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# Heated contest between two NNPA publishers bodes well for Black press at 190 years

By Hazel Trice Edney

(TriceEdneyWire.com) - As civil rights and racial justice enthusiasts observe the 190th birthday of the Black press, the premier federation of Black-owned newspapers is holding its first leadership election in which publishers are permitted to vote absentee this week.

During its 2017 Annual convention at the posh Gaylord National Resort & Convention Center June 20-24, the National Newspaper Publishers Association (NNPA) is allowing each of their more than 200 member publishers to vote absentee for their preferred chairperson, NNPA's highest office.

Publishers expressed their ballots to the convention by deadline June 19. In past years, qualified publishers have had to attend the convention in order to vote.

Largely facing the economic realities of 2017, the now 77-year-old association apparently recognized the inability of some publishers to travel to the National Harbor in Oxon Hill, Md. for the convention. It will feature the election on Friday as well as a string of social, educational, and issue-oriented events all week.

The prestige of the two iconic can-



Denise Rolark-Barnes and Dorothy Leavell are contending for chair of NNPA this week. (Photos courtesy of Trice Edney Wire)

didates, incumbent Chairwoman Denise Rolark-Barnes, publisher of the Washington Informer, and Black Press stalwart Dorothy Leavell, publisher of the *Chicago Crusader* and *Gary Crusader* newspapers, appear to underscore the significance of the Black press in 2017. Black press enthusiasts say their candidacies also bode well for the strength of Black press perseverance nearing the end of its second century.

"You've got two candidates who've got such successful and productive records in the Black press, who are willing to take and run that organization. This is an excellent sign that it's

in good shape," says A. Peter Bailey, who teaches The History of the Black Press at the University of the District of Columbia and taught the same course for five semesters at Virginia Commonwealth University.

Several factors, including the direction of the organization's digital growth and journalistic focus make this year's election especially important. Adding to the interest is the fact that the election is a rematch of sorts. Rolark-Barnes prevailed over Leavell by only six votes in the last election two years ago.

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Danielle Langford



Samantha Pargas

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## Danielle Langford

Danielle Langford, professor, author, and empowerment specialist, knows a thing or two about pain. While doing hundreds of workshops and presentations with women and teens on self-esteem, emotional bankruptcy, and putting yourself on the list; Danielle was suddenly faced with her own personal circumstances, that left her traumatized and devastated.

She felt like she was losing, and needed to regroup and turn her pain into purpose. It seemed to begin with normal life transitions;



her only son leaving for college, but then other things started to happen in her personal life that left her baffled, confused, and heartbroken. Although Danielle was excited to be starting

her job as a Professor teaching Business Entrepreneurship, she was also dealing with her Dad (her first love) being diagnosed with an infection, and later cancer that would be his demise.

If there ever was a daddy's girl, Danielle was it. She felt like all the men in her life were leaving, disappearing, or passing. And felt as many of us do, ALONE. She found that one of her favorite quotes from John Churton Collins must be true: "In prosperity our friends know us, in adversity we know our friends."

The pain was insurmountable; but Danielle

had to tell herself, what she had told so many women and teens in her workshops and presentations, that she was worthy, and valued, and had to exhibit self-love, self-worth, and self-esteem, because it all starts with self.

Danielle is also a spiritual person, and totally used this time to turn towards whom she calls God. She knew that God had promised never to leave or forsake her, so she prayed, fasted, and asked for the lesson, and what to do with what she was being taught. She is writing her second book entitled Next Chapter – Turning Your Pain Into Purpose.

This is a book that she believes will touch and connect with women all over the world on a personal and fulfilling level.

Danielle has also been featured in multiple media outlets, including comments in *O Magazine* three times.

Check out what others have had to say about Danielle's speaking and workshops via her website link at [www.pinkempowers.com/testimonials-radio-host](http://www.pinkempowers.com/testimonials-radio-host)

Here's an excerpt from "Next Chapter – Turning Your Pain Into Purpose":

*Sometimes your restoration will come during your*

*revelation in isolation. Whew! That was a Rev. Jessie Jackson moment.*

*Let me explain. All circumstances where we are challenged, comes to teach us something. This is where you hope and search for the revelation. An ah-ha moment if you will. But often receiving or getting to the revelation is a process, because we're STILL looking outside of ourselves. When we go deeper, sometimes real deep we can see. I mean really see how God has always been there, and here comes the revelation-defined as a surprising fact made known.*

## Samantha Pargas

Samantha Pargas, a sophomore at Lancaster High School in Lancaster Texas has been selected as a Delegate to attend the Congress of Future Science and Technology Leaders in Lowell, MA June 29 - July 1, 2017.

The Congress is an honors only program for high school students who are passionate about science, technology, engineering or mathematics (STEM). The purpose of this event is to honor, inspire, motivate and direct the top students in the country who aspire to be scientists and technologists,



to stay true to their dream and to provide a path, plan and resources to help them reach their goal.

"I am very excited to have this opportunity and to be able to learn from people who have the knowledge of

the field that I want to go into," Pargas said. "I also feel honored to represent my school district."

She was nominated by Dr. John C. Mather, the winner of the Nobel Prize in Physics and Science

Director of the National Academy of Future Scientists and Technologists to represent Texas based on her academic achievement, leadership potential and passion for science and technology.

During the three-day Congress, Pargas will join students from across the country and hear

Nobel Laureates and Na-

tional Medal of Science recipients talk about leading scientific research; receive advice from deans of the world's top tech universities; meet fellow teen science prodigies; and learn about cutting-edge advances and the future of science and technology.

"This is a crucial time in America when we need more nimble-minded and creative scientists and technologists who are even better prepared for a future that is changing exponentially," Richard Rossi, Executive Director, National Academy of Future Scientists and Technologists said. "Fo-

cused, bright and determined students like Samantha are our future, and she deserves all the mentoring and guidance we can give her."

This selection for the Congress aligns with the vision of Lancaster ISD, the first K-12 STEM District model for all students and Pargas can already see that her daily educational experiences have provided her with a head start on the skills needed to succeed.

"By being a part of a STEM-focused campus in Lancaster ISD, I have had lots of experience in science, technology, engineer-

ing and math," she said. "My classes and experiences have helped me to find my passion for mathematics and problem solving."

Her mother, Kelli Wooten, who is a staff member in Lancaster ISD, is also excited about her daughter's opportunity. She said that since Pargas will be a first-generation college student, this could be the gateway for greater success.

"This is a once in lifetime opportunity and I am very excited for and proud of Samantha," she said. "She

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## NDG Readers Sound Off...

### Ed Gray, NDG Senior Columnist: Dallas City Council Fireworks Coming Soon!

Great analysis!

-- Mary Warren

Excellent analysis ...

-- Wylie H. Dallas via Facebook

"Die" not "Dye" but I am very glad to see this article and a campaign to have the practice of buying Oak Cliff put to an end.

-- Edward H. Sebesta via Facebook

That Ed Gray considers

Tennell Atkins part of the "new generation" that will butt heads with the Mayor is hilarious!

Atkins is old school, highly connected and will go with the Mayor 100% of the time. Always has.

-- Raymond M. Crawford via Facebook

WELL WRITTEN AND ON POINT!

-- Arthur Fleming via Facebook

### Tribute to Black Fathers

Simply loving and lovely. She is truly an accomplished writer.

-- Geraldine Perry



Very positive story and a great read.

-- Brian Allen

Beautiful expression of love, admiration and gratitude. You rock!

-- Candace Thompson via Facebook

Candice, thanks for sharing. Awesome!!!

-- Tim Cooks via Facebook

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## Trump cuts critical services to pay for wealthy tax cuts

By Frank Clemente

(American Forum) At a recent press conference at the U.S. Capitol, Marta Conner told reporters, "My daughter Caroline is alive because of Medicaid." Caroline suffers from Rett Syndrome, a rare, debilitating neurodevelopmental disease that prevents her from using her hands, talking, and walking.

Marta says that Caroline has roughly 90 seizures a year and relies on 10 medications. Without her medication, Caroline would have seizures every day. Caroline's care requires hospital-grade equipment including a cough assist machine, a nebulizer, oxygen supplies, and help from nurses. Marta relies on Medicaid to pay for the substantial costs that her insurance doesn't cover.

So why would President Trump so cruelly threaten Caroline's care and the care of millions of other Americans by drastically cutting Medicaid in his recently released budget? Sadly, there's a simple explanation: he wants to give huge tax cuts to big corporations and billionaires like himself.

It's been widely reported that President Trump's proposed budget would steal trillions of dollars from services that working families

rely on – including Medicaid, Social Security, and public education. What makes the cuts even more outrageous is that they're being used to pay for Trump's massive tax cuts for the wealthy and corporations. So much for his populist promises from the campaign trail.

Trump's proposed budget would cut \$4.3 trillion over all over 10 years from a full spectrum of vital public services, including education, nutrition, medical and disability insurance, NASA, national parks, environmental protection, and medical research.

Trump's budget would take away tax credits from low-income workers and parents. He would make it harder for students to afford college, families to put food on the table, seniors to get nursing-home care, and injured workers to support themselves.

At the same time, Trump is preparing a tax plan that could cost \$6 trillion (based on the proposal he put forward last year during the campaign), mostly to the benefit of the wealthy and huge corporations. He claims the tax cuts will pay for themselves through greater economic growth, but that would defy all historical precedent and basic arith-

metic. No reputable experts agree with the administration's claim.

So, Trump and Republicans in Congress will really be paying for their high-end tax breaks by taking away services that working families and seniors rely on.

There are numerous examples of this terrible trade-off—cutting services for ordinary people to fund tax cuts for corporations and the wealthy—throughout Trump's fiscal plans.

For example, Trump would cut \$2.5 trillion over 10 years from services directed at low- and moderate income families. This would essentially pay for a \$2 trillion tax cut for the "pass-through" business income of hedge fund managers, corporate lawyers, and real estate developers (like Trump). This tax break is such a personal financial boon for the president—his business is composed of more than 500 pass-through entities—that it's been rightly dubbed "The Trump Loophole."

Trump's budget would cut \$610 billion from Medicaid, which provides health care coverage for more than one in five Americans—nearly 69 million people. Medicaid pays for half of all nursing home and other long-term care. Yet Trump wants to let

tax-dodging multinational corporations off the hook for \$600 billion in U.S. taxes they owe on profits they've stashed offshore.

(By the way, those Medicaid cuts are on top of more than \$800 billion in Medicaid cuts inflicted by the Congressional Republican health care plan endorsed by the president.)

Trump proposes slashing \$192 billion over the next decade from nutrition assistance (food stamps) that 42 million people need to keep from going hungry. Yet Trump's plan to abolish the estate tax would give away \$174 billion to millionaires and billionaires. The estate tax only affects the richest one in 500 families, those couples with fortunes of \$11 million and up.

Millionaires, billionaires and rich corporations do not need more tax breaks—they need to start paying their fair share. Any attempt by the president to slash public services essential to the health and well-being of America's working families to pay for these tax breaks must be stopped. The lives of Caroline Conner and millions of others must not be put at risk.

Frank Clemente is executive director of Americans for Tax Fairness.

## South Sudan offers opportunity for Trump

By Bona Malwal  
NNPA Guest Columnist

I am a native of Sudan and now of South Sudan, and I've held several positions inside and outside of the government of Sudan.

America has always had a special place in my heart.

Let me state clearly, that without the help and support of the United States and especially former president, George W. Bush, there would be no independent South Sudan today.

South Sudan split from Sudan and became a sovereign nation on July 9, 2011.

My president, Salva Kiir Mayardit, fought for many decades in the bush to help bring about our independ-

ence.

Whatever you think about Salva Kiir Mayardit, he is our president and our people put him in office. The South Sudanese never quite understood why President Barack Obama openly talked about circumventing the will of people, by coming up with a "different plan" for the future of the fledgling nation.

In 2015, Voice of America reported that Obama contemplated moving forward "with a different plan," because he thought that our leaders were "incapable of creating" a lasting peace. Obama and the United Nations tried to enforce a strict August 17 deadline for signing the peace deal that year.

I was thrilled to see the po-

litical change in the U.S. with the election of Donald Trump. Republicans have always been good to the continent of Africa and especially to South Sudan.

We are hoping to have much better relations with the Trump Administration than we had with the Obama Administration. We want America to know that we are open for business, investment, and a mutually beneficial relationship.

Yes, we have oil, but we also have great agricultural opportunities, as well. We have some of the most fertile land anywhere in the world.

Earlier this year, our finance minister pledged to double oil production to nearly 300,000 barrels per

day.

We can also be a staunch ally to the U.S. in the global fight against terrorism. We are neighbors of Kenya and Ethiopia. We are also a majority Christian nation.

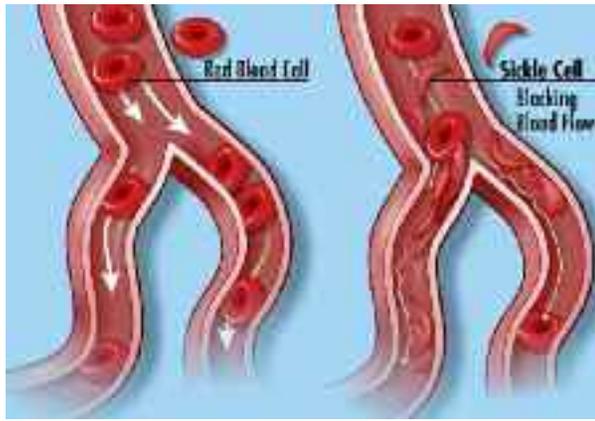
It is my sincere hope that American foreign policy under President Donald Trump will return to the old United States policy of support in friendship, coupled with respect for the sovereignty of states.

It is my sincere hope, that the Trump Administration will give support for these new peace efforts in South Sudan, rather than holding the threat of regime change over our heads.

Bona Malwal is an academic visitor at Oxford.

# Ask Dr. Kevin: Understanding Sickle Cell Disease

Ask Dr. Kevin is a new feature brought to you by Pfizer Rare Disease in collaboration with the National Newspaper Publishers Association (NNPA) to increase understanding of sickle cell disease. Dr. Kevin is currently the Chief Medical Officer for Rare Disease at Pfizer. He pursued medicine after being inspired by his father's work as a general practitioner in his hometown of Baton Rouge. Dr. Kevin is passionate about raising awareness and increasing understanding of sickle cell disease in the African-American community. In this article, Dr. Kevin answers common questions about sickle cell disease and its impact on the African-American community and provides tips for living with and supporting someone with the disease.



National Human Genome Research Institute

### What is sickle cell disease?

Sickle cell disease (SCD) is an inherited genetic disease that affects hemoglobin, the oxygen-carrying protein within red blood cells (RBC). While normal RBCs are flexible and oval-shaped, individuals with SCD have sharp, crescent-shaped RBCs that have trouble passing through the body's blood vessels, irritat-

ing the vessels' lining. This irritation leads to the production of "sticky" proteins that cause RBCs to clump together, along with other cells in the blood, and creates blockages in blood flow. The reduced blood flow leads to severe pain and organ damage, like the heart, brain, eyes, liver, lungs, and spleen (causing the inability to fight certain infections).

### How does someone get sickle cell disease?

SCD is passed from parent to child. Everyone has two hemoglobin genes, one from each parent, and both parents must carry and pass the sickle cell gene to their child. With each pregnancy, the child has a 25% chance of having SCD if both parents have the trait.

### Is sickle cell disease contagious?

No. You can only inherit it if your parents carry the sickle cell gene and pass it to you. SCD is a serious, life-long condition that a person has from birth. You do not "lose" or "outgrow" it over time.

### Are African-Americans more likely to have sickle cell disease?

SCD is more common in certain ethnic groups, especially those of African de-

scent. It is estimated that nearly one in 14 African-American individuals carries the sickle trait and SCD occurs in one out of every 500.

### What is the most common symptom for people with sickle cell disease?

Pain is the most common and difficult symptom of SCD, as it can be sudden and so severe that people need to go to the emergency room (ER) or be admitted to the hospital. This type of pain is referred to as a "sickle pain crisis" or "vaso-occlusive crisis" (as it is due to blood vessel blockage). Pain can occur anywhere blood flows, but common sites are lower back, arms, chest, stomach, and legs. Certain triggers are known to cause a pain crisis, such as dehydration, extremely hot or cold temperatures,

and stress.

### How can patients with sickle cell disease prevent pain?

Although you may not prevent every pain episode, avoiding triggers may reduce the occurrence and/or severity of pain crises. It's important to:

- Stay hydrated to prevent dehydration. Drinking water is best.
- Exercise regularly, but don't overdo it.
- Avoid very hot or cold temperatures.
- Manage stress to your body and mind.
- Get plenty of rest.

It's also important to go for regular health checkups and talk to your doctor about managing pain episodes.

### Is it possible to die from sickle cell disease?

SCD can cause a lifetime

See SICKLE, page 11

## Be the match to rally African American marrow donors

MINNEAPOLIS - Be The Match, the organization that operates the world's largest and most diverse donor registry, and Memphis Grizzlies point guard Mike Conley, have teamed up on a new public service announcement campaign, Heritage Holds the Cure, to urge Blacks and African Americans to register as potential marrow donors.

Heritage Holds the Cure celebrates the rich heritage of the Black and African American community. The campaign encourages those within that community to join the Be The Match Registry® and spread the word about the need for more Black and African American marrow donors.

"Family isn't defined by blood," Conley said. "As an athlete, I've always been surrounded by family, whether it's a teammate or a fan - the love is there. My community is my family and knowing the heritage that binds many of us has the potential to save other members of our 'family' is incredible. It's something I want to be a part of, espe-

cially since I've watched two of my cousins battle sickle cell disease."

Be The Match connects patients with their donor match for a life-saving marrow or umbilical cord blood transplant. It manages the largest and most diverse marrow registry in the world with 16 million members. Of those members, 5 percent identify as Black or African

American. Given the current makeup of the registry, Blacks and African Americans are the least likely to find a suitable match.

"Currently, individuals of Black and African American ancestry are underrepresented on the registry, making it more difficult to find donor matches for those suffering from blood diseases like sickle cell," said Mary

Halet, Director of Community Engagement at Be The Match. "With this new campaign, our hope is to raise awareness of the registry, dispel some of the myths about marrow donation, and get more young people of diverse backgrounds to sign up as potential lifesaving matches."

A patient's ethnic back-

ground plays a large role in human leukocyte antigen (HLA) typing, which is used to match patients with donors for bone marrow or cord blood transplants. Since HLA types are inherited, the best chance of finding a suitable donor may be with someone of a similar racial or ethnic background.

For thousands of Black

and African American patients with life-threatening blood diseases like sickle cell, a potential cure is available. But the combination of rich heritage, complex tissue types and a smaller pool of potential donors, makes it harder to find a match.

For more information and to register, visit [heritageholdsthecure.org](http://heritageholdsthecure.org).

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# Police study links low self-control, officers' use of deadly force

Police officers who exhibit low self-control in their personal lives are more likely to use deadly force on the job, according to a University of Texas at Dallas study.

The study, published online in the journal *Police Quarterly*, analyzed the responses of 1,935 Philadelphia Police Department officers to determine each officer's level of self-control.

Researchers measured self-control based on eight indicators including whether the officer had financial problems or had been in a car accident. Each indicator increased the likelihood of an officer's involvement in



Chase Carter / Flickr

a shooting by 21 percent, according to the research.

Dr. Jon Maskaly, assistant professor of criminology, and Dr. Alex Piquero, Ashbel Smith Professor of Criminology and associate dean for graduate programs

in the School of Economic, Political and Policy Sciences, co-wrote the study with researchers at other universities.

"We know that self-control plays a role in many aspects of a person's life,"

Maskaly said. "We wanted to explore the relationship between self-control and police use of deadly force."

Only 5 percent of the officers studied had been involved in shootings, reflecting the national average. Officers were more likely to be involved in deadly shootings if they scored lower in self-control based on the following factors: a history of a suspended driver's license, involvement in a motor vehicle accident, had ever been behind on paying bills, had loans or debts over \$1,000, been under any type of court order, been divorced or separated or received a traffic ticket in the

past five years.

The findings suggest that police departments should consider paying more attention to behavioral markers that may reflect lower self-control and increase the use of psychological exams and interviews to better screen candidates, researchers said.

An officer having one or two of the indicators could be attributed to bad luck, but a pattern might indicate that more screening is needed, Maskaly said.

"What we see in criminology more generally is that a pattern of indicators tends to raise more of a yellow flag but not necessarily a red flag," Piquero said.

"But police departments can and should develop and employ screening devices to help them identify applicants who may need more additional vetting as well as continue to monitor their officers' behavior and provide additional screening and training over the course of the officers' careers," he said. "Done well, this should help departments recruit and retain the best officers who can work with the community to keep our cities safe."

The study's authors also include Dr. Christopher Donner of Loyola University Chicago and Dr. Wesley G. Jennings of Texas State University.

# 'Cool the coals' when it comes to summertime campfire safety

Temperatures are at or near the century mark. The days are sweltering and the nights aren't much better. About the only thing that offers relief is a cooling dip in a pond or lake. Then as the sun sets on the western horizon, the glow of flickering embers from area campfires begins to illuminate the night sky. Welcome to summer in Texas.

Although camping is a welcome adventure for family and friends, experts with Parkland Memorial Hospital's Regional Burn Center say it's important to talk to children about campfire safety before the trip begins.

"Getting out of the house and sleeping under the stars can be fun," said Stephanie Campbell, RN, Parkland's Burn Program Manager. "But in the blink of an eye an accident can happen that could change your life forever."

That's what happened in 2007 to Lisa Johnson.

Johnson, her husband and then 6-year old son and his friend were on a weekend camping trip when she tripped over the fire grate while carrying an armload of firewood. Unable to regain her balance by stepping over the grate due to its 12-inch height, she fell on her left hand and side into the fire. She spent 26 days in Parkland's burn center.

Sarah Conner was burned



Jeff Souville / Flickr

in 2011 when a cauldron of steaming hot baked beans tumbled into her lap during a camping trip. To make matters worse she was in a remote campsite that made it virtually impossible for EMS workers to locate her.

"No one could have predicted what happened to Lisa and Sarah," Campbell said. "These were tragic accidents. But they turned their experiences into something positive by talking about their injuries and giving healthcare providers and others valuable insight from the burn survivors' perspective."

For anyone planning a camping trip, the American Burn Association (ABA) offers some campfire safety do's and don'ts:

- Do build your fire in a designated ring/pit at least 15 feet away (preferably downwind from tent, brush and other flammable objects)
- Do keep the fire small

and manageable, with water nearby

- Do completely extinguish the fire and coals by pouring water, stirring, and pouring water again until it is cool. Never bury a fire.

- Don't leave a fire unattended – ever

- Don't throw anything other than wood into the fire

- Don't build a fire if conditions are dry or if forest fire danger is high

- Don't assume the fire pit is safe when arriving at a campsite. Coals from previous campers can still be hot.

"Seventy percent of campfire burns are caused by embers rather than flames," Campbell said, noting that fire pits retain heat up to 12 hours after being extinguished. "It can be hot enough to cause a severe burn. I always encourage people to be extra careful around a campfire – even if you don't see a flame or fire."

Should a burn injury

occur, the ABA recommends a person "stop, drop and roll" if clothing catches fire. Cool the burn with cool (not cold) water, remove all

clothing and jewelry from the injured area and cover the area with a clean dry sheet or bandages. And, seek immediate medical attention.

"Accidents can happen, but if we take action to safeguard against them, we can reduce the risk," Campbell said.

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Group photo of Dallas Housing Authority employees, leadership and the 2017 Crystal Awards winners (Courtesy photo)

## Dallas Housing Authority's Phoenix Foundation celebrates the 20th anniversary of its Educational Scholarship Awards

Last week, Thurs., June 15, the Dallas Housing Authority (DHA) and the Phoenix Foundation awarded more than 30 graduating high school seniors – all of whom are Dallas Housing Authority residents – with post-secondary education scholarships.

The awardees are graduates of local high schools like the Barack Obama Male Leadership Academy, Skyline High School, Lincoln High School, R.L. Turner

High School, South Oak Cliff High School, Dallas Can Academy, and others.

This event also marked the 20th anniversary of empowering hundreds of high school students towards success and educational enrichment through our scholarship program. The event brought together former Crystal Awards alumni, as well as Dallas Housing Authority current and past pres-

idents and leadership, like Alphonso R. Jackson, the first African-American to lead the Dallas Housing Authority.

For the past 20 years, the Phoenix Foundation has awarded more than one million dollars in academic scholarships. The Crystal Awards Scholarship is for current high school and General Education Development (GED) students who

are under 19 years of age.

The mission of the Phoenix Foundation is to drive self-sufficiency through educational enrichment. By empowering our youth to make their college goals a reality, we support families and children in their journey towards self-sufficiency, better academic results, and overall improved community outcomes.

## North Texas students win Entrepreneurship Challenge

Barbara Caldwell Career Preparatory Center student Clifton Jackson and J.L. Long Middle School students Mary Holt and Hannah Wahl won the first and second place spots in the Network for Teaching Entrepreneurship (NFTE) North Texas Regional Youth Entrepreneurship Challenge. They will represent North Texas at the NFTE 2017 National Youth Entrepreneurship Challenge in October in New York City where they will present and defend their business plans to compete for prizes totaling \$35,000.

First Place winner Clifton Jackson, who attends Barbara Caldwell Career Preparatory Center, won

\$1500 for his plan for CWC Pliers, which manufactures and sells a new multi-tool combo for use by professional electricians. Second Place winners Mary Holt and Hannah Wahl, who attend J.L. Long Middle School, created The Brownie Bar and won \$1,000, for their plan for a food stand at which customers can customize all-natural brownie orders with a selection of flavors, spreads, and toppings. Luis Barrera and Daniel Soto from MacArthur High School were the third place finalists, receiving a prize of \$500 for their plan for Critical Thinkers, which manufactures the X-tra Backpack

Extender, designed to provide added carrying power to the average backpack.

“NFTE activates the entrepreneurial mindset and builds startup skills in youth both to ensure their long-term success and a more vibrant economy and society,” says Shawn Osborne, NFTE President and CEO. “Youth today are not prepared for the jobs of today or to create and fill the jobs of tomorrow. Many of the high-growth jobs of today barely existed a decade ago and the jobs of the future likely do not exist today. The entrepreneurial mindset is therefore key to success for any young person who wants to be ready for a fast-changing future.”

## PARGAS, continued from Page 2

will meet people from all around the world. I hope that this experience will leave a lasting impression upon her.”

The National Academy of Future Scientists and Technologists offers free services and programs to students who have the desire to learn more about a future in science or technology. Some of the services and programs the Academy offers include online social networks through which future scientists and technologists can communicate; op-

portunities for students to be guided and mentored by tech and science leaders; and communications for parents and students on college acceptance and finances, skills acquisition, internships, career guidance and much more.

The Academy was founded on the belief that science, technology, engineering and mathematics (STEM) education plays a critical role in enabling the United States to remain the economic and technological leader of the global market-

place of the 21st Century and that we must identify prospective talent at the earliest possible age and help these students acquire the necessary experience and skills to take them to the doorstep of vital careers.

For more information on The Academy, visit [www.scitechleaders.com](http://www.scitechleaders.com) or call 617-307-7425. To learn more about the Lancaster Independent School District, its programs and the many educational offerings for the students, please visit our website at [www.LancasterISD.org](http://www.LancasterISD.org) or call 972-218-1400.

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APRIL 20 - JULY 30

	SUN	MON	TUES	WED	THUR	FRI	SAT
MAY		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
	28	29	30	31			
JUNE		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
	28	29	30				
JULY		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
	28	29	30	31			

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[LoneStarPark.com](http://LoneStarPark.com)  
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## Farmers Markets bring fresh produce to Irving

Farmers markets are a great way to support local businesses and farms while reducing environmental impacts on the community. On June 24, Four Seasons European Market will begin operating two farmers markets in Irving:

Irving Arts Center Farmers Market

- Irving Arts Center, 3333 N. MacArthur Blvd.

- 9 a.m. to 2 p.m., Saturdays

- Ribbon-cutting ceremony: 9 a.m. June 24

Heritage Crossing Farmers Market

- Clock Tower, 200 block of Main Street at Rock Island Road

- 10 a.m. to 2 p.m., Sundays

- Ribbon-cutting ceremony: 10 a.m. June 25

The markets are designed to replicate the European-style markets, where individuals can meet local farmers, artisanal food producers and crafts people, and purchase products in a

colorful, family-friendly venue. Local foods and music also are planned to provide attendees an opportunity to dine while enjoying the market.

For more information, call (972) 884-0680 or visit [fourseasonsmarkets.com](http://fourseasonsmarkets.com).

Presented by the City of Irving.



Gemma Billings / Flickr

## Plano Parks and Recreation open house on seeks input for new master plan

The Plano Parks and Recreation Department will hold an open house June 29 from 6-8 p.m. at Plano Event Center as the department works to update its master plan. This meeting is for residents of all ages, as the department hopes to solicit feedback from all residential demographics in Plano.

The master plan will

build upon past frameworks to create a vision for parks, recreation facilities, trails and open spaces for the next 20 years. Plano Parks and Recreation's existing comprehensive plan was created in 1982 and has undergone many updates over the years.

Regional consulting firm HALFF Associates helped kick off the 18-month

process in January. The plan also seeks to complement the city's overall long-range planning efforts and guide future decisions on land acquisition, park renovations and future bond initiatives. Public involvement opportunities also include participating in phone and online citizen surveys.

The department hopes to gain helpful feedback from

all who utilize Plano's parks, trails and recreation centers, Chief Park Planner Renee Jordan said.

"This is a very special time for our department, as we have not done something like this in over 30 years. The feedback we receive from our citizens will help us create a vision for what kind of role they want parks and recreation to play

in Plano," she said. "We want to know how we best serve our citizens as our community continues to grow and evolve."

The department is also reaching out to city boards and commissions for ideas and feedback during this public input period, as well as homeowners associations, sports associations, Plano ISD, running and cycling clubs, the Plano Chamber of Commerce and other local organizations.

Copies of the department's current comprehensive plan as well as information regarding the master plan process can be found at [www.playinplano.org](http://www.playinplano.org).

Plano Event Center is located at 2000 E. Spring Creek Parkway in Plano.

## Irving's Downtown Heritage Crossing District is on the move

Renovation and restoration are reshaping one of Irving's most charming areas. The district — with its parks, plazas, vintage feel, historic homes and even a stop on the Trinity Railway Express — is a great place to be, and newcomers are buying into the vision.

Just take a walk down Main Street to see the momentum. During the past several years, restaurants including Big State Fountain and Grill and Di Rosani's have opened or remodeled, while mainstays like Villa's and Glory House Bistro continue to offer downtown dining. Currently under construction, with plans to open within the next few months, a new Laotian and Thai eatery called Sapp Sapp will join the party.

A farmers' market, operated by Four Seasons Mar-

kets, will open this summer along Main Street between Irving Boulevard and Rock Island Road. The city will close that portion of Main Street to allow residents to shop casually every Sunday from 10 a.m. to 2 p.m. Visit [FourSeasonsMarkets.com](http://FourSeasonsMarkets.com) for more information.

### Main Street Gallery

Art is coming as well. Plans are underway to remodel one city-owned building at 129 S. Main St., to house a new Gallery on Main where people can gather for coffee, art and conversation in an interactive environment. The project also will include a new outdoor plaza in place of the city-owned building at 127 S. Main St.

"Irving's Downtown Heritage Crossing District has the landscape to make it yet

See IRVING, Page 13

**DALLAS**

**Share input on new Pinkston HS**

Community members in District 5 are invited to participate in a discussion and share input on the design of the new L.G. Pinkston High School from 7-8 p.m. on Tuesday, June 27 at the L.G. Pinkston High School auditorium (2200 Dennison St., Dallas, TX 75212)

Dallas ISD Trustee Lew Blackburn will present an update on bond allocations for Pinkston High School and will seek feedback from students, staff, parents and community members on what design elements the new campus should encompass.

As part of the \$1.6 billion bond voters passed in 2015, a large portion of capital improvements will be made to schools in west Dallas.

**GARLAND**

**Garland's Communications Programs Earn Statewide Recognition**

The City of Garland earned five awards from the 2017 Texas Association of Municipal Information Officers (TAMIO) Conference in early June. Awards were given for the 2017 Reduce, Reuse and Recycle calendar; Garland Power & Light's new website; and several

video productions, including the animated video Only Rain in the Storm Drain, which earned a first place TAMI Award.

**DART holds public hearing**

On Tuesday, June 27 at 6:30 p.m. in the DART Board Room, 1401 Pacific Ave., Dallas, TX 75202. DART will seek public input about a proposal to amend the DART fare structure. Details at DART.org.

**RICHARDSON Atmos rate increase approved**

The Richardson City Council adopted an ordinance Monday approving a rate increase for Atmos Gas, effective for bills rendered after June 1, 2017. The average residential customer will see their monthly bill increase by about 3.87 percent, or \$2.04. The average commercial customer will see an increase of 2.37 percent per month or \$6.27.

The increase, determined after a review by the Atmos Cities Steering Committee (ACSC), was less than what Atmos requested. The ACSC cities work together each year to address gas rate issues and share gas costs as part of an annual "Rate Review Mechanism" agreed upon by ACSC and Atmos Mid-Tex.

# Life in the Shadows: The need for criminal justice reform

By Nolan Adams  
NDG Special Contributor

We have a problem. Black men are disappearing at alarming rates — and so is their vote. They weren't abducted. They haven't gone missing in the woods. They have been sent away. The United States prison population is the largest in the world, at a staggering 2.3 million prisoners. That nearly doubles the population of Dallas. Our incarceration rates are well above those seen in the Gulags of communist Russia. The swell in the American prison population must be addressed. The signals of a failed penal system are numerous. Ex-offenders more likely to end up back in prison than staying free. Five-year recidivism rates sitting at around 76.6 percent. How many more will be caught in the revolving doors of the American penal



system? More importantly, what are we doing wrong?

Looking for a solution, I asked Barrett Brown for input. Barrett is a wildly successful journalist, criminal justice reformer, and activist. He writes for *The Intercept*, *D Magazine*, and was mentioned in an episode of

House of Cards. He believes the discriminations experienced during by ex-offenders during reintegration is just one of the many causes of our rising recidivism rates. Before I continue, I should also note that Barrett has personal experience with living life after prison. Not

only is he a famous journalist, activist, and all-around good guy — he also happens to be an ex-felon.

Like most ex-offenders, Barrett had a few hurdles to jump in the months following his release. Freedom isn't free for ex-offenders. Barrett's felony record was preventing him from securing housing. Since he preferred to avoid homelessness, Barrett had to get creative. As a journalist, his first instinct was to reach for his pen. He wrote an article detailing exactly how his criminal record was preventing him access to housing. "I was only able to secure housing because of my connections. I literally wrote an article in *D Magazine* saying, 'Hey, someone rent me an apartment' . . . obviously, that's not something most ex-offenders can do." Within a week of the article

See JUSTICE, Page 12

**A real life-saver...**



SASEBO, Japan (June 7, 2017) Culinary Specialist 3rd Class Christopher Tucker, from Dallas, assigned to the Avenger-class mine countermeasure ship USS Warrior (MCM 10), receives a Navy and Marine Corps Commendation Medal from Capt. Jim Miller, commodore, Mine Countermeasures Squadron 7, for quick actions to save someone from drowning on Commander, Fleet Activities Sasebo in late May. Tucker worked in tandem with another servicemember from Culinary Specialist 3rd Class Michael Hahnrauch, from Red Hook, New York, assigned to USS Chief (MCM 14) to render aid. "Anytime you see someone in need you should just reach out and try to help," said Tucker. "That's just what I believe in." (U.S. Navy photo by Mass Communication Specialist 2nd Class Jordan Crouch/Released)

**DeSoto Parks & Recreation**  
Meadowcreek Park  
Sat 1 Jul  
6:00 pm

**OLD FASHIONED FOURTH FIREWORKS CELEBRATION**  
**PERFORMING: DRU HILL**

The DeSoto Parks and Recreation Department presents the Old Fashioned Fourth Fireworks Celebration. This spectacular event will include family fun, carnival-style food, bounce houses, face painting, games, live entertainment and an old fashion firework show.

Dru Hill is an American singing group, most popular during the late 1990s, whose repertoire included soul, hip hop soul and gospel music. Founded in Baltimore, Maryland, and active since 1992, Dru Hill recorded seven Top 40 hits, and is best known for the R&B #1 hits "In My Bed", "Never Make a Promise", and "How Deep Is Your Love".

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972.930.9850  
www.desototexas.gov/parks  
www.facebook.com/desotoparc

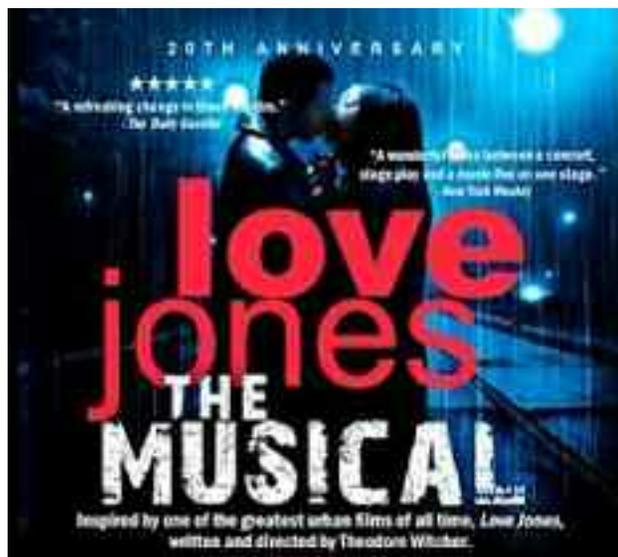
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# Love Jones The Musical tickets to go on sale this Friday

Love Jones The Musical, a stage adaptation of the critically acclaimed 1997 Love Jones film, is scheduled to tour nationally this Fall/Winter. The stage production will boast an all-star cast of R&B music's biggest names including Keith Sweat, MC Lyte, Raheem Devaughn, Dave Hollister, Marsha Ambrosius, Demetria McKinney, Michel'le, and Gary Jenkins who were all carefully selected to star in the must see musical event of the year. Love Jones The Musical heads to The Pavilion at Irving Music Factory on Sept. 10. Tickets go on sale this Friday, June 23 at 10:00 a.m. at LiveNation.com. Citi cardmembers will have access to presale tickets beginning Tuesday, June 20 at 10 a.m. thru Thursday, June 22 at 10 p.m. through Citi's Pri-



vate Pass Program. For complete presale details visit [www.citiprivatepass.com](http://www.citiprivatepass.com).

Celebrating the 20th anniversary of the popular romantic comedy, the stage play takes the essence of the film and tells its story through music. Fusing chart-

topping hits and fan favorite songs from the music artists, along with a few original songs, Love Jones The Musical, will be a transformative experience for the audience.

Produced by veteran theater producer Melvin Childs of Produced By Faith with

stage play written by Timothy Allen Smith and directed by Zadia Ife, Love Jones The Musical, tells the universal and timeless story of love, heartbreak and starting over. The film's original writer and director, Theodore Witcher, serves as consulting producer. "We are really excited about this opportunity to break new ground with this musical, as it relates to African American offerings in theater around the country," says producer Melvin Childs. "Our team has created something truly special and sincerely hope to live up to the expectations of the fans of the iconic film, Love Jones."

Love Jones was originally released in 1997 and became a cult classic film that captured the imagination of an entire generation. The sound-

track was equally impressive with a blend of neo-soul and R&B hits that fueled the 90s. The film was written and directed by Theodore Witcher and tells the classic, yet gritty, love story of Darius Lovehall (an up & coming writer and self-proclaimed renaissance man) and Nina Mosley (an aspiring photographer). The film starred Larenz Tate, Nia Long, Isaiah Washington, Bill Bellamy and Lisa Nicole Carson.

Set in Chicago, Darius (Larenz Tate) and Nina (Nia Long) meet in a nightclub, where an unassuming open mic event quickly turns into an explosive spoken word give and take that leaves the audience speechless. From the moment they lay eyes on each other, Darius and Nina's lives are turned up-

side down. Their mutual attraction is obvious, but they are both on the rebound from unfinished previous relationships and neither of them are ready for "the real thing." As much and as hard as they try and fight it, neither of them can resist what is pulling them together. It's a passion, an obsession... a 'love jones' that comes along once in a lifetime.

The film was considered one of the greatest cinematic love stories of the 90's and portrayed a side of black culture that was not reflected onscreen at a time when heavy drug and violent gang films populated the theaters.

For more information about Love Jones The Musical, go to [www.lovejonesthemusical.com](http://www.lovejonesthemusical.com) or [www.livenation.com](http://www.livenation.com)

## Sporting events on a budget – it's possible with a plan

By Nathaniel Sillin

Season ticket holder or first timer, watching your team take the field or visiting new teams in a different venue, gripping your seat tightly during the finger-biting last minutes of a close game or cheering on a decisive win – sports can certainly be some of the best entertainment possible.

Whether you enjoy baseball, football, soccer, hockey or any other sport, the roaring crowd, sights and smells that fill a stadium have something to offer everyone. A little planning can help keep your costs under control, and you can apply the ideas below to almost any sporting event.

**Save money on the tickets.** You may be sticking with your home team through thick and thin, but you can still look for ways to save money. Avoiding the



David Wilfong

most popular games, such as those on the weekends and when you're playing against big-name teams, can be help. To further maximize your savings, consider the following tips:

- Find tickets on reseller websites. Buying tickets from a scalper could save you money, but it also opens you up to the possibility of getting scammed. Instead, you could look for second-hand tickets on legitimate reseller websites that verify au-

thenticity and guarantee your purchase.

- Connect with a season ticket holder. Try to connect with a season ticket holder who can't make a game and offer to buy their tickets. Even if they're going to the game, a season ticket holder might be able to get you a good deal. For instance, Major League Soccer (MLS) season ticket members can sometimes get a discount on additional tickets.

See SPORTS, Page 10

## New tickets released for sold out adults-only event at Perot Museum

Due to high demand, the Perot Museum of Nature and Science has released a limited quantity of last-minute tickets to its sold-out adults-only event – Social Science: Patterns – on Friday, June 23, from 7-11 p.m. The afterhours affair, which celebrates the mysterious, full-of-history Maya: Hidden Worlds Revealed exhibition, will have guests exploring the plentiful patterns found in nature, fashion and architecture with play-and-party activities and experiments, super-sized games and more for an evening that's anything but redundant. And with quirky cocktails, a Wolfgang Puck gastropub, tequila tastings and beats by DJ Bradford, Social Science is not your ordinary museum visit!

Enjoy festive Maya dances by Grupo Pakal, see dancing spherical robots, travel back in time with



Perot Museum

adult story time about an ancient Aztec hunter and warrior, and hear from various experts on ancient Texas art, Maya calligraphy, the brain, and beer brewing. Get your game on with giant Jenga, Connect 4, Rubik's Cubes and Makey Makey Tetris, and unlock your creative side with a fashion and design challenge, screen printing and a Maya coloring mural.

Also examine and decipher ancient patterns in conjunction with the Perot Museum's traveling exhibi-

tion, Maya: Hidden Worlds Revealed, and create your own secret message out of patterns and symbols.

Only a few tickets – which will go fast – have been released and are on sale now at [perotmuseum.org](http://perotmuseum.org). (Entry into the Maya: Hidden Worlds Revealed exhibition requires a surcharge.) Guests must be 21 years of age with valid ID. Social Science is presented by Riveron Consulting and supported by Tequila Herradura. Please drink responsibly.

## Enter to Win! Ticket Giveaway

NDG Entertainment Ticket Giveaway!!! Follow North Dallas Gazette on Facebook, Twitter and Instagram to keep up on all the latest!!!

# Auto Review: The new 2018 Chevrolet Equinox

By Darrell Larome Williams  
NNPA/DTU Journalism Fellow



The 2018 Chevrolet Equinox should be in every neighborhood across the country. Chevrolet has continued to develop advanced vehicles to meet the needs of a diverse group of drivers and their different lifestyles. It was love at first sight, when the National Newspaper Publishers Association's (NNPA) "Discover The Unexpected" (DTU) fellows saw the SUV in person. After being introduced to all of its technology features and design functions, we drove the Equinox for the entire day to experience them ourselves.

This is the third generation of the Equinox and Chevrolet improved the design, safety and technology features, and overall performance of this vehicle. The third-generation model of the Equinox has been "made for everybody" as Chevrolet states, but singles, young families, and "empty

nesters" would especially enjoy the versatility and design. Creative planners and drivers that are budget conscious might also find the Equinox's many technical features enticing. The Equinox would also be a great fit for college students or recent graduates, as well. Depending on the needs and wants of the driver, Chevrolet has created four different models of the Equinox (L, LS, LT model and Premier). I was able to drive and experience the Premier and I was extremely satisfied with the performance of the vehicle.

I was immediately impressed with the vibrant and tasteful color of the orange burst metallic color of the exterior with chrome accents on both the inside and outside of the vehicle. The keyless open and start feature was a nice addition. The engine is so quiet, that you can easily forget that the car is still running. The smooth leather interior seating, steering wheel, and dashboard were the perfect touch to the style of the vehicle and added to its sophistication. The clean and crisp Equinox display also caught my atten-

tion as the product specialist assisted me with connecting my Samsung phone to the car with Android Auto.

Connecting to Android Auto allowed me to:

- Access my contacts and make calls
- Respond to texts hands-free
- Utilize my personal GPS
- Perform Google searches
- And even use apps like Pandora to play music

Before the drive began, we checked out some of the other features like the panoramic sunroof; that was definitely a favorite for all of the passengers. The weather was hot and we weren't driving too fast for heavy breezes to flow through the car so we definitely got to use the ventilated front seats; I've seen heated seats before, but the ventilated seats were a first for me. The steering wheel had a heating option as well. There were multiple USB charging ports as well as

power outlets.

As I reversed from the building to begin the drive, the dashboard display changed to the rear-view camera to assist me with backing out; this feature was extremely helpful as well as the Safety Alert Seat that vibrated when I got too close to something in the rear of the vehicle. I do have a concern that the vibration may distract some drivers or even scare them. The vibrating feature of the Safety Alert Seat may take some drivers a little time to get used to.

When you stop at a red light, the new stop-start fuel-saving feature puts the vehicle in a sleep-mode that saves gas as your car idles. I experienced this feature while driving another Chevrolet model car and thought that something was wrong with the engine at first. Now that I know what the feature is and how it works, I am confident to say

that this is one of my favorite features of the Equinox. The next time I take the Equinox out, I definitely want to try the hands-free gesture liftgate, too. A simple kick gesture under the bumper in the back will open the back gate. You can also set the height of the liftgate and save the height to memory.

Chevrolet has made it a priority to make sure that the design and safety of the vehicle are of the highest quality. They have equipped the Equinox with incredible safety features to make sure drivers feel safe and comfortable and encourage better driving habits.

Chevrolet is the most-awarded car company three years in a row, based on recognized industry awards for 2014-2016 year-end totals. I can't wait to "Find New Roads" with the 2018 Chevrolet Equinox this summer.

## SPORTS, continued from Page 9

• Check for an employee discount. Some companies offer their employees discounted tickets to sporting events as a benefit. Government employees and current military members or veterans may also be eligible. However, sometimes you can only choose from a limited list of games.

• Join the fan club. Becoming a member of a team's official fan club can cost \$20 to \$40 a year and could more than pay for itself with discounts on tickets or gear and access to special events.

• Go during the preseason. Preseason tickets can be especially cheap. In 2016, you could buy preseason NFL tickets for less than \$10. You may not get to see your favorite players on the field, but it you could still save money while spending quality time with your kids or friends.

• Try the minor league. A minor league game can be a fun alternative to a major

league game. Some of the teams have an enthusiastic and loyal fan base and the stadiums are often smaller, which lets you get closer to the action. The extras, like parking and snacks, are often cheaper as well.

Timing your purchase can also be important. If you suspect a game will sell out, it may be better to buy early than risk having to pay above face value on a reseller site. With less popular games, ticket prices tend to drop as game day approaches.

**Compare transportation options.** Public transportation isn't a guaranteed money saver if you're going with a large group. Carpooling or splitting the cost of a ride from a car-sharing app could be cheaper. If you're driving, look for off-premises parking lots. You may need to walk a bit, but you'll also be able to save money and might avoid some of the post-game traffic.

**Eat before and bring**

**snacks.** Everyone knows stadium food is expensive and filling up on a big meal before the game can help you avoid cravings. Unbeknownst to some fans, stadiums might let you bring in outside food. However, there's often a strict bag policy, which could limit the size of your bag and may require bags to be transparent. Check the stadium's policy closely and call the team's office if you need clarification.

**Bottom line:** A sporting event can be a wonderful way to build memories and spend a day with your friends or family. However, the expenses from a single game can quickly stack up if you're not careful. Luckily, there are many ways to save money on tickets, transportation and food and still have a memorable experience.

*Nathaniel Sillin directs Visa's financial education programs. To follow Practical Money Skills on Twitter: [www.twitter.com/Practical-Money](http://www.twitter.com/Practical-Money).*

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# How four ego-driven deeds are destroying your organization

By Brandon Black and Shayne Hughes

Captured on camera — a passenger being dragged off a plane goes viral instantly, and an international brand-tarnishing moment is made.

As a leader such a scenario is a shining opportunity for a CEO, business owner or senior executive to seize control of the situation, and turn it around.

Instead, far too many executives lose their cool, shift the responsibility and fault others — often relegating the situation to “regrettable actions of employees” or even blaming the victimized customer. In other words, the leader’s sense of self-importance and corporate rightness reigns supreme.

Case in point: The initial response by United Airlines CEO Oscar Munoz regarding employees forcibly removing a passenger from a recent flight was originally positioned as regrettable but necessary. Then there’s the Uber CEO who was videotaped aggressively arguing with his own driver when he complained about corporate decisions to cut fares for Uber’s premium service. Instead of empathy or even tolerance, the driver’s comments were met with scorn. Finally, Wells Fargo’s results-at-all-costs mindset led to millions of fake ac-



counts being created.

These are glaring examples of CEOs whose focus on financial and personal success damaged their company’s culture and bottom line — and then they blamed others when things went poorly. While highly public company crises are somewhat rare, each and every day C-suite executives and business owners worldwide are falling victim to their own egos — egos which are preventing them from making sound business decisions, unconsciously setting poor examples for their employees and creating a culture where poor customer service and underperformance are an acceptable way to work.

Every organization must decide whether they will allow their companies to be

determined by an ego-driven culture or one that is ego free. Many of the employees at the organizations we’ve worked with are talented and hardworking, but have underperformed in their potential in proportion to the severity of these four dysfunctions.

Below are four ego-driven personality traits that, at best, are undermining a company from realizing its full potential and, at worst, can cause executives to irreparably damage their business’s reputation and performance.

## 1. Dismissing Feedback

The Symptom: Not listening to other points of view can lead to negative unforeseen and significant consequences in profitability, reputation and employee morale.

## for sickle cell disease?

Yes. National support groups and advocacy organizations are a great way to connect with others living with the disease. There may also be local groups in your area.

## What can someone with a friend or family member who has sickle cell disease do to help?

It is important to understand and support those individuals living with SCD. As a friend, be considerate and help direct their focus away from the pain. As a family member, encourage regular checkups and help them communicate their

The Source: Every leader knows they should listen, but the ego wants to win, be right and avoid appearing incompetent or stupid. When these ego threats are triggered, it is almost impossible for leaders to constructively hear others and take to heart what will be best for the overall business. In the case of Munoz, his initial public response regarding the passenger pulled from the plane was to criticize the passenger and the lack of “proper tools, policies and procedures.” Deflection by a leader is invariably an ego-driven disaster in the making.

“When leaders are defensive or abrasive, it triggers similarly dysfunctional behaviors in their colleagues. It doesn’t matter what poster you put up on the wall. Dominant organizational dysfunction will not decrease until leaders identify and overcome their personal ego-system reactions,” says Black.

The Solution: A culture of trust and transparency starts at the top. This means that the CEO, executive or business owner must be highly — and visibly — receptive to input and feedback — especially when they disagree. For example, notice when you are sure that you are right and ask your team to tell you what you are not

seeing or hearing.

## 2. The Blame Game

The Symptom: When things go wrong, our ego involuntarily points the finger at others. Our focus is on who’s incompetent, doesn’t get it, or never should have been put in that role. Painting a bleak picture of the company, co-workers, our customer base, etc., may make us feel better, but often makes us look worse.

The Source: For the ego, being wrong or at fault (especially in public) can feel like death. Let’s face it: Everyone wants to be the hero and no one wants to be the fall guy. When blame is the name of the game, it is the rare leader who can own his or her responsibility first.

The Solution: A leader must first call out the fact that the blame game is going on, making it too risky for anyone to take responsibility for anything.

By humbly owning their (or the team/company) part of the problem, the leader sets the example for others to “look in the mirror.” Leaders who are secure enough to say “I screwed up” create a culture where employees hold themselves accountable.

How much better off would Munoz have been to acknowledge that his policies directly or indirectly contributed to passengers being deplaned in such an un-customer-focused way? Or what about recognizing from the start that this was not an action consistent with the values of the company? Owning a problem requires doing the right thing above the ego-driven goal of “looking good.” All leaders know this intellectually — but when the ego is threatened, the brain stem takes over and we react ineffectively.

See EGO, Page 16

## SICKLE, continued from Page 4

of health issues and complications that may lead to early death. In developed countries, like the United States, people with SCD often live between 40 and 60 years of age. However, in developing countries, like some countries in Africa, 90% of babies born with SCD will die before age 5.

## What is the impact of sickle cell disease on the African-American community?

Severe pain crises lead to frequent ER visits and hospitalizations, which stress the patient and family, as

well as the health care system. Also, those living with SCD often face disease misperceptions. For example, people with SCD are frequently believed to be drug abusers, because they have a high tolerance for pain killers. Missed days at school and work interfere with productivity and may lead to the perception that people with SCD are lazy. Studies have also shown that school-age children have a lower IQ due to effects of SCD on their developing brains.

## Are there support groups

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## Job growth slows, Black workers exit labor market in May

By Freddie Allen  
NNPA Managing Editor

Black workers continued to experience lackluster job growth under the Trump Administration, according to the latest jobs report from the Labor Department. Although, the share of Black workers in the population that held jobs (employment-

population ratio or E-POP), ticked up from 57.6 percent in April to 57.7 percent in May and the unemployment rate decreased from 7.9 percent to 7.5 percent, the latest numbers also indicated that some Black workers exited the labor market.

The 7.5 percent Black unemployment rate is more than double the jobless rate

of White workers, a stubborn disparity that has existed for decades.

Even though the jobless rate for White workers also decreased last month, it was likely because they stopped looking for work, too. In fact, all three key labor market indicators (unemployment rate, labor force participation rate and employ-

ment-population ratio) declined for White workers in May.

Both White and Black working men over 20 years-old lost ground in the labor market last month. So did White women, who not only left the labor market, but

See **JOBS**, Page 13

## Irving-Las Colinas Chamber of Commerce receives Communications Excellence Award

The Irving-Las Colinas Chamber of Commerce has been named a winner of an industry award that recognizes communications and marketing work. Presented annually by Alexandria, Va.-based Association of Chamber of Commerce Executives, the Communications Excellence awards program

is designed to celebrate exceptional work in the areas of advertising and marketing, campaigns, digital and publications.

The Chamber received an Award of Excellence for its Annual Report.

A panel of peers — communications and marketing executives from chambers of

commerce around North America — evaluated submissions and selected top entries to receive recognition.

Award-winning entries represent the work of 41 organizations in 23 U.S. states and the Cayman Islands. Of the 49 award-winning entries in 2017, 12 are recognized as Grand Award winners and 37

are recognized as Award of Excellence winners. Three Best in Show awards will be announced at a special event Tuesday, July 18 in Nashville, Tennessee.

“Communicating effectively is vital for chambers of commerce and grabbing attention is becoming increasingly challenging. This year’s

award-winning entries represent work that’s not only effective, but incredibly creative and innovative,” said Ben Wills, director of communications and marketing for the Association of Chamber of Commerce Executives. “Communications professionals at chambers of commerce work tirelessly to

promote their members, businesses in the community they serve, and the unique characteristics that make their state or region a top place to live, work and play.”

This year’s competition attracted entries from chambers of commerce in the United States and the Cayman Islands.

## JUSTICE, continued from Page 8

being published, Barrett had a roof over his head. “My situation is obviously vastly different from that of most inmates inasmuch as that I’m generally respected for the things that I went to prison for and receive a great deal of support that’s not available to most.”

Securing housing tends to be difficult for many ex-offenders. Housing status has a sig-

nificant impact on ex-offender success. For example, if an ex-offender can find housing, secure employment, and maintain economic stability, he is significantly less likely to re-offend than an ex-offender who is homeless and unemployed. Barrett Brown understands exactly how difficult the search for housing can be for an ex-offender. “There are several is-

ssues that make things difficult for ex-felons. One of which is the widespread prohibition apartment rentals”. This prohibition is wide enough to include Section 8 housing programs, which often turn away applicants with a felony record.

This is not to imply that we should throw caution to the wind and allow ex-offenders free reign. We should rely on common sense. Don’t allow a man convicted of

child abuse to live next to a school. On the other hand, someone convicted of a non-violent property crime should be able to rent an apartment. Similarly, an HOA should not deny a woman the right to purchase a condo because of a decades-old drug conviction.

We shouldn’t fear the prospect ex-offenders living next door as much as we should fear “tough on crime” policy-writers. These laws

increased sentence terms and established mandatory minimums. We’ve recently discovered that the more time an inmate spends behind bars, the more likely he is to re-offend after release.

There is a solution to the revolving doors of prison, mass incarceration, and rising recidivism rates. Barrett Brown points to Western Europe’s criminal justice model, saying “these countries have less recidivism be-

cause they put less constraints on former inmates so that they can actually get back on their feet.” Criminality is not a permanent characteristic. It is certainly not genetic. Just like being Black doesn’t make you any more likely to commit a crime than someone who is white, one mistake does not denote an individual’s degree of morality. Remember: a little bit of forgiveness goes a long way.

## NNPA, continued from Page 1

Both women are NNPA veterans with stellar reputations of commitment to the Black press. But Barnes and Leavell are also known for their distinctly different personalities.

Leavell, known for her fiery speeches and fighting spirit, is a National Association of Black Journalist Hall of Fame inductee, who has held a number of NNPA leadership positions, including president during the late 1990s. In her campaign, she promises to fight for government and corporate advertising and to strengthen the NNPA News Wire, which in recent years has been moved from under the NNPA Foundation, a 501c3 non-profit, to the association, which is a

501c6 tax-paying trade organization.

“For those people who know me, they know I fight. And I fight with a big stick and I’m very passionate about the Black press,” Leavell says. “It’s not 1827, but so many of the things that are happening in our community are reminiscent of those very same times. The Black press is an activist press. That’s how it started out.”

On the other hand, the even-tempered Rolark-Barnes is known for her mild manner and deliberate leadership style. She says she and NNPA President Benjamin Chavis have spent the past two years solidifying the infrastructure of the

organization including its staffing and digital components, which she said was a crucial mission as the Black press approaches a third century. Building national advertising must be undergirded by a strong infrastructure, she says, “The two go hand-in-hand.”

Rolark-Barnes said, due to the lack of proper staffing and operations, NNPA had even suffered the loss of some of its historic documents. “It was really important to bring all that back in and set it up properly and make sure that when we make commitments, even to our publishers, that we can fulfill those commitments. In order to grow national advertising, we had to have an infrastructure.”

Leavell says she has sent a letter directly to the pub-

lishers outlining her vision and agenda. Rolark-Barnes has posted a video message to the organization’s members, outlining the successes and goals of her administration.

The dueling qualifications of Leavell and Rolark-Barnes are well-documented. Both of their award-winning newspapers are more than 50 years old and the legacies and achievements of both women are featured in The HistoryMakers, an online oral history collection of distinguished African-Americans, now featured in the Library of Congress.

Black press historian Dr. Clint Wilson, author of two books, A History of the Black Press and Whither the Black Press, agrees with A. Peter Bailey that the candi-

dacies of Rolark-Barnes and Leavell not only bode well for NNPA, but for the institution of the Black press overall.

“It certainly shows stability,” says Wilson, a former board member of the NNPA Foundation. “I think over all this is a good sign that the Black press still exists” in various forms - the hard copy newspapers and those that have reverted to online publishing. “I think that’s a good sign of progress.”

Wilson also noted progress in the fact that an institution started by two men now has two women contending for leadership. He was speaking of John Brown Russwurm and Samuel Eli Cornish, who together founded the first Black newspaper, Freedom’s Journal on March 16, 1827.

The popular quote from their first editorial is known well to Black press enthusiasts: “We wish to plead our own cause. Too long have others spoken for us. Too long has the publick been deceived by misrepresentations, in things which concern us dearly.”

Wilson concludes that one thing is clear. That is the void that still must be filled by the Black press: “There is a challenge to all newspapers right now in this high tech era. But the most important thing, looking back over the past 190 years. That is that the need is the same ... Clearly, Black people have a continuing and ongoing need for the news that they can rely upon that is representative of the community and that has the community’s interest at heart.”

## JOBS, continued from Page 12

were also employed at lower rates in May than the previous month.

Meanwhile, Black women entered the labor market and found jobs at higher rates in May compared to April. The labor force participation rate for Black women increased from 62.7 percent April to 62.9 percent in May. The employment-population ratio also increased from 58.4 percent in April to 58.6 percent in May.

In a blog about the labor market for the Economic Policy Institute (EPI), researchers noted that job growth has slowed.

“Adding in May’s 138,000 net new jobs, monthly job growth averaged 162,000 so far in 2017, and just 121,000 over the last three months, down from an average monthly gain of 187,000 jobs in 2016,” the post said. “While employment growth would be expected to slow as the economy approaches genuine full employment, other indicators suggest we are not that close to full employment yet, so this explanation seems insufficient.”

Although the national unemployment rate was 4.3 percent in May, the lowest in 16 years, the EPI post

said that the labor force participation rate had been much higher in the past.

“Today, there are lots of would-be workers on the sidelines not being counted, who would take a job if offered one,” the post said. “And, the drop in the unemployment rate in the past month is more of a sign of people giving up on finding a job than more people becoming employed.”

The EPI post said that the American economy should not only be adding jobs, but also experiencing stronger wage growth.

Rep. Bobby Scott (D-Va.), recently joined Rep. Keith Ellison (D-Minn.) and Sens. Bernie Sanders (I-Vt.)

and Patty Murray (D-Wash.) to introduce H.R. 15, the “Raise the Wage Act of 2017.”

In a statement about the bill, Scott said that it’s been ten long years since we last raised the minimum wage.

“While 29 states have taken action to raise their wages above the federal minimum since then, minimum wage workers in 21 states are still paid \$7.25 an hour. This leaves a full-time, year-round worker with a dependent child living below the federal poverty threshold,” said Scott. “Today’s low-wage workers earn less per hour, adjusted for inflation, than their counterparts did 50 years

ago, but productivity has nearly doubled over that same time period. That is unacceptable.”

Scott said that the “Raise the Wage Act of 2017” provides an important contrast between the Democrats’ agenda for working families and the agenda of President Trump and Congressional Republicans.

“President Trump and the [Republican] majority have used the 115th Congress and the beginning of the Trump Administration to roll back safety and health protections, to attempt to take away health care from 23 million Americans, to undermine civil rights enforce-

ment, and to advance legislation that would deny workers their hard-earned overtime pay,” said Scott. “By passing the ‘Raise the Wage Act,’ we can ensure that no one who works hard and plays by the rules has to live in poverty.”

Scott continued: “Passing the ‘Raise the Wage Act’ is the right thing to do. It’s the fair thing to do. And it’s long overdue.”

*Freddie Allen is the National News Editor for the NNPA News Wire, available to 200-plus Black newspapers and 20 million readers. You can follow Freddie on Twitter and Instagram @freddieallenjr.*

## IRVING, continued from Page 7

another intriguing, affordable and vibrant neighborhood in Irving,” said Irving City Manager Chris Hillman. “We have a strong focus on the area as we make significant investments, while striving to retain its heritage. As examples, the Innovation Center is about to open in the former Irving Central Library, with the new Irving Museum and Heritage Center opening next year. The Delaware Creek housing development is well underway with beautiful new single-family homes. In the next few years, we will continue to see tremendous progress.”

Take a stroll around the

corner to visit the Texas Musicians Museum. There, visitors will find one-of-a-kind personal artifacts, history, instruments, photos and much more from such renowned Texas music legends as Buddy Holly, Janis Joplin, Selena, Beyoncé, ZZ Top and others. The museum and gift shop are open Wednesday to Saturday. The facility also hosts concerts. Visit [TexasMusiciansMuseum.com](http://TexasMusiciansMuseum.com) for times and dates.

### More Developments

Irving’s historic Heritage Park also is evolving. Nestled in the downtown center, upgrade plans call for renovation, expansion, additional parking, a gazebo and

an amphitheater.

Within walking distance from downtown, The Delaware at Heritage Crossing is Irving’s newest master-planned community. When completed, the first phase of the project will offer 40 new single-family homes along picturesque Delaware Creek and its trail system. Close to Irving’s Downtown Heritage District, two more phases to the community are planned. K. Hovnanian Homes is the builder.

Renovation of Irving’s historic homes is on the upswing. Buyers are purchasing and remodeling these Craftsman-style homes to meet today’s standards

while enhancing the neighborhood’s appeal.

Additional opportunities are coming up. The Irving City Council recently approved a resolution to take bids on Heritage Crossing land the city owns. The city had set aside nearly 10 acres that now is recommended for residential development. The city will offer the tracts in multiple groupings and also will include single-lot offerings to encourage a variety of homebuilders to participate in the revitalization. In addition, the city will offer a five-acre tract to a developer to build single-family homes on multiple lots. For those interested in renova-

tion projects, there also are three existing single-family residences within the district that will be offered. If renovation is not feasible, the city will allow new housing to be built on these properties.

The city also will offer 0.2 acres at 124 S. O’Connor Road for commercial

development. It currently is a public parking lot, but the location at the intersection of O’Connor Road and Second Street is ideal for business because of high traffic counts and its prime location. Visit [CityofIrving.org/LandBank](http://CityofIrving.org/LandBank) for more information on the properties.



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## Looking for energetic interns in the Dallas Area

A local community newspaper has an internship position available. The goal is to provide students and aspiring writers an opportunity to gain published clips, experience and professional feedback. The position is for 20 hours a week at \$8.50 per hour. Assignments will include covering local events, phone interviews, and rewriting press releases.



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## Church Happenings

### BETHEL BIBLE FELLOWSHIP, CARROLLTON (A PLACE TO BELONG)

**NOTICE: Pastor Woodson serves the community by providing "Professional Therapy and Counseling Services" on a "Sliding Fee" scale. To schedule an appointment call the Pastoral Counseling Center at 972-526-4525 or email the church at [www.bethelbiblefellowship.org](http://www.bethelbiblefellowship.org)**

Discover Hope and Help for daily living; and, you don't have to be a member to come. The Connect-2-Reflect (C2R) meetings are held in comfortable and relaxed homes, one in Carrollton and one in Plano, refreshments are served. Call the church for details.

#### June 25, 9:45 a.m.

You're invited to our Sunday "Prayer and Meditation" at 9:45 am. You will be blessed and inspired. You don't want to miss this!

#### June 28, 7 p.m.

Join us in Wednesday's Prayer and Bible Study Class with Pastor Brenda Patterson, Senior Pastor Woodson, Pastor Larry Gardner and others teaching a series on "Design for Discipleship and Understanding the Bible, Book 7, and Chapter 5." Spiritual maturity is God's desire for you. It's Time to Grow; Ephesians 4:12 & 13.

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### FELLOWSHIP CHRISTIAN CENTER CHURCH IN ALLEN "THE SHIP"

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(Facebook, Twitter, YouTube and Vimeo).

#### June 25, 8 a.m.

Join us in our Sunday Morning Services as we praise and worship God in the Joycie Turner Fellowship Hall; followed by our Sunday Worship Services; and bring someone with you, you will be blessed.

#### June 28, 7 p.m.

Join us in our Wednesday's 12 Noon-Day Live, Prayer and Bible Study and/or our Wednesday Night Live, Prayer and Bible Study at 7 p.m. to learn more about God's Word. Be encouraged by God's plan for your maturity and His glory; and most of all; be prepared to grow.

#### June 12 until August 20

This is a 70 Day Challenge in seven stages of development by praying daily; reading the book of the quarter, "Chase the Lion" by Mark Batterson; preparing a household budget for the summer; exercising at least three days a week; a Spiritual Workout on a Sunday, Wednesday or Saturday; Tithing the Bible Way; and learning how to forgive. Call the church for details.

Dr. W. L. Stafford, Sr., Ed. D.

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### INSPIRING BODY OF CHRIST CHURCH, Let's Go Fishing! MATTHEW 4:19

#### June 23, 2017

All men are invited to Men's Ministry meeting each Friday night at 7 p.m., (IBOC promotes proactive male leadership.)

#### June 25, 10 a.m.

You're invited this Sunday as we praise, worship, honor and magnify God's Holy name.

#### June 26, 7 p.m.

Join us in Monday School as we grow in God's Word; learn what God has to say to us.

Pastor Rickie Rush  
7701 S Westmoreland Road  
Dallas, TX 75237  
972-372-4262  
[www.Ibocchurch.org](http://www.Ibocchurch.org)

### MT. OLIVE CHURCH OF PLANO (MOCOP) (Uniting the Body of Christ Among Nations)

#### June 25, 10 a.m.

Join us for Worship Service as we praise and worship God for His Honor and His glory; and don't forget to comeback at 7 p.m. for our

Brazilian Church.

#### June 28, 7 p.m.

You're invited to our Wednesday's Bible Study class; you will learn what God has to say to us. Come to be encouraged by God's plan for your spiritual growth and His glory.

Pastor Sam Fenceroy  
Senior Pastor and  
Pastor Gloria Fenceroy  
300 Chisholm Place  
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### SHILOH MBC IN PLANO (WHERE COMMUNITY BECOMES FAMILY)

Come and connect to God through Shiloh; grow in Christ through the study of God's Word; and Serve God through service to each other

and to the world. John 12:26.

#### June 25, 8 a.m.

Join us for Worship Services and fellowship as we give God all glory, honor and praise.

#### June 28, 7 p.m.

You're invited to our Wednesday's Bible Study to learn more about God's Word. Come and be encouraged by God's plan for your maturity and growth; it's all for His glory and His honor. We are, "Growing in Christ through the study of His Word."

#### July 9, 8 a.m. & 11 a.m.

Join us for our annual Friends & Family Day; you will enjoy the fellowship, fun and food during the 8 a.m. and in the 11 a.m. Worship Services.

Our church ministries offer opportunities for motivation and growth; join us and see. Be blessed of the Lord.

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# Juneteenth Celebration



**Sister Tarpley**

Send email to: [businessoffice@northdallasgazette.com](mailto:businessoffice@northdallasgazette.com) to sign up for Sister Tarpley's weekly electronic newsletter.

Juneteenth, also known as Juneteenth Independence Day or Freedom Day, is a holiday that commemorates the June 19, 1865, announcement of the abolition of slavery in Texas.

And, more generally the emancipation of Black slaves throughout the Confederate South.

Celebrated on June 19, the word is a combination of "June" and "nineteenth". Juneteenth is recognized as a state holiday or special day of observance in forty-five states.

The holiday is observed primarily in local celebrations. Traditions include public readings of the Emancipation Proclamation, singing traditional songs such as "Swing Low, Sweet Chariot" and "Lift Every Voice and Sing".

And also, readings by noted Black writers such as Ralph Ellison and Maya Angelou are read.

Celebrations may include parades, rodeos, street fairs, cookouts, family reunions,

park parties, historical reenactments, or Miss Juneteenth contests.

During the American Civil War, President Abraham Lincoln issued the Emancipation Proclamation on September 22, 1862, with an effective date of January 1, 1863.

It declared all slaves to be freed in the Confederate States of America in rebellion and not in Union hands.

More isolated geographically, Texas was not a battleground, and thus its slaves were not affected by the Emancipation Proclamation unless they escaped.

Planters and other slaveholders had migrated into Texas from eastern states to escape the fighting, and many brought their slaves with them, increasing by the thousands the number of slaves in the state at the end of the Civil War.

Although most slaves lived in rural areas, more than 1000 resided in both Galveston and Houston by 1860, with several hundred in other large towns.

By 1865, there were an estimated 250,000 slaves in Texas. As news of the end of the war moved slowly, it did not reach Texas until May 1865, and the Army of the Trans-Mississippi did not surrender until June 2.

On June 18, 1865, Union

General Gordon Granger arrived at Galveston Island with 2,000 federal troops to occupy Texas on behalf of the federal government.

On June 19, standing on the balcony of Galveston's Ashton Villa, Granger read aloud the contents of "General Order No. 3", announcing the total emancipation of slaves:

"The people of Texas are informed that, in accordance with a proclamation from the Executive of the United States, all slaves are free.

This involves an absolute equality of personal rights and rights of property between former masters and slaves, and the connection heretofore existing between them becomes that between

employer and hired labor.

The freedmen are advised to remain quietly at their present homes and work for wages.

They are informed that they will not be allowed to collect at military posts and

that they will not be supported in idleness either there or elsewhere."

Planters and other slaveholders had migrated into Texas from eastern states to

See **TARPLEY**, Page 16



2017 Graduate Devyn Micah Hill of Oklahoma Baptist University. Devyn has a Bachelor of Business Administration in Computer Information Systems. He has been on the OBU Swim Team Member for four years. His parents are Dwight and Bobbie Hill, and his grandparents are Elma Springer and the late Calvin, and Evelyn Hill. Next, Devyn will pursue an MBA in Project Management at OBU Graduate School where he has accepted a position as Graduate Assistant for the OBU Swim Team.

**NDGtv** North Dallas Gazette takes a moment to reflect on the past with **Historical Perspectives from Sister Tarpley**. Hear what it was like growing up in a very different Dallas when Booker T. Washington was a black school. Sister Tarpley graduated from there and went on to college and later became a city councilmember in Carrollton.

Look for NDGTV at [NorthDallasGazette.com](http://NorthDallasGazette.com)

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# NDG Book Review: *I Can't Make This Up* is a real treat

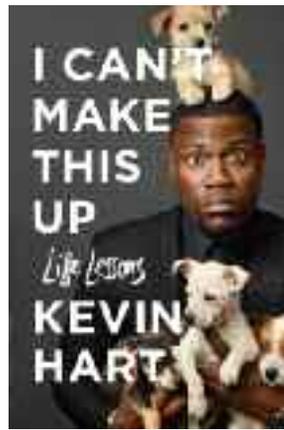
By Terri Schlichenmeyer

You can pretend all you want.

Hide your head in the sand and say it ain't so. Cover your ears and yell "LaLaLaLaLa" until everyone thinks you're five years old. You can deny, deny, deny, but listen up: some things are factual, so read "I Can't Make This Up: Life Lessons" by Kevin Hart, and you may learn something.

When Kevin Hart was born, his parents might've said "oops."

Neither parent ever denied that Hart's birth was the result of his father's broken



promise. Hart knew he was "a mistake," and that nobody was happy. Still, his parents stayed together awhile – long enough for him to note his father's unusual parenting style and his mother's strength in

raising two sons, mostly alone.

The oldest boy eventually sold crack and went into the military to avoid jail.

The younger son, well, he wrote this book.

Throughout his life, Hart paid attention to the lessons he got from keen observations; Number One was that things change. Number Two was that shrugging one's shoulders and moving on is the best way to deal with Number One.

There was no shoulder-shrugging, though, when Hart got a post-high-school job selling athletic shoes. He set a goal of being the store's

best salesman, and found a mentor who encouraged him and a group of people who showed him what being a grown-up was like. He worked long hours and made the job fun – so fun, that his co-workers encouraged him to try an open mic night for amateur comedians in the Philadelphia area.

And people laughed.

Hearing their laughter was like being on fire. Hart created a fake-stage name for himself and begged for as many gigs as he could get; the first ones were performed for free, then he started making enough to pay the bills and quit his day-job. He met

someone who taught him the fundamentals of being a comedian, and he became a husband and father on his way up the fame ladder. On his (temporary) way down, he never lost sight of his career or his strongest lesson: Always be your best. Somebody might be watching.

While, obviously, as evidenced from comedy performances and TV shows, author Kevin Hart is a talented writer, "I Can't Make This Up" is a little clunky at the outset. It takes a few pages to settle in and get comfortable – and you will.

You might expect to LOL while you're reading – and,

again, you will – but remember, this isn't a comedy club. There are chuckles here, but you probably won't find doubled-over belly-laughs. Instead, taking advice that he was given all those years ago, Hart tells his own personal story with humor, just the right touch of embellishment, and a full dose of the flip-side of funny without forcing anything. That's good comedy, as he says... and it makes for a wonderful memoir.

Pay close attention to the chapter titles here. Read the introduction (it's "mandatory"). Look for the "lessons" and laugh. "I Can't Make This Up" is a treat, for real.

## EGO, continued from Page 11

### 3. Us. vs. Them

The Symptom: Human Resources is frustrated with Operations, Sales ignores HR, and everyone is mad at IT. In this common climate of mistrust, performance issues don't get addressed, and departments fight over who's in charge instead of coming together to achieve the organization's goals.

The Source: While everyone may complain about turf wars, there is a hidden side benefit to the ego. Any lack of performance can be passed off as the failure of another person, group or department, and we get to be right that if they had just listened to us, everything would have turned out fine. The unchecked ego will choose being right over making progress.

The Solution: One way to break this deadlock is to acknowledge the conflict and seek to understand how you are contributing to the problem. How are the other side's frustrations with you true? What are the consequences on the organization's performance of your turf war? What common goals can you align on? That other group you think doesn't get it actually feels just like you do. If you put your ego aside, they more than likely will too.

### 4. Avoiding Conflict

The Symptom: Performance and interpersonal issues don't get addressed directly. Too often, leaders sugarcoat, vent to others or just move folks from role to role. As a result, productivity suffers, employees feel

unengaged and important matters are left to fester.

The Source: Almost no one wants to appear mean or uncaring, and even senior leaders resist being disliked. So we tell ourselves that we don't want to hurt the other person's feelings by being too direct. At a visceral level, we avoid putting ourselves in the uncomfortable position of having a direct discussion about a delicate issue.

The Solution: "There are three steps to overcoming this ego threat," says Shayne Hughes, co-author. "Start by sharing with the other person the discomfort you feel at bringing up the issue. Then let them know what your intention is for the conversation," says Hughes. "Finally, state your observations about their behavior, not your conclusions." One leader's vulner-

ability can lead the way for someone else to face their fear of conflict, and encourage them to be more open to feedback — see point 1.

Brandon Black and Shayne Hughes are co-au-

thors of the newly released book "Ego Free Leadership: Ending the Unconscious Habits that Hijack Your Business," written from their personal experience about ego-driven de-

isions and discovered ways leaders can proactively avoid making those missteps. Reach them online at <http://learnaslead.com/ego-free-leadership>.

## TARPLEY, continued from Page 15

escape the fighting, and many brought their slaves with them, increasing by the thousands the number of slaves in the state at the end of the Civil War."

But, the following year, freedmen organized the first of what became annual celebrations of Juneteenth in Texas.

Barred in some cities from using public parks be-

cause of state-sponsored segregation of facilities, across parts of Texas, freed people pooled their funds to purchase land to hold their celebrations, as in Houston, Mexia and in Austin.

Juneteenth is the oldest known celebration (in Texas at least) commemorating the ending of slavery in the United States and honors Black heritage.

It was on June 19, 1865 that the Union soldiers landed at Galveston, Texas with news that the war had ended and that the enslaved were now free.

That was two and a half years after President Lincoln's Emancipation Proclamation - which had become official January 1, 1863. Juneteenth is recognized as a state holiday or state observance in 45 U.S. states.