you think AARP, then you don't know "aarp."

Get to know us at aarp.org/GA

 /AARPGorgia

 @AARPGA

AARP® Real
Possibilities
Georgia



Congratulations

To **NICOLE ASHE** on being honored as a
2018 Woman of Excellence.

**THANK YOU FOR YOUR
DEEP COMMITMENT
TO OUR COMPANY AND THE
COMMUNITIES WE SERVE.**

For more than 100 years, Cox has been committed to having a diverse workforce that reflects the communities we serve. We foster an environment that builds on the unique talents and perspectives of our people. Embracing diversity is both a core value and a business imperative.

Congratulations, Nicole, we celebrate and salute your leadership and vision.

ATLANTA TRIBUNE:
THE MAGAZINE

POWER + LEISURE.

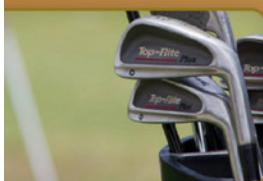


ATLANTA TRIBUNE
THE MAGAZINE



22nd Annual George A. Lottier Scholarship Golf Tournament

Monday, June 4, 2018 | 10am - 5:30pm



Come and enjoy prizes and contests on every hole as well as a continental breakfast, a silent auction, a golf clinic for beginners, box lunches, and a 19th hole reception where our scholarship winners will be introduced.

The purpose of the George A. Lottier Golf Foundation is to assist qualified minority journalism marketing, and graphic design students in enriching their education.



Tournament Schedule:

10 am - Breakfast | Golf Seminar
11 am - Check-In (Golfers)
11:45 am - Shot Gun Start | Lunch
12 pm - Golf Clinic
4:30 pm - 19th Hole Reception



COUNTRY CLUB
OF ROSWELL

2500 CLUB SPRINGS DR
ROSWELL, GA 30076

Register » <https://galf17golf.eventbrite.com>


*For team options or single player & golf clinic information, please call 404-731-5160
visit www.atlantatribune.com/events.*

ATLANTA TRIBUNE
THE MAGAZINE

**POWER +
LEISURE.**




SUBSCRIBE TODAY
WWW.ATLANTATRIBUNE.COM



**WOMAN OF
EXCELLENCE
AWARD**

Class of 2018 – DeRetta Cole Rhodes



The Board and Staff of the YMCA of Metro Atlanta congratulates Chief Human Resources Officer, DeRetta Cole Rhodes on being named to the Women of Excellence Class of 2018 by Atlanta Tribune: The Magazine and AtlantaDailyWorld.com.

The **Y**. Building excellent leaders for **160 years!**

160
YEARS
Here for Atlanta
HERE FOR GOOD

AT&T CONGRATULATES
ANGELA BASKERVILLE

Vice President of Entertainment Group Sales

on being honored as a 2018 Woman of Excellence, presented by
Atlanta Tribune: The Magazine and Atlanta Daily World.





April

FEATURES

- 16** **IN FIVE WITH SABRINA JENKINS**
No two days are the same for the Atlanta Braves' Events and Supplier Diversity head, and Woman of Excellence.
- 21** **WOMEN OF EXCELLENCE 2018**
Our largest gathering yet of the City's exceptional women.
- 38** **THE RESISTANCE**
Black women are running for office in unprecedented numbers. Here's what's behind the uptick.
- 44** **COMMUNITY CLOSE-UP**
Nearly 1,000 young adults from Metro Atlanta have discovered new career and educational pathways through Year Up Greater Atlanta.

On the cover: Theresa Schroeder, Blythe Keeler Robinson, Janice Robinson and Dr. Tara Hrobowski-Blackman
Photography by Alex Jones at ZuCot Gallery

15



54



21



59



POWER

current

- 9 What You're Saying**
- 14 Behind the Scenes**
Merrill Lynch's Southeastern HQ Appoints New Director-Level Manager
- 16 In Five**
Sabrina Jenkins, VP of Special Events, Atlanta Braves
- 17 Higher Learning**
Spelman Receives \$2M Gift
- 56 Tidbit**
Stan Little Heads SunTrust Foundation
- 60 Venture**
The Gift of Influence
By Quinetha Frasier

tech suite

- 46 Technology for Business**
Leveraging Automation to Become Frictionless
By Brent Leary

affairs

- 18 Legal Smarts**
Eleventh Circuit Panel: Title VII Does Not Protect LGBT Employees from Sexual Orientation Discrimination in the Workplace
By Dionysia Johnson-Massie
- 19 Tax Smarts**
Tips for Getting Paid On Time
By Steve Julal
- 20 Attorney's Corner**
Deanna Holiday Ingraham, Esq.
By Attorney Brian Poe

commentary

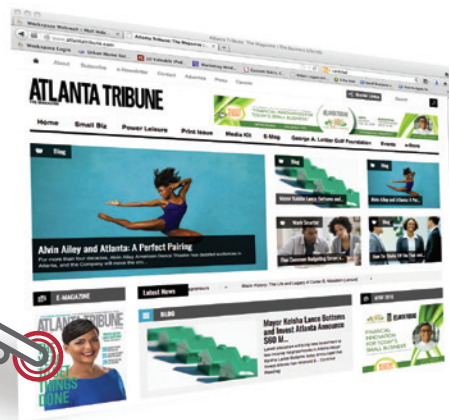
- 11 The Editor's View**
By Katrice L. Mines

LEISURE

- 48 Getaway To**
DoubleTree by Hilton Orlando at SeaWorld
- 49 The LookOut**
Everything, Refresh
- 51 FastLane**
2018 Rolls-Royce Phantom: Smashing the Competition
- 52 Weekender**
Run the City
- 53 To Do**
April Happenings
- 54 Travel**
Blissbehavin' at Atlanta Botanical Garden
- 56 TechByte**
Gadget Box
- 57 Tipsheet**
Stacey Abrams' Letter to Her Younger Self
- 59 For the Love of Food**
Cinnamon Raisin Bread Pudding with Maple Glaze



Have you seen
our new
**ONLINE
EDITION?**



CONTRIBUTORS



Veteran automotive journalist **Brian Armstead** writes FastLane for **Atlanta Tribune**, bringing readers the best of what's new from the auto industry. Got a car question? Email him at autosense@comcast.net.



Alex Jones is a corporate/editorial photographer and has photographed some of Atlanta's business elite for **Atlanta Tribune: The Magazine**, **BLACK ENTERPRISE**, and many corporate publications and websites. His work can be seen around town in publications, as well on the walls of the newly renovated SCLC Women's Headquarters on Auburn Avenue. See his work online at www.businessphotographyatlanta.com.



Dawn M. Richards is the founder of the food and lifestyle brand, D.M.R. Fine Foods. With her food passion leading the way, Dawn shares recipes, travel stories, fashion, entertainment and lifestyle features on dmrfinerfoods.blogspot.com and other media outlets, while maintaining a career as a **FORTUNE 500** legal executive.



Quinetha Frasier is an expert non-profit funding strategist and CEO of a pledge automation software company and Nonprofit Management Consulting firm, Social Impact Technology.

ATLANTA TRIBUNE

THE MAGAZINE

WWW.ATLANTATRIBUNE.COM
APRIL 2018
Vol. 32, No. 01

PUBLISHER

Pat Lottier – plottier@atlantatribune.com

SENIOR EDITOR

Katrice L. Mines – kmines@atlantatribune.com

ASSOCIATE EDITOR

Kamille D. Whittaker – kwhittaker@atlantatribune.com

ART DESIGN

Jayme Ogles

PHOTOGRAPHY

Alex Jones

MULTIMEDIA

American Technologies

DIRECTOR OF BUSINESS DEVELOPMENT

Lorraine Cochran-Johnson – lcochran@realtimesmedia.com

ATLANTA MARKET SALES MANAGER

Duane Torrence – dtorrence@atlantatribune.com

NEW BUSINESS DEVELOPMENT

Armenious Patterson – ap1207@aol.com

MARKETING & SPECIAL EVENTS COORDINATOR

Allison Slocum – aslocum@atlantatribune.com

ATLANTA TRIBUNE INTERNET EDITION

Editorial Staff

DISTRIBUTION

Publication Marketing & Distribution
404.216.1476

A REAL TIMES MEDIA COMPANY



Contact Us!

WWW.ATLANTATRIBUNE.COM

Atlanta Tribune: The Magazine

875 Old Roswell Road, Suite C-100 Roswell, GA 30076
(O) 770.587.0501 • (F) 770.642.6501

E-Magazine - Atlanta Tribune is now available in full online! Get all of what you love in print at your fingertips on your computer, tablet and mobile device at www.atlantatribune.com.

Feedback - We welcome your comments on our publication and on the events that affect Black Atlanta. E-mail your letters to kmines@atlantatribune.com or tweet us at @atlantatribune and visit our Facebook fan page.

Article Queries - Writer and submission guidelines are posted online at www.atlantatribune.com.

Subscriptions - To subscribe, renew your subscription or purchase gift subscriptions to **Atlanta Tribune: The Magazine**, visit our Internet edition at www.atlantatribune.com or e-mail circulation@atlantatribune.com.

Visit us on the Web - Sign on to the **Atlanta Tribune** Internet edition at www.atlantatribune.com. You'll also find information online that you won't find in **Atlanta Tribune: The Magazine**.

GOT VACANT PROPERTY?



Building a sense of community is important at Atlanta Housing. Join forces with us to make your next vacant property available to the people we serve.

Interested in doing business with Atlanta Housing?

Contact Landlord Marketing at 404.541.6759 or leads@atlantahousing.org to learn more.



MC0318-78

WWW.ATLANTATRIBUNE.COM

f What You're Saying...

🐦 TWITTER AND FACEBOOK CHATTER

✉️ **We love to hear what you're thinking!**

Email us, tweet us @atlantatribune or let us know on our Facebook fan page. We're listening.



🐦 @PSEquityMatters: Shout out to all the #women who are building a #cleanenergy future in #ATL and beyond, via @atlantatribune: atltribune.pageflip.site/editions/AT113... @shanleyhopes @IAM_MALI @FeliciaMDavis @greenrevmama @100isNow #ATL100

✉️ **AT**, I was an attendee at the recent Moving Your Business Forward at The Gathering Spot. I just simply want to say that the February issue of **Atlanta Tribune** was really a great issue full of informative content. I particularly enjoyed the "Life Hacks You Need" and the Weekender section.

Terrell Dinkins
Atlanta

🐦 @SensisATL: Amazing last panel at #AT18MYBF! Common talking points: sacrifice, taxes/insurance, taking that leap and so much more. Great group of people! Leaving inspired! @atlantatribune @ATLGathers



✉️ Thanks for the recent Moving Your Business Forward. It was a very informative, outstanding session and a very good group of people. I look forward to many more.

Rasheed Denson
Atlanta



A Beautiful Smile Starts with Healthy Teeth



Comfort Smiles
Atlanta

FEATURED SERVICES

- Implants
- IV Sedation
- Clear Orthodontics
- Full Mouth Restoration
- Root Canals
- Periodontal Therapy
- Botox & Dermal Fillers

DR. SHAWN P. LOTTIER
DDS, MAGD, DICOI



3400 PEACHTREE RD. NE, STE. 1125
ATLANTA, GEORGIA 30326

WWW.COMFORTSMILESATL.COM
404.365.0211

Shawn Lottier, DDS, MAGD

NEW PATIENTS ARE ALWAYS WELCOME!



WellStar and Mayo Clinic. Working together. Working for you.

As a proud member of the **Mayo Clinic Care Network**, WellStar Health System is even closer to achieving our vision of world-class healthcare. Through this innovative collaboration, WellStar doctors have special access to Mayo Clinic knowledge, expertise and resources while patients continue to receive care delivered right here, close to home. And now with even more WellStar locations working together with Mayo Clinic, you get peace of mind knowing that we are here for you.

Innovation. World-class care. WellStar.

For more information, please visit wellstar.org/mayo.
For physician referral, please call **770-956-STAR (7827)**.



WellStar Health System, the largest health system in Georgia, is known nationally for its innovative care models, focused on improving quality and access to healthcare. WellStar consists of WellStar Medical Group, 240 medical office locations, outpatient centers, health parks, a pediatric center, nursing centers, hospice, homecare, as well as 11 inpatient hospitals: WellStar Atlanta Medical Center, WellStar Atlanta Medical Center South, WellStar Kennestone Regional Medical Center (anchored by WellStar Kennestone Hospital), WellStar West Georgia Medical Center, and WellStar Cobb, Douglas, North Fulton, Paulding, Spalding Regional, Sylvan Grove and Windy Hill hospitals. As a not-for-profit, WellStar continues to reinvest in the health of the communities it serves with new technologies and treatments.

We believe in life well-lived.

THE EDITOR'S VIEW



Katrice L. Mines
EDITOR
kmines@atlantatribune.com



When I was growing up, my professional goals changed quite often according to my exposure. My earliest career choice was a lawyer (which I'm sure many African-American women can relate to if they had a penchant for thorough conversation as girls). I was "a talker" so people always told me I'd make a good lawyer when I grew up. And then, I heard Whitney Houston's debut single and I wanted to be a recording artist. Around 6th Grade, I thought I'd one day pursue a seat in the U.S. Senate. I didn't stop shifting career interests until my exposure to Zora Neale Hurston. Something about how I felt when I read "Their Eyes Were Watching God," connected everything that had been loosely strewn about in my mind concerning how I would contribute to the world. I was a pre-Law major in my junior year of undergraduate school at that point. Her words were so beautifully assembled and her storytelling style so powerful that I had to know everything I could about her to try and understand how she became this sort of writer. What I learned that impacted me most was that she was an activist. I considered myself an activist and a lover of words. But, not just words in a one-dimensional way. I loved how words could both disrupt and reform people and situations. That's the kind of writing Hurston did and that was the kind of writer I wanted to be; she was the kind of woman I wanted to be. This entire issue is filled with and dedicated to disrupters and reformers ... trailblazers and torchbearers. The 2018 Women of Excellence are transforming industries and communities in Atlanta and contributing to change around the world. They are the kind of women I always wanted to be like as a girl, and they are lighting the pathway for me as a woman. I hope that you will pass this issue on to the girls, sister-friends and female colleagues in your life because these women's successes can be shared by us all. Take what you need and pass it on. **AT**





Strong Communities inspire us.

Our unique backgrounds, life experiences and passions make us individuals. But when we work together as a diverse group of creative thinkers and doers, we make real-world impact.

Bringing people together locally can be just as powerful. That's why WestRock is a proud supporter of education, environmental stewardship and strong communities.

Atlanta Businesses That Close the Gender Gap Improve Their Bottom Line

Atlanta recently played host to chief diversity officers from across the country who gathered to consider ways to close the gender gap and promote women in the workplace. With its long history of influential, pioneering women, our city seems like the perfect location for a discussion about female empowerment. But, when it comes to advancing female executives in Atlanta — and, more broadly, Georgia — employers still have a long way to go.

The city's technology sector was recently called out for paying men 72 percent more than women, the largest tech-sector wage gap in the United States. Other Atlanta industries are, unfortunately, not much better. Across all sectors — and despite the higher cost of living — median pay for women in Atlanta is less than median pay for men anywhere in Georgia. In three Georgia counties (Fayette, Forsythe and Coweta), in fact, median pay for women is barely more than half of median pay for men.

The issue is not exclusive to Georgia. The wage differential can present a real challenge for women across the country that aspire to be corporate leaders. Women fill little more than 20 percent of C-suite positions across the nation, according to a 2017 study by McKinsey & Company. Women of color represent only 3 percent, despite comprising roughly 17 percent of the entry-level job force.

Fortunately, innovative HR technologies are making it easier for employers to help improve their overall hiring practices and overcome the gender gap. Artificial intelligence applications, for instance, are helping employers avoid unconscious bias in hiring and promotion. Cloud-based platforms are expanding talent pools to find more diverse candidates, while providing greater flexibility for women. More than three-quarters of global talent leaders say their companies plan to invest in these kinds of HR technologies in 2018, according to Randstad Sourceright's 2018 Talent Trends research.

But companies cannot rely on HR technology alone. Employers must actively demonstrate a commitment to gender diversity starting from the top, although the tactics for achieving that goal begins with a comprehensive audit of the barriers women face throughout their career path with the company — from intern to CEO. Companies should identify where women may be impeded and create a diversity pipeline that helps them overcome these barriers.



Equal compensation would also persuade more women to pursue corporate leadership and make it easier for those who are offered executive positions to ascend to the highest echelons of business. More than half (53 percent) of global talent leaders and C-suite executives believe that having more women in leadership roles will be critical to organizational success, according to the global talent solutions firm Randstad Sourceright.

New research indicates that having women in corporate leadership improves a company's performance and likely increases gross earnings. On average, companies with the most diverse executive boards make 53 percent higher returns on equity. And when top companies have women at the helm, they are found to generate up to three times the returns. A female CEO also typically cultivates more women in leadership positions.

Employers in Atlanta and beyond should bolster their efforts to implement necessary diversity initiatives. Doing so will not only help close the gender gap, but will create a workplace that enhances the company's business strategy in the future. **AT**

Audra Jenkins is Chief Diversity and Inclusion Officer of Randstad U.S.

Merrill Lynch's Southeastern HQ Appoints New Director-Level Manager



Denise R. Wilkins is the new Division Client Relationship manager for the Merrill Lynch Southeast Division headquartered in Atlanta. Wilkins now provides oversight for more than 140 offices with 4,500 employees across the Southeast. As a member of the division leadership team, her responsibilities include driving client-centric strategic business initiatives, supervision of overall service and operation plans while appropriately balancing organizational risk. The goal: to bring warmth, compassion and coordination to wealth management that clients find distinctive.

Wilkins joined Merrill Lynch in 1994 as an administrative assistant in the New York office. Throughout her more than 20-year career, she has held various support roles before joining the firm's Leadership Training Program in 2010.

Asked what makes her job unique, she responds, "The people. People are our greatest asset and are what sets us apart from our competitors. Our purpose is to help make financial lives better through the power of every connection. Inspiring our associates each day to do just that is what makes my role unique and rewarding."

She is a member and ally of several Merrill Lynch employee groups who share a dimension of diversity, including Merrill Lynch's Women's Exchange Committee, the Black Professional Group and the LGBT community.

Wilkins attended the City University of New York and New York University and holds the Financial Industry Regulatory Authority (FINRA) Series, 7, 66, 31, 9 and 10 licenses. **AT**

Atlanta's Original UPTOWN comedy corner

We are Back!

The Original Uptown Comedy Corner has been the place for LIVE comedy for over 20 years in Atlanta hosting comedians like Dick Gregory, Chris Rock, Mo'Nique, Paul Mooney, Chris Tucker, Steve Harvey, and Ricky Smiley and NOW we are in Hapeville, GA! Join us as we continue to bring laughter to the world and a platform for living legends and new comedians to do what they love, COMEDY!



397 N. Central Ave.
Hapeville, GA 30354
www.uptowncomedy.net

404-881-0200

ATLANTA TRIBUNE: THE MAGAZINE

POWER+ LEISURE.



SUBSCRIBE TODAY TO OUR
E-MAGAZINE

WWW.ATLANTATRIBUNE.COM

Professor
Caleb Jackson



galottery.com

Caleb was born to teach. In fact, every kid he plays with leaves knowing a little more about something. One thing he doesn't know yet is that his dream of being a professor can one day come true, because you play the Georgia Lottery. For the past 25 years, the Georgia Lottery and you have been helping our students reach their true potential. That gets an "A" in Caleb's book.

\$19 BILLION TO EDUCATION • 1.8 MILLION HOPE SCHOLARS • 1.6 MILLION PRE-K KIDS

Sabrina Jenkins



Sabrina Jenkins has been a staple with the Atlanta Braves for nearly three decades. As vice president of Special Events, she provides leadership on everything from contract negotiations and event logistics to the organization's Supplier Diversity Program. Having not only distinguished herself with Atlanta's Major League sports franchise, Jenkins' efforts in both business and community have landed her among Atlanta's 100 Top Black Women of Influence for the last eight years; a designation bestowed by the Atlanta Business League. Executive, mentor, civic engager — Jenkins wears many hats well. But, what's most inspiring is that this is the very career she set out for. So, we couldn't help but tap her for a quick chat about her life behind the scenes.

AT: What is a typical day like for you at the ballpark?

The one thing I absolutely love about my job is that no two days are the same. Each day depends on which project I'm currently juggling along with managing my staff. One day, I could be working on stadium-wide concert logistics and the next day I could be focusing on an upcoming meeting or luncheon for 200 people. It all depends on what event is coming down the pike and needs to be addressed.

AT: Is this the career you set out to have?

Yes, it is. My goal after graduating from college with a degree in marketing was to work for a professional sports team. I took the marketing skills I had obtained and merged it with the passion I had for athletics. A year after graduating, my resume was plucked from a stack of resumes by the Ticket Sales manager with the Atlanta Braves. That is how my career started. I always tell people it was no one but God who blessed me with my career. I had zero contacts in the industry. The one thing I did have was determination! Once I got the opportunity, I worked hard and expanded my career within the organization. Now, I have several areas of discipline under my belt — Ticket Sales, Advertising/Marketing, Supplier Diversity and Special Events. As long as you stay in line with what God has for you, every goal you seek can be achieved.

What is the best thing about what you do every day?

I get to create and bring events to life. There's nothing more exciting in my job than to start out with a client's vision and watch it come to fruition through hard work, planning and execution.

Share your personal mantra.

Always show people the respect you would like in return.

As a mentor, if you could share just one tip that you believe would take a budding young executive the distance in their career, what would it be?

Be authentic in everything you do because people can see through fakeness, and make sure you reach back and help someone else. **AT**

SPELMAN RECEIVES \$2 MILLION GIFT

Spelman College has received a \$2 million gift from the Karsh Family Foundation — money that will fund annual and endowed scholarships that support graduates of the Knowledge is Power Program (KIPP) schools, a nationwide network of open enrollment, college-preparatory public charter schools.

At the time of the Foundation's first gift to the school in 2012, Spelman became a KIPP College Partner, an alliance with KIPP Schools that is designed to identify strategies that can be implemented by colleges and universities to help close the achievement gap for first-generation college students and students of color. The KIPP College Partners program highlights KIPP's commitment to the entire educational journey of their students and to a choice-filled life.

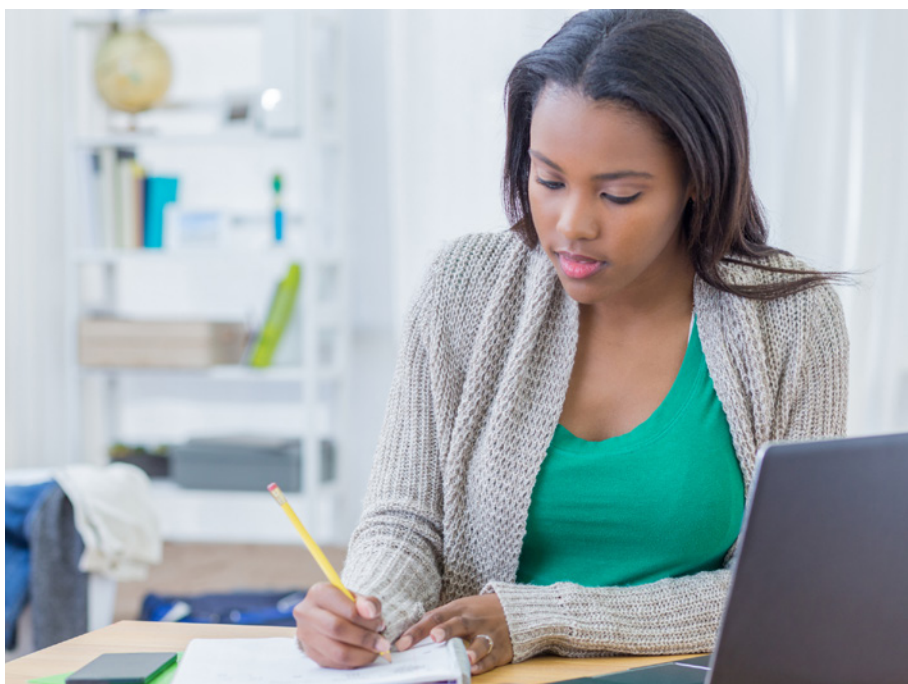
"Financial support and strategic partnerships are critical to delivering the Spelman Promise — preparing students for life and career and ensuring that all Spelman women graduate with a competitive edge," says Spelman President Mary Schmidt Campbell, Ph.D.

"The partnership between Spelman and KIPP supports our goal of guaranteeing more students not only get into college, but succeed in college and beyond. The generous gift from Martha and Bruce Karsh will help make a Spelman education more affordable and expand the number of high-achieving scholars the college is able to support. We applaud the Karshes' longstanding commitment to educational excellence."

The Karsh KIPP award will be funded in four annual installments of \$500,000 each, beginning June 2018. Only KIPP alumnae are eligible to receive the award; and to qualify to be a KIPP alumnae, students must have completed 8th grade at a KIPP middle school or be a KIPP student who is expected to graduate from a KIPP high school.

The non-profit network of 209 tuition-free, college-preparatory, public charter schools is educating early childhood, elementary, middle and high school students has nearly 90,000 enrolled. Spelman has committed to providing work-study opportunities for Karsh KIPP Scholars per cohort, as well as offering the recipients access to faculty and student advisors as part of their undergraduate experience.

"The KIPP Karsh Scholarship has given me the resources to take full advantage of every opportunity that comes my way at Spelman," says Nzali Scales, a sociology major who plans a career as a college professor. "Without having to stress about my financial situation each semester, I am able to focus on my academics and extracurricular activities. This scholarship has also allowed me to tap into my KIPP network on the collegiate level, which has been beneficial." **AT**



ELEVENTH CIRCUIT PANEL: Title VII Does Not Protect LGBT Employees from Sexual Orientation Discrimination in the Workplace



The majority of a panel of Eleventh Circuit judges ruled that Title VII of the Civil Rights Act of 1964 does not protect LGBT employees against sexual orientation discrimination in the workplace. Notably, Title VII prohibits discrimination against employees on the basis of a host of factors, including sex and race. However, Courts throughout the country have wrestled with whether Title VII's prohibition against sex discrimination should be extended to include prohibiting discrimination on the basis of sexual orientation. The Eleventh Circuit, affirming prior precedent (e.g. case law in this Circuit), ruled that Title VII should not be extended to protect LGBT employees from sexual orientation discrimination in the workplace. In short, this decision means employers may deny LGBT applicants and employees' job opportunities and promotions and can terminate their employment on the basis of their sexual orientation without violating Title VII.

However, the Court did reiterate that an employer violates Title VII if it discriminates against an employee who does not conform to an employer's gender stereotype of how an employee of a particular gender should behave or present him or herself. Consistent with its previous opinion in *Glenn v. Brumby* decided under another federal statute, the Court held that such gender stereotyped bias would constitute sex-based discrimination in violation of Title VII. Thus, while

an employer can discriminate against an employee on the basis of his or her sexual orientation (in the Eleventh Circuit) without violating Title VII, an employer **does** violate Title VII if it discriminates against an employee who fails to conform to the employer's stereotypical view of how a woman or a man, for example, should behave or act.

Let's use an example from the *Evans* case to illustrate the distinction. In *Evans* the employee, a lesbian, alleged she was discriminated against because she was gay and also because she did not conform to her employer's stereotypical view of how a woman should present herself in the workplace. The employee preferred wearing a short haircut and a "male" version of the work uniform and shoes. She claimed the employer treated her in a discriminatory manner because she did not present in a manner that was consistent with the employer's preferred stereotype of how a woman should dress. The Court held the employer would not violate Title VII if it discriminated against the employee for being gay, but that it could violate Title VII — on the basis of sex — if it discriminated against the employee for presenting in a manner that was not consistent with the employer's stereotypical view of how a woman should present in the workplace. In short, the employee could sue the employer if it discriminated against her because she did not conform to the employer's stereotypical view of how a woman should look in the workplace.

An important lesson for managers and employees to consider is that often, workplace policies seeking to ensure all employees are treated respectfully or equitably in the workplace are broader than Title VII's legal requirements. Thus, prudent employees and managers would be wise to know their employers' policies and to ensure they are treating their colleagues in a manner that is consistent with those employment policies and practices. Employees and managers failing to comply with an employer's workplace policy requiring respectful and equitable treatment of LGBT colleagues may nonetheless be disciplined and/or terminated from employment for such workplace misconduct. **AT**



Dionysia Johnson-Massie is a veteran litigator and shareholder at Littler Mendelson, P.C., the largest labor and employment law firm in the country exclusively representing national and international employers. Johnson-Massie may be reached at 404.760.3901 or djmassie@littler.com.

TIPS FOR GETTING PAID ON TIME

For many business owners, collecting on accounts receivables can be challenging especially as more people switch from established collection procedures to online payment methods. The good news is that you can take positive action to improve collection rates, shorten the aging days of your accounts receivable, help your business improve its cash flow and tighten up its credit and collections policies. While some of the tips discussed here may not be suitable for every business most can serve as general guidelines to give your company more financial stability.

Define Your Policy. Define and stick to concrete credit guidelines. Your sales force should not sell to customers who are not credit-worthy, or who have become delinquent. You should also clearly delineate what leeway salespeople have to vary from these guidelines in attempting to attract customers.

Tip: You should have a system of controls for checking out a potential customer's credit, and it should be used before an order is shipped. Further, there should be clear communication between the accounting department and the sales department as to current customers who become delinquent.

Clearly Explain Your Payment Policy. Invoices should contain clear written information about how much time customers have to pay, and what will happen if they exceed those limits.

Tip: Make sure invoices (both paper and electronic) include a telephone number and website address so customers can contact you with billing questions. If you send an invoice via the U.S. mail, also include a pre-addressed envelope.

Timing. The faster invoices are sent, the faster you receive payment. For most businesses, it's best to send an invoice when you complete the service or with a shipment, rather than in a separate mailing or online invoice days or weeks later.

Follow Through on Your Stated Terms. If your policy stipulates that late payers will go into collection after 60 days, then you must stick to that policy. A member of your staff (but not a salesperson) should call or email a reminder invoice or notice of late payment to all late payers and politely request payment. Accounts of those who exceed your payment deadlines should be penalized and/or sent into collection if that is your stated policy.

Train Staff Appropriately. The person you designate to make calls to delinquent customers must understand the seriousness of and the professionalism required for the task. When calling a delinquent payer, the caller should:

- Become familiar with the account's history and any past and present invoices.
- Call the customer and ask to speak with whoever has the authority to make the payment.
- Demand payment in plain, non-apologetic terms.
- If the customer offers payment, ask for specific dates and terms. If no payment is offered, tell the customer what the consequences will be.
- Take notes on the conversation.
- Make a follow-up call if no payment is received and refer to the notes taken as to any promised payments.

Switch to an Online Payment System. Studies show that customers and clients prefer to pay with debit and/or credit cards or EFTs vs. checks and to have multiple payment options (including traditional paper invoicing) available to them. Furthermore, when you use the latest online payment technology clients are more likely to feel that you run a more efficient streamlined operation and are "up-to-date." **AT**



Steve Julal is a principal with VAAS Professionals. He is a certified public accountant and a member of the Georgia Society of CPAs as well as the American Institute of Certified Public Accountants. Julal can be reached at 404.223.1058, or via e-mail at steve.julal@vaasprofessionals.com.

ATTORNEYS' CORNER

Madame Mayor Esquire:

DEANA HOLIDAY INGRAHAM



Before her first day of class at Howard University Law School in Washington, D.C., Deana Holiday Ingraham and her law school classmates were required to watch the entire award-winning “Eyes on The Prize” documentary series to encourage activism as one motivator for their present and future endeavors. This experience never left Ingraham. Her law practice has always touched people, and eventually she ran for public office in metro Atlanta and won, serving for four years on the East Point City Council. In December of 2017, she was elected the 34th mayor of East Point by a strong majority.

Holiday Ingraham serves as a co-chair of the National League of Cities Youth Education and Families Council. In 2016, Holiday Ingraham was tapped by former NLC president Matt Zone to serve on the president’s Economic Mobility and Opportunity Task Force. Additionally, she serves on the Georgia Municipal Association Community Development and Public Safety policy committees, was the 2016-2017 president of Georgia Municipal Black Caucus and serves as a co-chair of the Aerotropolis Atlanta Alliance Education Collective.

A proud member of Delta Sigma Theta sorority, Holiday Ingraham graduated Magna Cum Laude at Florida A&M University with a Bachelor of Science degree in accounting and business administration. She earned a J.D. at Howard University School of Law and a Master of Science degree in criminal justice with a specialty in child protection and juvenile justice from Nova Southeastern University. Holiday Ingraham and her husband, Willie Ingraham Jr., are the proud parents of their 8-year-old daughter, Nia Ingraham — whom she takes to city events and even meetings with her when necessary to encourage her civic engagement awareness.

1. Congratulations on your victory. What’s the most gratifying aspect of being mayor of your city?

What I find most gratifying about being mayor of East Point is being able to engage with residents on a personal level and get individual residents to connect with their passions and interests in ways that move the city forward.

2. Do you consider any former mayor(s) to be either a mentor or a role model/hero?

Yes. Patsy Jo Hilliard is a mentor to me. Former Mayor Hilliard led gracefully through tough times. During her time as mayor, the Camp Creek Marketplace development was birthed. The Camp Creek Marketplace is an economic engine for the City of East Point and the State of Georgia. What I admire about her is her visionary leadership and genuine care and concern for people. She is humble, approachable and impactful.

3. What do you wish to accomplish as mayor?

To cultivate a safe, clean, vibrant, and strong community where all feel welcomed, connected and included.

4. How do you juggle your Mayoral responsibilities, attorney practice responsibilities, and family/personal life?

I try not to juggle. I work daily to balance all of these responsibilities from a position of shared deference and intention. I don’t quite hit the mark every day. But on most days, I come pretty close. My family is a priority, and it is important to me to stay grounded and available to them.

5. Tell us about your current law practice?

I am currently Of Counsel with Townes Davis & Associates, LLC. At TDA, I consider my practice to also be one of service. We focus on serving individuals and families at their most pressing times of need. We focus on providing justice and leveling the playing field in cases involving personal injuries, or even the death of a loved one. We handle various types of cases ranging from automobile and trucking collision to medical malpractice. My practice areas also include business, entertainment, government affairs and real estate.

6. Where do you see yourself in 10 years?

I see myself thriving and content with my accomplishments as mayor of East Point, and my husband and I will be preparing my daughter for college and adulthood. **AT**



Brian D. Poe, Esq. is managing partner of Brian Poe & Associates, Attorneys, PC and director of a national legal search firm. He can be reached at 404.880.3318 or via e-mail at brian@thesigningattonney.net or brian@esquire-connect.com.

WOMEN OF EXCELLENCE



DR. BERNICE KING

CIVIL RIGHTS LEGACY KEEPER



Through her work at The King Center, Dr. Bernice A. King educates youth and adults about the nonviolent principles modeled by her parents.

A global thought leader, orator, peace advocate, and CEO of the Martin Luther King, Jr. Center for Nonviolent Social Change (The King Center), which was founded by her mother Coretta Scott King in 1968, this transformative leader steadfastly endeavors to advance her parents' legacy of Kingian Nonviolence, which she re-branded Nonviolence365™.

King was appointed CEO of the Center — the same position held by her mother — in 2012 by the Board of Trustees. That same year, she implemented an annual N.O.W. Encounter Summer Camp which has engaged youth from New Mexico, South Carolina, Michigan, Alabama, and as far away as the Island of Cyprus. Because of the impact the camp, now called Camp NOW, had on their lives, youth from Cyprus returned two years in a row.

The youngest of the King children spearheaded the 'Let Freedom Ring and Call to Action' event to commemorate the 50th Anniversary of the March on Washington and her father's famous 'I Have a Dream' speech. This global event included then-President Barack Obama, former Presidents Bill Clinton and Jimmy Carter, and members of Congress, as well as many other international leaders, dignitaries and entertainers. As part of The King Center's Nonviolence365 education and training initiative, she launched Students with King, which enables students to interact with King family members, as well as those who knew and/or worked with Dr. Martin Luther King, Jr. and Mrs. Coretta Scott King.

Under her leadership, the Center has expanded and enhanced its community engagement to include partnering with the Urban League of Atlanta to provide Nonviolence365 experiences for 100 ex-offenders and to encompass launching the Better Together: Racial Reconciliation initiative for pastors and church leaders. Further, in an effort to build relationships between community and law enforcement and to decrease incidents of police brutality, The King Center, under her leadership, facilitates Nonviolence365 for Law Enforcement. Participants in NV365 Law Enforcement trainings have included chiefs, sheriffs and captains from metro Atlanta departments, as well as directors for agencies such as the Georgia Bureau of Investigation.

Prior to taking on her role at the Center, King was already nationally and internationally known as one of the most powerful, motivating and life-changing orators and speakers on the circuit today. She began her oratorical journey when she spoke in her mother's stead at the United Nations at age 17. Over the years, she has spoken on the steps of The Lincoln Memorial, The White House, major corporations and universities, and in nations throughout the world, including South Africa, Germany and New Zealand.

A graduate of Spelman College and Emory University, she has also received an honorary Doctorate of Divinity degree from Wesley College. In honor of her mother, she returned to her alma-mater, Spelman College, to announce the establishment of the Be A King® Scholarship. A noted author, she has to her credit, "Hard Questions, Heart Answers," a compelling and inspiring book.

An innovative, energetic and committed leader, King is dedicated to taking her parents' legacy and teachings, The King Center, and the work of creating a more peaceful, just, humane world with Nonviolence365 into a new era. **AT**

VICTORIA ROWELL

COMMUNITY CRUSADER

Victoria Rowell's body of work extends well beyond the entertainment sphere where most were introduced to her.

The award-winning actress, international lecturer, author, and civic crusader was a household name in the 1990's and 2000's for her role as Drucilla Barber on the daytime soap opera "The Young and the Restless" — a character run that spanned nearly 20 years. But, that was her launching pad. Rowell has been awarded two honorary doctorate degrees and has been recognized by Congress for advocacy work on behalf of education, arts, foster and adoptive youth and parents as well as diversity issues. Her *New York Times* bestseller, "The Women Who Raised Me," published by HarperCollins Publishers, received literary acclaim while she also enjoys a literary book deal with Simon & Schuster for her popular soap opera novel series "Secrets of a Soap Opera Diva."

Her success can be reconciled quickly with a brief peek into her early years. Rowell, who was born in Maine, grew up on a 60-acre working farm and learned classical ballet from a book. She eventually turned professional and performed with the American Ballet Theater II and other professional ballet companies.

From there, the Emmy-nominated, NAACP-winning actress, who co-starred with Dick Van Dyke in the prime time television series "Diagnosis Murder" for eight seasons, made her film career debut in the 1987 comedy "Leonard Part 6" well as starring in Daytime television. Rowell was also submitted for a Golden Globe Award, starring opposite Samuel L. Jackson in "Home of the Brave."

Twenty-eight years ago, Rowell also earnestly delved into civic work — founding the Rowell Foster Children Positive Plan, which supported services for foster children in fine arts — especially to those who aspired to become involved in acting and dance, higher education, healthcare, financial literacy, and reunification programs. The mother of two's efforts with the organization landed her as a special guest on the talk show "Dr. Phil," in which she gave an emancipated foster child a chance at a job with Sony, dental care, and a scholarship from her foundation.

In May 2006, Rowell was awarded an honorary Doctorate of Humane Letters by the University of Southern Maine in recognition of her work for the benefit of foster children. In 2007, she published a memoir of her life that focused on her time in foster care. In "The Women Who Raised Me," Rowell opens up about the many women who served as role models in her life and chronicles her rise out of the foster care system to attain success. Most recently, her Dramedy Series "The Rich and The Ruthless" has received seven nominations from the Indie Series Awards (ISA), including *Best Directing* and *Best Writing*.

Aside from her work in film and television, she is actively involved in the oldest home for foster children in the United States, The Carrie Steele Pitts Home in Atlanta. Her lifelong efforts in the community enrichment have impacted thousands of youth. **AT**



HER MANTRA:

"Some of us were meant to be raised by one mother; I was meant to be raised by many."

THOUGHTS ON COMMUNITY:

"Everyone has a responsibility and people should not self-edit what they can do. No action can be too great or too small."

CHARACTERISTICS OF EXCELLENCE:

"Generosity, philanthropy, mentoring, and the ability to pay it forward."



Keya Grant's lifework ensures that corporations leverage diverse suppliers. She is the Supplier Diversity lead at WestRock based in Atlanta, and CEO of The Connection Bureau. Supplier development and empowerment are Grant's passion — positioning her to help small businesses not only become stronger performers in their marketplace but also reduce barriers for entry and inclusion — and in these areas, she is a known thought leader. This work is important because it not only benefits the community, it also improves the economy overall. Grant has received numerous industry awards of distinction for exemplary supplier development skills. She holds active advisory, committee, and board memberships in numerous national, regional, and local organizations including the National Minority Supplier Development Council, the Women's Business Enterprise National Council and Delta Sigma Theta Sorority Inc.



Sabrina Jenkins is the vice president of Special Events for the Atlanta Braves where her days include contract negotiations, managing budgets/overall marketing strategies, while supervising and executing event logistics. As part of Major League Baseball's Diverse Business Partners, Jenkins oversees the Atlanta Braves Supplier Diversity Program. Since joining the Braves 26 years ago, she has worked in numerous capacities of business operations including Ticket Sales, Advertising, Supplier Diversity and Special Events. For the last 10 years, Jenkins has been named by the Atlanta Business League as one of "Atlanta's 100 Top Black Women of Influence."

She serves on several non-profit boards, including the Marquis Grissom Baseball Association and currently holds the role of vice president for the Atlanta Chapter of Women in Sports and Events and serves on the GMSDC Supplier Diversity Leadership Council. Jenkins is a graduate of Augusta State University with a BBA in marketing.



Nzinga Shaw is the chief diversity and inclusion officer for the Atlanta Hawks and Philips Arena organization. The first individual to hold the CDIO position in the National Basketball Association and for all 122 North American professional sports teams, Shaw serves as a member of the Executive Committee and provides guidance to the leadership team to engender inclusion in every facet of the business. She has developed a strategy to embed equity in all programmatic activities, governance and daily administration of the organization. Shaw is focused on building a foundation that will advance this strategy as a core component of the Atlanta Hawks brand, and to drive the business. This initiative extends to fans, customers, community partners and to every employee within the workforce. Recently, the Spelman College and University of Pennsylvania alumna was appointed by the 39th U.S. President, Jimmy Carter, to serve a three-year term on the Board of Councilors of The Carter Center. She is also on the board of directors of youthSpark and Atlanta Diversity Management Advocacy Group.



Alrene Richards Barr, director of International Affairs for Hartsfield-Jackson Atlanta International Airport, has spent more than 26 years with the City of Atlanta's Department of Aviation. Barr partners with the Mayor's Office of International Affairs and various regional economic development partners to enhance international business relationships for the City and the Airport. She implemented Hartsfield-Jackson's Sister Airports Program, oversees its international outreach efforts and serves as the Airport's liaison for the Atlanta Consular Corps. As well, she serves on UNITAR/CIFAL Atlanta's Airport Program Planning/Steering Committee, Metro Atlanta Chamber's Global Commerce Council, Welcoming Atlanta iSpeakATL Taskforce and Georgia Council for International Visitors.

Barr has also committed her professional skills to the betterment of communities locally and around the world. She is an active member of the Benevolent Missions of Atlanta, the Atlanta-Montego Bay Sister Cities Committee, and is a volunteer-instructor to airport managers in several developing nations including The Gambia, Malawi and Suriname. In 2017, she received an Aviation Trailblazer Award from the Government of Jamaica and was commended by the Georgia House of Representatives in HR 843 for "outstanding public service."



Lorraine Orr is chief operations officer for Boys & Girls Clubs of America, one of the largest and most influential youth development non-profit organizations in the country. In her role, Orr leads field services across the Boys & Girls Club Movement, with a focus on strengthening the capacity and sustainability of local Boys & Girls Clubs. Additionally, she is responsible for BGCA's focus on youth development programs, child safety and protection strategies, leadership development, and national partnerships that advance BGCA's mission to enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

Since joining BGCA in May 1997, Orr has held various field-focused leadership roles with the 112-year-old organization. Previously, she served as the chief professional officer of the local Boys & Girls Club in Greensboro, N.C., and held a number of other management positions in the Greensboro area.

Orr holds a bachelor's degree in recreation and leisure services. She has also completed senior leadership programs at Kellogg School of Leadership, Northwestern University and Clemson University.



Rokeya Jones is a highly skilled technologist from Atlanta and now serves as a technology executive with a focus on engineering, product design and higher education strategy. Jones has worked as a technology leader for IBM, Disney and Verizon, impacting millions of users with new product designs such as the Magic Band, mBrace, and Drive Safe & Save, just to name a few. She serves various markets across 11 geographies in the Americas – providing direction for the Top Computer Science Academic institutions across North America for Microsoft such as University of British Columbia, MIT, Harvard, Georgia Tech, etc.

For the last 15 years, Jones has dedicated her time and resources as a strategist, community champion and a change agent. She is the co-founder of a global technical online community, Tech World's Half, while advocating for equality among low opportunity, high potential inner-city youth. As well, she is an executive advisor for CloudGirls to foster the next wave of innovative women in technology. She has been a presenter for national organizations, youth groups, women empowerment organizations, engineering programs and most recently "U.S. News & World Report STEM Solutions Presents" on topics such as diversity and inclusion, leadership development, career development, strategic leadership and mentorship.



Tracee R. Benzo is the founder and managing partner of Benzo Law, a boutique litigation firm serving injured workers across the state of Georgia. In 2014, she served as president of The Georgia Association of Black Women Attorneys, and remains an active board member of GABWA and GABWA Foundation. She is also proud to be a member of the Leadership Georgia Class of 2018.

Benzo is an active member of John Marshall Law School Alumni Board, Workers' Compensation Claimants Law Section, Workers' Compensation Claimants Research Committee, and the Executive Committee of the Georgia Trial Lawyers Association. She has received several prestigious honors including the Distinguished Alumni Award from John Marshall Law School. She was named to "Who's Who Top Legal & Accounting Professionals"; The National Bar Association's "Trailblazers Under 40"; and "Top 100 Women of Influence."

She is a 2014 graduate of GTLA's Future Leader's Program, as well as The Young Lawyers Leadership Academy Class of 2010. Benzo graduated with distinction from John Marshall Law School in Atlanta.



Cheryl Harrison is executive vice president of Advertising Sales and Digital Operations for Katz Networks. In this capacity, she oversees the operations for the company's ad sales division, and ongoing development and expansion of the strong digital footprints of the Katz networks Bounce, Escape, Grit and Laff. She oversees the development of network websites and apps, corresponding web presences to service both affiliates and advertising sales partners as well as the company's latest digital success, Brown Sugar, a new streaming service featuring the biggest collection of iconic African-American movies available.

She has more than 32 years of experience in broadcasting and digital media. Prior to joining Katz, Harrison served in ascending positions with Turner Broadcasting.

Her great passion is to mentor younger women with whom she works. She takes great pride in the more than 40 women she has coached and is deeply committed to each. Harrison's extraordinary contributions to media and unparalleled devotion to mentorship have been recognized with awards from the National Black Chamber of Commerce and Cynopsis Media, which recently named her "One of the Top Women in Digital Media."



Publisher. Community development practitioner. Real Estate broker. Housing expert. Entrepreneur. **Janis Ware** has practical and demonstrated expertise in all of the aforementioned areas. A native Atlantan, she is a graduate of the University of Georgia's School of Business, earned an MBA from American Intercontinental University and is a graduate of NeighborWorks America's Achieving Excellence Program in partnership with Harvard University's Kennedy School of Government.

Ware is the chair of Southside Medical Center, treasurer of the National Newspaper Publishers Association, and board member at Atlanta Technical College. She is a former board member of the Atlanta Housing Authority, Habitat for Humanity and Atlanta Business League. An alumnus of Leadership Atlanta, Ware has been recognized by "Who's Who In Black Atlanta," and is one of *Atlanta Magazine's* Women Making the Mark Award recipients.

Ware is the second-generation publisher of *The Atlanta Voice* newspaper now in its 52nd year of publication and the executive director of SUMMECH Community Development Corporation which has developed more than 1,400 housing units independently and in partnership with for-profit developers.



Nicole Ashe leads the Talent Organization for Cox Automotive, which includes the Global Learning, Organizational Development, Performance Management, Diversity and Inclusion and Culture teams.

Ashe's teams are focused on attracting, developing, progressing and retaining talent across Cox Automotive. Most recently, she served as vice president of Talent Management and prior to that was senior director of Cox Automotive Global Learning. Before joining the Cox family of companies in 2014, Ashe held various executive leadership positions with *Fortune* 500 companies including Delta Dental Insurance Company, Cbeyond, and Bank of America.

Under the direction of this award-winning Talent Management leader with more than 23 years of professional experience, teams have won the coveted Association for Talent Development's BEST Award and *Training Magazine's* Top 125 award — both sought after, industry specific distinctions.

Ashe is on the board of Women in Automotive and is a member of the Atlanta Chapter of United Way's African American Partnerships, NAAHR Atlanta Chapter and Choose ATL. She and Charles Ashe Jr. are the proud parents of Lauren Nicole and Charles III.



Angela Baskerville is vice president of Mobility and Entertainment Sales, Service and Corporate Systems at AT&T, and is a 20-year veteran in the information technology field in the areas of production support, billing operations, product development and corporate systems. She currently leads 2,000 employees in delivering technology products and services to AT&T customers worldwide.

Baskerville's career accomplishments include supporting the launch of several flagship products and services including the first Apple iPhone launch, ATT's Unlimited offers and DirecTV Now. She is also an executive advocate for AT&T employee engagement programs and the National Advisor to the NETwork, AT&T's premiere employee resource group that enhances visibility, improves opportunities and encourages personal and professional growth for African-American employees. She leads several outreach initiatives for students who are interested in STEM fields. Recently, she led a panel discussion with NC A&T's Engineering Department, and she is a member of Spelman's Sister2Sister Alumnae-Students Professional Mentoring Program.

The Spelman College alumna, who earned a Bachelor of Science degree in computer science, enjoys time with her children, Cameron, Christy and Courtney.



Elizabeth Espy is the director of Community Engagement for the Atlanta Police Department. She was the first African-American female Public Affairs director for the APD. At APD, Espy created a health and wellness symposium, was instrumental in increasing social media interactions by 900 percent, and positioned APD as an agency to be emulated for its communication and engagement collaborations.

Prior to joining to APD, she earned high praise for her work at Kestrel Communications serving as a senior producer working on The Story of Eastlake, among other projects. She received the Pioneer Black Journalists Award for the Talent-Writer/Producer Category twice and also won two regional Emmys.

A graduate of Spelman College, Espy earned a Master's degree from Northwestern University. She has held national officer positions with The Girl Friends Inc., is a member of the Buckhead Cascade Chapter of the Links Inc. and Alpha Kappa Alpha Sorority. Her volunteer work includes board positions with The Center for Children & Young Adults and the Jack & Jill Foundation of America. Her most favorite times are those spent with her daughter, Brynn.



Joni Taylor is head women's basketball coach for the University of Georgia. She was appointed just the second full-time head coach in the program's illustrious history. Her success over her first three seasons as head coach has garnered national attention: Georgia finished second in the SEC standings with a 24-5 regular season record this past year, resulting in her being named a semifinalist for the prestigious Werner Ladder Naismith National Coach of the Year Award. Taylor entered her current position with 13 seasons of coaching experience at the Division I level, including seven within the Southeastern Conference. The Meridian, Miss., native joined the Georgia staff in 2011 and spent one season as an assistant coach before being promoted to associate head coach. Prior to arriving in Athens, Ga., Taylor coached at LSU from 2010-11, at Alabama from 2008-10, at Louisiana Tech from 2005-08 and at Troy from 2002-05.

Her success is more than just what happens on the court. She has been heavily involved in the Athens community, creating the award-winning Beyond Basketball — a group of empowered women who meet monthly to discuss happenings in and around the area.

Joni is married to Darius Taylor and the couple have one child, Jacie Elise.



Suzanne E. Burks serves as the chief marketing officer and senior advisor of The Burks Companies Inc. — bringing more than 35 years of experience as a corporate innovator and executive with a focus on business development, marketing, diversity/inclusion and external relations. She is responsible for establishing the company's goals and strategies and presiding over the entire workforce of more than 500 employees. Burks has a primary focus on business development, marketing/communications, strategic partnerships, client & employee engagement and new ventures. Under her leadership, TBC has launched three new divisions: BurksHealth™, DiamondBond™ Technologies, and Burks Communications Group™. She was recently elected as the chair of the City of Atlanta Commission on Women, and also serves on the boards of the City of Atlanta Commission on Jobs in the New Economy and National Black Arts Festival. Burks is the Outreach Division Chair at Cascade United Methodist Church. Burks is embarking on two new personal ventures — launching Aryando Wellness Institute™ and running for Georgia State House of Representatives (D-55) in 2020.



Sharon Reed joined CBS46 as an anchor for its early evening and late newscasts in June 2015. Reed came to CBS46 from Meredith sister-station KMOV in St. Louis where she was an anchor/reporter. She has also worked as an anchor/reporter at WMAR (Baltimore), WSVN (Miami), WCAU (Philadelphia) and WOIO/WUAB (Cleveland). While in St. Louis, she helped launch the "Take Back the Streets" and "End Violence STL" campaigns. While in St. Louis she was active with the St. Louis Crisis Nursery, American Heart Association and Gateway to Hope.



Adrienne White is vice president of Strategy and Business Development at Citizens Trust Bank. Previously, she was the vice president of Finance for the National Center for Civil and Human Rights. Prior to The Center, she worked at The Coca-Cola Company and started her career at Ernst & Young LLP's. White's primary passions in the community are health and wellness, women's empowerment and education. She has taken on various leadership roles including the Atlanta BeltLine Partnership Advisory Board, Black Girls Run Leadership, Atlanta Public School Audit Committee, Emerge Georgia, LEAD Atlanta, and New Leaders Council. White is chair of Red Clay Democrats and was chair of Georgia's WIN List in 2015-2016. She chaired Representative Bee Nguyen's campaign in 2017, and is treasurer for Cindy Zeldin for Insurance Commissioner's 2018 campaign. A CPA in Georgia, White earned a Master's in Accountancy and Bachelor of Science in commerce with a concentration in accounting from The University of Virginia.



Teresa Wynn Roseborough is executive vice president, general counsel and corporate secretary of The Home Depot. Before joining The Home Depot in 2011, she was MetLife's deputy general counsel. Prior to MetLife, Wynn Roseborough was a partner at Sutherland Asbill & Brennan LLP. Her background includes government service as deputy assistant attorney general in the Office of Legal Counsel of the Justice Department, service as a law clerk for Justice John Paul Stevens of the U.S. Supreme Court and Judge James Dickson Phillips of the Fourth Circuit Court of Appeals, and service in West Germany as a Department of Defense civilian. Wynn Roseborough earned a Bachelor of Arts degree from the University of Virginia, a master's degree in education from Boston University, and a juris doctor with high honors from the University of North Carolina School of Law, where she was editor-in-chief of the *Law Review*.



Erica Crosling is director of Corporate Communications for Cricket Wireless, a wholly-owned subsidiary of AT&T. She leads Cricket's internal and executive communications, driving employee engagement and effective communications across the company. Crosling also helps set strategic direction and leads execution of Cricket's public relations tactics and media outreach. Joining Cricket in 2015, she led the development of the company's internal and executive communications organization and strategy.

Prior to Cricket, she held public relations and corporate communications leadership positions at some of Atlanta's top companies, including Philips Healthcare, Lockheed Martin Aeronautics, The Home Depot and United Parcel Service.

In 2017, Crosling won CEB's Internal Communicator of the Year Award and was named to the 2017 class of "Who's Who In Black Atlanta." She is a member of the IABC (Southern Region), and in 2017, led the team to winning a Silver Quill award for Cricket's executive LinkedIn leadership platform for the company's president. Crosling holds a Bachelor of Arts in journalism and sociology from Rutgers University.



Juliet Hall is a take-charge businesswoman, advisor, and creator of OWN YOUR OPPORTUNITIES™, (#OYO), an inspiration-to-action speaking and training platform that promotes knowing your value, investing in your value and sharing your value. Hall, independent consultant with Juliet Hall Inc., spent 20 years in corporate management working for national brands, Chick-fil-A and Wachovia Bank (now Wells Fargo). Her passion for inspiring others to self-discovery is undeniable. She has presented to audiences around the country and the world in South Africa, Zambia, Algeria, Niger and Brazil.

Hall actively serves on local and national boards, including the Urban League of Greater Atlanta (current Board Chair) and Leadership Women. She is a member of The Links Inc. (Camellia Rose Chapter) and Alpha Kappa Alpha Sorority Inc.

She earned a Bachelor of Arts degree from Spelman College and a Master of Business Administration from the Terry College of Business at The University of Georgia. When there is down-time, she can be found writing for "Julie's Journal," her online blog, responding to her followers on social media or serving a serious backhand on tennis courts in Atlanta.



Blythe Keeler Robinson is an innovative leader with 20 years of non-profit management experience and expertise in educational programming, early childhood education, program design and implementation, grant writing and contract review and negotiation. Keeler Robinson is the president and CEO of Sheltering Arms Early Education and Family Centers in Atlanta.

Sheltering Arms serves nearly 2,500 children daily, ages six weeks to 5 years old, and their families in 16 early care and education centers across the metro region. Her prior roles include senior vice president and chief programs officer of the Early Learning Coalition of Miami-Dade/Monroe, where she managed and implemented early care and education programs, providing services to more than 50,000 children and their families annually; and vice president of Strategic Planning and Initiatives at Reading Is Fundamental, where she directed programs and strategic initiatives nationally. Keeler Robinson holds a bachelor's degree in government and politics from the University of Maryland, College Park and a juris doctorate from The Georgetown University Law Center.



Catherine Buell is the president and CEO of the Atlanta Housing Authority, where she leads strategic, financial and operational efforts to provide housing to more than 23,000 of Atlanta's low- and extremely low-income households. Buell's visionary approach focuses on AHA's new strategic plan "Vision 2022" (Live.Work. Thrive.), which focuses on creating modern, affordable communities with access to vital amenities; affordable housing preservation; community and program investments that promote self-sufficiency for families and seniors; and the long-term economic stewardship and viability of the agency. She is the former executive director of St. Elizabeth's East, the District of Columbia's largest redevelopment project and future home of the District's Innovation Hub, which will support the development of research, technology, business and entrepreneurship.

Buell started her career as an attorney with Patton Boggs LLP, where she counseled institutional investors on real estate assets and private equity funds in the United States, South America and Europe. She is a graduate of Spelman College and the Georgetown University Law Center.



Dr. Tara Hrobowski-Blackman is an advanced heart failure and transplant cardiologist at the Piedmont Heart Institute. She is board-certified in Internal Medicine, Cardiovascular Disease, Echocardiography, Nuclear Cardiology, and Heart Failure/Transplantation. After obtaining an undergraduate degree in biological sciences from The University of Chicago and a medical degree from Indiana University School of Medicine, Hrobowski-Blackman completed an Internal Medicine residency at Rush University Medical Center in Chicago and performed fellowship training in Cardiovascular Disease and Advanced Heart Failure/Transplantation at Henry Ford Heart and Vascular Institute in Detroit. Outside of caring for her own patients, she enjoys volunteering medical expertise to community organizations geared toward providing medical care and education to the underserved and mentoring high school girls. Hrobowski-Blackman is a member of the American College of Cardiology, and has served as faculty and guest presenter during its national conference for the last two years. She has published articles in several peer-reviewed medical journals and was recently named *Best Self Atlanta Magazine's* Best of 2017 "Best Heart Doctor."



Leona Barr-Davenport is president and CEO of the Atlanta Business League. As such, she works with the board of directors to provide increased access to business opportunities for African-American-owned companies. Several organizations have been the beneficiary of her community and civic volunteerism including the Southwest Atlanta Youth Business Organization, the Atlanta Inter-Alumni Council of the United Negro College Fund, Atlanta Red Cross, Minority Recruitment (2002 co-chair); Workforce Investment Board for the State of Georgia; Atlanta Development Authority; Clark Atlanta University Community Advisory Board (2002-03 chair); Workforce Development for Fulton County; Better Business Bureau; United Way of Metro Atlanta; the Atlanta Coalition of 100 Black Women of Atlanta.

Prior to joining the staff of the Atlanta Business League, Barr-Davenport served on the ABL Board of Directors. She serves on advisory boards and committees for the Atlanta Convention and Visitors Bureau, the Women's Leadership Forum Board of Advisors for the GSU Robinson College of Business, and The Commerce Club. Barr-Davenport received a Bachelor of Science degree in business administration and economics from Benedict College, and an MBA from Clark Atlanta University.



Debra Tyler-Horton is the state director for AARP Georgia where she is responsible for setting the strategic direction for AARP in the Peach State. She leads a professional staff and a network of more than 300 volunteers who help fulfill the AARP mission of “enhancing the quality of life for all as we age.” Tyler-Horton directs community, state and national outreach and advocacy efforts on behalf of AARP and the state’s 1.2 million members. Previously, she served as an associate state director of Community Outreach for AARP North Carolina. A Brooklyn, N.Y. native, Tyler-Horton has traveled to South America as an Eisenhower Fellow, and helped fight drought and hunger as a board member of Project Tanzania. She has received numerous awards and recognitions, including recognition by the National Council of Negro Women. Most recently, she was named to “Who’s Who In Black Atlanta” and received the key to the City of Macon. Tyler-Horton is an ordained deacon, a wife, mother of three and a grandmother of four.



DeRetta Cole Rhodes is the chief human resources officer of YMCA of Metro Atlanta. Prior to joining the Y, she was with First Data as the vice president, Human Resources, where she provided consultation on human capital and organizational development strategies for more than 5,000 First Data colleagues. Previously, Rhodes was vice president of human resources for Turner Broadcasting Systems Inc. Before joining Turner, Rhodes held leadership roles with Ernst & Young, ADP, HomeGrocer.com and YUM Brand. She is a member of SHRM Atlanta board of directors, member of Human Resource People & Strategy, Human Resource Leadership Forum, Hawks Atlanta Diversity and Inclusion member, and past president of the Alumni Board of Family and Consumer Sciences at UGA. Rhodes earned an undergraduate degree from University of Georgia, a Master’s in Business Administration from Clark Atlanta University and a Ph.D. in adult education from University of Georgia.



Mary Chatman, Ph.D., RN is senior vice president and president of WellStar Kennestone. She joined the WellStar Health System in March 2017 as vice president and chief operating officer for Kennestone Regional Medical Center before being appointed interim president for Kennestone while still maintaining her COO duties. Prior to joining WellStar, Chatman served as COO/chief nursing officer at Memorial University Health System in Savannah, Ga., for eight years. In addition, she served as interim chief information officer for Memorial and led the \$85 million electronic health record conversion from McKesson to EPIC. Her healthcare career began in 1988 at Vidant Health System in Greenville, N.C., where she began as a nursing assistant and was promoted 10 times in her 20-year tenure. Chatman grew up and attended college in eastern North Carolina where she earned three nursing degrees. She has served on many local, state, and national boards including being appointed by Governor Deal to serve on the Board of Nursing in 2011.



Natosha Reid Rice is associate general counsel for Real Estate and Finance at Habitat for Humanity International — managing financing programs to generate capital that enables Habitat affiliates to provide decent, affordable housing to families throughout the country. As associate pastor at Ebenezer Baptist Church in Atlanta, she leads the Women’s Ministry, preaches and teaches. A passionate advocate for justice issues, Reid Rice has helped to pass legislation to protect victims of sex-trafficking in Georgia and served on the board of the Atlanta Community Foodbank to reduce food insecurity for Georgia families. She is a frequent speaker on the topics of faith and justice, the impact of privilege, race and gender justice, and leadership development. Reid Rice received a J.D. and A.B. from Harvard Law School and Harvard/Radcliffe College, respectively, where she was a Harvard/Radcliffe Class Marshall and awarded the Captain Jonathan Fay Prize (Radcliffe’s Highest Honor) and the E.P. Saltonstall Prize.



Theresa Schroeder is vice president of Community and Citizenship at Turner Construction, where she is focused on supplier diversity, strategic sales pursuits, and diversity and inclusion. For more than 14 years, she has been responsible for planning and executing programs that are designed to increase Turner's utilization of Minority, Women, Disadvantaged and Veteran-Owned businesses. The Sacred Heart University alumna also spearheads the company's commitment to community service and employee engagement. An active member of the community, Schroeder serves on the board of directors for the Atlanta Community Food Bank, the Georgia Workforce High Demand Career Taskforce and she is a mentor in the Georgia Mentor Protégé Connection Program. Schroeder was also instrumental in starting the ACE Mentoring Program in Atlanta, an educational program for high school students to increase their awareness of careers in the construction industry and continues to sit on the board.



Keri Norris, Ph.D., MPH, MCHES is The Fulton DeKalb Hospital Authority's chief of Health Policy and Administration, where she oversees the Community Health Awareness and Prevention Office. Prior to coming to the FDHA, she worked at the Centers for Disease Control and held positions as a health scientist, evaluator and epidemiologist.

Norris has extensive and specific experience in the areas of eliminating health disparities for vulnerable populations in the United States. She holds a Bachelor of Arts degree in Africana Studies from Agnes Scott College, a Master of Public Health degree in health administration, management and policy from Morehouse School of Medicine, and a certificate of graduate study in gender and women's studies from University of South Carolina. She earned a Doctor of Philosophy in health promotion, education and behavior from the University of South Carolina. Norris is also a motivational speaker and author. Her book "The Other Side of Thru" (pen name Payne Nickerson) focuses on the challenges of poverty, childhood sexual abuse, intimate partner violence and survival.



Rhonda F. Briggs, J.D. is the senior director of External Affairs for MARTA, which includes the Office of Government Affairs and the Office of Community Relations. She brings more than 25 years of professional experience in the arenas of federal, state and local government affairs to the Authority and is chiefly responsible for the authority's legislative initiatives amounting to millions in annual funding for the Authority's operational and capital budget. She was instrumental in the passage of a legislation amounting to over \$3.9 billion in transportation funding.

Briggs is a graduate of the Regional Leadership Institute and she serves on several boards, including the Georgia Transit Association as vice chair and the DeKalb County Workforce Development Board. She also serves on several advisory councils such as American Heart Association's Advocacy Councils as chair, the DeKalb Housing Authority Sufficiency Council, and the Georgia Women Policy Institution. Briggs is a graduate of Georgia State University and earned a Juris Doctorate from Jones School of Law.



A proud native Atlantan, **Patrice Greer** always shows her love for her city. She has served on the boards of the Atlanta Ballet, Alliance Theater, Fulton County Arts Council, Trinity School, Zoo Atlanta and the Community Foundation of Greater Atlanta. Greer has also co-chaired successful fundraisers for Grady Hospital, Atlanta Ballet, Families First and the Junior League of Atlanta. She is currently co-chair of the Atlanta History Center's 2018 Swan House Ball. Professionally, Greer has worked in commercial real estate for companies such as GE Capital and Jones Lang LaSalle, and in strategy and corporate finance for Coca-Cola and Turner Broadcasting System Inc. Greer now heads an airport concessions company which allows her to blend her business acumen with her love for retail and travel. A Wellesley College graduate with an MBA from Northwestern University, Greer is a 2003 graduate of Leadership Atlanta, past president of the Atlanta Chapter of Jack and Jill Inc. and a member of the Dogwood City Chapter of The Links Inc. and Delta Sigma Theta Sorority Inc.



As executive director of United Way of Greater Atlanta's Volunteer Involvement Program, **Janice Robinson** leads a nationally recognized leadership development program designed to connect community leaders to nonprofits seeking board members. VIP's primary business model is focused on supply and demand, ensuring boards and potential board members have opportunities for mutually beneficial civic engagement.

Referred to as "the connector" by many, she has spent more than 20 years in the non-profit sector developing relationships and partnerships to support and develop projects focused on community empowerment. Her civic involvement includes Community Connections, Board of Directors; Leadership DeKalb; Department of Juvenile Justice, Re-Entry Services Committee; The Day League; The Fledglings, board member; Fulton County Juvenile Court, Citizen Review Panel; CVC of Atlanta; Diversity Leadership Academy; Georgia State University Hosea Williams Award, Community Activism Selection Committee.

Having trained almost 3,000 community leaders, what gives Robinson joy is knowing that she's touched the lives of so many who are now touching the lives of others; building community, one connection at a time.



Nancy Flake Johnson became president and CEO of the Urban League of Greater Atlanta in 2008, quickly building partnerships in the public and private sectors throughout the region to drive the Urban League's impact on youth, adults and families through its initiatives and programs. She serves on numerous boards and committees including the 2018 Transition Team for City of Atlanta Mayor Keisha Lance Bottoms as chair of the Jobs and Opportunity Policy Sub-Committee, the City of Atlanta WorkSource Atlanta Board and the Metropolitan Atlanta Rapid Transit Authority.

Flake Johnson earned a Bachelor of Business Administration degree with a concentration in accounting from Howard University and received a Master of Science degree in taxation from DePaul University. Before joining the leadership of the Urban League in 2006, she operated the Howard University Small Business Development Center in the University's School of Business for 10 years; operated her own accounting, tax and consulting firm in her hometown of Detroit, Mich.; and began her career with Arthur Andersen & Co. and Coopers and Lybrand, international certified public accounting firms.



Accomplished marketing executive, **Pamela Simmons** is vice president of Marketing and Communications at Morehouse School of Medicine, where she oversees all marketing and communications, events, and brand strategy efforts for the institution.

Throughout her 25-year career, Simmons has worked extensively with executive management at *Fortune* 500 companies including American Express, HBO, EarthLink, and Playboy Enterprises overseeing award-winning marketing campaigns while managing some of the world's most recognized brands. Before joining MSM, she served as regional marketing consultant for the Leukemia and Lymphoma Society where she led marketing and organizational development efforts to drive fundraising revenue, community engagement, and brand loyalty for the pacific west region. Simmons was the founder and president of Los Angeles-based LimeLight Media and Image Consultancy. In this capacity, she directed a team of renowned media and image consultants to provide top-notch media coaching and personal brand enhancement. She holds an undergraduate management degree from the Georgia Institute of Technology and an MBA from Columbia University.



Felicia A. Moore was elected president of the Atlanta City Council in 2017, and previously served five terms as Council Member representing the citizens of District 9. She is an active member of the National League of Cities and past board member, and is a past president and current board member of the National Black Caucus of Local Elected Officials. Moore is credited with the 2011 Pension Reform effort for the City of Atlanta. She also authored legislation to establish the "Mattie's Call" alert system and brought "Project Lifesaver" to Atlanta, a monitoring bracelet transmitter to quickly find wandering patients. Her community service began in 1991 as president of her Riverside neighborhood association, then as Chair of Neighborhood Planning Unit-D, becoming a community advocate for economic development issues. She's received numerous honors and awards and is recognized as one of "Atlanta's Top 100 Women of Influence." Moore, a licensed Real Estate Broker, is a cum laude graduate of Central State University in Ohio. She holds a Master of Science Degree from Central Michigan University with a concentration in public administration.



Virginia W. Harris is a dynamic and highly respected, public servant and community leader. She serves on the Board of Directors for many organizations including the National Coalition of 100 Black Women Inc.; Albany State University Foundation Board of Trustees as a past president; and the Georgia DOL-Statewide Youth Motivation Task Force Program as a former chair. Beyond active memberships in Alpha Kappa Alpha Sorority Inc., The Links Inc. and Continental Societies Inc., she regularly participates in the National Urban League's BEEP-Program, and lectures at Historical Black Colleges and Universities. Her stellar work has earned her numerous regional, state and local awards and leadership recognition including as an alumna of the Regional Leadership Institute, Leadership Atlanta and Gwinnett. Harris earned a bachelor's degree in business administration and a Masters of public administration.



Tiffany Callaway Ferrell was named general manager of Shared Services, Georgia Power Company in 2017 after holding multiple senior level roles at Atlanta Gas Light and Southern Company Gas — where her role as fleet operations manager led to her gubernatorial appointment to the Commission for a New Georgia Fleet Task Force. Prior to working in the energy industry, Callaway Ferrell held roles in logistics and engineering with General Mills Inc.

She was a member of the 2005 inaugural L.E.A.D. Atlanta class and Leadership Macon 2010 as well as Leadership DeKalb 2013. She currently serves on the Atlanta Business League Board of Directors as vice chair; the Decatur YMCA Board of Directors; The National Coalition of 100 Black Women Incorporated, Metropolitan Atlanta Chapter Board of Directors; and the Atlanta Chapter of American Association of Blacks in Energy. Callaway Ferrell earned a chemical engineering degree from Vanderbilt University and an MBA at Robinson School of Business, Georgia State University.



Bishop Dr. Barbara Lewis King is the founder Minister/World Spiritual Leader of Hillside International Truth Center, Inc., a New Thought ministry in Atlanta. From a prayer group of 12 in 1971, Hillside now has members and supporters worldwide, including outreach ministries in Africa and Brazil. She has traveled and spoken to thousands worldwide, including at the World Culture Festival in Berlin, the International Women's Conference in Bangalore, India, and the Women's Initiative for Global Advancement at the 2015 Parliament of the World's Religions. She has authored 10 books and monographs, including "Transform Your Life."

King has a BA, MSW, and a D.Min., which she earned at the age of 81, plus many honorary degrees and awards. In 2001, she was enstooled as the first female chief at Assin Nsuta, Ghana, West Africa. Her shoes are on the International Civil Rights Walk of Fame and her portrait hangs in the International Hall of Honor at Martin Luther King, Jr. International Chapel at Morehouse College.



With a background of more than 25 years in marketing, **Melanie Few-Harrison** is a successful business owner that has garnered national recognition as a “deal-maker” securing first-of-their-kind marketing deals with some of America’s most recognizable companies.

Few-Harrison is the founder and managing partner of Results Marketing & Media Inc., an urban marketing and entertainment consulting agency based in Atlanta. Her company has brokered ground-breaking marketing and sponsorship campaigns with The Coca-Cola Company, Verizon, Revlon, AARP, L’Oréal, Pepsi, Procter and Gamble, ABC Family Channel, TNT, Tyler Perry Studios, *O Magazine*, and Paramount Films and more.

One of her most notable accomplishments is serving as the executive producer and founder of the Super Bowl Gospel Celebration, a NFL-sanctioned event held during Super Bowl Weekend. Prior to establishing Result Media & Marketing, Few-Harrison was an accomplished senior marketing executive working for major companies including RJ Reynolds/Nabisco and the Georgia Lottery. During these tenures, she developed and managed a number of programs and strategies that successfully generated brand awareness among target consumers.



Elizabeth Wilson is the executive director of the Georgia Micro Enterprise Network, GMEN, the Statewide Association for small, micro and agribusinesses in Georgia. She has provided professional leadership and training in the development of nonprofit services and management including program design, project planning, marketing and fundraising. She has a strong knowledge of urban, economic, and small business development, and has done a tremendous job in community development in Georgia and across the country.

Wilson developed the first microenterprise program for women in Atlanta — BusinessNOW and she provides consulting services to several national and international economic development organizations. She has assisted hundreds of non-profit and faith-based organizations in capacity building and thousands of individuals across the country in developing small businesses and reaching self-sufficiency. She has written several books including “When Life Gives You Lemons, Open a Lemonade Stand”, “Young Gifted and Entrepreneurs” and “Growing up COGIC”.

Wilson is also the vice president of Economic Development for COGIC Urban Initiatives which has a 12,000-member congregation, and a 6.5 million-member denomination.



Twenty-six years ago, filmmaker **Julie Dash** broke through racial and gender boundaries with her Sundance award-winning film (Best Cinematography) “Daughters of the Dust” and became the first African-American woman to have a wide theatrical release of her feature film. In 2004, The Library of Congress placed “Daughters of the Dust” in the National Film Registry; Dash is the only African-American woman with a feature film that has been inducted. She is the recent recipient of the Special Award at the 82nd New York Film Critics Circle, the 2017 Women & Hollywood Trailblazer Award, and the 2017 New York Women in Film & Television MUSE Award. Dash directed multiple episodes of the award-winning dramatic series, “Queen Sugar” and has written and directed for CBS, BET, STARZ, HBO, OWN Television and others. She directed the NAACP Image Award winning, Emmy and DGA nominated, “The Rosa Parks Story,” and other films. Dash has a documentary in-progress about Vertamae Smart Grosvenor, a world-renowned author, performer, and chef from rural South Carolina. She earned an MFA in film and television production at UCLA; earned a BA in film production from CCNY, and she was a Producing and Writing Conservatory Fellow at the American Film Institute’s Center for Advanced Film Studies. Dash is currently the Distinguished Professor of Art and Visual Culture at Spelman College.



Lauren Tate Baeza is the director of the APEX Museum, Atlanta's museum of African-American history. With a background in both museums and international aid organizations, she has led an environmental and community development initiative in Central Uganda and consulted with nonprofits that collaborate with local governments to build groundwater wells and crop irrigation networks in Kenya. Baeza served as African advisor for a food policy think tank and has published articles on the political economy of food in emerging markets. She completed master's degree coursework in African Studies and food policy at UCLA and earned a Bachelor of Arts degree in African and African-American Cultural Studies from California State University, Northridge. She has previous experience at the Santa Monica Museum of Art and the Fowler Museum and aims to guide the APEX Museum into a new era.



Dr. Chantise Sims-Holliman, CEO of Disturb the Universe LLC, entered the field of education as a "layover" until she found her way to the glass ceiling she was supposed to shatter. Over the following 13 years, however, she discovered her time wasn't best spent breaking ceilings but showing teachers and students how to conquer mountains. As an educator, speaker, author, professional development guru, teacher/student mentor, entrepreneur, and disturber of universes, she guides her practice with one fundamental statement: "Thinking outside the box is thinking too small." Sims-Holliman proudly served for 13 years in various capacities at Westlake High School and currently serves as the director of Professional Learning for Hapeville Charter Schools. She has received several honors including: The Atlanta Families Award for Excellence in Education, was named a finalist for The Fishman Prize, a national teaching award and was recently awarded the Dr. Earl Avery MLK Leadership Award from her alma mater Bentley University. Sims-Holliman is also a proud wife, mother, and member of the East Point College Park Chapter of Delta Sigma Theta Sorority Inc.



As the mission director at Susan G. Komen Greater Atlanta, **Tamara Nash** is responsible for the promotion and enhancement of breast health services throughout the Greater Atlanta service area, educational outreach programs, community relations, disparities initiatives, Komen Atlanta grants management, community needs assessment and advocacy. Nash has had an extensive career in postsecondary education, community and civic engagement, including senior leadership positions at Oglethorpe University and Spelman College; The American University (Washington, D.C.); Marymount College of VA (Arlington, Va.); and Brown University (Providence, R.I.). Additionally, for nearly a decade, she directed and managed community programs at the Georgia-Pacific Foundation, and represented Georgia-Pacific Corporation on several non-profit boards. She has a Bachelor of Arts degree in French literature and language from Wellesley College, and a Master of Education degree from Harvard University. Nash is a member the Charles R. Drew Charter School Board of Directors; member of Oglethorpe University Friends of the Center for Civic Engagement a member of Omicron Delta Omega National Leadership Honor Society, among others.



A graduate of Mt. Holyoke College and Emory University School of Law, **Judge Glenda A. Hatchett** completed a prestigious federal clerkship in the United States District Court, Northern District of Georgia. She then spent nearly 10 years at Delta Air Lines. As senior attorney, she represented Delta Air Lines in labor/personnel and antitrust litigation and commercial acquisitions. As Public Relations manager, she supervised global crisis management and media relations. Hatchett has served on the Boards of three *Fortune* 500 companies — HCA, The Gap Inc. and ServiceMaster Company. She accepted an appointment as chief presiding judge of the Fulton County (Atlanta) Juvenile Court — becoming the first African-American chief presiding judge of a state court in Georgia. She is a member of the Georgia Bar and the Bar of the District of Columbia. Hatchett also presided over the two-time Emmy nominated nationally syndicated show, “Judge Hatchett,” now in its 18th Season. She sits on the National Football League’s Atlanta Falcons’ Board of Advisors and recently announced the formation of the Hatchett Firm — specializing in risk and crisis management, as well as innovative and effective closing and settlement strategies.



“Southern hospitality is alive and well!” That’s **Yvette Thomas-Henry** on the hotel she oversees and the city of which it is so much a part. As general manager of Four Seasons Hotel Atlanta, Thomas-Henry is intent upon leveraging that hospitality and building upon that relationship to benefit both the property and the community around it.

Her run with Four Seasons began as director of Rooms in New York in 2007. She later became hotel manager in Washington, D.C., before being elevated to acting general manager after returning to New York in 2013. Though she earned a scholarship to a college in Ohio, she left it to study speech language pathology in New York where she stumbled into a job fair that led to her to being hired as a front office agent. She was later promoted into management training while going to school full time. By the time she had wrapped up her master’s in human services, she was an assistant manager. Thomas-Henry is active in the Women in Leadership Executive Council of the American Hospitality and Lodging Association, and has long mentored young women on their way up.



LaSandra Boykin is lead project manager, Community Engagement at Delta Air Lines where she is responsible for three of Delta’s largest partnerships including — Atlanta Public Schools, American Red Cross, and Junior Achievement. Boykin, known affectionately as “LB,” leads employee engagement, brand activation, event management, and special projects for organizations that Delta supports in key strategic markets both domestic and international. Some notable projects include: Emory University Leadership Hub, Georgia Tech Advanced Manufacturing Pilot Facility, Auburn University Delta Recognition, National Flight Academy, Junior Achievement Projects, Hosea Helps, and Pride activations. She is a graduate of Leadership Georgia and Leadership Cobb. Her board involvement includes Andrew & Walter Young YMCA, the Next Generations Advisory Board for Citizens Trust Bank, and the Leadership Cobb Alumni Association, while she has been named to *Atlanta Business Chronicle’s* “40 under 40” 2017 Class and a 2015 Hyatt Herald Award Honoree. She is a graduate of the University of North Carolina at Chapel Hill. In her spare time, she enjoys traveling, considering herself to be a passport stamp and foreign currency collector. **AT**

RECLAIMING THEIR TIME

By Kamille D. Whittaker

Anna Julia Cooper once wrote, “Only the Black Woman can say ‘when and where I enter, in the quiet, undisputed dignity of my womanhood, without violence and without suing or special patronage, then and there the whole ... race enters with me.’” In this declaration, Cooper asserts that the forward movement of African Americans is unfathomable without black women. Cooper also advances in “A Voice from the South,” (1892) that black women are the gatekeepers of not only the black community, but modern American civilization.

Keisha N. Blain’s “Set the World on Fire” does a historian’s work of putting Black women’s political resistance in its rightful context, temporally and geographically as one of the first texts to examine how black nationalist women engaged in national and global politics from the early 20th century to the 1960s. Whereas historians of the era generally portray the period between the Garvey movement of the 1920s and the Black Power movement of the 1960s as an era of declining black political activism, Blain reframes the Great Depression, World War II, and the early Cold War as significant eras of black women’s political ferment.

And *then*, Fannie Lou Hamer, leader of the Mississippi Freedom Democratic Party, said “I question America,” during her historic speech to the credentials committee of the Democratic National Convention about voter suppression and racist law enforcement violence — themes still making headlines again today.

The MFDP was organized in 1964 by African Americans in Mississippi with help from the Student Nonviolent Coordinating Committee and the Council of Federated Organizations. It was a strategic assertion, by Hamer, sought to challenge the legitimacy of what was then the segregationist Mississippi Democratic Party.

The long genealogy of political resistance frontlined by black women thankfully became a reference point when a notable uptick in Black women running for office since 2016 was reported in the mainstream media after analysis revealed the ways in which black women have long commandeered the electorate. Since, much-needed scaffolding and infrastructure — databases, funding,

organizing, message development — have been formed to uphold what is now being called, ‘The Resistance.’ More women than ever are on track to run for Congress and higher public office in 2018. Compared to the numbers of candidates who had filed or were likely to run at this point in past cycles, this wave of candidates, particularly in the House, is massive, and largely driven by Democrats.

By the time Representative Maxine Waters declared she was “Reclaiming her time” during a heated exchange in July of 2017 between Waters of Los Angeles and Treasury Secretary Steven Mnuchin during a House Financial Services Committee hearing, the swell in Black women running for office had already begun. The popular refrain was a viral cultural marker that embodied the mood of the times, and perhaps buoyed Black women again later in 2017 to steer the consequential election of Doug Jones, a democrat in Alabama who filled Attorney General Jeff Sessions’ Senate seat; and even more recently to convene in Atlanta during the Power Rising Summit which drew upwards of 1,000 attendees and political stakeholders — both running and supporting.

The goal of the event, organizers said, was helping African-American women leverage their political, economic and social power in order to move themselves, their communities and the nation forward.

“Black women own more than 1.5 million businesses. We are the largest users of social media and we know that we are cultural influencers,” said co-convenor Rev. Leah Daughtry.

Other resources like the new site Black Women In Politics, launched soon after the Alabama special elections provide a national searchable database as a point of departure for further research.

Currently, there are 28 black women running for higher office in Georgia. Notably, the person running for the top ticket, Stacey Abrams, would be the nation’s first African-American female governor if she wins. In 2012, the consensus was that Georgia’s electoral numbers wouldn’t substantiate such a feat or even the current calculus. The time, however, may be now.

Organizations that Support Black Women Candidates

The mission of **The Collective PAC** is to build black political power by supporting progressive black candidates on the local, state and federal level. Their latest report, “Underfunded” reveals inequitable funding institutional support of Congressional candidates of color.

The Advancement Project is a civil rights organization that engages with folks of all races and generations. Judith Browne Dianis and her team use legal analysis and public education campaigns to dismantle and reform the unjust and inequitable policies, such as voter suppression policies in Georgia.

Candidates running for office in 2018 and 2020 can use the services of **IMPACT Strategies**, a political advocacy firm whose services include strategic message development, political brand strategy, and social media strategy.

Higher Heights for America, a black women-led organization, works to create political leadership pipelines for black women to run for office and ensure their voices are heard at the table.



STACEY ABRAMS

Running for Governor in Georgia

State Seat, Challenger

Stacey Abrams has spent the better part of the last decade representing portions of Atlanta, DeKalb County and the city of Decatur since 2007 and attempting to turn Georgia “blue” through the non-profit voter registration group she founded in 2013. The New Georgia Project, which aims to register hundreds of thousands of voters and ride the wave of the ever-changing voter demographics in the greater Atlanta region comes on the cusp of the crucial reapportionment of legislative districts scheduled to take place after the 2020 census.

Legislatively, voting rights will likely remain a cornerstone of Abrams’ legislative focus. She opposed House Bill 228 legislation approved on a party-line vote this session that opponents argued could disenfranchise minority voters. The elections bill includes a 26-month deadline for applicants to correct voter registration discrepancies.

The bill came a little more than a month after the state settled a federal lawsuit accusing it of disenfranchising minority voters because of an “exact match” requirement used by the state on registration forms that critics said blocked thousands of them from voter rolls. In the settlement, the state agreed to no longer reject those applications and said applicants would not be under any deadline to correct a mismatch or to confirm their identity unless mandated by a future statutory requirement. To date, the New Georgia Project stated it has thus far registered 200,000 minority voters — about one-quarter of its stated 800,000 goal.

A successful run would mean that Abrams would be the first African-American governor in Georgia — and the first black female statewide officeholder in the state’s history.



MELISSA DAVIS

Running for U.S. Representative, District 7 in Georgia

Federal Seat, Incumbent, 7th District

"Growing up, I've always known the necessity of public service. Being raised by such strong black women, I watched first-hand how they sacrificed for their families and their communities. I began my career in public service straight out of graduate school where I served as a financial analyst for the city of Fort Worth and ever since then, I haven't worked in the private sector. I went on to serve as the assistant of the county director there and was able to become more well-rounded by working in other areas such as public relations.

What inspired me to run for this office is my desire to serve the people in my community in a larger capacity. In today's political climate, it is becoming more evident by the day that more engagement and attention to how our political system is run is necessary to uphold our quality of life.

Coming from a family that worked hard, I am fighting for working families and those who are struggling to earn a living wage day by day, check to check. I am also fighting for veterans' rights and ensuring quality healthcare for citizens. However, we must first strengthen the fight for our children by enhancing our education system.

I am familiar with the resistance movement. This is the movement everyone who isn't a part of the GOP is a part of. After the disappointment of the 2016 election, the fervor has increased and more people are being galvanized to be a part of the political process.

I am endorsed by The Collective Pac. Overall, they're trying to recruit, train and support people of color, primarily those that are African American."

TRIANA ARNOLD JAMES

Running for Lieutenant Governor in Georgia

State Seat, Challenger

What inspired you to pursue this office?

In simple terms, I got mad. During my reign as Mrs. Georgia, I worked across the aisle and around the State with Republicans and Democrats for Medicaid Expansion, opening urgent care centers in South Georgia, and working with Department of Health and Human Services for medical services for impoverished communities. We need to have a voice under the Gold Dome and I feel that real people with real issues do not have a voice right now.

I grew up in the cities of Smyrna and Marietta in Cobb County. I attended Morris Brown College. I joined the United States Army where I served on Active Duty and in the Reserves. I returned home to the community of my childhood to give back. For a long time, I felt that my small town of Smyrna was being left behind in the progress of Cobb County. I worked tirelessly with Representatives, police departments, community leaders and others to ensure that Smyrna had its place on the map. I would like to continue that progress in moving forward as a diverse, working community that cares about its citizens. I want this not only for Smyrna but for the State of Georgia as a whole.

Provide some perspective on the current Resistance movement.

As I have said, I have been “woke” all my life. Some people woke up November 2016. I am glad that more people are engaged and paying attention. I love the fact that this Resistance

Movement is bringing awareness to the issues that some groups have been fighting for, for years such as Black Lives Matter. When people are engaged and concerned, it brings about a greater chance for us to make a difference.

Have you participated in any Indivisible Georgia programs/forums or any candidate training?

Yes, I started the Indivisible Suffragist Sisters here in Georgia. I am a new generation suffragist. My great-grandmother was a suffragist and worked towards the passage of the 19th Amendment — giving women the right to vote. My grandmother was the first black woman to work for the Post office in Smyrna and, at 93, still houses and feeds anyone that wants a meal. My mother serves as a community leader, serving meals and daycare services in the community and one of my uncles, who raised me, was the longest serving black man to work for the City of Smyrna.

Have you been approached by any political organization or PAC that is looking to amplify the campaigns of African American women candidates?

The Women's League for the Chamber of Commerce. I recently participated in a candidate forum regarding black women in politics and how it affects black women in business.





JANICE LAWS

Running for Insurance Commissioner in Georgia
State Seat, Challenger

"I am a FIGHTER with a warrior spirit. I have always been fearless when it comes to taking care of people and speaking up for what is right. As a young girl, growing up in a Third World country aiming my sights on America, I was encouraged to be fully expressive and speak up. My family knew from an early age that my future would include making a difference in the world and this country would allow me the opportunity to be a change maker.

As an immigrant, a mother, and an entrepreneur, I know how to work hard! I have a relentless courage to keep moving and to do whatever it takes in the face of what is right, because it's right. I also know that it will take a fight to fix the problems we face in the

insurance industry of Georgia, but I am up for the challenge! Nothing has ever been handed to me and I am known for my leadership, hard work, and tenacity to get things done.

After working diligently for 16 years in the insurance industry, I am fully committed and ready to take up the battle for families. We deserve fair pricing, fair practices, and products that make sense. I've received numerous awards for outstanding service, including Liberty Mutual's Pursuit of Excellence Awards, Pacesetter Awards, and Nationwide Life Insurance Awards during my journey. I've ranked among the Top 10 Agents for providing Life Insurance and Top 25 for Auto and home, and I am admired among my peers for continuing to be a bold and unstoppable leader.

I am running to make changes in the system. I look forward to working harder than ever for your family and mine."

DEE DAWKINS-HAIGLER

Running for Secretary of State in Georgia
State Seat, Challenger

Dorothea (Dee) Dawkins-Haigler dedicates her life to public service through her role as an ordained minister and pastor, college educator, community activist, and political strategist. Dawkins-Haigler served eight and a half years as a Georgia State Representative from June 2008 until January 2016.

During her tenure in the Georgia General Assembly, she served as chair of the Georgia Legislative Black Caucus and chair of the Georgia Women's Legislative Caucus. Dee served as the chaplain for the National Black Caucus of State Legislators and the National Director of Regional Coordinators for the National Organization of Black Elected Legislative Women, and as a state director for both Women in Government and the National Council of State Legislators Women's Network.

Dawkins-Haigler is the owner of DDH & Associates and executive director of TIME 1000 — an organization dedicated to helping 1000 women and minorities get elected to public office or receive board appointments. She has trained women from Liberia, Nigeria, Ghana, Rwanda, Tanzania and the Democratic Republic of Congo on gender issues, health, entrepreneurship, education and running for office.

She is the Founder/President of the Organization of World Leaders a consortium of leaders in Government, Law, Business, Health,



Finance and Politics dedicated to working together to build alliances for economic sustainability and growth in Africa and the diaspora.

An advocate for children and youth, her focus is particularly placed on those who have been impacted by poverty. This work led her to be appointed to the Juvenile Parole Board for the State of South Carolina by Governor Jim Hodges, where she was the youngest and first African American to serve as Chair of the board.

28 Black Women Candidates Running for Office in Georgia

STACEY ABRAMS

Running for Governor in Georgia
State Seat, Challenger

PARK CANNON

Running for State Representative, District 58 in Georgia
State Seat, Incumbent, 58th District

DOREEN CARTER

Running for State Representative HD92 in Georgia
State Seat, Incumbent, 92nd District

VERONICA COPE

Running for Superior Court Judge in Georgia
State Seat, Incumbent

CHARISSE DAVIS

Democrat Running for Cobb County School Board in Georgia
Local Seat, Challenger, 6th District

MELISSA DAVIS

Running for U.S. Representative, District 7 in Georgia
Federal Seat, Incumbent, 7th District

DEE DAWKINS-HAIGLER

Running for Secretary of State in Georgia
State Seat, Challenger

LATISHA DEAR-JACKSON

Running for DeKalb County Superior Court Judge, Division 7 in Georgia
Local Seat, Challenger, 7th District

RAGIN EDWARDS

Running for House of Delegates in Georgia
Federal Seat, Incumbent, 37th District

TAMEKIA FAIN-LOVETT

Running for U.S. House of Representatives in Georgia
Federal Seat, Challenger, 14th District

TREVA GEAR

Running for State House of Representatives in Georgia
State Seat, Challenger, 175th District

PHYLLIS HATCHER

Running for State Senate District 17 in Georgia
State Seat, Challenger, 17th District

SHELLY HUTCHINSON

Running for GA House District 107 in Georgia
State Seat, Challenger, 107th District

KANDIS WOOD JACKSON

Running for Atlanta Board of Education - Seat 7 At Large in Georgia
Local Seat, Challenger, 7th District

TRIANA ARNOLD JAMES

Running for Lieutenant Governor in Georgia
State Seat, Challenger

ESSENCE JOHNSON

Democrat Running for Georgia House of Representatives in Georgia
State Seat, Challenger, 45th District

TAMARA JOHNSON-SHEALEY

Running for State Senate, District 40 in Georgia
State Seat, Incumbent, 40th District

JANICE LAWS

Running for Insurance Commissioner in Georgia
State Seat, Challenger

REGINA LEWIS-WARD

Democrat Running for State Representative in Georgia
State Seat, Challenger, 109th District

LUCY MCBATH

Democrat Running for U.S. Representative in Georgia
Federal Seat, Challenger, 6th District

ADRIANNE MCCOLLAR

Democrat Running for School Board in Georgia
Local Seat, Challenger, 4th District

CHRISTINA J. PETERSON

Running for Douglas County Solicitor General in Georgia
Local Seat, Challenger

ALICIA "AER" SCOTT

Running for State House Representative in Georgia
State Seat, Challenger, 164th District

BARBARA SEIDMAN

Running for U.S. House, GA 1st Congressional District in Georgia
Federal Seat, Challenger, 1st District

RENITTA SHANNON

Running for State House Georgia 84 in Georgia
Federal Seat, Incumbent, 84th District

TAKOSHA SWAN

Running for Georgia House of Representatives in Georgia
State Seat, Challenger, 91st District

NIKEMA WILLIAMS

Running for State Senate, District 39 in Georgia
State Seat, Incumbent, 39th District

FANI WILLIS

Running for Fulton County Superior Court Judge in Georgia
State Seat, Challenger, 5th District

Source: BlackWomenInPolitics.com

Community Close-Up:

YEAR UP GREATER ATLANTA



Across the country, there are more than 5 million young adults who are workforce eligible but have no jobs or low-paying jobs. And, across the country, there are an estimated 12 million well-paying jobs that will go unfilled in the next decade.

Those 12 million jobs will require postsecondary education. And many of the 5 million young adults who are disconnected from stable career paths aren't qualified today because, despite talent and motivation, they lack access to higher education. And as a result, they lack access to careers that will provide them with financial security and a living wage.

This gap that exists between unfilled jobs and people eager — yet currently unqualified — to fill them is known as the opportunity divide.

An organization in Atlanta is aiming to bridge it.

Year Up Greater Atlanta is a unique program model that provides a one-year intensive workforce training program for young adults ages 18-24 who are unemployed, underemployed or not in school. Through a combination of hands-on skills development, college-level coursework, corporate internships and wrap around support services, nearly 1,000 young adults from Metro Atlanta have discovered new career and educational pathways that were previously unimaginable.

The Year Up program is designed as a high support, high expectation model with a holistic approach focused on the professional and personal development of the student.

Year Up aims to place young adults on a viable path to economic self-sufficiency and position them to fill high-paying jobs with reputable companies.

During the first six months of the program, students develop technical and professional skills in the classroom. Then, they apply those skills during six-month internships with one of Year Up Greater Atlanta's 50+ corporate partners, including Google Fiber, Cox, General Electric, Kaiser Permanente, Elavon and many more.

The program provides underserved young adults with the skills, knowledge and experience today's businesses require, helping them along their path toward a successful, stable career. And as a result, Atlanta businesses and employers will gain access to a wider pipeline of well-trained and well-prepared talent, helping them achieve their business goals and compete in a global economy.

Over the past two-plus years, the Year Up Greater Atlanta's team has served 330 young adults and achieved positive outcomes for more than 93 percent of its students. Their goal is to one day recruit enough volunteers and foster enough support to be able to serve 1,000 Atlanta students annually.

One way they are working toward reaching that goal is by forming innovative partnerships throughout the community. For example, Atlanta Technical College (ATC) and Year Up have joined forces to provide a college pathway to young adults in the program. This year, Year Up will expand its reach and serve more than 410 students, including 160 individuals who will be dually enrolled in the Year Up program and ATC.

It is clear that the team and volunteers at Year Up actively change the trajectory of young people in the Metro Atlanta community. The program's unique approach starts with the end in mind — empowering young adults to go from no jobs or low-paying jobs to professional careers paths in just a single year.

Every day, young people in the Atlanta community face the notion that they have less opportunity simply because of their zip code, their skin color, their parents' finances or their assigned school district. The team at Year Up believes it doesn't — and it shouldn't — have to be this way. They've made it their mission to combat these challenges head on every day to open doors and provide access so Atlanta's young adults can change their life trajectory. **AT**

YEAR UP BY THE NUMBERS

- Nationally, Year Up has served more than **19,500 young adults** (and counting)
- Year Up has partnerships with more than **250 corporations**
- **100%** of qualified Year Up students are placed into internships
- **More than 90%** of graduates become employed and/or enroll in postsecondary education within four months of completing the program
- Year Up graduates earn an average of \$19 per hour — the equivalent of **\$38,000 per year**





About the Author:

Brent Leary is a partner of CRM Essentials. He is co-author of "Barack 2.0: Social Media Lessons for Small Business." You can follow him on Twitter at twitter.com/brentleary

Leveraging Automation to Become Frictionless is Key to Small Business Success Beyond Conversion Rate Optimization

I recently caught up with Lawrence Cole, head of Google's mid-market ads business in the western United States, and proud Florida A&M grad. Here are a few of the key takeaways from our conversation on how small businesses can compete more successfully with the right focus.

Improving conversion rate optimization

Lawrence Cole:

[Improve conversion rate optimization by] making it simple, and as easy as possible. Reduce the number of steps that it takes to be able to get to whatever it is you have to offer. Look at things like the speed of your site, the number of steps that it takes to get to your shopping cart, the number of different types of payment that you take ... do you even take PayPal? You need to think about mobile, because people are not just researching on mobile, but being very comfortable at purchasing on mobile, as well. Especially for things that are not huge, major purchases.

I can't tell you how many times I've been ready to buy something from a company, and they ended up losing my money, because it took too many steps, or I had to wait too long, or something would not load. I went elsewhere, and bought the exact same thing from someone else.

The bottom line focus really should be on how frictionless as possible can you make your customer acquisition process.

Leveraging Google's machine learning capabilities to connect with prospects

Lawrence Cole: One of the perennial challenges with small businesses is a lack of access to leverage: Not having the financial resources, and not having the headcount to compete with larger concerns in the same space. One of the things that has already begun to democratize that, is machine learning; and how Google, in particular, is using and leveraging machine learning in our products to look



at an innumerable number of signals across our several properties to be able to collect really smart data that can help small businesses to optimize the return they're getting from what they're investing.

When I began managing paid advertising, your results had a lot to do with the skill of the person who was managing your account. What machine learning is doing, is taking the focus of optimization away from human knowledge, and shifting it over to machine knowledge, so that even a small business can compete very well if they can be smart about how they're leveraging automation.

The importance of being an early tech adopter

Lawrence Cole: Small companies absolutely need to be at the forefront of any trend that comes out. At the very least being educated on it, and maybe doing some light, and extensive testing to see if it works for you. Small businesses are so much nimbler than larger competitors, and this allowed companies I've worked with to become companies that drive hundreds of millions, if not billions of dollars in revenue. It's because they entered a market as a small competitor, and they got ahead of the curve on a trend. Whether it's mobile, video, or voice. Those are all things that a small business person should be looking at, and relentlessly thinking about ways they can cut some of the larger competitors off at the pass by being a fast mover in new trends. **AT**

leisure power

Welcome to your downtime

Workout to Waves Mesh
Panel Sports Bra
\$58, Spanx.com



Folding iLashcomb
\$12, Tweezerman.com

Active Cropped
Leggings
\$88, Spanx.com



Banana Bright Eye
Crème
\$38
Olehenriksen.com

#Goals
p.49

DoubleTree by Hilton
Orlando at SeaWorld
48 // GETAWAY

Everything, Refresh
49 // THE LOOKOUT

2018 Rolls-Royce Phantom:
Smashing The Competition
51 // FASTLANE

Run The City
52 // WEEKENDER

April Happenings
53 // TO DO

Blissbehavin' at Atlanta
Botanical Garden
54 // TRAVEL

Gadget Box
56 // TECHBYTE

Stacey Abrams' Letter to
Her Younger Self
57 // TIPSHEET

Cinnamon Raisin Bread
Pudding with Maple Glaze
59 // FOR THE LOVE OF FOOD

GETAWAY TO ORLANDO, FLA.

DoubleTree by Hilton Orlando at SeaWorld is a welcomed break from the norm.

By Katrice L. Mines



You don't have to be a kid to love theme parks or to get excited about a few-days jaunt to the Sunshine State. Spring break has no age restriction; 52 hours recharging at DoubleTree by Hilton Orlando at SeaWorld taught me that. It was my first time in Orlando as well as my introductory and highly anticipated trip to SeaWorld. And from start to finish, the destination was in perfect order. Good location ... Check. Good food ... Check. Unbounded space to sprawl ... Check. Add to that recreation built around up-close animal experiences and massive amounts of stimulation — if you have the stamina for an entire day of it — and there's not much more you could ask for.

Nestled in 28 acres of lush palm trees and tropical fountains, DoubleTree by Hilton Orlando is a relaxing haven. Consciously or not, what we travelers want to do first when we hear island tunes overhead is cut through

the preliminaries as quickly as possible to the feeling of vacation. We travel to coastal destinations for castaway vibes close to home but far from the monotony. The 1,020-room resort boasts refreshed guest rooms and renovations to the existing 60,000 square feet of flexible outdoor and indoor meeting and event space. I was there for leisure, others for an intermingling of work and play, and the communal spaces outside of private quarters had a drawing effect. The property's recent transformation is a part of an effort to branch out and accommodate larger groups and events in sophisticated function spaces.

Tucked away from the clamor of the city, the hotel — with its reimagined food and



beverage venues, pools, family activities, market and concierge services — is still within easy access to shopping and entertainment for an experience with the locale including SeaWorld® and its waterpark, Aquatica. Whether you book a private cabana poolside or pick up tickets to one of SeaWorld's special events onsite, how you choose to rejuvenate is up to you; they've done the heavy lifting. **AT**

THE LOOKOUT

Everything, Refresh #Goals

MY VICARIOUS LIFE
MYVICARIOUSLIFE.COM

EYES

Lush long natural lashes. #goals



LASHFOOD Phyto-Medic Lash Enhancer HYTO-MEDIC LASH ENHANCER
\$78, Sephora.com



LASHFOOD Conditioning Collagen Lash Primer
\$20, Sephora.com



LASHFOOD Ultra Rich Volumizing Mascara
\$20, BlueMercury.com

HAIR

Unfussy curls. #goals



Locking + Coconut Curls Decadent Creamy Mousse
\$8.99, Walgreens



Locking + Coconut Curls Finishing Mist
\$8.99, Walgreens

FACE

Radiant. #goals



JUICELAB HOLY KALE! Brightening & Energizing Power C+ Booster Face Mask
\$10, Starskin.com



Urban Skin Rx 3-in-1 Clear Skin Cleansing Bar
\$24, Target.com



Specific Beauty Daily Brightening Essentials Kit
Daily Gentle Cleanser
Intensive Skin Brightening Serum
Active Radiance Day Moisture SPF 30
\$39.95
SpecificBeauty.com

LIPS

A super soft and natural pout. #goals



Honey Trap Lip Balm
\$10.95, Lushusa.com



Stila Stay All Day Liquid Lipstick | Sheer Beso
\$22, Ulta.com

BODY

Toned + moisture rich. #goals



Dream Cream Hand and Body Lotion
\$29.95, Lushusa.com



Fitbit Zip
\$59.95
Fitbit.com



Hesperides Grapefruit Eau de Parfum Spray
1 oz. - \$50, Fresh.com



Marc Jacobs Beauty Outliner Longwear Lip Pencil | Oh Cocoa
\$24
Marcjacobsbeauty.com



Marc Jacobs Beauty Enamored High-Shine Lip Lacquer | Cream & Shine
\$28
Marcjacobsbeauty.com

2018

SUPPLIER DIVERSITY BUSINESS SUMMIT



IN PARTNERSHIP WITH

ATLANTA TRIBUNE
THE MAGAZINE



THURSDAY, JUNE 21, 2018

onUp Experience at The Battery | 8:30am – 10am
SunTrust Park | 10am – 6:30pm

Attend dynamic sessions and panel discussions, meet vendors at the expo, and learn about upcoming procurement opportunities with the Atlanta Braves, SunTrust and many other Fortune 500 companies.



DON'T STRIKE OUT!

VISIT WWW.ATLANTATRIBUNE.COM FOR REGISTRATION INFORMATION.

2018 ROLLS-ROYCE PHANTOM: SMASHING THE COMPETITION



By Brian Armstead

Competition. It's a word often bandied about to describe an equal or epic contender. Ali-Frazier. Coke versus Pepsi. iOS versus Android. You get the picture. But when it comes to competition at the upper end of the luxury sedan class, one titan stands alone: the 2018 Rolls-Royce Phantom. So, what about the Bentley Mulsanne? It's an exquisite luxury saloon. Mercedes-Benz Maybach S-Class? Also exquisite, but neither comes close to the ultimate luxury statement you make owning a Phantom.

The upper echelon of the luxury class is measured with a different yardstick, and in the case of the Phantom, the 5,862-pound (before options), 18.9 foot-long (also available in extended wheelbase guise), \$571,000 as-tested rolling sculpture from Goodwood, United Kingdom is *the* King of the Roadways.

As the longest existing nameplate in motoring history, Phantom has defined British luxury craftsmanship for more than 92 years. When

Sir Henry Royce introduced the Rolls-Royce Phantom in 1925 the cognoscenti judged it "The Best Car in the World."

Now in its eighth generation, previous Phantom Saloons were quite imposing visually, and the new model is no different. It looks like it was carved from a single block of billet aluminum, with broad flanks and a massive grille.

As one would expect in a super luxury vehicle, the Phantom is chocked full of driver and passenger comfort and convenience aids. Slide behind the wheel, and you are coddled by seats influenced by the famous Eames Lounge Chair of 1956, a design so regarded by patrons of luxury that it's part of the New York Museum of Modern Art's permanent display.

The Brits have always been known for impressive wood, leather and wool interior standards. In the case of the new Phantom, superb veneers from sustainably forested trees are used. The process of creating wood covered

interior works of art is painstaking, and requires the deft hand and exacting visual acuity of an experienced craftsman. My test Phantom's veneers were expertly matched and extremely well-finished. The Wilton wool carpets were thick and sumptuous, and the hand-matched leather seats and door cards — all first rate.

There's also a leather headliner in the Phantom, and for a few Pounds Sterling, you can create your own celestial experience. The 'Starlight' Headliner uses fiber optic lights channeled to scores of holes in the headliner to replicate your very own otherworldly experience. This bespoke option can be created with the constellation of your choice.

Finally, the 2018 Rolls-Royce Phantom is outfitted with a raft of superior high technology.

After my time driving the Phantom, I wondered, "How does Rolls manage to constantly one-up itself?" This is a truly superior automobile. **AT**

WEEKENDER

RUN THE CITY



Prep for the City's Peachtree Road Race with these qualifying runs for a cause.

39th Annual Sickle Cell Road Race/Walk

APRIL 14, 2018

Rain or shine, participants will run the challenging 7K (4.3 miles) course or walk the comfortable 4K (2.5 miles) course down Main Street and through East Point's diverse communities. While in town, get a glimpse of the downtown growth, convenient transit, neighborhood charm, hospitality and robust businesses. Proceeds support the non-profit mission and programs of the Sickle Cell Foundation of Georgia Inc. which serves families affected by Sickle Cell disease and Sickle cell trait. Sicklecellrace.com

The 2nd Annual Helping Hands in Haiti, Walk A Mile in Their Shoes, 5K Run/Walk

APRIL 21, 2018

The 2nd annual Helping Hands in Haiti's "Walk A Mile in Their Shoes" 5K Run/Walk that starts and finishes around the beautiful lake at Duncan Park in Fairburn, Ga. The race includes a pre-race warm up session with Boom Shock Fitness trainer, Stephanie Jones. hhinhaiti.org

Steps of Hope 5K

APRIL 21, 2018

Simple and scenic, the Start and Finish is in Historic Fourth Ward Park, but the rest of the race is on the BeltLine between Krog Street Market & Ponce City Market. Proceeds from the event go to Kids Hope International, whose mission is to provide orphans, vulnerable children and children with disabilities in underserved communities globally with basic human necessities today and to create a path for a sustainable tomorrow. raceroster.com/events/2018/15831/steps-of-hope-5k

2018 Chastain Chase 5K

APRIL 22, 2018

The Chastain Chase, benefiting Cancer Support Community, is a beautiful, springtime run and walk through scenic Chastain Park. The event includes a 5K, a 1-mile walk/run, and a Tot Trot in honor or in memory of a loved one affected by cancer. cscatlanta.org

SAVE THE DATE

ATLANTA BUSINESS LEAGUE'S 40TH ANNUAL CEO APPRECIATION LUNCHEON

**TUESDAY, MAY 15, 2018 FROM 11:30 A.M. TO 1:30 P.M.
HYATT REGENCY ATLANTA**

Each year the Atlanta Business League recognizes local CEOs for outstanding participation in minority vendor development and community activities. The honors conferred are based in part on the willingness of these executives to take on work vital to carrying forward the agenda of the ABL, and the business community. In addition to CEOs, the ABL recognizes a number of individuals and organizations that have made significant contributions in the development of minority business in the metro Atlanta area. atlantabusinessleague.org

ANDREW YOUNG PRESENTS: MEMPHIS, FACING THE CROSS

**MONDAY, APRIL 9, 2018 FROM 7-9 P.M.
JIMMY CARTER PRESIDENTIAL LIBRARY**

This is a free screening of Ambassador Andrew Young's first-person account of Martin Luther King's final days and legacy in the moving, inspirational documentary. andrewyoungfoundation.org

LEAD360 SUMMIT: "WIN ANYWAY"

**FRIDAY, APRIL 20, 2018 THROUGH SATURDAY, APR 21, 2018
THE TWELVE HOTEL | 361 17TH ST. NW ATLANTA, GA 30363**

The LEAD360 Summit is a highly selective gathering of thought leaders that offers executive training, peer mentoring, idea sharing and networking to equip minority leaders for success in today's complex organizations. Selection is open to rising middle managers and senior leaders, directors and vice presidents. lead360summit.com

A SEAT AT THE TABLE WITH YOLANDA OWENS

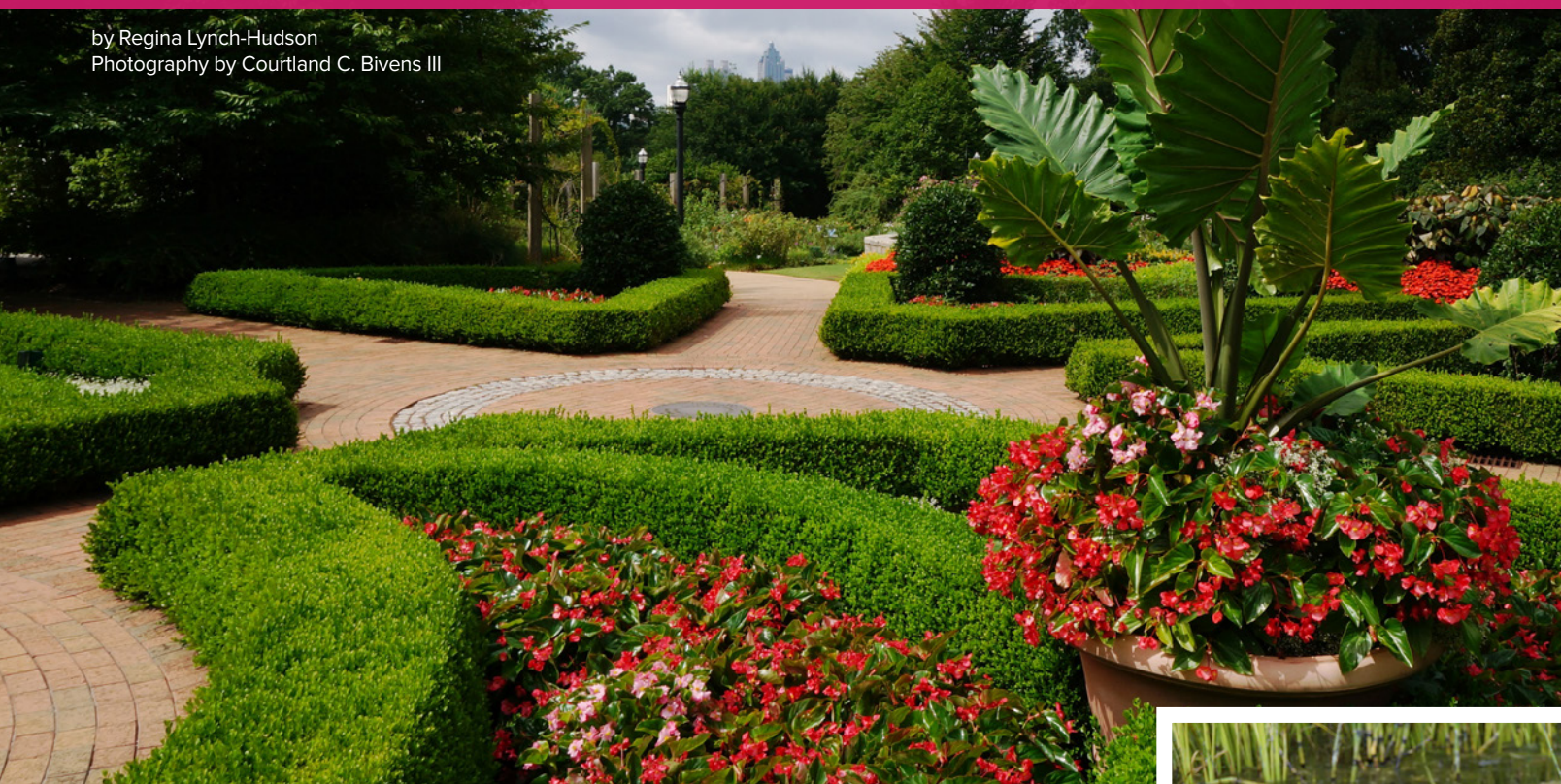
**SUNDAY, APRIL 29, 2018 FROM 5-7 P.M.
IWI FRESH GARDEN DAY SPA**

Take in a farm-to-table entrepreneur experience while getting a roadmap to healthy business and success with the skin-care chef. lwifresh.com **at**

Blissbehavin' at

ATLANTA BOTANICAL GARDEN

by Regina Lynch-Hudson
Photography by Courtland C. Bivens III

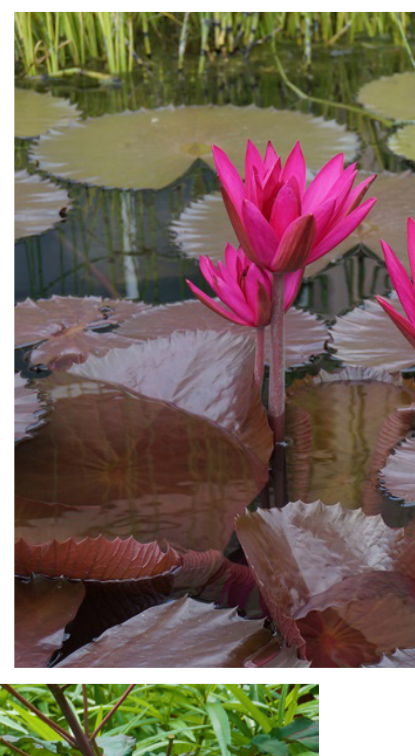
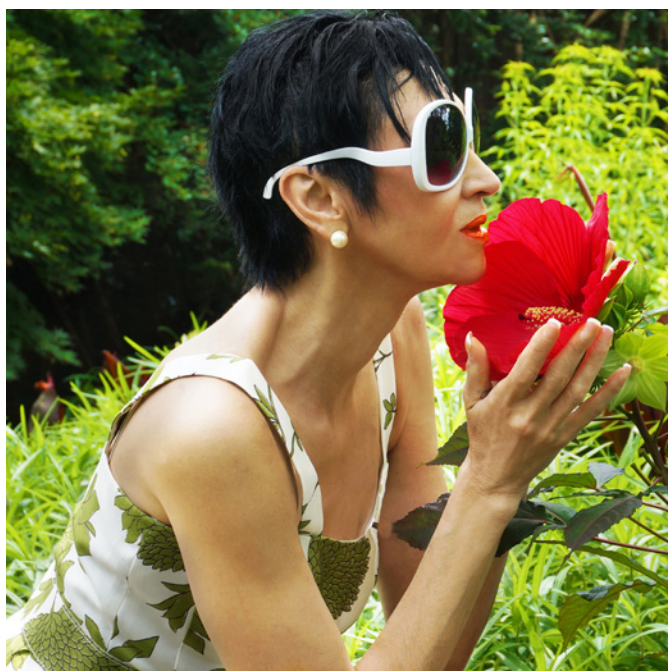


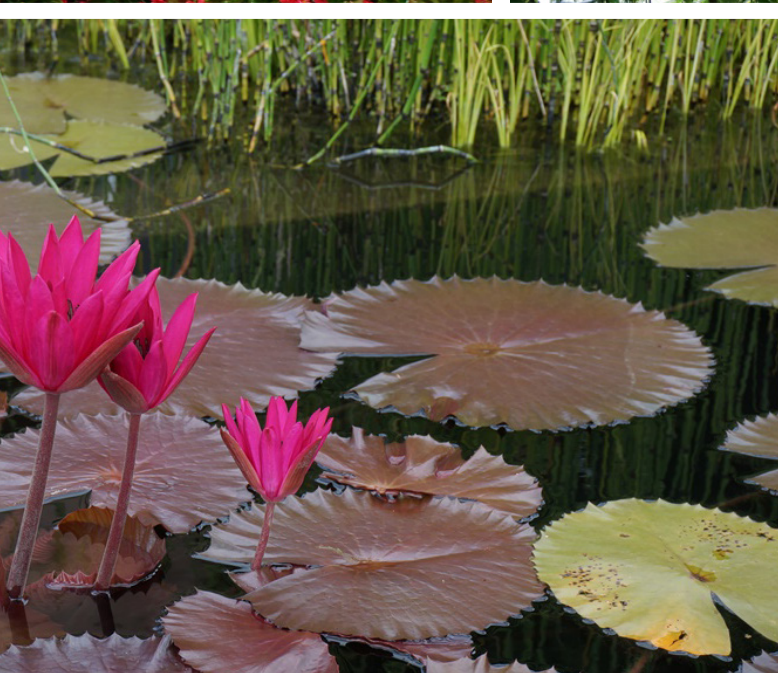
Gardeners and travelers alike can't wait for April showers to yield much-anticipated bursts of May flowers. Now's the time to consult the Farmers' Almanac weather forecasts, and hit the trail to explore botanical sanctuaries across the state and country.

Spectacular plant compilations, bountiful displays and dazzling floral exhibitions make the Atlanta Botanical Garden an urban sanctuary in the heart of Midtown and a world-class natural attraction for both solitude and social events.

Horticulture enthusiasts will delight in the grounds that unfold flora in every shape, size, shade and scent imaginable. I took a tiptoe through the tulips (and more) donning a Martha Stewart-worthy dress covered in lime-hued blossoms — to inspire my very dormant green thumb.

www.atlantabg.org





Blooming Backdrops: The Atlanta Botanical Garden showcases 30 acres of outdoor gardens, an innovative Children's Garden, the 40-foot Canopy Walk overlooking Storza Woods (the only tree canopy-level pathway of its kind in the United States), and an Edible Garden and Outdoor Kitchen, introducing plants and herbs that are both pretty and palatable. After an open-air frolic of the property, we found ourselves on an escape to a forest inside the Fuqua Conservatory. Fuqua is an organic ecosystem that's home to tropical and desert vegetation including the Fuqua Orchid Center, which houses orchids, a waterfall and a throng of poison arrow frogs.

The 1.5-acre Skyline Garden is the most flamboyantly executed plot on site. Dubbed the Anne Cox Chambers Flower Walk, the Skyline Garden unleashes a paradise of seasonal buds in a backdrop ideal for weddings and private celebrations, offering guests panoramic vistas of downtown and midtown. The space also provides a flowered runway for fashion photo shoots or couple portraits.

Annual events such as Atlanta Blooms, Concerts in the Garden, Garden Chef Demos and Garden Lights offer fascinating activities for everyone — from plant lovers to art, culinary and music connoisseurs. The upcoming must-do event is Imaginary Worlds, an exhibition of topiary-like sculptures, presented May 5th to Oct. 28th.



Rosy Outlook: Keep a rosy outlook year-round by visiting floral showplaces right in your own backyard. In addition to Atlanta Botanical Garden, there's the State Botanical Garden of Georgia (www.botgarden.uga.edu), at the University of Georgia in Athens. Smith-Gilbert Gardens (www.smithgilbertgardens.com) in nearby Kennesaw features more than 3,000 species of plantlife. Callaway Resort & Gardens (www.callawaygardens.com) in Pine Mountain, Ga., unfolds an extended getaway to 2,500 acres of verdant nature in a resort wonderland.

To see the 10 Best botanical landmarks across the nation:
www.10best.com/awards/travel/best-botanical-garden-2017



Blissbehavin' In covers top bliss destinations where busy executives go indulge in leisure activities. Publicist/travel writer Regina Lynch-Hudson has developed articles, and destination marketing concepts for countless airlines, venues and tourism boards. www.thewritepublicist.com

FIND YOUR (TECH) GROOVE



Hankering to keep up with the latest trends in the tech industry? Monthly subscription boxes with a tech twist are designed to bridge the gap.

Created to connect consumers with technology on a more direct basis, your monthly, quarterly, or yearly **GadgetBox** will include unique and innovative tech and design gadgets/products from around the globe. Think: newly designed and sound efficient wireless headphones to mini audio speakers to a Smart Lightbulb. gadgetbox.us

Each **TekCrate** package, which purports to help you “maximize the technology you use in your daily life,” boasts utilitarian gear, nifty gadgets, and even gaming accessories. Choose the category you’re most interested in: original, geek, PC or gift. If you prefer more utilitarian wares, go for the original, which includes useful gadgets like a Wi-Fi USB adapter. Or spring for the gift box, with fun items like wireless speakers. tekcrates.com

Breo Box’s urbane crate subscription curates lifestyle, fitness and tech items in one box. Several high-end gadgets and accessories that you can use in your everyday life, are delivered to your door on a quarterly basis. Past boxes have included a S’Well bottle, an Instax Mini 70, copper mugs, a food scale and an Amazon Echo Dot. breobox.com **AT**

TIDBITS



Stan Little Heads SunTrust Foundation

SunTrust Banks Inc. has selected Stan Little as its new president of the SunTrust Foundation. The SunTrust Foundation advances financial well-being while contributing to the social, cultural and economic development of communities across the company’s markets.

Little succeeds David Fuller, who retired in March. “David transformed the SunTrust Foundation by aligning our philanthropic strategy to our purpose of Lighting the Way to Financial Well-Being and focusing giving on efforts that build financial confidence,” says Susan Somersille Johnson, SunTrust chief marketing officer.

Under Fuller’s leadership, the foundation saw its highest level of giving in 2017, with \$16.9 million in grants awarded to more than 1,400 educational institutions and nonprofits. He also spearheaded the first National Financial Well-Being Summit, convening top thought leaders across the country to discuss opportunities for advancing financial education. Little will expand upon these efforts with more than 25 years of experience in various venture-backed and *Fortune* 100 technology companies, holding senior roles in sales, corporate development, business operations and marketing. He joined SunTrust in 2015 as senior vice president, Marketing Strategy and Operations. Previously, Little led International Marketing at NCR Corporation.

“Stan brings a strong combination of philanthropic experience, strategic business planning and community partnerships to the role,” Somersille Johnson says. “He will build on the foundation’s framework, deepening strategic alliances with nonprofit partners to enhance our collaborative approach to strengthening communities.”

Little is currently chairman of the board of North Fulton Community Charities and held director and advisory positions with other private companies and nonprofit organizations. He served in an advisory capacity with the Federal Communications Commission and The College Board. Active in the community, he also served as an adjunct professor of business management and entrepreneurial strategy at Georgia State University’s J. Mack Robinson College of Business. **AT**

Stacey Abrams

knows our beginnings do not have to dictate who we will become. But, when we asked the candidate for Governor of the state of Georgia to share some thoughts on what she'd say to her younger self, this powerful letter is what she wrote in March of 2012.

Dear Stacey,

This is a difficult letter to write. Not because I cannot find the words, but because I know how important words are. The heft and reach of language will be a guiding post for you, much as it has always been. I suppose, then, my letter to you is about the power of words. So I will talk to you about three that will matter most.

By now, you have had your heart broken and you despair of ever being in love again. Your favorite word in matters of the heart is *caution*. You mistakenly believe that if you are logical and deliberate, you can avoid the sullen ache of his leaving and the caustic pain of betrayal. You cannot. And *caution* can quickly become inaction and complacency. Do not allow caution to rob you of a glorious experience that is well-worth every dark moment that may follow. Love, my dear.

My next admonition is about *regret*. Have none of it. Dare to try the absurd, embrace the ridiculous and attempt the preposterous. It is in these moments of freedom that you will learn to understand yourself and the boundless capacity of your endeavors. Regret is an excuse that has no place in your vocabulary, where trying is concerned. Nothing will be as embarrassing or humiliating as wondering if you should have, could have. Be fearless in your pursuits and delight in your failures. You have a long life ahead of you and *regret* should have no place.

Lastly, I urge you to express *gratitude*. Thank those who stand with you, and those who push you to do more than you believe possible. Appreciate the ones who challenge you, forcing you to sharpen your thinking and improve your actions. Show gratitude daily for both success and defeat, because both will become companions that balance your life's journey. When complimented, do not deflect the praise or take it too seriously. Instead, be grateful that someone cares enough to share how you've touched them, but don't let it go to your head. When chastised, be gracious in accepting the critique, and find some way to improve yourself. Gratitude can change your life — and make it only for the better.

Three words, my younger self, that I hope you will add to and hold onto as the years unfold. Enjoy!

Love,

Stacey



SYSTEM 5 ELECTRONICS, INC.



Wireless Security Monitoring as low as

\$26^{.50}
PER MONTH

- No set-up fee
- No cost to switch

24/7 Monitoring, iPhone / Android app, Text Alerts,
Email Notifications, Green Tech

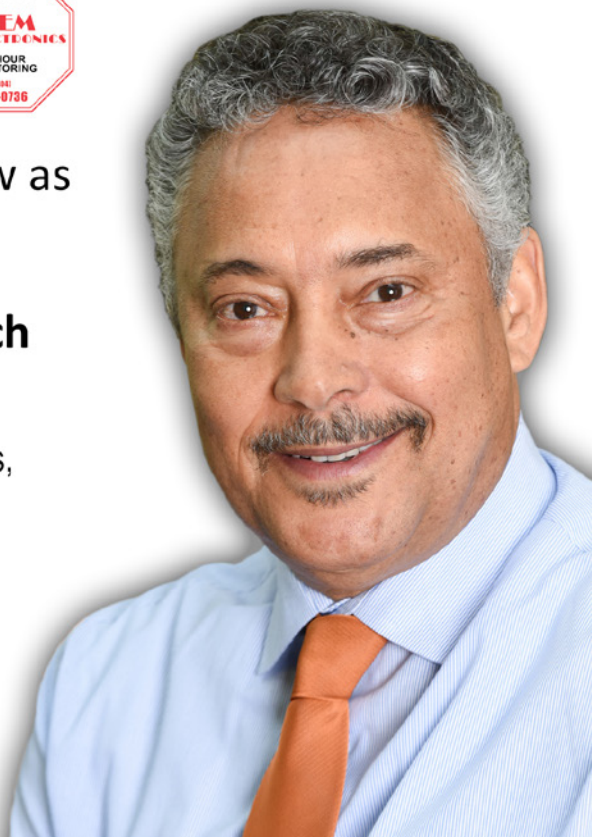
Call today!

(404) 756-0736



Present this coupon and save!

System5ElectronicsInc.com



At Morehouse School of Medicine we have a mandate. That is to serve the needs of communities here at home and around the globe.

That is why we so diligently attract and train the doctors and health professionals America needs most – those who will care for underserved communities, those who add racial and ethnic diversity to the health professions and scientific workforce, and those who dedicate themselves to advancing health outcomes for all.

Local Care, Global Reach.

Our graduates and faculty, not only serve the front lines of community health, but also spearhead research in places like Haiti, Senegal and South Africa, and mobilize action to address the world's most pressing health concerns.

From communities in Southwest Atlanta to South Africa, MSM brings quality healthcare to those that need it most.



To learn more visit us at msm.edu

{THE ULTIMATE INDULGENCE}

Cinnamon Raisin Bread Pudding with Maple Glaze

History has it that bread pudding's origins date as far back as the 11th century. And the refusal to waste leftover bread made it into a popular, frugal dish. Fast forward to more modern times, the late 20th century to be exact, and that's where my *personal* history with bread pudding began.

I vividly remember the first time I tasted bread pudding. I was a college freshman being treated to dinner by a Sorority big sister at a lovely local restaurant in our college town. I'm sure I probably followed her lead in ordering it since I had never had it (and looked up to her immensely). But that's where the following

stopped. Once I tasted the warm, perfectly spiced and comforting pudding, I knew we'd have a life-long love affair.

Thinking back to that first taste, Cinnamon Raisin Bread Pudding with Bourbon Sauce, I'm thrilled to be recreating a dish that expanded my food horizons all those years ago and remains a vivid reminder of the friendship and sisterhood that framed my first encounter.

And if that wasn't enough, bread pudding is the quintessential "bang for the buck," wow appeal, minus the requisite heavy lifting, dish that cooks and bakers everywhere love

to bring to life. Not to mention that its roots in frugality still makes it perfect for sharing without breaking the bank.

My version is served warm with a generous drizzle of maple glaze (sorry Bourbon), and perfectly proportioned in individual ramekins harkening back to that personalized dessert course where we were first introduced. If you're already a fan of this delicacy, then here's more to love. If you're making it for the first time, I'm confident that, like me, you'll never look back.

Happy Eating!

CINNAMON RAISIN BREAD PUDDING WITH MAPLE GLAZE

Ingredients:

1 lb. cinnamon raisin bread, cubed into 1 in. pieces
1 quart half-n-half
4 large eggs
1/2 cup sugar
3 tablespoons butter, melted, plus more for greasing ramekins
1 teaspoon vanilla extract
1 teaspoon cinnamon
1 teaspoon salt
2 tablespoons maple syrup
4 tablespoons powdered sugar, plus more for dusting

Method:

Preheat oven to 350 degrees F. Grease individual ramekins and set aside.

Place cubed bread on a baking sheet and toast in the oven for 10 minutes.

While bread is toasting, whisk together half-n-half, eggs, sugar, melted butter, salt, cinnamon and vanilla in a large bowl. Add in toasted bread and push with hands to submerge in custard. Let sit for 10 minutes.

Ladle bread custard into ramekins. Place ramekins on a baking sheet and bake in oven for 30-40 minutes until cooked through (a tester inserted into the center should come out clean.)

Meanwhile, for the maple glaze, whisk together maple syrup and powdered sugar to desired consistency. Add a few drops of water to loosen, if needed. Remove ramekins from the oven, allow to cool slightly, and dust puddings with powdered sugar. Drizzle with maple glaze, serve and enjoy. **AT**



Dawn M. Richards is the founder of the food and lifestyle brand, D.M.R. Fine Foods. With her food passion leading the way, Dawn shares recipes, travel stories, fashion, entertainment and lifestyle features on dmrfinefoods.blogspot.com and other media outlets, while maintaining a career as a *FORTUNE* 500 legal executive.

OUR SEAT AT THE TABLE: POWER MOVES AND THE GIFT OF INFLUENCE

By Quinetha Frasier

As I turned the pages of the United Way's Annual Report of its' top donors, I was floored. How could the largest funder in the city not have the support of the Black American community? Among the thousands of donors, there were literally two photos of African-American families included as Leadership Donors; donating \$1,000 or more.

I personally knew a number of black families in the city who were very philanthropic and had the means to donate \$1,000 or more. At the time, I had been a fundraiser and consultant to grantmakers for 15 years. I quickly estimated that there were two possible reasons why there was a dearth of diversity among their donors:

1. There was no intentional outreach or request to the black community for support,
2. Black professionals didn't see the United Way as a charity that was connected to what they cared about.

At the time, I was a senior fundraiser at that United Way and I was determined to solve both issues. First, I knew that I could muster the internal support to design an internal strategy to identify and attract more African Americans to the organization. Secondly, as an African-American professional and native with a strong network of mentors

and colleagues, it would be easy to gain an audience and clarify the opportunities that existed between the United Way and the African-American community-at-large.

With the approval and encouragement of my manager, I researched other African-American philanthropic groups across the United States and designed an 'African American Affinity Group'. We launched with 75 professionals at the table, pledging their support as Leadership Donors. The mission of the group was to harness the philanthropic goals of African-American professionals who cared about the community; and to collectively raise \$2 million to support the United Way's work in Education.

We had a lot to learn about the process of leveraging your philanthropic dollar. We had to educate both the local United Way and the larger community why focusing our philanthropic power was the right thing to do.

Here are a few lessons we learned about leverage in philanthropy:

1. The Golden Rule is real: Whoever mines the gold makes the rules. Many of the programs, projects and innovation that our community needs-and currently have- are made possible by way of charitable *funding*. This money typically comes from individuals (donor) or grantmaking institutions, like the United Way. These funders become active participants, who influence how support 'shows up' and is distributed in our community.

2. We have to be "in the room": There is no way that our voice can be represented unless we have a seat at the table. Unfortunately, it is typical to have groups of individuals making decisions about communities where they have no connectivity nor lived experience as a resident. Trust me, this influences the way that Programs are designed and delivered to children, seniors, and families in under-resourced communities.

3. Talk is cheap, we have to "pay to play": In philanthropy, if you feel strongly about a cause, your donation is one ticket to be invited to add your 'two cents' to the conversation. The level of giving or size of gift, can influence the level of engagement that one will receive from funders. Nothing personal, this is just a reality of donor stewardship.

These and other valuable lessons helped to guide 75-plus African-American professionals towards raising \$85,000 in the first month. They were able to offer their new funding partner, the local United Way, our dollars, ideas, and decisions in exchange for a seat at the decision-making table.

If you give to your neighborhood school, religious organization, or in response to a national crisis, YOU are a philanthropist. Use technology (social media, Customer Relationship Management tools, etc.) as a vehicle to bring more transparency and accountability to your community's giving. Make your gifts count by using it as leverage to be invited to "the room," where program decisions are made. **AT**

Quinetha Frasier is an expert non-profit funding strategist and CEO of a pledge automation software company and Nonprofit Management Consulting firm, Social Impact Technology.



SAVE THE DATE

Friday, July 13, 2018

— EIGHTEENTH EDITION —

WHO'S WHO IN *BLACK* ATLANTA®

Celebrating African-American Achievement

Atlanta Marriott Marquis Hotel

For Advertisement & Sponsorship information contact:

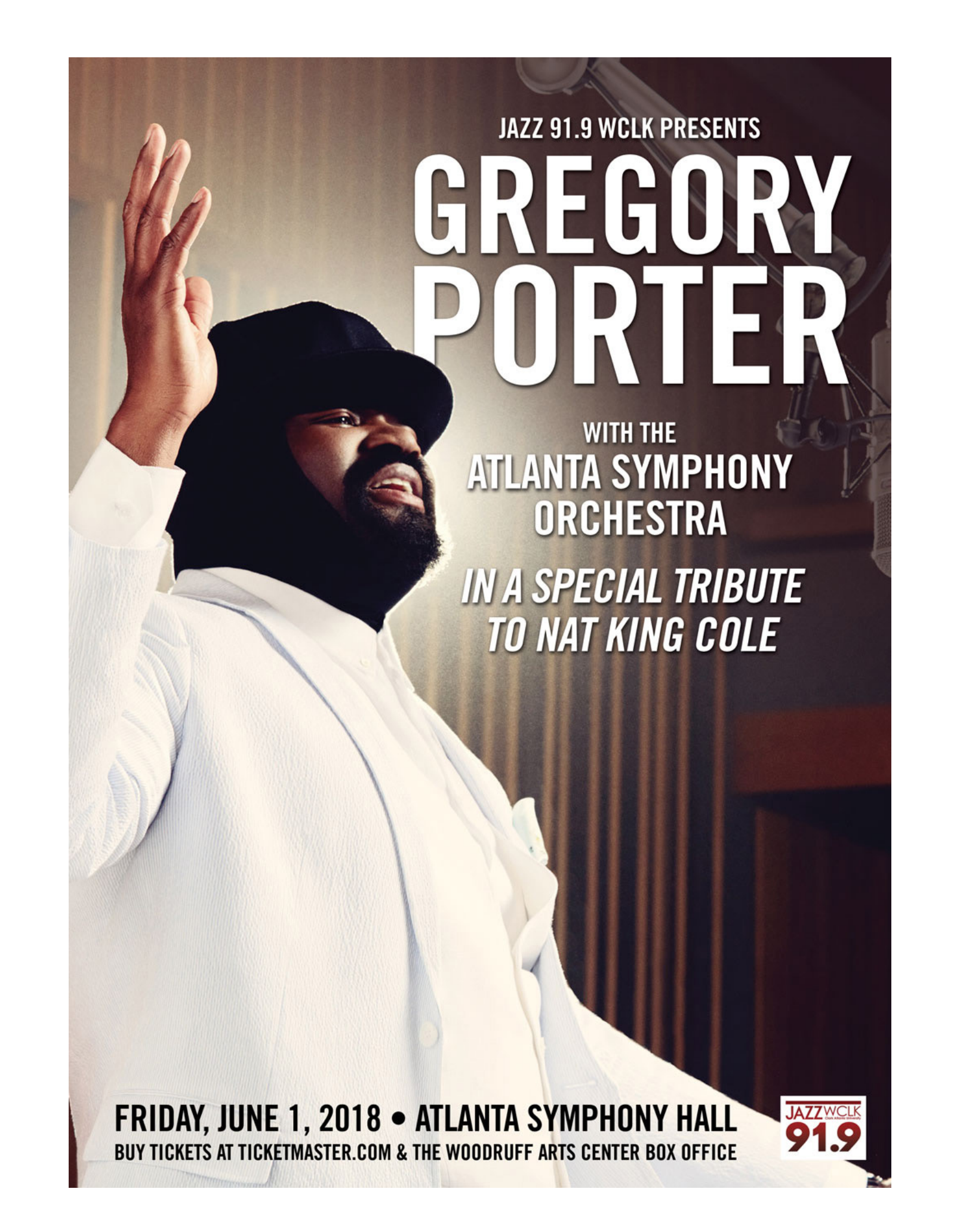
Lorraine Cochran-Johnson, Associate Publisher

lcochran@realtimesmedia.com | Cell: 404.932.1128

Duane Torrence, Sales Manager

Dtorrence@atlantatribune.com | Cell: 678-336-9830



A photograph of Gregory Porter in a recording studio. He is wearing a white suit jacket, a white shirt, and a black fedora. He has a beard and is looking upwards with his right hand raised. The background shows studio equipment and wood paneling.

JAZZ 91.9 WCLK PRESENTS

GREGORY PORTER

WITH THE
ATLANTA SYMPHONY
ORCHESTRA

*IN A SPECIAL TRIBUTE
TO NAT KING COLE*

FRIDAY, JUNE 1, 2018 • ATLANTA SYMPHONY HALL
BUY TICKETS AT TICKETMASTER.COM & THE WOODRUFF ARTS CENTER BOX OFFICE

