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Black professionals' ability to focus disproportionately affected by rising cost of living, health concerns

By Stacy M. Brown
NNPA Senior National Correspondent

Black workers prioritize their mental well-being more than any other racial group, according to a survey by the employment platform Oyster.

The platform surveyed more than 2,500 desk-based – or so-called knowledge – employees and found that more than 58 % of Black workers globally chose their mental well-being as their top priority.

Asian respondents came in second at 37.7 %.

"Bearing the brunt of systemic racism, prejudice, and societal injustice, perhaps Black knowledge workers must put more energy into protecting their mental health and can less afford to spend it elsewhere," the report stated.

Study authors found the ability of Black knowledge workers to focus has suffered because of external factors like the rising cost of living and health concern, particularly in America, Western Europe, and Canada.

For instance, 60.1 % of Black workers struggle with the cost of living, the survey found.

About 9.5% of respondents were



Study authors found the ability of Black knowledge workers to focus has suffered because of external factors like the rising cost of living and health concern, particularly in America, Western Europe, and Canada. (Photo via NNPA)

Black knowledge workers, and the authors called it disheartening to see that they're disproportionately affected by the ever-rising costs of living.

"In fact, Black workers are more affected by pretty much every category than other racial groups, notably by global health concerns – 41.6% of Black workers (compared to 14.8% of white workers) were very concerned about this, compared office in many cases, against their will," the authors wrote.

But nothing came close to spiraling living costs and personal concerns when factoring in the top ex-

ternal stressors, which the authors said was true across genders and geographies.

White workers reported being least affected in nearly every category – an example of privilege in practice, the authors concluded.

"What privilege does do is protect certain populations from being as negatively affected when taken as a group," the authors noted.

They said the racial wage disparity present at many companies (and in society in general) means it's logical that Black workers are

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People In The News ...



Dr. Michael J. Sorrell



Richelle A. Lorde

NDG Quote of the Week: "Freedom is not something that one people can bestow on another as a gift. They claim it as their own and none can keep it from them." —Kwame Nkrumah

Dr. Michael J. Sorrell

Dr. Michael J. Sorrell is the longest-serving President in the 149-year history of Paul Quinn College. During his 14 years of leadership, Paul Quinn has become a national movement for its efforts to remake higher education in order to serve the needs of under-resourced students and communities. Paul Quinn College opened the inaugural site of its Urban Work College Network in Plano in 2018, bringing the college's innovative work-study program to a second campus in the northern part



of the Dallas-Fort Worth region.

Dr. Sorrell is one of the most celebrated college presidents in America. Recently, President George W. Bush and the George

W. Bush Presidential Center awarded him the Bush Institute Trailblazer Citation. He has been named one of the World's 50 Greatest Leaders by Fortune Magazine. He is the only three-time recipient of the HBCU Male President of the Year Award (2018, 2016 and 2012). He won Education Dive's Higher Education's President of the Year award, and Time Magazine listed him as one of the "31 People Changing the South." Washington Monthly Magazine identified him as one of America's 10 Most Innovative College Presidents and

Rev. Jesse Jackson, Sr. and PUSH/Excel honored him with its Education Leadership Award.

Michael is the recipient of both the Dallas Bar Association's Dr. Martin Luther King, Jr. Justice Award and the City of Dallas' Father of the Year Award. Additionally, he has received: the Distinguished Alumni Award from Duke University, the University of Pennsylvania's Graduate School of Education, and St. Ignatius College Prep in Chicago; and the A. Kenneth Pye Award for Excellence in Education from Duke University's School

of Law Alumni Association. Dr. Sorrell is a past recipient of the Dallas Urban League's Torch for Community Leadership and both the President's and C.B. Bunkley Awards from J.L. Turner for his outstanding contributions to the Dallas legal community. Michael has also received honorary degrees from Austin College and his alma mater, Oberlin College.

Michael received his J.D. and M.A. in Public Policy from Duke University and his Ed.D. from the University of Pennsylvania. While in law school, he was one of the founding members of

the Journal of Gender Law & Policy and served as the Vice President of the Duke Bar Association. Michael was a recipient of a Sloan Foundation Graduate Fellowship, which funded his studies at both Harvard University's Kennedy School of Government (as a graduate fellow) and Duke University. He graduated from Oberlin College with a B.A. in Government.

Dr. Michael J. Sorrell, recently served as a keynote speaker at the annual meeting of the Plano Chamber of Commerce in Plano.

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Richelle A. Lorde

MIAMI (Fl.) – In recognition of Women's History Month, Black PR Wire's captivating podcast, Thrivin' in Color, has released a special episode celebrating exceptional women. This episode's special guest is Richelle A. Lorde, a renowned author, senior pastor, business entrepreneur, and much more. Mrs. Lorde joins in a candid conversation with Thrivin' In Color Host Camry Brown for an engaging and insightful discussion on ministry, motherhood, and defining what matters most.



From the launch of her role in pageantry, to her book launch, her highly-successful business – Raw Creativity - to her leadership role in the ministry as senior pastor of a mega church, Richelle provides powerful insights on her

journey to success and shares how she made it happen.

Being a woman of many hats, Richelle offers fulfilling nuggets on how she balances work and her personal life.

"Women of all backgrounds will be motivated by this interview," said Thrivin' in Color host Camry. "I was completely amazed by this captivating woman who embodies having it all."

Black PR Wire's Thrivin' in Color podcast celebrates Black and Brown women who are constantly setting the bar and being the trailblazers of today's society.

New episodes of Thrivin' in Color can be found on a number of podcast platforms, including Apple Podcasts and Spotify.

Thrivin' In Color is a podcast produced by Black PR Wire, featuring interviews with remarkable sistas and brothas from across the country who are doing extraordinary things in to-

day's society. Thrivin' In Color takes us behind the scenes of their world, where we meet with them and pick up some golden nug-

gets for success. Thrivin' In Color podcast is available on Apple Podcasts, Spotify and all of your favorite podcast services.

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Diamond Spikes

Diamond Spikes, founder and CEO of DS Creative Design Studio, an award-winning Black woman-owned branding studio, has announced an amazing partnership with Amazon's Buy with Prime program. The partnership brings comprehensive branding workshops to Black-owned businesses, helping them to take actionable steps to grow and improve their overall brands.



The initial workshops were recorded and the two upcoming workshops in March, will be as well. This partnership marks a historic moment, as it is Buy with Prime's first partnership of its kind. The workshops were provided to primarily Amazon's Black Business Accelerator participants, providing them with the opportunity to benefit from the expertise and experience of DS Creative Design Studios very own Diamond Spikes.

DS Creative Design Studio specializes in working with direct-to-consumer brands through high-level brand partnerships to help them scale to the next level. The company has a proven track record of success, with client work featured in prestigious publications, such as British Vogue and Good Morning America and has been trusted by over 70 brands.

"We are so excited to be partnered with Buy with Prime to bring our branding workshops to Black-owned businesses and for me to be able to plug other Black experts in my network," said Diamond. "Part of our mission is to empower and up-

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It’s time to do away with the debt ceiling

By Lee H. Hamilton

Here we go again. Earlier this year, the United States crashed through the nation’s debt ceiling. The government has been relying on accounting tweaks and shifting money from one pot to another to pay the bills. But that only works for so long.

Soon, Congress will have to raise or suspend the debt limit. The alternative, defaulting on America’s financial obligations and sending the world economy into a tailspin, is unthinkable. Or it should be.

But we can expect a lot of brinksmanship and political posturing before we get to that point. The new Republican majority in the House of Representatives sees the debt limit as an opportunity to force big reductions in federal spending. President Joe Biden says raising the ceiling shouldn’t be linked to other demands. Both sides are determined not to blink.

What should Congress do? The common-sense answer is to get rid of the debt ceiling entirely. It isn’t required, and in the 100-plus years that the United States

has had a statutory limit on debt, it has rarely if ever had a significant impact on deficit spending.

That doesn’t mean the national debt isn’t a big deal. At over \$31 trillion and growing, it most certainly is. But stand-offs over raising the debt ceiling don’t

The alternative, defaulting on America’s financial obligations and sending the world economy into a tailspin, is unthinkable. Or it should be.

address the problem. They soak up political energy and distract from more important matters.

The thing to remember about raising the debt ceiling is that it’s not about increasing spending; it’s about paying for purchases we’ve already made. If we failed to raise or suspend the ceiling and defaulted on our obligations, the results would be catastrophic. Moody’s Analytics predicts consequences comparable to the Great Recession: a 4% decline in GDP, almost 6 million lost jobs and a 9% unemployment rate.

The debt ceiling is the limit, set by Congress, on

what the government can borrow, including debt held by the public and money the government owes itself as a result of borrowing from various accounts. The first debt limit was adopted in 1917. Since 1960, Congress has raised or extended the limit 78 times, includ-

ing three times during the Trump administration.

Among advanced democratic nations, only the United States and Denmark have a debt ceiling, and Denmark sets its limit so high that it’s not an issue. Only in America do we seem to play this dangerous game every few years. This time around, conservatives in the House Republican caucus want to use the debt ceiling as leverage to shrink the size of government.

They are not wrong to worry about the national debt. Even in the context of America’s massive GDP, \$31 trillion is a worrisome number. Our economy has

proven to be remarkably resilient, but, at some point, the debt will grow unsustainable. Interest on the debt costs hundreds of billions of dollars each year, crowding out spending on necessities. It leaves less money for infrastructure or human capital investments. It can make it harder to respond to future economic challenges.

But the debt is not a partisan problem. It has ballooned under Republican and Democratic administrations. Spending increases and tax cuts both have driven up deficits and caused the debt to grow. Politicians know that funding services and cutting taxes are popular with segments of the public. In effect, Americans want more from government than we’re willing to pay for.

Elected officials should tackle the debt problem with a long-term, methodical and bipartisan plan that addresses both taxes and spending. But using the debt limit to win partisan fights is unproductive and dangerous. Congress needs to adopt a clean and quick increase in the debt ceiling – or, better yet, get rid of it altogether.

Senate voucher bill creates a private-school entitlement program for the wealthy

By Ovidia Molina
President, Texas State Teachers Association

Parents have a right to send their children to private schools. They don’t have a right to send their children to private schools at the expense of other taxpayers.

For starters, Senate Bill 8 will take more than a half billion tax dollars during the next budget cycle from under-funded public schools and spend the money to subsidize private school tuition for wealthy and upper-middle-income Texans. Within five years,

the cost will rise to \$1 billion and keep rising. The bill, in effect, creates a private-school entitlement program for the well-to-do, a program that most taxpayers can ill-afford and shouldn’t be forced to pay for. These are unregulated private schools with no accountability to taxpayers.

Any claim that these education savings accounts will benefit low-income families who want to send their children to private schools is unrealistic. Most private schools, especially the better ones, charge tuition much more than \$8,000, the value of the

education savings accounts or vouchers that Senate Bill 8 would provide. Low-income Texans can’t afford to make up that difference.

Senate Bill 8 will do nothing to address the teacher shortage and may very well worsen it, if districts losing tax dollars to private schools are forced to lay off teachers and other employees.

Gov. Abbott claims that public schools will remain fully funded. That is not true because public schools are not fully funded now and never have been under his administration. Even af-

ter the extra school funding appropriated in 2019, Texas still spends about \$4,000 less than the national average in per-student funding.

Now, these same public schools will be stretched even thinner as tax dollars begin to flow to unregulated private schools.

The Texas State Teachers Association was founded in 1880 in Mexia, Texas.

Its stated mission is to “unite, organize and empower public education advocates to shape public education in Texas thus providing a quality public school for every child.”

Keep up with the news

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Scientists reveal a potential new approach to treating liver cancer

(NIH) -- Scientists at the National Institutes of Health and Massachusetts General Hospital in Boston have uncovered a potential new approach against liver cancer that could lead to the development of a new class of anticancer drugs. In a series of experiments in cells and mice, researchers found that an enzyme produced in liver cancer cells could convert a group of compounds into anticancer drugs, killing cells and reducing disease in animals.

The researchers suggest that this enzyme could become a potential target for the development of new



NCATS scientists used the Center's drug screening capabilities to identify a molecule effective in killing liver cancer cells. Researchers determined that a specific enzyme was key to turning the molecule into a potential anticancer drug. (National Cancer Institute / Unsplash)

drugs against liver cancers, and perhaps other cancers and diseases as well.

"We found a molecule

that kills cells in a rare liver cancer in a unique way," said translational scientist Matthew Hall, Ph.D., one

of the leaders of the work at NIH's National Center for Advancing Translational Sciences (NCATS). "It emerged from a screening to find molecules that selectively kill human liver cancer cells. It took a lot of work to figure out that the molecule is converted by an enzyme in these liver cancer cells, creating a toxic, anticancer drug."

Hall, Nabeel Bardeesy, Ph.D., a liver cancer specialist at Massachusetts General Hospital and their colleagues reported their results March 13 in *Nature Cancer*.

The finding stems from a

collaboration between Massachusetts General Hospital and NCATS researchers. Bardeesy was originally studying cholangiocarcinoma, a type of liver cancer that affects the bile duct. The cancer is characterized by mutations in the IDH1 enzyme. Bardeesy's team wanted to find compounds and drugs that might be effective against the IDH1 mutation. Through a collaboration with NCATS, Hall and other NCATS scientists rapidly tested thousands of approved drugs and experimental cancer agents for their effectiveness in killing cholangiocarcinoma cells,

with IDH1 as a target.

They found several molecules, including one called YC-1, could kill the cancer cells. Yet, when they looked to see how YC-1 was working, they discovered the compound wasn't affecting the IDH1 mutation.

The Massachusetts researchers showed that the liver cancer cells made an enzyme, *SULT1A1*. The enzyme activated the YC-1 compound, making it toxic to tumor cells in cancer cell cultures and mouse models of liver cancers. In the animal models treated with

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Exercise therapy is safe, may improve quality of life for people with heart failure

For many people who have heart failure, supervised exercise training is safe and may offer substantial improvement in exercise capacity and quality of life, even more than medications, according to a new, joint scientific statement from the American Heart Association (AHA) and the American College of Cardiology published today in the *American Heart Association's journal Circulation* and in the *Journal of the American College of Cardiology*.

Heart failure is a progressive condition in which the

heart is unable to pump enough blood to the body either due to the heart muscle stiffening or from it losing pumping strength. Treatments are focused on reducing symptoms, such as shortness of breath and fatigue, and minimizing or delaying the consequences of the condition, which includes decreased quality of life; frequent hospitalizations; loss of functional independence; high health care costs; and increased risk of death.

More than three million people in the U.S. are living with chronic, stable heart

failure with preserved ejection fraction or HFpEF. This condition occurs when the heart is stiff and does not relax normally to fill with enough blood to pump to the body, yet the heart muscle is still strong enough to pump well. In comparison, heart failure with reduced ejection fraction occurs when the left ventricle can't pump with the force needed to push enough blood into circulation. In the U.S., heart failure with preserved ejection fraction is one of the most common forms of heart failure, with women disproportionately affected

compared to men, according to the scientific statement.

"The prevalence of heart failure with preserved ejection fraction continues to increase due to aging of the population and the growing prevalence of risk factors such as obesity and Type 2 diabetes," said Vandana Sachdev, M.D., chair of the scientific statement writing committee. "Improved management of this large population of patients who have HFpEF, many of whom may be undertreated, represents an urgent unmet need."

Sachdev is a senior research clinician and the director of the Echocardiography Laboratory in the Division of Intramural Research at the National Heart, Lung, and Blood Institute (NHLBI), a division of the National Institutes of Health, as well as the scientific lead for the new NHLBI heart failure program HeartShare.

In April 2022, recommendations were released by the American Heart Association and the American College of Cardiology for supervised exercise training for people with heart

failure, regardless of the type. Sachdev clarified that, currently, Medicare only reimburses cardiac rehabilitation for people with heart failure with reduced ejection fraction (HFrEF).

"Exercising helps improve the heart's pumping ability, decreases blood vessel stiffness and improves the function and energy capacity of skeletal muscle," Sachdev said. "Exercise capacity is an independent, clinically meaningful patient outcome, and research has indicated that guided

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Oasis of Hope sponsors bike race to help children with Cancer in Mexico

TIJUANA, Mexico – Oasis of Hope Hospital – with its effective and revolutionary approach to all facets of cancer – is taking its fight against the disease on the road by sponsoring the "Pedaleando Baja Bike Race," benefiting the Castro-Limon Foundation, which is the funding source for the Center for Oncology in Pediatrics.

Since its founding in 1963, Oasis of Hope has championed the immune system's healing power over cancer. More than

100,000 patients have come to Oasis of Hope, from 60 nations, looking for alternatives to chemotherapy, radiation and surgery. The clinic's 100 percent one-year survival rate for stage IV breast cancer patients compares to a 65 percent one-year survival rate in the U.S., according to National Cancer Institute figures cited by Oasis of Hope.

Oasis of Hope focuses on the patient first, where traditional western medicine treatments focus on the disease first and then

the patient. Oasis of Hope is a world leader in alternative cancer treatments with close to 60 years of experience, 30 years more experience than Cancer Treatment Centers of America. Oasis of Hopes' Director, President and Chairman Dr. Francisco Conteras, along with ten others from the hospital, will personally cycle the beautiful 60 km course from Rosarito to Valle de Guadalupe in Mexico.

"I'm honored to be representing Oasis of Hope Hospital at the upcoming

cycling event benefiting the Castro-Limon Foundation to combat childhood cancer in Mexico, along with 10 other members from our team," Dr. Contreras said. "Oasis of Hope is proud to sponsor such an event, and we pray that it will have a lasting impact for years to come."

Marking its 14th year, Pedaleando has drawn 30,000 cyclists, the largest group of riders of any cause-driven race in Mexico, and it is the only cycling event that helps children

with cancer.

The Castro-Limon Foundation was created 19 years ago to raise funds to build and operate the home hospital of the Center for Oncology in Pediatrics. Over the years, 109 patients have been declared cancer-free, and thousands of people have embraced the dream of the organization's founders Juan Carlos Castro Munguía and Irineo Limón Vargas.

COP offers a complete range of cancer treatment for children. As an example

of COP's effectiveness, Leukemia patients have an 83 percent survival rate, and those with solid tumors have a 74 percent survival rate. That compares to a 55 percent survival rate across Mexico.

Oasis of Hope integrates research-based alternative cancer treatments with conventional therapies. Most Oasis of Hope treatments also can be available in the U.S. but not widely and not deployed in combination with other treatments that have proven effective.



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Mayor appoints chairs of five Community Bond Task Force subcommittees

Mayor Eric L. Johnson on Thursday announced his appointments of the five chairs of the Community Bond Task Force (CBTF) subcommittees formed as part of the 2024 Bond Program development process. The CBTF and its subcommittees, each made up of 15 members appointed by the Mayor and Dallas City Council, are charged with assessing the city's nearly \$14 billion needs inventory and recommending to the city council a \$1 billion package of capital improvement projects.

The announcement comes one week after Mayor Johnson appointed Arun Agarwal, Dallas Park and Recreation Board Presi-



dent, as Chair of the CBTF.

Mayor Johnson's subcommittee chair appointments include:

- Linda Koop, Streets Subcommittee
- Jennifer Staubach Gates, Critical Facilities Subcommittee

- Garrett Boone, Parks & Trails Subcommittee

- Anita Childress, Flood Protection & Storm Drainage Subcommittee

- Tony Shidid, Economic Development & Housing Subcommittee

"The 2024 Bond Pro-

gram presents a huge opportunity to build a better Dallas," Mayor Johnson said. "I am proud to nominate each of these distinguished leaders equipped with a wealth of experience and expertise. These chairs were selected to put the people's priorities first, regardless of district boundaries. I know they understand the importance of their mission to recommend high-impact projects that will create a safer, stronger, and more vibrant Dallas for all."

Koop is a former Dallas City Councilmember and Texas State Representative with over 20 years of experience in transportation planning. During her

time on the Dallas City Council, she chaired the city's Transportation and Environment Committee and also served as the chair of the North Central Texas Council of Governments Regional Transportation Council. Koop will lead the Streets Subcommittee's work to identify priority street and alley reconstruction projects, bridge repairs, sidewalk improvements, traffic signal upgrades, and more.

Gates, also a former Dallas City Councilmember, chaired the city's Public Safety Committee. Now, she chairs Mayor Johnson's Domestic Violence and Human Trafficking Advisory Council in addition to

other civic and community-service endeavors. The Critical Facilities Subcommittee will focus primarily on the prioritization of renovations to existing city facilities, including police and fire stations, libraries, and community centers. However, Mayor Johnson emphasized the importance of the committee's consideration of support for a new, state-of-the-art regional law enforcement training center at the University of North Texas at Dallas, which will be the new home of the Dallas Police Academy.

"Investing in this training center now is how

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Harriet Tubman Center for Freedom and Equity unveils inaugural marker on Downtown Binghamton Freedom Trail

BINGHAMTON, NY (Newswise) — In recognition of Harriet Tubman Day, a national holiday, representatives from the Harriet Tubman Center for Freedom and Equity at Binghamton University, State University of New York gathered March 10 at the University Downtown Center to unveil the first of 12 markers on the Downtown Binghamton Freedom Trail. The markers will identify key Binghamton locations on the iconic Underground Railroad and other notable abolitionist sites, Binghamton University reports.

State grant boosts Freedom Trail project

The ceremony follows New York State Gov. Kathy Hochul's recent announcement of a \$400,000 state grant to fund key elements of this project. In addition to the markers, the Freedom Trail project includes a Harriet Tubman statue and memorial garden, as well as the development of programming in partnership with local school districts focused on integrating curricula that includes Black, Indigenous and People of Color (BI-



In recognition of Harriet Tubman Day, the Harriet Tubman Center for Freedom and Equity unveiled the first of 12 markers on the Downtown Binghamton Freedom Trail. (Courtesy photo)

POC) perspectives as well as material that celebrates New York state's heritage of liberty and civil rights.

Binghamton City Mayor Jared Kraham announced the city's commitment of \$100,000 to the Freedom Trail project.

"My conversations with Dr. Bailey about the possibilities of the Freedom Trail initiative have truly been among the most rewarding and enlightening in my career," Kraham said. "And we are thrilled that it's all happening right here in downtown Binghamton. It's my hope that the [Tubman] statue and Freedom Trail will, for decades to come, inspire the next generation of changemakers."

This project demonstrates the collaboration and engagement between the University, the city of Binghamton and other stakeholders in the Southern Tier and documents Binghamton's pivotal role in the story of this country.

"The Downtown Freedom Trail Project publicly acknowledges the crucial part that our community played in what was the most important question in our nation's history — should we be slave or free," said Binghamton University President Harvey Stenger, "and because of exceptional people, like Tubman, the Binghamton community chose freedom. The Freedom Trail markers, and the statue

of Harriett Tubman, will serve as a reminder of that commitment to freedom and equality, and a fundamental lesson that we can give to our students at Binghamton University and share with others in the community."

Memorial garden of abolitionist heroes

Last year, the Tubman Center assembled a public art subcommittee to review artist submissions for the Harriet Tubman statue.

In February, the subcommittee presented a short list of selected artists who will each create a model of the proposed work. The maquettes, or models, will be available for review by members of the University and local community at an April 20 event in the downtown center, and Bailey expects public input will be critical to the final selection. The Tubman statue will anchor the memorial garden and space as

it references other upstate New York abolition sites.

"There was a multicultural group of abolitionists including William Seward of Auburn, Gerritt Smith of Peterboro and Frederick Douglass of Rochester, who along with Tubman were active in the Southern Tier and in upstate New York," said Bailey, "but there is little in the Southern Tier to remind us

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Policy of Non-Discrimination UTBOC Churches – Uniting the Body of Christ, Incorporated

UTBOC Churches – United the Body of Christ, Incorporated places emphasis on the dignity and worth of all people while valuing everyone. As we preserve the integrity of our beliefs, UTBOC Churches – Uniting the Body of Christ, Incorporated is committed to welcoming membership and participation in our religious practices regardless of race, color, and national origin.

According to Galatians 3:28 – "There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus."

UT/Texas politics project poll: School safety a priority for Texas voters

AUSTIN — School safety is the only education issue that a majority of Texans, 55%, said was “extremely important” for the Legislature to address, according to the latest University of Texas/Texas Politics Project poll.

“Improving school safety enjoys a degree of bipartisan support among voters,” said James Henson, co-director of UT Austin’s Texas Politics Project and a co-director of the poll. “There was much more of a partisan divide in other areas of public education policy. Among Republicans, for example, school safety is effectively tied with curriculum content as the top priority, while among Democrats school safety is similarly tied with teacher pay and retention.”

In the wake of the 2021 passage of some of the most restrictive abortion laws in the country, almost half of Texans, 47%, now think abortion laws in Texas should be made less strict, with 22% saying they should be made stricter and 21% saying that abortion laws should be left as they are.



Courtesy photo

Stark partisan differences remain, however. A large majority of Democrats, 79%, said abortion laws should be made less strict. A plurality of Texas Republicans supports the status quo, but nearly a third, 32%, say abortion laws should be stricter.

“As one might expect, Democrats are more concerned about abortion and more likely to want an expansion of abortion rights,” said Daron Shaw, co-director of the Texas Politics Project and the Frank C. Erwin, Jr. Chair of State Politics. “But it is also worth noting that this issue isn’t as salient as many have assumed: Fewer than 5% of Texans consider

abortion the most important issue facing the state.”

The poll also explored Texans’ attitudes in a variety of areas being addressed by the Legislature this session, including guns, gambling, marijuana and immigration. Asked what the Legislature’s top priority should be, a modest number of Texans, 24%, mentioned immigration and border security issues as their top legislative priority, with 49% of Republicans listing them as a top priority. Among Democrats, gun-related policies led the list, with 13% of Democratic respondents citing them as the top priority. No other issue breaks into double figures among

Democrats.

Half of Texans now say gun laws should be made stricter, with 29% saying they should be left as they are, and 16% wanting them less strict. The majority of Republicans, 51%, want gun laws left alone. Democrats overwhelmingly want more strict gun laws (79%), with some Democrats wanting them made either less strict (10%) or left as they are now (10%).

“This is a good example of how the public is responding to high-profile incidents of mass violence, but also the Legislature’s response to those shootings in recent years,” said Joshua Blank, research director of the Texas Politics Project. “Taken in this context, it’s not surprising to see a majority of Texans and the vast majority of Democrats asking for stronger gun laws, nor that a majority of Republican voters appears to have lost their appetite for looser gun laws.”

Amidst well-funded efforts to expand legal gambling in the state, including online sports betting and casino gambling, Texans remain divided. Thirty-nine

percent of Texans favor making gambling laws less strict, while 25% favor the current laws and 20% want them stricter.

As the state’s leadership debates the disposition of a historic windfall of state revenue, more than half of Texans say the state is spending too little in four areas: mental health services (60%), electric infrastructure (56%), health care (52%) and water infrastructure (51%).

Other findings include:

- Texas Democrats are more supportive than Republicans of U.S. involvement in Ukraine defense against the Russian invasion. Overall, 32% of Texans think the U.S. is doing the right amount in response to the invasion, while 30% think the U.S. is doing too much and 21% say too little.

- A slight majority of Texans, 51%, want current marijuana laws made less strict, with 22% wanting them made stricter and 15% left as they are now.

- Forty-six percent of Texas Democrats think President Joe Biden should run for reelection, a slight

increase compared with the August 2022 poll, when 42% of Democrats thought he should run again.

- Fifty-six percent of Republicans think Donald Trump should run for president, down from August 2022, when 61% favored another Trump run.

“There does not appear to be much of an appetite for another Biden-Trump presidential election,” says Shaw. “For an incumbent Democratic president to be under 50 percent support amongst his own partisans is pretty underwhelming. Similarly, while Trump has appreciable support amongst Texas Republicans, more than 40% of Republicans don’t want him to run. Plus, Florida governor Ron DeSantis is waiting in the wings and our numbers show that he is well-known and well-liked in the Lone Star State.”

Full results from the poll and methodological information, including the questionnaire reporting results, cross tabs and downloadable graphics of results, are available on the Texas Politics Project website.

Students to tour historic civil rights sites on Journey through Southern states where a movement was born

History must be told and, if possible, experienced.

Nearly 100 students from all seven Dallas College campuses will re-trace the steps of the civil rights movement through several southern states, visiting sites where courage was displayed, and the Civil Rights Movement began. A group of students and advisors will make the journey by bus for the three-day excursion, which will make stops at the Mississippi Civil Rights Museum, the Legacy Museum, the National Memorial for Peace and Justice, and Dexter Avenue King Memorial Baptist Church and Selma,

Alabama, among other locations.

“It’s important for students to learn about history, particularly history that has often been forgotten, erased, ignored, and marginalized,” Dr. Roy Vu, a history professor at Dallas College who specializes in immigration history, diaspora communities, and diplomacy. “It’s imperative that our students have the opportunity to learn about the history of the United States and of the world. History provides a lot of lessons.”

Civil rights leaders in the 1950 and 1960s were clergy as well as working

class citizens who endured threats, went to jail, lost their homes and loved ones because they believed their cause was just. “They were so resourceful and resilient and innovative and courageous,” Vu said. “It’s imperative that our students learn about the history of the United States because it provides a lot of lessons including not wanting to repeat such traumatic events,” he added.

In addition to Mississippi, the students will travel to Alabama. There, they will see the Edmund Pettus Bridge – the site of a bloody interaction between armed police and history makers

who risked their lives for civility, voting rights, freedom, and the right to be treated as citizens.

There is also a guided tour of the 16th Street Baptist Church in Birmingham where, in 1965, a bomb took the lives of four young girls.

The fight for voting rights and equal accommodations is among the long list of inequities that also galvanized the civil rights movement. Students will see the history of dehumanization and brutality of systems like slavery and Jim Crow up close.

Shanee’ Moore, senior director of campus admin-

istration, who helped organized the trip, said there are parallels between the movement and current efforts to turn back the clock on equality and fair play.

“We’re very fortunate to have this generation of students,” said Moore. “They don’t just sit back. They see an injustice and regardless of race, religion or whatever and they speak up and do something about it. I think this [tour] will energize them.”

Among the most poignant events, organizers said, is the Legacy Museum started by attorney Bryan Stevenson, author of “Just Mercy.” The museum, lo-

cated in Montgomery, is a harrowing account of lynching and the public that celebrated its brutality. Visitors are warned that some of its sites can be triggering, with holographic figures calling out their misery.

The students, Vu and Moore said, will return better informed and clamoring to continue learning.

“They will develop their own opinions about what is going on and how this is impacting their lives,” Moore said. “A lot of times when we see history, we say ‘oh, that happened back then.’ But when we see what’s on the news, you know history is repeating.”

TxDOT seeks input on the transportation system of the future

The Texas Department of Transportation (TxDOT) is planning for the future, and public input is crucial as the agency looks to meet the transportation needs of tomorrow. The agency is hosting a statewide virtual public meeting with in-person open houses this spring for “Connecting Texas 2050,” the latest update to TxDOT’s statewide long-range transportation plan.

With unprecedented population growth, increasing demands on our transportation system and technological innovations reimagining how people move, TxDOT wants to hear from the traveling public as the agency looks toward 2050. By combining public input and technical studies, TxDOT will establish the



Jared Murray / Unsplash

vision, objectives, performance measures and strategic recommendations for the state’s transportation system through 2050 for all

modes. During the statewide virtual public meeting and regional in-person open houses, TxDOT will ex-

plain the process of the statewide long-range transportation plan. Participants will have the opportunity to share their ideas and pro-

vide input on transportation goals and needs.

Public Input Opportunities

The statewide virtual public meeting is available through May 31. TxDOT also will host in-person open houses in various locations. For a full schedule, visit TxDOT online. The same information will be available at the virtual public meeting and in-person open houses.

**Thursday, May 4
5:30 to 7 p.m.**

North Central Texas Council of Governments | Transportation Council Room, Centerpoint II, 616 Six Flags Drive, Arlington, TX 76011

Comments can be submitted online, by e-mail to [ConnectingTexas2050@](mailto:ConnectingTexas2050@txdot.gov)

txdot.gov, or by mail to: TxDOT TPP Connecting Texas 2050, Statewide Planning Branch Manager, P.O. Box 149217, Austin, Texas, 78714-9217. Comments also can be submitted via comment forms provided at the in-person open houses. Comments must be postmarked or received by Wednesday, May 31, to be included in the public involvement summary.

The virtual public meeting and in-person open houses will be conducted in English, with Spanish materials available online and in-person. For those needing special accommodations or interpreters, call (214) 320-4403 at least three working days prior to the in-person open house you wish to attend.

TUBMAN, from Page 5

of their inspirational legacy. This public project will help correct that.”

The Harriet Tubman statue and memorial garden, with a view of the Susquehanna River, will represent the first stop on the Freedom Trail located in the heart of downtown at the Binghamton University Downtown Center.

A story of civil rights in 19th-century Binghamton

The remaining markers will be installed at other downtown locations through fall 2023, including at least one planned event with the unveiling of the Bud Fowler memorial marker at its Mirabito Stadium location on Sept. 1. John W. Jackson Jr., better known as “Bud Fowler,” is one of the first Black players to integrate white professional baseball, predating Jackie Robinson by more than 60 years. Fowler, a 2022 Hall of Fame inductee, played for multiple teams throughout his 20-year career — including at least two stints with the Binghamton Crickets — meeting discrimination and intolerance at every

stop along the way.

Like Fowler’s, each marker on the Freedom Trail tells a story of individual courage, sacrifice and moral mettle, creating an anthology of late 19th-century abolitionist and civil rights activity in the Southern Tier.

Bailey and Tubman Center Associate Director Sharon Bryant foresee the Freedom Trail developing beyond static historical markers through the implementation of QR codes or engaging interfaces that will create a sensory and interactive educational experience that will benefit local students and teachers and put Binghamton on the map as a historical tourism destination.

“When I think about Harriet Tubman, I think about the word ‘vision.’” Bailey said. “This is a word inspired by Tubman, that I carry with me every day. Vision gives you purpose. It gives you hope and the ability to work and live for something bigger than yourself. And Harriet had vision in spades.”

PHASE II: SCHOLARS

AND FELLOWS

In addition to the public installation and education features described as Phase I, the Tubman Center has also proposed plans for institutional scholarship in the form of the Harriet Tubman Scholars and Harriet Tubman Faculty Fellows and Community Outreach programs.

The first is a scholarship and mentoring program focused on developing a pipeline for historically underrepresented students into leadership roles. Selected scholars will receive financial assistance, mentorship and experiential opportunities, including internships at various agencies working toward equity and inclusion goals. Students will also serve as tour guides on the Freedom Trail.

With a core objective to help the University reach faculty diversity objectives established by the Truth and Reconciliation process, the faculty fellows’ program will also assist faculty members of all backgrounds who work on diversity, equity and inclusion issues. These experts will then be available to the community, supporting

local school districts on staff and curriculum development.

Both programs, for which the Tubman Center is seeking seed monies,

will engage with and benefit the wider Binghamton community.

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ELECT Margaret Turner-Carrigan

Pol. Adv. Pd. by Margaret Turner-Carrigan for PISD4.

EARLY VOTING
APRIL 24TH UNTIL
MAY 2ND, 2023

ELECTION DAY
MAY 6TH, 2023

Fake and extremely biased Twitter content decreased between 2016-2020, but top influencers were more polarized

(Newswise) — “One side can start the polarization and keep it going forever, but it takes two sides to stop it. That’s why it easily arises, but it’s so difficult to end,” Boleslaw Szymanski said. Szymanski is the Claire & Roland Schmitt distinguished professor of computer science and director of the Network Science and Technology Center at Rensselaer Polytechnic Institute.

At a time that some describe to be the most deeply polarized in the United States since the Civil War, Szymanski and his research team spent the last two years analyzing vast amounts of Twitter data to examine the social media platform’s influence on U.S. politics. The dataset from



2016 had 171 million tweets sent by 11 million users, while the 2020 set contained 702 million tweets from 20 million users. The disparity

is because of the platform’s increase in users, reports the Rensselaer Polytechnic Institute.

Collecting data from two

subsequent elections enabled the team to see trends in participation, polarization, and stability of different kinds of influencers, users, and topics. In a broader sense, it revealed the role that the social media platform played in the elections.

The news was both good and bad.

On one hand, the amount of fake and extremely biased content decreased by 2020 compared to 2016, perhaps because of Twitter’s efforts to limit disinformation from going viral. The volume of tweets linking to disinformation websites dropped by half, and the number of users sharing fake news dropped even more.

On the other hand, compared to 2016, users in 2020 were less likely to interact

with users who did not share their political beliefs. It created an echo chamber for users with the lack of contrary views.

“Even without sending fake news and just propagating selected one-sided facts, influencers can create a mosaic that is not real,” Szymanski said.

Interestingly, of those unassociated with the media or party organizations, a large fraction of top influencers rose from obscurity in 2020, as some political and media influencers joined the extreme bias right and fake news categories.

“Dr. Szymanski’s research comes with a lesson for voters in 2024: check your facts; do your research; and don’t believe everything you read,” said Curt Brene-

man, dean of the Rensselaer School of Science. “It is also a call to action for government officials and tech executives to ensure that the flames of polarization are not fanned.”

Szymanski was joined in research by Hernán A. Makse of the City College of New York, Rensselaer’s James Flamino and Brendan Cross, Alexandre Bovet of the University of Zurich, Alessandro Galeazzi of the University of Brescia and Ca’ Foscari University of Venice, Stuart Feldman of Schmidt Futures, Michael W. Macy of Cornell University, Zhenkun Zhou of the Capital University of Economics and Business in Beijing, and Matteo Serafino of the City College of New York.

MAYOR, from Page 5

Dallas can reaffirm its long-term commitment to putting public safety first,” Mayor Johnson said. “A new academy will truly bring Dallas and its neighbors into a new era when it comes to police training. This will mean better policing, which will ultimately mean safer communities and increased trust between law enforcement and residents.”

Boone, Co-Founder & Chairman Emeritus of The Container Store, is a successful entrepreneur, environmentalist, conservationist, and philanthropist with a passion for public green spaces. He serves on a variety of boards, including The Boone Family Foundation, the Trinity Park Conservancy, and Greenspace Dallas, and for years, he has championed transformational park proj-

ects in Dallas. The Parks & Trails Subcommittee will identify opportunities to create new and enhance existing parks, trails, and recreation centers, which is a task Mayor Johnson named one of his top three bond program priorities — public safety, potholes, and parks — in his November 2022 State of the City Address.

Childress is an attorney and longtime community activist. In 2020, Mayor Johnson appointed her to serve on the Trinity River Corridor Local Government Corporation, which focuses on the development of recreation in the Dallas Floodway. Previously, she served for six years as chair of the Dallas Civil Service Board. She will lead the committee’s work to identify projects aimed at reducing

flooding, improving drainage, and mitigating erosion.

Shidid is a partner at Tessa Investments, Inc., an investment and real estate development firm based in Dallas. He has served since 2013 as a member of the City Plan Commission, and since 2019, as the commission’s chair. During the 2017 Bond Program development process, he served on the same subcommittee, Economic Development & Housing, which will recommend opportunities to boost economic growth and increase our city’s supply of housing infrastructure.

“This bond election will impact Dallas residents for generations to come,” Mayor Johnson said. “We must get this right and fund the priorities that matter most.”

The CBTF and five subcommittees are scheduled

to begin meeting in May 2023 at least once per month over a five-month

period. The CBTF, along with the City Manager, will recommend a 2024 Bond

Program to the Dallas City Council in January or February of 2024.

SORRELL, from Page 2

Established in 1946, the Plano Chamber represents over 800 businesses and community organizations in Plano and the surround-

ing area. Accredited as a 5-Star Chamber by the U.S. Chamber of Commerce and awarded 2018 Chamber of the Year, the Plano Chamber

of Commerce is committed to maximizing business development and economic growth of the community through advocacy, education, innovation, and collaboration.



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Dallas Arboretum's Japanese cherry blossom trees and azaleas are in bloom

Every spring at the Dallas Arboretum's Dallas Blooms floral festival, there's a miraculous moment when the 125 Japanese cherry trees begin to bloom along with the 5,000 azaleas.

A wave of delicate pink and white cherry blossoms on the cherry trees are now blooming, indicating that springtime is here in Texas. The flowering Japanese cherry trees—*Prunus x yedoensis*, also known as Yoshino cherry—are expected to be in full bloom within the next week. Many of the cherry trees were given as gifts to the Dallas Arboretum, including trees from Peggy B. Braecklein in honor of her parents, John



Courtesy photo

R. and Thelma N. Black.

In its 39th year, Dallas Blooms, presented by Veritex Community Bank, is the largest annual floral festival in the Southwest. According to Dave Forehand, Dallas Arboretum's vice president of gardens, "The

time to come to the Dallas Arboretum to see the cherry trees, tulips and azaleas are in the next week. As we say, we usher in spring in the garden."

Dallas Blooms features 500,000 spring blooming flowers from more than

120 varieties. Of that total, 350,000 are tulips, and the others are hyacinth and daffodils. Travel & Leisure published that this "Texas Flower Festival may be the most beautiful springtime destination in the U.S."

Dallas Blooms: Great Contributors features nine of Gary Lee Price's bronze sculptures. Joining the resident sculpture of William Shakespeare are eight additional statues: Amelia Earhart, Harriet Tubman, Joan of Arc, Mother Teresa, Ruby Bridges, Albert Einstein, Benjamin Franklin and Mark Twain. Price remarked, "These are utilitarian sculptures. It's not only beautiful, but it has a purpose. So I want you to sit

down next to these incredible people that we honor, have conversations with and just be with them."

In Japan, cherry blossom time is known as Hanami, with parties held both night and day under the Sakura (cherry blossom trees), to celebrate this yearly occurrence and the delicate beauty of life. Hanami dates back to the Heian Period (794-1185) when the Imperial Court in Kyoto held flower-viewing parties beneath the blossoming cherry trees. The flowers were praised by poets as a metaphor for life, "beautiful yet fleeting."

Today, branches on many cherry trees at the Arboretum are overflowing with

thousands of lacy blooms, and each tree only blooms once a year. Throughout the world, cherry blossom time runs from late March to early May, depending on the climate and local weather conditions.

For latest information and for tickets, go to www.dallasarboretum.org or by calling 214-515-6615. Tickets range from \$12 to \$20, and parking is \$11 purchased online or \$15 at the gate. Discounts include BOGO (Buy One, Get One Free) on Wednesdays and CC Young Senior Living Thursdays (those who are 65 years and older receive discounted admission and 20% off in the Gift Store).

Re-fueling *Jet Magazine* where everyone can be 'Beauty of the Week'

By Stacy M. Brown
NNPA Senior National
Correspondent

Remember "Beauty of the Week," *Jet* magazine's famous page 43, which featured Black women college students, actors, nurses, and everyday girls in swimsuits?

Now, anyone can be a beauty of the week or even

grace the cover as the iconic publication re-sets digitally and where readers and fans can go to myjetstory.com and upload their photos and create a personalized *Jet* cover.

"Everybody has a *Jet* story," Daylon Goff, the president of *Jet*, said during a 30-minute interview on the National Newspaper

Publishers Association daily show, *Let It Be Known*.

"I'm always rocking *Jet* merchandise, and when someone finds out what I do for a living, they immediately give me their *Jet* story. Unprompted."

For Goff, that's all the fuel he needed to help in what he calls the re-set of *Jet*.

"It's super exciting for me

to be able to take this on," Goff insisted.

"When you hear 'Beauty of the Week,' you don't have to even say *Jet* beauty of the week. It's synonymous.

I get those conversations from both men and women at least three times a week."

Founded in 1951 by John H. Johnson, *Jet* proved a mainstay in primarily Black

households across America.

Like *Ebony*, founded six years earlier, *Jet* chronicled Black life in America and

See JET, Page 11

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SPRJ55189

Film Review: 'A Thousand and One'

By Dwight Brown
NNPA Film Critic

(****) She's like the girl next door. The young woman from around the way. The one you think you know, but you don't. Mary J. Bilge has radiated that kind of approachable vibe her entire career. It's disarming and endearing.

That don't-I know-you feel helps Teyana Taylor turn a very feisty and troubled mom into someone you'll love. A wounded, kind-hearted person so believable you'll want to comfort her and loan her your last dime.

It's the 1990s. Six-year-old Terry (Aaron Kingsley Adetola) thinks his mom Inez (Taylor) left him on a Harlem street corner when he was a baby. Now that she's done with her jail time on Rikers Island, she's trying to make amends. She steals him from foster care. Inez: "I'd go to war for you!" She intends to raise the boy, hoping he has all the opportunities she didn't. Inez does hair, she can work and find a job. But there are no concrete plans. She treks from place to place trying to nest.

That thoroughly inventive premise spotlights the creative genius of first-time



Teyana Taylor and Aron Kingsley Adetola in *A Thousand and One*.
(Photo via NNPA)

feature film writer/director A.V. Rockwell. From the jump, she weaves a captivating urban tale, eschewing stereotypes, cliches and tropes so prevalent in the genre. Instead, she presents a compassionate mother/child relationship that endures the Giuliani years, stop and frisk and gentrification. Watching this ferociously protective NYC-born mom try to beat the system and raise her son becomes more and more compelling.

The characters are rich, the narrative unpredictable, the dialogue as street smart, heartfelt and profound as that in a Bernice McFadden novel. Terry to his mom: "I'm scared that I won't have a home no more. It's gonna feel like we ain't never happened." Inserting a compassionate boyfriend, Lucky (William

Catlett, *Lovecraft Country*), into the mix is genius. In someone else's hands, this father figure would be an abusive antagonist just to pour more drama on the protagonists and help audiences feel more empathy (*The Color Purple*). Instead, Rockwell makes the character flawed but paternal. Unfaithful but loving. In one of the most touching scenes, little Terry, thinking he's intruding on his mom's relationship with her new man, ask Lucky: "Am I in the way." Lucky: "You're a blessing." It's enough to melt anyone's heart.

Taylor's searing portrayal, of a rebellious woman desperately in need of the kind of love she gives, would be nominated for an Oscar, in a better world. She makes Inez's successes and

See FILM, Page 16

Indian Festival of Joy with parade, music and food slated for Klyde Warren Park

Ushering in the spring season with a colorful celebration of Indian culture and spirituality, the fourth-annual Festival of Joy will be celebrated at Klyde Warren Park (2012 Woodall Rodgers Fwy, Dallas) on Saturday, April 15, from 11 a.m.-6 pm. The free festival – presented by Kalachandji's, ESSM Innovative Technologies and American Airlines – brings together thousands of families, young adults and dignitaries for a fun-filled day of bright colors, beautiful flowers, traditional street food and a free vegetarian feast, along with riveting music, dance and interac-

tive holistic living and cultural activities.

The Festival of Joy – also known as Ratha Yatra or the Festival of Chariots – has its roots in ancient India and the bhakti tradition. It is celebrated in major city centers around the world, including New York City's Fifth Avenue and London's Piccadilly Circus. It has been observed annually for more than 3,000 years in the holy city of Jagannatha Puri in Orissa, India, making it the oldest street festival in the world.

The Dallas festival begins at 11 a.m. with a welcome ceremony at the park, followed by a parade at

noon through the Dallas Arts District, returning to the park at 1:30 p.m. Hundreds of festivalgoers will pull a colorful chariot carrying the deities of Jagannatha, Balarama and Subhadra along Flora Street. Hundreds more will dance while singing sacred mantras and playing traditional musical instruments. Devotees believe that if they get to pull the ropes of the giant chariot carrying Lord Krishna, also known as Jagannatha or Lord of the Universe, they can obtain eternal service to the Lord in the spiritual world.

Learn more at FestivalofJoyDallas.com.

New Transportation Research Center to focus on travel behavior and demand

AUSTIN — The University of Texas at Austin is leading a new multi-university transportation research hub that will focus on evolving travel behaviors in the wake of technological advances and ongoing shifts in work habits.

The Center for Understanding Future Travel Behavior and Demand at UT Austin will execute what it calls the “Transportation Heartbeat of America Survey” to collect longitudinal data from people, institutions and businesses about changes in travel patterns. The goal is to emphasize a more people-centric approach to mobility analysis to ensure safe, reliable, equitable and sustainable travel on surface transportation systems.

“In the past, we could forecast future demand quite well because of demographic/economic indicators and travel patterns, but travel behavior is now evolving, becoming less transferable in time,” said Chandra Bhat, director of the new center and former director of the Center for Transportation Research at UT Austin. “We need to measure and monitor the evolution of activity-travel patterns so we can better project into the future. To do so, we have assembled an expert team of pioneering travel behavior researchers from across the nation to respond to this watershed opportunity to significantly advance the knowledge base and practical policies and tools for

travel behavior analysis and demand planning.”

The UT Austin-led \$40 million center, funded through a five-year grant from the U.S. Department of Transportation and matching funds, includes seven other universities as consortium members: Arizona State University, California State Polytechnic University Pomona, City College of New York, Diné College (Navajo Nation), Georgia Institute of Technology, University of Michigan and University of Washington.

In addition to research, the center will contribute to preparing the next generation of transportation leaders through student-centric research and experiential learning opportunities that

engage industry, academic, and public agency collaborators.

“This project exemplifies UT researchers’ human-centered approach to understanding the needs of society in a changing world” said Dan Jaffe, vice president for research, scholarship and creative endeavors. “We are already providing real-world solutions to tough challenges in the transportation space. The insights we and our partners will be able to provide will be invaluable for industry, community and public agencies and adds to our effort to provide access to world-class research expertise at UT Austin that will make the mobility of people and

goods safer and more equitable for all.”

The first main endeavor is the development of a travel behavior data hub that brings together many existing sources of travel information to create a one-stop shop for insights on current patterns. The second pillar, the Heartbeat Survey, will follow a diverse group of individuals and households across the nation for several years to understand firsthand how their travel choices change.

Additionally, the researchers will survey service providers and employers to track trends in business-provided transportation benefits, employee work-from-home

patterns, and use of e-commerce and delivery platforms to reach customers. The project also covers the movement of goods to create a holistic picture of travel behavior across sectors and groups. Traditionally, freight and passenger travel analyses have been siloed, and the team is looking to break down those walls to create more reliable travel projections.

The center is one of five National University Transportation Centers established through \$435 million in grants from the U.S. Department of Transportation. UT Austin’s new center will be the only national one in the area of improving the mobility of people and goods.

JET, from Page 9

provided a lens into the African American community that mainstream media either ignored or misrepresented.

Goff recalled the disturbing but necessary images Jet published in 1955 of Emmett Till’s body after he was lynched and tortured.

“We had to be bold be-

cause you have that full ownership and understanding of the significance of that story,” Goff related.

“Jet was to the Emmett Till story what Twitter, Instagram, and Facebook live was to George Floyd. It started a movement. It wasn’t like little Black boys and men weren’t get-

ting killed in Mississippi in 1955, but when you saw it on those pages, you felt you had to do something.

“The same way when you saw on social media George Floyd’s murder, you had to do something about it because it wasn’t as if before that moment, Black men weren’t getting killed by the police.”

While Jet told real stories about real people, most

readers began with page 43.

With the re-set, Goff said one shouldn’t expect an immediate return of the Beauty of the Week.

“It was relatable and owned by our community,” Goff explained.

“The Beauty of the Week was a college student at Fayetteville, a nurse, secretary, or actress. Relatable people that we all thought were attainable. But how can we be

relevant to our audience in a world that’s different and the way we consume information and get information?”

For instance, Goff wondered what would happen if Rihanna were chosen as the first beauty.

“Then Lizzo fans could say, what about her? And if we choose Lizzo, RuPaul could say, what about me?” Goff stated.

“People would have every

right to say that Jet is saying ‘I’m not beautiful.’”

Indeed, Jet was social media before Instagram, Twitter, and Facebook.

Going viral in pre-social media days meant being on the cover of Jet.

Goff, whose background is brand marketing, understands that the Jet re-set is a challenging assignment.

But he’s thrilled to take it on.

FOCUS, from Page 1

more affected by rising costs of living.

Systemic racism in healthcare and legislative environments means it’s logical that Black workers are more affected by health concerns and political instability.

Additional findings of the report:

- 55% of Black workers see a safe, inclusive work environment as very important, almost 14 percentage points higher than their white colleagues.
- 63 % of Black employees indicated that regular raises affect their well-being at work, compared to 48.3% of white workers.
- Black employees value

access to mental health support (64%) more than their white colleagues (22%).

Across all genders and geographies, the rising cost of living (75%) and personal worries or concerns (74%) are the top stressors impacting employees’ ability to focus on work, followed by:

- Global health concerns (61%)
- Economic downturn (55%)
- War and conflict (35%)
- Political instability (34%)
- Climate change (23%)

Black knowledge workers’ ability to focus on work is disproportionately affected by these external factors,

more than any other racial group. Most critically:

- 60% of Black employees report struggling with the rising costs of living, compared to their Hispanic (46%), Asian (39%), and white (30%) colleagues.
- Global health concerns impact 42% of Black workers, compared to 15% of white workers.
- Younger generations are almost twice as affected by rising living costs and personal concerns than their Gen X colleagues.

“Our data broken down by race was also very revealing. Black employees valued a safe working environment almost 14 percentage points more than their white colleagues and were 20 percentage points more

in favor of check-ins with their manager,” the study revealed.

“These employees also placed far more emphasis on regular raises (63.0% compared to 48.3% of white workers), which tracks given that our data also found Black workers were the most concerned with rising costs of living.”

The authors concluded: “What we’re seeing is a greater need to support, include, and create equitable work environments so all employees can thrive. At the very least, managers should be aware that Black employees on their team may appreciate more face time and encouragement and be ready to provide this support as needed.”



Let us hear from YOU!!!

If there are any news, events or anything else we need to know about, give us an e-mail at: editor@northdallasgazette.com

The challenge of keeping an audience engaged: how language shapes attention

(Newswise) — Researchers from University of Pennsylvania, University of Maryland, and Emory University published a new *Journal of Marketing* article that examines how and why the language used in content engages readers. The story, “What Holds Attention? Linguistic Drivers of Engagement,” is authored by Jonah Berger, Wendy W. Moe, and David A. Schweidel.

Everyone wants to hold an audience’s attention. Brands want consumers to watch their ads, leaders want employees to read their emails, and teachers want students to listen to their lectures.

Similarly, media companies want readers to consume more content. The reason is simple: The further down a news story readers read, the more advertising revenue that article generates; the longer audiences spend watching videos, the higher the rate brands can command. And the more a piece of content holds attention, the more consumers learn about the product, service, or issue discussed.

Why do some articles



Mathews Ferrero / Unsplash

captivate readers while others make them lose interest after just a few sentences? And how does the content (i.e., the language used) shape whether audiences stay engaged?

Sustained Attention vs. Clickbait

It is important to distinguish sustained attention from other types of engagement. One way of measuring engagement is clicks, views, or other such metrics that measure how many people were exposed to a piece of content. As Berger explains, “While prior research has examined how headlines or advertisements attract attention, we wish to explore how the content is able to hold a reader’s attention. Focusing on short-term metrics like views and

clicks can lead to clickbait or headlines that attract attention, but it does not necessarily lead to content being consumed.”

Companies such as YouTube and Facebook use measures like “dwell time,” or how long users spend consuming a piece of content, to better measure engagement, estimate relevance, and improve rankings and recommendations. A catchy headline might lead readers to click on a link, for example, but once they open the article, how much of it do they actually read? Do they stop after the first few sentences? Do they persist for most of the article? Holding attention refers to whether content retains the attracted attention, keeping audiences engaged.

“Our study shows that language that is easier to process encourages continued reading, as does language that evokes emotion,” says Moe. But not all emotional language has the same impact. Instead, these effects are driven by the degree to which different discrete emotions evoke arousal and uncertainty. “Consistent with this, language that is anxious, exciting, and hopeful encourages reading while language that is sad discourages it,” adds Schweidel. A simulation highlights the implications of these findings for content recommendation algorithms trained to sustain attention.

Managerial Implications and Lessons

The study offers four main lessons for chief marketing officers.

- This study demonstrates the important role of emotional language and shows how different linguistic features shape content consumption. It deepens understanding around what holds attention. While some research has examined what attracts attention or what drives word of mouth, there has been less focus on how

language sustains attention or makes people consume more content once they have started.

- The findings help improve content design for advertisers, marketers, publishers, and presenters. Since content creators do not just want clicks, the researchers show how simple shifts in language can encourage sustained attention. Further, while it is often assumed that certain topics are just better at keeping people engaged (e.g., celebrity gossip rather than financial literacy), they show how writing in certain ways can increase sustained attention, even for “less engaging” topics.

- The results highlight that what holds attention is not always the same as what grabs attention or encourages word of mouth. While more certain language can increase likes and shares, emotions that make people feel certain are actually detrimental when it comes to sustaining attention. While some have argued that content that requires more cognitive processing should increase clicks, the study shows that content that requires more processing has

the opposite effect when it comes to holding attention. Retaining attention is a different type of engagement, and findings from one type of engagement may not necessarily carry over to others. Consequently, when developing content, managers should think carefully about which outcomes they care most about and design the content with that in mind.

- Because online content consumption has become a critical social issue, the findings have important social implications. Disinformation and hate speech have been linked to negative outcomes for individuals as well as society and our results highlight language’s critical role in this process. If angry and anxious content holds attention, as the simulation shows, training algorithms to maximize sustained attention may lead this content to be recommended, with potentially negative implications for consumer welfare.

This study used natural language processing of over 600,000 reading sessions from 35,000 pieces of content, combined with controlled experiments.

HEART, from Page 4

exercise therapy is actually more effective at improving quality of life for people who have HFpEF than most medications.”

Members of the writing committee critically examined research published since 2010 to assess the most current data on the impact of exercise-based therapies for HFpEF.

The studies evaluated various types of exercise, including walking, stationary cycling, high-intensity interval training, strength training and dancing in both facility settings and home-based training. Supervised exercise therapy generally occurred three times per week for each of the studies, and the duration of the programs varied from one month to eight months.

In the studies, researchers measured peak oxygen uptake, which is a way to assess exercise capacity by measuring the total amount of oxygen a person can breathe into the lungs during physical exertion. For people living with HFpEF, their peak oxygen uptake is often about 30% lower than that of a healthy person and considered below the threshold required for functional independence (and performing normal daily living activities such as carrying groceries).

The statement writing committee determined that supervised exercise training may lead to:

- Increased peak oxygen uptake 12-14% — an increase of more than 6-7%, is considered clinically

meaningful.

- Increased total exercise time by 21% — a 10% increase is considered clinically meaningful.

- Improved quality-of-life scores on the Minnesota Living with Heart Failure questionnaire by 4-9 points. The questionnaire has 21 items, each scored on a 0-5 scale. Total score is derived from adding the scores from each item.

“Overall, we did find that in people with chronic, stable heart failure and preserved ejection fraction, supervised exercise training is safe and provides substantial improvements in exercise capacity and quality of life,” Sachdev added.

This scientific statement was prepared by a volunteer writing group on behalf of the American Heart Association and the American

College of Cardiology. It is endorsed by the Heart Failure Society of America; the American Association of Cardiovascular and Pulmonary Rehabilitation; and the American Association of Heart Failure Nurses. Co-authors are Vice Chair Kavita Sharma, M.D.; Steven J. Keteyian, Ph.D.; Charina F. Alcin, D.N.P., A.C.N.P.-B.C.; Patrice Desvigne-Nickens, M.D.; Jerome L. Fleg, M.D., FAHA; Viorel G. Florea, M.D., Ph.D.; Barry A. Franklin, Ph.D., FAHA; Maya Guglin, M.D., Ph.D.; Martin Halle, M.D.; Eric S. Leifer, Ph.D.; Gurusher Panjra, M.D., FAHA; Emily A. Tinsley, Ph.D.; Renee P. Wong, Ph.D.; and Dalane W. Kitzman, M.D. Authors’ disclosures are listed in the manuscript. The content of this press release and the

associated manuscript is solely the responsibility of the authors and does not necessarily reflect the official views of the National Heart, Lung, and Blood Institute, National Institutes of Health or the U.S. Department of Health and Human Services.

The statement acknowledges there were variations in the baseline characteristics of people in the trials reviewed. Some of the studies excluded patients with some co-existing health conditions, and many groups of people in whom heart failure is prevalent — including older adults, women, persons with low socioeconomic status and people from diverse racial and ethnic groups — were under-represented in some research. Additionally, many of the studies were

smaller, single-center studies, and most were relatively short term, so there isn’t enough information to assess long-term adherence, which the committee suggests should be addressed in future research.

AHA scientific statements promote greater awareness about cardiovascular diseases and stroke issues and help facilitate informed health care decisions. Scientific statements outline what is currently known about a topic and what areas need additional research. While scientific statements inform the development of guidelines, they do not make treatment recommendations. American Heart Association guidelines provide the Association’s official clinical practice recommendations.

The global economics of climate action

(Newswise) -- Economic studies analyzing the costs and benefits of ambitious and rapid climate action have struggled to build a strong case due to methodological difficulties in trying to quantify all climate impacts. A new analysis by the International Institute for Applied Systems Analysis (IIASA) looks at a pioneering approach to project economic impacts along climate mitigation pathways, finding that near-term emissions reductions are globally economically optimal, with central estimates for the "optimal warming" around 1.8-1.9°C by 2100.

Cost-benefit analyses of climate change impacts generally fall in one of two groups. The first group uses statistical methods to relate climate and weather patterns to economic productivity. While there have been improvements in this area, such methods remain a "black box" – it is not possible to easily relate economic productiveness to heat- or drought-related mortality. The second group adds up various climate impacts calculated in a more transparent and detailed manner, but is unable to quantify all impacts as well as all the interactions be-

tween them over time.

The assessment, published in Nature Climate Change, finds that new research takes a pioneering approach to build on previous work with increased detail incorporating some of the interaction between sectors, improving upon the methods of previous studies. The new study calculates the relative benefits and costs of climate mitigation and climate impacts in three integrated assessment models. These models have traditionally focused on mitigation when simulating future climatic and economic trajectories, with

limited multi-model studies of detailed economic impacts along these pathways. To narrow the gap, the new work analyzes these factors together to calculate the economically optimal emissions reductions and resulting global temperature trajectories for each model. The damage functions in the models, which relate GDP to temperature and sea-level rise, account for impacts on agriculture, forestry, fisheries, floods, road infrastructure, energy supply and demand, and labor productivity. Using this novel approach, the researchers estimate that the

avoided damages are 1.5-3.9 times higher than the costs of climate mitigation. In other words, one euro invested in climate solutions saves the world about 1.5 to 4 euros in effects from climate change.

"This new, more integrated approach is a reminder that there has been a disconnect between climate economics and holistic analyses, drawing on multiple lines of evidence. With this new study, this

disconnect seems to be getting smaller, with global economics also supporting strong climate action," notes IIASA researcher Jarmo Kikstra. "It is clear that what is economically optimal is (still) not fully aligned with global climate targets. However, while economists may historically not have been able to provide the strongest arguments, new studies such as this one increasingly support urgent climate action."

CANCER, from Page 4

YC-1, the liver tumors either had reduced growth or shrank. Conversely, the researchers found no changes in tumors treated with YC-1 in animals with cancer cells lacking the enzyme.

The researchers examined other databases of drug screening results in compound and drug libraries to match drug activity with SULT1A1 activity. They also looked at a large National Cancer Institute database of anticancer compounds for additional possibilities to test for their activity with the enzyme.

They identified several classes of compounds that relied on SULT1A1 for their tumor-killing activity. Using computational methods, they predicted other compounds that also likely were dependent on SULT1A1.

"Once we found SULT1A1 activated YC-1, it led us to ask, 'What other compounds are active and can kill cells by the same mechanism?' Hall said. "Can we identify other compounds that were being developed and demonstrate that they were also active because of SULT1A1 activation? The answer was yes. We found other compounds with the same mechanism of action as YC-1."

"We think these molecules have the potential to

be an untapped class of anticancer drugs that depend on SULT1A1 for their activity against tumors," Bardeesy said.

The researchers see YC-1 and similar molecules as prototypes for developing compounds that could be effective against important proteins on cells. Modifying different parts of these molecules could make them more specific for such proteins. The researchers point to the creation of a "toolkit of SULT1A1-activated molecules" that could affect many different targets.

Such a toolkit is comprised of hundreds of known molecules. In theory, the toolkit covers many types of enzymes, called sulfotransferases, that are active in different tissues in the body. For example, in addition to SULT1A1, the human sulfotransferase SULT4A1 is active in the brain. It can activate a subset of the molecules in the toolkit. This might be useful in developing drugs specific for brain cancers.

"We knew SULT1A1-dependent drugs had already been identified," Bardeesy said. "Our results suggest there could be other SULT1A1-dependent compounds with ranges of different targets. Identifying such compounds and targets on cells could have

potential implications for developing other types of small molecules and drugs, not just limited to these cancers. This might become a new approach for some diseases."

This work was supported by the MGH Fund for Medical Discovery Award; the Cholangiocarcinoma Foundation Christopher J. Wilke Memorial Research Fellowship; NCI 1K99CA245194-01, the V Foundation for Cancer Research, the Department of Defense Translational Team Science Award W81XWH-17-1-0491; NCI SPORE P50 CA127003; the Gallagher Chair in Gas-

trointestinal Cancer Research and Target Cancer Foundation; and the MGH Excellence Award.

About the National Center for Advancing Translational Sciences (NCATS): NCATS conducts and supports research on the science and operation of translation — the process by which interventions to improve health are developed and implemented — to allow more treatments to get to more patients more quickly. For more information about how NCATS helps shorten the journey from scientific observation to clinical intervention, visit <https://ncats.nih.gov>.



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I'm So Poor I Can't Pay Attention

By James L. Snyder

Occasionally I go to my computer and search for the wealthiest preachers in America. I am curious to know who came up with this idea, but I check it out occasionally to see who they are.

As often as I have checked this information, I have never found my name on that list. I so much wanted to see my name on that list. Everybody knows that the Internet never lies. So, I need to accept that I am not one of the wealthiest preachers in America. Poor me!

That may explain many things in my life that I did not quite understand before.

When traveling in the Sissy Van, The Gracious Mistress of the Parsonage is always behind the steering wheel. I make it a point not to drive that Sissy Van anymore than I have to.

As we drive, my wife will say, "Did you see that car? They're from Idaho."

Of course, I did not see

it because I was not paying attention. When The Gracious Mistress of the Parsonage drives, she focuses on everything within her focus. Even when driving my truck, and she is in the passenger seat, she sees everything around her.

Do not let this get back to her, but she sees things that I do not think exist. I will never contest her on that subject.

Unlike my wife, I don't have that much focus to see everything that is happening around me.

Once when she asked me if I saw something, I replied, "No, I'm just too poor to pay attention."

I laughed, of course, but she didn't think it was funny.

Driving across town to church one Sunday morning, she said, "Did you see that sign? What did it say?"

I didn't see it, so I responded, "I'm sorry, but I'm too poor to pay attention." Then I chuckled.

She just threw me one of her infamous grimaces.

For some reason, she believes I should pay attention to everything around me. I don't know why because I'm not interested in many of the things around me. And, I am too poor to pay attention.

While driving to an appointment the other day, I asked, "Could I borrow a dollar from you?"

She looked at me quizzically and said, "Why do you need a dollar from me?"

"Oh," I said softly, "I just need some money to pay attention while you're driving."

She did not respond to me; of course, she never gave me that dollar. So I tried to explain to her that it is very expensive to pay attention. I don't think she believed me.

Several weeks later, we went to our Sunday morning church service, and I noticed a license plate and said, "Look at that license plate. They're from Montana."

There was silence on the

other side of the car, and finally, she looked at me and said, "Where did you get that dollar?"

I had no idea what she was talking about, so I just said, "What dollar are you talking about?"

She snickered like I had not heard her snicker in a long time and said, "You know, the dollar so that you can pay attention."

The only thing I can say is that she has enough money to pay attention to everything, even some things I don't know.

Having enough money to pay attention to everything around you must be nice. I'm sure my life would change if I could afford to pay attention to everything.

The Gracious Mistress of the Parsonage can pay attention even when fast asleep. One time we were taking a trip to St. Augustine. She leaned back in her side and took a nap. At least, I thought she was asleep.

I was coming to where I needed to turn, but I wasn't

sure if this was the right place. As I slowed down, I heard The Gracious Mistress of the Parsonage say, "No, you need to turn at the next light."

Looking over, I saw her eyes were closed, and it looked like she was sound asleep. She is rich enough to pay attention even when she is sound asleep.

I often wonder where she has all this money, probably in the Central Bank of Mind Your Own Business.

Watching television, suddenly, The Gracious Mistress of the Parsonage said, "Did you see that? I wonder who that is?"

I begin to say, "No...." My wife jumped in and said, "I know, dear, you're too poor to have paid attention."

Boy, has she got me figured out? I'm going to have to open up some kind of a savings account, maybe a little piggy bank, and try to save up enough money to finance my poor attention. So far, The Gracious Mistress of the Parsonage has

refused to loan me money for this cause.

During my Bible reading recently, I read 1 Timothy 6:9-10, "But they that will be rich fall into temptation and a snare, and into many foolish and hurtful lusts, which drown men in destruction and perdition. For the love of money is the root of all evil: which while some coveted after, they have erred from the faith, and pierced themselves through with many sorrows."

Being rich does have its challenge, which I will never face. The disturbing aspect of this passage is where Paul says, "the love of money is the root of all evil." That is my temptation.

Dr. James L. Snyder is pastor of the Family of God Fellowship, 1471 Pine Road, Ocala, FL 34472. He lives with his wife in Silver Springs Shores. Call him at 352-687-4240 or e-mail jamesnyder2@att.net. The church web site is www.whatafellowship.com.

SPIKES, from Page 2

lift Black-owned businesses, and this partnership is a huge step in achieving that goal. With our new workshop presentations happen-

ing in March 2023 with the Buy with Prime team, we hope to reach even more businesses and help them to achieve their goals."

This partnership is a significant step in the right direction in terms of promoting diversity and inclusion in the business world. It will help to level the playing field for Black-owned

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Women's History Month concludes



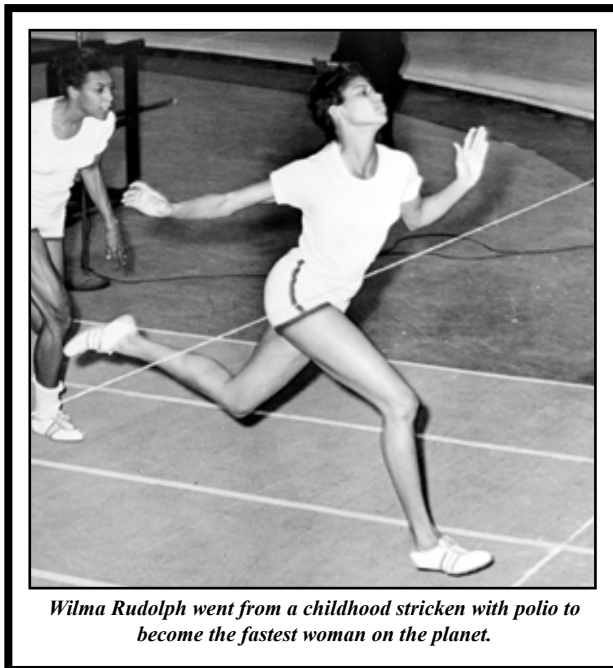
Sister Tarpley
NDG
Religion
Editor

Every year the National Women's History Project selects a unifying theme to be shared with all who want to promote women's history.

A nonprofit educational organization founded in 1980 to bring women's stories and contributions to the fore. The project was the force behind getting Congress to designate Women's History Month officially.

It's design to celebrate strong women who have made, or who are making a difference.

Lucy Craft Laney, (1854-1933): She was born a slave in Macon, GA. She became Founder/Principal of Haines Normal Institute in GA. Laney was taught to read and write at the age of four by her master's sister, who helped her attend Atlanta University. When funds promised from the Presbyterian Board of Missions for Freedom did not materialize for a private school for Blacks, Laney raised the money herself. Her school was opened in 1886. In 1975, it had grown to a prospering educational community of over 1,000



Wilma Rudolph went from a childhood stricken with polio to become the fastest woman on the planet.

students.

Ella Baker, a civil rights activist, was a driving force in the creation of the country's premier civil rights organizations. After graduating as valedictorian from North Carolina's Shaw University in 1927, Baker moved to New York City during the depression.

She was a founding member of the Young Negroes Cooperative League, whose members pooled funds to buy products and services at reduced cost. In 1957 Baker and several Southern Black ministers and activists established the Southern Christian Leadership Conference, a major force in organizing the civil rights

movement.

Bessie Coleman, the first Black American woman aviator, had a postage stamp issued in her honor in 1995.

Ethel L. Payne was the first Black woman to receive accreditation as a White House correspondent. Ruffles, fluted collars, and pleats were very popular in Victorian-era clothing.

Susan Knox's fluting iron made pressing the embellishments easier. The trademark featured the inventor's picture and appeared on each iron.

Evelyn Ashford, winner of four Olympic gold medals in 1984, 1988, and 1982. Also won a silver medal in 1988 and was inducted into

Track and Field and Women's Sports Hall of Fame in 1997.

Two famous quotations by Ashford: "I take pride in everything I do. I don't want to be handed anything. I want to earn it."

"I can't run forever. I decided to go back to school for my degree, because I know now there's more to life than track."

Wilma Rudolph, "The World's Fastest Woman," as a child suffered from polio and wore leg braces for years, she won three gold medals in sprint events at the 1960 Olympic Games in Rome, Italy.

Some famous quotations by Rudolph: "Never underestimate the power of dreams and the influence of the human spirit. We are all the same in this notion: The potential for greatness lives within each of us."

"My mother taught me very early to believe I could achieve any accomplishment I wanted to. The first was to walk without braces."

"The triumph cannot be had without the struggle. And I know what struggle is.

I have spent a lifetime trying to share what it has meant to be a woman first

in the world of sports so that other young women have a chance to reach their dreams."

(Editorial Note: This column originally ran in March 2016.)

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NDG Book Review: Inclusive books for the business-minded crowd

By Terri Schlichenmeyer

Every year has its challenges.

A few years ago, it was Covid-19. The economy influences your business constantly. Customer acquisition is a big issue, but you're also laser-focusing on staffing. You're determined to make a change in the people you hire and the workplace you offer them so let these two books be your guides...

Unless you fall into the non-white, non-cis-male category, you may not realize the amount of extra labor that women and minorities do at work and do



Terri Schlichenmeyer / Courtesy

to be able to work. It's hidden, and few folks discuss it but those who experience it, know it. "Emotional Labor" by Rose Hackman (Flatiron Books, \$28.99) helps you recognize those burdens and, if you're someone dealing with the issues, learn how to re-

gain your sanity and your strength.

Women – even, maybe especially, professional women – are asked to "smile more" and are often talked-over. People of color feel that they need to "code switch" and talk differently in the presence of their white co-workers. Black hair is now a workplace issue. Assuming who brings the coffee to a meeting is an issue. Gender is a workplace issue. None of this – or any other, similar thorniness on the job – is new; in fact, emotional labor has a long, long history and Hackman unpacks it with firmness.

And yet, this is not an anti-white-men rant kind of book. The author has a lot to say and she's respectful, and though a good amount of it may be uncomfortable, leaders, supervisors, business owners, and C-Suiters will be glad they read what she and her case-study subjects have to say. Business owners can no longer pretend not to know this information, making "Emotional Labor" an eye-opener, to be sure.

Another surety: you know you need to make change and you want to do it. You've wanted to do it for years, actually, but you're not sure where to

get started. In "Rising Together" by Sally Helgesen (Hachette Go, \$30.00), you'll see why you're stymied and you'll learn how to move forward.

There are, says Helgesen, eight barriers to making change, including gender and age. Here, you'll learn how to spot the most common walls between you and an inclusive workplace, and how to knock them down with communication, equity, and (yay!) humor. And just to be sure you can do this, the author offers tools to implement every workday until inclusivity feels natural and automatic. If you're looking to make a

better team or a new, top-notch, first-rate workplace with different and dynamic outlooks, then this easy-to-grasp, calm and methodical book is what you need.

But let's say you're hungry for more on this subject. You want to be absolutely sure that forming an inclusive, welcoming, productive workplace is done right. Good for you, now head to your local book spot and ask your favorite librarian or bookseller for help. They'll know what books you need, what you're missing, and where you can find them. They'll help you make change by stepping up to the challenge.

FILM, from Page 10

failures monumental. Her maternal instincts, broken heart and ability to forgive high drama. The character is indelible because the talented actor inhabits the body of a fiery emotionally distraught person. Someone who's been beaten down by life, is trying to become respectable but never forgets where she came from. Inez to the older Terry: "My body was a playground for thousands of ni--a's until you were born."

The supporting cast all seem emotionally connected. Adetola as young Terry, Aven Courtney as the 13-year-old boy and the stoic moody Josiah Cross (King Richard) as the adolescent blend together seamlessly. Cross, especially, is destined for stardom. While Catlett could play any Morgan Freeman part.

The camera lens is never intrusive (cinematographer Eric Yue), and the blue-collar apartments look lived in (production designer Sharon Lomofsky; set decorator Lauren Crawford). The character-relevant clothes may have been swiped from T.J. Maxx (costume designer, Melissa Vargas), and the music soothes, inspires or dramatizes where it should (composer Gary Gunn). It all moves so

fast. Time goes by quickly (editors Sabine Hoffman; Kirstan Sprague).

Just as you think you've heard every urban fable possible, this family drama refreshes the genre and sets a new standard. Rock-

well pours more hard living and love into this 1h 57m film than a dramatic TV series could in an entire season. Wonderful on every

level. Food for the soul. When the movie ends, you'll love Inez's spunk so much you'll want to ask her out for a cup of coffee.

In select theaters March 31st. Visit NNPA News Wire Film Critic Dwight Brown at DwightBrownInk.com.