

CAREER & LIFESTYLE MAGAZINE  
*for women of color*

Volume 3 SUMMER | FALL 2017

## Magical Numbers for Improving Your Quality of Life!

**10** Things I Wish I Would Have Known  
Before Starting My Business by **Tamara L. McMillan**

**5** Photo Tips to Make You Look Like a Pro by **Phillip Germany, II**


**7** Ways to Focus on Getting Fit by **U K writer Anna Richards:**  
Tips from a Woman from Across the Pond!



## Some of Cleveland's Best & Brightest: Creating a Movement!

**Meet Emerging Leaders** (L to R): Imani Denmark Tibbs, Ashley Basile Oeken, Joyce Pan Huang,  
Simone E. Swanson, Holly Mueller, Khalilah A. Worley





Your best  
friend just  
asked *you* to  
be her health  
care power  
of attorney.

Now what?

**Now, sit down and have a real discussion** about what she wants if the worst happens. Would she want to be kept alive *no matter what*? What if she was no longer able to breathe on her own; if she was permanently unconscious?

By completing her health care power of attorney and living will, she is *taking control* of her healthcare decisions. As her health care power of attorney, *you will be her voice* if she can't speak for herself.

After her advance directives are complete, ask her to return the favor. After all, that's what besties are for.

Visit [hospicewr.org/decisions](https://hospicewr.org/decisions) for helpful information, videos and free downloads.



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Take control of your health today by applying these quick and easy tips!

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## What in the World, is Going on in the World?

Dear Readers,

It was very difficult for me to craft the Publisher's Letter for this quarterly issue.

I felt it would be selfish to talk about the success of C L Magazine (even though we're now in our third year), given the tragedies that our brothers and sisters, and their families have faced and in many instances, are still facing.

Hurricanes, tornadoes, tropical storms, floods, earthquakes and forest fires have changed the lives of so many, forever. And, have subjected their homes and their homelands to total devastation.

My prayers go out to all of them, but most particularly to Puerto Rico and the U. S. Virgin Islands. They have lost their lives, jobs, income for years to come, their dignity and sense of self-worth.

Financial aid and the humanitarian efforts of thousands of our fellow citizens on the planet, can help them rebuild the physical buildings; but not their emotional and spiritual foundations, or their memories of life before the madness.

Let's join together in prayer across this great nation, and remember the saying, "but for the grace of GOD, there go I."

In the spirit of the greatness in us all,

Alexandria Johnson Boone  
Publisher and Chief Editorial Officer  
C L Magazine  
and  
Chairwoman/Founder  
Women of Color Foundation



# Editor's LETTER

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Dear C L Magazine Subscriber,

If you are anything like me, you have the next several years of your life completely figured out. Or so you think. You keep two calendars on you at all times. One physical copy and one in your phone. Both are packed with deadlines for special projects, networking events, civic engagement and more. You are constantly looking for the next opportunity that will serve as the catalyst to your big break. Otherwise known as the dream job. Much of your stress and anxiety is wrapped up in where you should be. “My friend just made partner, I should be further along in my career.” Or, “my sister just got married, I should be in a committed relationship.” We must be mindful that living in the should only leads to unhappiness and disappointment. Instead of projecting the outcome of the future, let's focus on activities that feed our present. Articles in this issue help you focus on physical, mental and social mindfulness.

In this issue CL also highlights six young women on the rise – and I am humbled that our publisher chose to include me in this group – from diverse backgrounds who according to industry experts have earned the title Emerging Leader. These young professionals achieve success in their personal and professional lives by leveraging mindfulness.

As we near the end of the year, I encourage you to think of ways you can focus on being present. Whether it is deep breathing exercises during holiday shopping or hanging festive lights with your family. Let us know how it goes! Write us a letter or drop us a line on any of our social media platforms.

Thank you for your continued support of CL and until next time...

Cheers,

Simone E. Swanson  
Editor and Chief Researcher





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# GOING THE DISTANCE FOR OUR COMMUNITIES.

At Dominion Energy Ohio, going the distance for our customers means more than just delivering safe, affordable natural gas. It means being a positive force in the communities we serve. Our EnergyShare® program has raised \$6.8 million and helped more than 70,000 people in Ohio alone. These resources, combined with more than 6,300 volunteer hours from our employees, have benefited organizations as diverse as the American Red Cross, the Boy Scouts of America and the Ohio & Erie Canalway Coalition.



Depend on us for more than energy.™

# 10 things

## *I wish I knew before starting my business*



*Hey girl hey,*

There are several things I wish I knew before starting my business. I have listed the top 10 and went a step further by breaking them into three different categories. It's my hope that these 10 touch points offer a deeper awareness.

### 1 PERSONAL

I wish I had known being a single mother, divorcée and an entrepreneur would overshadow my dating life. It was already difficult enough navigating the space of being responsible for another life. Then I found myself trying to date and having to explain why I was comfortable with not having dating/marriage as the top priority.

2 I wish I knew and understood the notion of “collaboration is the new competition.” This perspective would have welcomed playing well with others and stopped me from waiting to get picked. I used to think it was incumbent for those around to recognize the work I was doing and bring me to the table. If I had possessed an abundant mindset, leveraging my credentials would have come effortlessly.

### 3 BUSINESS

I wish I knew the difference between a tax



**Tamara L. McMillan**  
CEO, McMillan Empowerment Enterprise  
[www.empowermee.com](http://www.empowermee.com)



*"I wish I knew to trust my process as its own unique journey."*

*"I wish I knew how powerful the universe is and how it's always in proper alignment."*

preparer and a certified public accountant. The knowledge and information a tax preparer has verses a CPA is vastly different. A CPA is privy to certain laws, tax breaks and highlights why having a DBA verses a LLC or S-Corp is more beneficial financially. Some CPAs are aware of services offered through the Small Business Administration as well.

**4** I wish I had better clarity on how impactful my business ventures would be and the many ways in which I could offer empowerment to my constituents. I would say in the beginning I suffered from shortsightedness and didn't defer judgment.

**5** I wish I knew to trust my process as its own unique journey. At times, I compared my process and growth to those that were doing similar things. This had me rethinking and unfortunately second guessing my path.

**6** I wish I knew how to balance being honest rather than nice, especially as a businesswoman. All too often women get a bad rap for being too warm and fuzzy. We're at times afraid to offend others for fear of them speaking and thinking negatively about us. So, we overcompensate to avoid being called mean and unapproachable. Crucial conversations are tethered to all forms of business and it doesn't discriminate based on gender.

**7** I really wish I knew the difference between a mentor and a sponsor. Both are valuable resources but play significantly different roles. Mentors suggest ways to approach business, they offer good books to read and they take you to a few networking functions or lunch. Now, a sponsor on the other hand, is that person that not only shows you where the door is, they grant you access inside. They play interference for you to stretch out and test the waters.

**8 SPIRITUAL**  
**8** I wish I knew the power of my own spiritual journey. Often times I'm asked, "How did you do it? What worked for you?" If I had the foresight to decipher my plight, I would have captured my experiences instead of minimizing them. I was so consumed with getting through it; I never considered growth was possible. Therefore, I missed a lot of great content!

**9** I wish I knew the protection of my mind, body and soul would be just as important as protecting our environment. Being cognizant of what I put inside my body goes hand in hand with the way I treat Mother Earth.

**10** I wish I knew how powerful the universe is and how it's always in proper alignment. The universe is a source of great energy that grants us what we ask for, as long as we're active participants in our own success.

*"I really wish I knew the difference between a mentor and a sponsor."*



# 7 Ways to Focus on *Getting Fit!*

**Meta Description:** If you're planning on staying fit this year but can't really focus on your goals, here are seven ways for you to center your mind and body towards achieving perfect fitness.

**Most people's complaints** about not being fit is that there is no time or that they struggle to stay focused on their goals. This is not uncommon and is probably one of the main reasons why people quit exercising before they even begin. Exercising requires your complete attention, both physically and mentally. You should know not only what your body needs, but also when and how it needs it. Whether it's exercise or a healthy diet, it is very important to stay focused and not lose interest, because it's very hard to bounce back.

## I. Start Out Small

Starting out small is probably the best advice I can give to beginners. When you've just started out, everything is new to you and in your excitement, you want to try every single thing in existence. Now while some people have trainers, this section is only for those who don't have a trainer and are doing it on their own. Starting to work out is agreeably fun. It's cool to try out the hard stuff and test your body out, but don't over burden yourself.

For starters try throwing some punches to a punching bag and get on with the flow. But remember to pace yourself. Exercising too much in a short amount of time is no good. You'll overwork your muscles and end up hurting yourself. The key is to get ample amounts of exercise throughout the

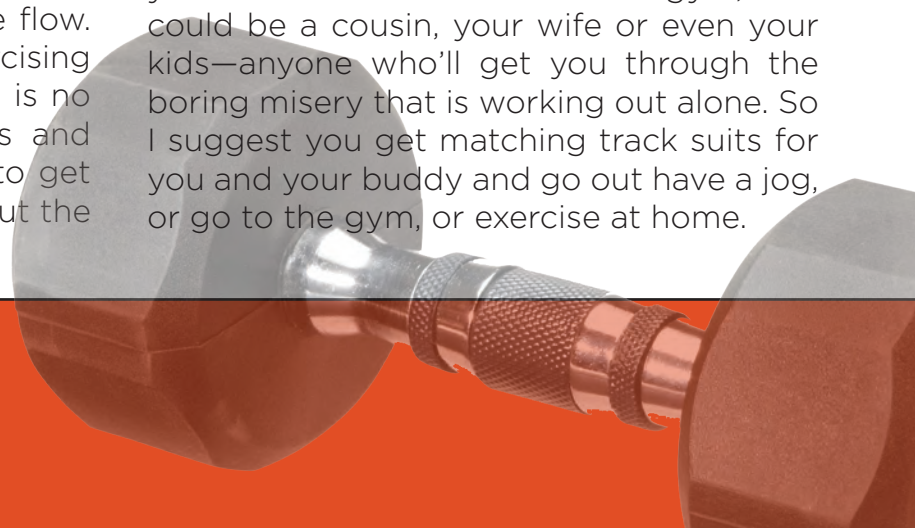
week. This will keep you engaged, and you won't lose focus off of exercising too quickly. Changing your exercise a bit is what will keep you absorbed and you won't get bored too easily.

## II. Be Easy on Yourself

The problem with people who push themselves too far is that they get hurt. Getting hurt can only mean serious injuries, and serious injuries are what gets most people's minds off exercising. They lose interest not only because they're being afraid of getting hurt again but also due to the fact that they had a long dry spell, and now there's no going back. I suggest that you are persistent and determined in your exercise routine. It's okay to take breaks but not too long ones. Injuries will come and go but still try to be as careful as possible.

## III. Bring a Friend

One of the major reasons people get bored at the gym is because they don't have company. You might be thinking that bringing a friend with you to the gym would be a distraction, but I promise it won't be like that. Don't think of the gym as a classroom; think of it as a playground, where it's not as much fun without your friends. At the gym, you will need a sparring buddy who'll do exercises with you and help you out in your own ones too. A friend is anyone who you'll be comfortable with at the gym, so it could be a cousin, your wife or even your kids—anyone who'll get you through the boring misery that is working out alone. So I suggest you get matching track suits for you and your buddy and go out have a jog, or go to the gym, or exercise at home.





#### IV. Try Out New Stuff

Exercising can be dull if you don't do new and exciting stuff every week, by which I mean new exercises. Like everything in life, too much anything isn't good for you and too much of the same stuff is even worse. Introduce something new into your workout every week. It doesn't even have to be a huge change. Just slight tweaks every now and then are going to be perfect.

#### V. Know What You Want... But Be Realistic

Your focus and interest in working out are also based on the fact whether you're getting what you want. What this means is that when your mind doesn't get what it wants for a long time it starts to dislike it. This is what happens to some people, they aim too high in too little time and when they don't reach their goals, they quit exercising once and for all. Keep aiming high but not too high that you won't ever get there in time. Keep your expectations low and you'll always be happy and cheerful.

#### VI. Believe in Yourself

Believing in yourself is really cliché but to be honest it's a cliché for a reason. That is because it works. Self-motivation and confidence are one of the best gifts you can give yourselves, and when you do believe in yourself and trust that you can complete the task you'll never lose focus ever again. Exercise and going to the gym is the same deal. When you trust yourself and are self-assured, your brain just naturally works better. That's why I suggest you keep believing in yourself and know that you'll get the job done.



#### VII. Convert Your Hobbies – Have Fun

Staying fit doesn't necessarily mean that you have to go to the gym. It could be anything that gets your body moving. I suggest you find yourself a sport to love and follow for the rest of your life, whether it be football, soccer, hockey or tennis. By following, I mean playing the sport, hands on. Sports are one of the best forms of exercise and that's because not only are they great cardio but they're also really interesting. Your hobby could also be dancing, figure skating, jogging. Just get yourself interested and start moving your butt, literally.

Focusing on exercise may be tough but you'll get through it. Believing in yourself and having fun should be your methods of a healthy and interesting workout routine.



**Anna Richards**

Editor, RDX Sports UK  
[anna.richards@rdxsports.com](mailto:anna.richards@rdxsports.com)



**Linda D. Bradley, MD**  
**Chair/Founder**  
**Celebrate Sisterhood**

#### Co-chairs

Lyla Blake-Gumbs, MD,  
 MPH

Angela Kyei, MD, MPH

Lilian Gonsalves, MD

#### Honorary Co-chairs

Jacklyn L. Chisholm, PhD

K. Kelly Hancock, DNP, RN

Diane Radford, MD

#### Welcome

Margaret L. McKenzie, MD



#### Mistress of Ceremony

**Danita Harris**

Emmy Award-Winning  
 News Anchor, News 5



**CELEBRATE**  
**Sisterhood®**

with  **Cleveland Clinic**

## Self Care: Your Passport to a Healthy Lifestyle

**14 Years of Dedication to Multicultural Women's Health**

**Saturday, Oct. 21, 2017**

**7:30 a.m. – 4 p.m.**

**Registration and breakfast begin at 7:30 a.m.**

**Program begins at 9 a.m.**

**Executive Caterers at Landerhaven**

6111 Landerhaven Drive

Mayfield Heights, OH 44124

#### KEYNOTE PRESENTATION:

**“Skin Deep: Healthy Hair, Nails and Skin Essentials”**

Angela Kyei, MD, MPH, FAAD

#### PANEL DISCUSSION:

**“Stamping Out Breast Cancer: New Strategies, Early Detection,  
 Survival and Hope”**

Linda D. Bradley, MD | Diane Radford, MD, FACS, FRCSEd | Holly J. Pederson, MD

#### HEALTHY FOOD TIPS:

**Featuring local markets and food vendors!**

Visit booths hosted by local markets and food vendors. Enjoy delicious samples and learn about healthy food choices.

#### PANEL DISCUSSION:

**“Resilience: Ways to Unwind, Exhale and Get Your Mojo Back!”**

Lilian Gonsalves, MD | Lyla Blake-Gumbs, MD, MPH | Rev. Amy Greene, DMin |  
 Mirica Sanders, DO



## EXPERIENCE IT ALL!

Heart-healthy breakfast buffet

"Flavorful Foods From Around the Globe" lunch extravaganza

Food and lifestyle vendors

Health screenings

Door prizes and raffles

"Ask the Doctor" information sessions

Health and wellness information and exhibits

On-site Cleveland Clinic appointment schedulers

Conference bags and lots of goodies to take home!

### Special Guest Appearance:

**Chef Stephan C. Baity**  
2015 Food Network  
Holiday Carving Champion

### Speakers and Special Guests



**Lyla Blake-Gumbs, MD, MPH**  
Assistant Professor of Medicine, Center for Functional Medicine, Cleveland Clinic



**Lilian Gonsalves, MD**  
Clinical Professor of Medicine, Department of Psychiatry and Psychology, Cleveland Clinic



**Rev. Amy Greene, DMin**  
Director of Spiritual Care, Center for Ethics, Humanities and Spiritual Care, Cleveland Clinic



**Angela Kyei, MD, MPH, FAAD**  
Founder, Multicultural Skin and Hair Center, Dermatology & Plastic Surgery Institute, Cleveland Clinic



**Margaret L. McKenzie, MD**  
President, Cleveland Clinic South Pointe Hospital



**Holly J. Pederson, MD**  
Director, Medical Breast Services, Cleveland Clinic



**Diane Radford, MD, FACS, FRCSEd**  
Breast Surgical Oncologist, Cleveland Clinic; Medical Director, Breast Program, Cleveland Clinic Hillcrest Hospital



**Mirica Sanders, DO**  
Associate Staff, Department of Psychiatry and Psychology, Cleveland Clinic



For more information or to register online, visit [clevelandclinic.org/CelebrateSisterhood2017](http://clevelandclinic.org/CelebrateSisterhood2017) or call **844.748.0814** (toll-free).

**Registration fee:** \$60 per person. Pay by credit card only. All payments are non-refundable and non-transferable. No exceptions. If you have seating accessibility needs, such as room for a wheelchair, please let us know when you register.

If you plan to register as a group and sit together, you must register online as a group and include all names and each person's email address at the time of registration. Include first and last name for each person. Names cannot be added to your group at a later time. Payment must be made for the entire group at the time of registration. Companion seating will not be guaranteed without complete and accurate information.

This conference sells out every year — register early to reserve your spot!



**SPACE IS LIMITED.**

**Advance registration required — no ticket sales at the door.**

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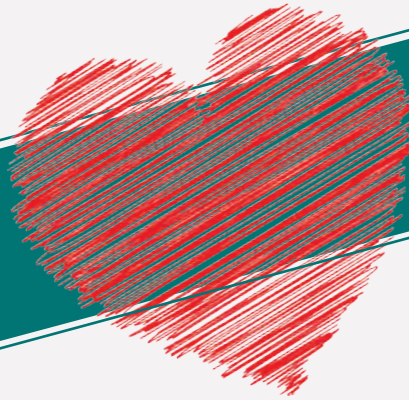
**FREE PARKING**



GRIEF & LOSS

volunteers are the

of hospice



**Volunteers are at** the very heart of hospice. At Hospice of the Western Reserve, volunteers are members of the hospice team and share a wide array of interests, talents and abilities in a manner that is consistent with providing compassion and comfort to individuals facing end of life. Our volunteers have told us that “...to be invited into the last months, weeks, and days of a person’s life is an honor and privilege.”

Hospice of the Western Reserve offers meaningful opportunities for persons wishing to provide much-needed support and comfort to patients and their families in private homes, at independent, assisted living, nursing care facilities or in one of three inpatient units. Our volunteers range in age from teens to senior citizens; some have professional skills or specialized expertise (such as attorneys, nurses, pharmacists, notaries, barbers). However, the majority are people with big hearts who want to help their friends and neighbors by serving in their Northeast Ohio communities.

As a Volunteer Service Manager, I facilitate the ongoing work of volunteering, matching a volunteer’s interests and skills to the needs of patients in the inpatient unit of the David Simpson Hospice House. Many of our volunteers were first introduced to hospice through the death of a family member and observed firsthand the special value that hospice care provides. Many volunteers have shared that “helping the terminally ill patient and their loved ones through hospice is not about dying, but about living.” The people I work with bring positivity and compassion to their assignments. They have good listening skills, a strong work ethic and are dedicated to the mission of hospice. To ensure that all volunteers are equipped for the challenge of working with patients, we require completion of a 16-hour volunteer education class and orientation to the setting that a volunteer will be working. Seasoned volunteers provide shadow experiences and we offer numerous continuing education initiatives to stay up-to-date in topics relating to hospice care.



**Pat Bennett, BSW, MBA**

Volunteer Service Manager, Hospice of the Western Reserve

[pbennett@hospicewr.org](mailto:pbennett@hospicewr.org)

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**Good neighbors.  
Great Lake.**

**Greater future.**

The Northeast Ohio Regional Sewer District **Good Neighbor Ambassador Program** offers career opportunities and professional development in communities affected by major construction projects. The result is better relationships and a brighter future for the region.



**Northeast Ohio  
Regional Sewer District**

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## GRIEF & LOSS



Opportunities are available for volunteers to provide assistance with (including but not limited to): companionship, hands on care, By Your Side vigil, supportive listening and conversation, veterans recognition, pet therapy, baking, assistance with documenting one's life story, caregiver respite, bereavement support, assisting the patient with projects or errands, fundraising and administrative support, music and art therapy, life enrichment (celebrating life events--birthdays or anniversaries, renewal of vows, A Meal To Remember or creating a unique experience such as a Flight To Remember), flower arranging, complementary therapies (Reiki), support for the Walk to Remember, help at Warehouse Sales, support with life review, making comfort care handcrafted items (blankets, pillows, activity squares, rice bags), spiritual care, community outreach and recruiting. We also welcome volunteers who come to help us through service groups at their place of business.

***"You matter because you are you  
and you matter to the end of your life.  
We want to do all we can, not only to help you  
die peacefully, but also to live until you die."***

-Dame Cecily Saunders  
Founder of the Hospice Movement





## 15th Anniversary Year | 2017 Calendar of Events

### MARYSVILLE, OHIO (BY INVITATION ONLY)

#### 2nd Annual Special Women's History Month Program

Thursday, March 9, 2017 ■ 12:30pm – 2:30pm

Ohio Reformatory for Women (ORW)

1479 Collins Avenue, Marysville, Ohio 43040

### CLEVELAND, OHIO

#### 5th Annual "Speaking of Women! A Dialogue Series for Women in Leadership"

Thursday, March 30, 2017 ■ 12:00 noon – 1:30pm

Special Women's History Month Leadership Symposium

Cleveland Clinic – Main Campus – Bunts Auditorium

9500 Euclid Avenue, Cleveland, Ohio 44195

### AURORA, OHIO (BY INVITATION ONLY)

#### 15th Anniversary "C-Suite" Executive Summit

**(NEW Exclusive Event!)**

Sunday – Tuesday, April 9-11, 2017

Walden Inn & Spa

1119 Aurora-Hudson Road, Aurora, Ohio 44202

### CLEVELAND, OHIO

#### 15th Annual Personal and Professional Development Retreat for Women of Color

"Connections, Community and Career 2017"

Thursday, May 11, 2017 ■ 8:00am – 5:00pm

Case Western Reserve University

Tinkham Veale University Center

11038 Bellflower Road, Cleveland, Ohio 44106

### CLEVELAND, OHIO

#### 6th Annual "Speaking of Women! A Dialogue Series for Women in Leadership"

Thursday, June 8, 2017 ■ 11:30am – 1:30pm

Women's Leadership Symposium

Dominion Energy Ohio

1201 East 55th Street, Cleveland, Ohio 44103

### CLEVELAND, OHIO

#### 15th Anniversary VIP Reception and Hall of Fame Induction Ceremony

Thursday, July 20, 2017 ■ 5:30pm – 8:00pm

Cuyahoga Community College - Corporate College

4400 Richmond Road, Warrensville Heights, Ohio 44128

### CLEVELAND, OHIO

#### 2nd Annual

#### Northeast Ohio Regional Sewer District (NEORS D)

Women's Leadership Symposium

Wednesday, August 16, 2017 ■ 11:30am – 1:30pm

NEORS D Cuyahoga Heights Facility

4747 East 49th Street

Cuyahoga Heights, Ohio 44125

### MARYSVILLE, OHIO (BY INVITATION ONLY)

#### 3rd Annual Special Prison Outreach Program

Thursday, September 7, 2017 ■ 12:30pm – 2:30pm

Ohio Reformatory for Women (ORW)

1479 Collins Avenue, Marysville, Ohio 43040

### CLEVELAND, OHIO (FOR STUDENTS ONLY)

#### PowHERful™ Foundation in partnership with the Women of Color Foundation

#### 2nd Annual PowHERful™ Enrichment Conference with Soledad O'Brien

Saturday, September 23, 2017 ■ 8:00am – 5:00pm

Cleveland State University

Wolstein Center – 4th Floor Ballroom

2000 Prospect Avenue, Cleveland, Ohio 44115

### CLEVELAND, OHIO

#### 11th Annual Women of Color Leadership Development and Training Institute & Awards Luncheon

Thursday, November 2, 2017 ■ 8:00am – 2:00pm

Cleveland State University

Student Center – 3rd Floor Ballroom

2121 Euclid Avenue, Cleveland, Ohio 44115



# Beauty & Fashion

**When you hear the phrase** “professional attire,” what are the first few words that come to mind?

**Black. Navy blue. Suit. Button up. Stuffy. Boring.**

If any of these words were the first to cross your mind, you are not alone. Professional attire seems to be synonymous with blazers and button-ups. While this part of the equation may be true (at least for some), who says those blazers and button ups have to be boring?

There are numerous ways to spruce up an outfit and express your individuality and still look professional. Below are few tips to get your style juices flowing.

## Tip #1 Color Up



**Don't be afraid to wear a bold pant**

Bold colors can act as your outfit's statement piece (no accessories needed!)

Color is an easy way to liven up any ensemble

## Tip #2 Pattern



If bold colors are not your thing, patterns are another simple way to add interest

**Pairing a patterned blazer with a solid bottom** (or vice versa) can really change your look

My favorite patterns: paisley, houndstooth, and floral

## Tip #3 Mix it Up



Don't be afraid to throw it all together

Mixing patterns adds youthfulness to an outfit

**Pairing bold colors with classic patterns can take you from old-fashioned and passé to daring and chic**



**Bonus tip:** The easiest way to jazz up a look is to accessorize. Wearing a pair of statement earrings or unconventional shoes can add character to an otherwise conventional (professional) wardrobe. Photos from zara.com.

**Major Morris**  
Creator/Influencer, Blogger  
[www.mjrmorris.com](http://www.mjrmorris.com)



## KAMRON KHAN PHOTOGRAPHY

Kamron Khan is a photographer based in Cleveland, OH. She specializes in working with couples from their engagement through to their wedding day, and entrepreneurs ready to invest in their brand imagery. Her clean, romantic and modern style has allowed her to be featured in publications such as The Huffington Post, The Knot, and Munaluchi Bride.

Schedule your complimentary consultation!  
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w. [kamronkhan.com](http://kamronkhan.com)  
p. 216-285-0557



"She's extremely kind, super enthusiastic, and goes the extra mile to create the best experience for her clients. She made me feel so beautiful and so comfortable." - Marlia Hall



# *Duly Noted* by Linda Dooley

**“I never thought I would be a domestic violence survivor.”**

These are the words we often hear from survivors of domestic violence. And then it is followed up with **“You saved my life – and my kids’ lives.”**

## **Two powerful statements.**

October is Domestic Violence Awareness Month. Although we try to raise awareness of domestic violence every day, it is a time for the community to come together to stand up and speak out against domestic violence in a more intentional way. Domestic violence is a pattern of abusive and coercive behaviors, including physical, sexual, psychological, and financial abuse, that is used against an intimate partner or family member.

## **The statistics are staggering. Consider this:**

- One in four women is a victim of domestic violence
- One in three adolescents is a victim of dating abuse and violence
- Girls and young women ages 16-24 experience the highest rate of intimate partner violence – almost triple the national average
- 43% of dating college women report experiencing violent and abusive dating behaviors

And let’s not forget that men and individuals in same-sex relationships are victims too. Although 85% of batterers are men, 1 in 7

men are victims as well. Research indicates that domestic violence among same-sex couples occurs at similar rates as those among straight couples. However, there are a variety of barriers to receiving services.

A 2017 report from the Centers for Disease Control stated that more than 50% of female homicides in the U.S. are committed by current or former spouses and/or intimate partners. This is a 10% increase over previous studies. This increase is both alarming and unacceptable.

## **So what do we do with this information?**

- Raise awareness by talking about domestic violence with your peers.
- Attend a rally, a walk, or any other event that brings attention to this public health issue.
- Discuss healthy and unhealthy relationships with your children – it’s never too early to have this conversation with them in age-appropriate ways.
- Volunteer or donate to the cause which makes you part of the solution and helps agencies to expand services reaching more victims.



**Linda Dooley**

Freelance writer and former CEO, Domestic Violence and Child Advocacy Center  
[l3dooley@sbcglobal.net](mailto:l3dooley@sbcglobal.net)





Most importantly, one critical action step we can all take: If you know or suspect someone is in an abusive or violent relationship, please give them the local 24-hour domestic violence helpline: 216-391-HELP (4357). It can save someone's life!

**There are three main messages we can convey to victims:**

- 1. You deserve better**
- 2. You are not alone**
- 3. There is help available – 24 hours a day**

Domestic Violence & Child Advocacy Center (DVCAC) in Cleveland provides crisis intervention, support, safety planning and advocacy. It also operates a safe, confidentially located shelter, a 24-hour helpline, justice system advocacy services, trauma therapy for children and adults, multicultural services, domestic violence education classes, support groups, child abuse prevention programs, and a Safe & Sound Supervised Visitation Center.

Domestic violence is a preventable crime and there is a great deal of action we can all take to help prevent these traumatic, life changing assaults. The good news is that research indicates domestic violence over the last 20 years has been cut in half. Even though it often does not feel this way, we are making progress and need to remain steadfast in the struggle for respectful relationships, peace and justice.



**To learn more about domestic violence,** available services and how you can help victims, please visit [www.dvcac.org](http://www.dvcac.org) and remember YOU are part of the solution!

# Some of Cleveland's Best & Brightest: Creating a Movement



PHOTOS BY **KAMRON KHAN PHOTOGRAPHY** TAKEN AT THE CLEVELAND MUSEUM OF



“At C L Magazine and the Women of Color Foundation, we embrace, celebrate, support and value the brilliance of women and girls of all colors. Featured in the following pages are six young women who are on the rise!”

– Alexandria Johnson Boone





Holly





# Holly Mueller

**Age** 32

**Education** Bachelor of Science in Public Relations with a minor in Spanish from Kent State University and the University of Morelos (in Mexico)

**Title** Owner, Holly M Communications, [holly@hollymcommunications.com](mailto:holly@hollymcommunications.com)

**Affiliations/Organizations** Board Member, Sales and Marketing Executives of Cleveland; Partner, Social Venture Partners Cleveland; Member, Public Relations Society of America; Founding Member, Literary Cleveland

## Elevator Pitch

In my professional life, I provide communications support for manufacturing and industrial clients who need help telling their story – whether it's through improving their media relations presence, delivering effective speeches and presentations, or providing strategic guidance and writing support for both global and domestic marketing campaigns.

In my downtime, I'm studying how to effectively run a non-profit organization, as I plan to start my own program with an emphasis on transitioning more young adult women into post-secondary education.

## GETTING TO KNOW HOLLY

**The last thing I Googled was...** “best tacos near me.” I just spent the last five days eating my way through Ocean Beach, California – that's my favorite kind of vacation! Best tacos and sushi I've had in a long time.

**Growing up I always wanted to be...** exactly where I am. My advice to anyone who has a dream that is burning to get out – do it. And once you achieve it, figure out how to hold on to it, nurture it, and evolve with it. Because attaining that dream is just the beginning.

Being exactly who you want to be – and living the life you want – takes a whole lot of grit and fearlessness. It takes sacrifice, and it means never settling. In my case, it meant moving nearly 15 times in the past 10 years – a lot of those moves across the country and back. It meant working three jobs at once to make ends meet while I worked tirelessly on a business plan during nights and weekends. And it meant leaving the comfort and stability that comes with working for a big company to dive into the vast (and sometimes lonely) waters of becoming an entrepreneur.

But being fearless makes you tough, it makes you proud, and there's nothing more fulfilling than standing on your own two feet being able to say, ‘I did that.’

**“Watching Holly grow professionally, has been a true gift. Not only is she wildly gifted in her craft, she is genuine, caring and has the innate ability to connect with anyone she interacts with. When I think about critical leadership skills, it is the merging of skill and relationships – both of which Holly is known for. This unique blend allows her to impact her community, build lasting client relationships and lead teams to triumph. Being in Holly's life is like a good book. I can't wait to see what happens next.”**

– Laura Szarek, Director of Digital Marketing, Vita-Mix Corporation

# Ashley Basile Oeken

**Age** 32

**Education**

Bachelor of Science in Business Administration and  
Master of the Business Administration, both from Youngstown State University

**Title** President, Engage! Cleveland  
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**Affiliations/Organizations** Committee Member, Olmsted Early Childhood PTA;  
Board Chair, Saint Luke's Foundation; Mentor, Cleveland Leadership Center

**Elevator Pitch**

I'm a Cleveland cheerleader who has devoted my career to making the city the best it can be. My current focus is in attracting, engaging and retaining the next generation of talent. I've recently added the title of mom and am finding myself to be as busy as ever in the most amazing way.

## GETTING TO KNOW ASHLEY

**My secret to balancing career and personal life is...**to live them both to the fullest and create synergies. I've blended my personal life into my career and my colleagues have become my friends. This helps me to focus my energies and ensure I am doing what matters most to me.

**My favorite thing(s) to do...**discover Cleveland and the surrounding area. As a Northeast Ohio native, I didn't know a lot about Cleveland, so I spent a lot of time getting acclimated to the city. Now that I have my little one, I am again rediscovering Cleveland through her eyes.

**"Ashley has taken Engage from a start-up to a strong, financially stable organization that plays a very meaningful role in attracting, retaining and engaging young professionals in the Greater Cleveland market. She has done so, until recently, with no staff other than her. As such, Ashley has been strategic in charting Engage's course and product offerings as well as 'keeping the lights on' and 'trains running on time.' She is recognized in Greater Cleveland as a thought leader in the young professional space and is sought after when that demographics' view is needed."**

– Ira C. Kaplan, Board Chair, Engage! Cleveland



# Ashley







Imani.



# Imani Denmark Tibbs

**Age** 24

**Education** Bachelor of Arts in Print Journalism from Howard University and Master of Business Administration from Liberty University

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**Affiliations/Organizations** Member, Alpha Kappa Alpha Sorority, Inc. and Sigma Alpha Pi, National Society of Leadership and Success

## Elevator Pitch

Currently, I work with high profile clients on the development of their brands and marketing strategies. My passion, however, is to empower women to be their fiercest, most authentic selves. I fulfill this mission through my blog and organization, This Is Lightning, and through speaking engagements nationwide.

## GETTING TO KNOW IMANI

**My favorite 90s song is...** "Doo Wop (That Thing)" by Lauryn Hill. The timing of "The Miseducation of Lauryn Hill" release and my first time seeing "Sister Act 2" could not have been more perfect. I was five years old and I knew I wanted more of this Rita girl (Lauryn's character in the film). In true solidarity, my dad took me to the record store after school to pick up a copy of "Miseducation" and I played. that. CD. out. Over the years, that album has grown to mean much more to me, but at five years old, "Doo Wop (That Thing)" was my go-to dance number and will always be a 90s staple for me.

**My advice to my 16-year-old self is...** Be patient. With yourself. With others. With the process. Remember that destiny is not some magical far-off land but rather a series of carefully curated choices. Choose wisely.

**"Imani has a very special constellation of qualities that are frequently found in successful leaders. In particular, Imani has an incredible creative and analytic mind, an inspirational zeal for executing on her ideas, and very persuasive and resonant presentation skills. Not only that, but she also has shown both a resilience to persist when others don't yet see her vision, and has the equanimity to end projects when necessary. Finally she is easy to mentor as she is open to others' insights and has a low ego profile; this last set of characteristics is what distinguishes emerging leaders from leaders. I would say she is a leader now."**

- Steve Dalton, Senior Vice President at Key Private Bank, Family Wealth Investment Management

# Khalilah A. Worley

**Age** 37

**Education** Bachelor of Arts in Political Science/Public Administration from Fisk University and Master of Science in Public Policy/Non-profit Management from DePaul University

**Title** Director of Collective Leadership, Teach For America, Greater Cleveland  
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**Affiliations/Organizations** Board Member, Facing History and Ourselves; Organizer, Greater Cleveland Congregations; Vice President, Greater Cleveland Fisk University Alumni Association; Member, Alpha Kappa Alpha Sorority, Inc.,

## Elevator Pitch

I am the director of collective leadership for Teach For America - Greater Cleveland. My charge is to engage and organize alumni in our network to tackle issues of inequity. As a trained organizer through the Industrial Areas Foundation and one of the founding organizers of Greater Cleveland Congregations, my goal in life is to win! I want to engage all Clevelanders to act with a sense of urgency, challenge the status quo, and have the tough conversations needed to make change.

## GETTING TO KNOW KHALILAH

**My advice to my 16-year-old self is...** take more risks and be proud of where you come from! Growing up in public housing in the Central neighborhood, I only saw my neighborhood portrayed as "violent" or "bad." However, when I

think about all the great people who shaped and supported me, I am proud and the champion my community needed. I avoided relationships with students from other areas because I believed I would be judged. Today, I am proud of my neighborhood and although it has challenges, I know it is full of many great people cheering on children to be great who may never have their stories told. I hope to change this!

**My biggest accomplishment to date is...** helping to build and grow Greater Cleveland Congregations (GCC). As a newly-trained organizer, I knew I wanted to contribute to Greater Cleveland but wasn't sure how I would make my mark. All I knew was that my home city needed something different and I wanted to be a part of it. GCC won many victories in education, criminal justice, gun violence, and healthcare and they are still fighting for more. All of that was accomplished through engaging, developing and working with key leaders across the Greater Cleveland region. It is because of this winning streak and deep sense of organizing I feel confident I can do the same with Teach For America. I look forward to winning more victories and taking more risks with a wide span of up and coming leaders who care about children and the future of education.

**"Khalilah has consistently taken on leadership roles in all of the activities she has chosen. She understands the role that scholarship plays in community change and did not hesitate to research issues. Most of all, she respects the importance of listening and engaging those impacted by the issue to become involved."**

-Geraldine Burns  
Former Executive Director, Friendly Inn





Khalilah





Joyce



# Joyce Pan Huang

**Age** 32

**Education** Bachelor of Science in Sociology from University of Michigan and Master of Urban Planning and Development from Cleveland State University

**Title** Urban Planner and Industrial Development Manager, MidTown Cleveland, Inc.  
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**Affiliations/Organizations** Member, MotivAsians; Member FutureHeights; Board Member, Nehemiah Collaborative; Member, The Cleveland Foundation Intern Alumni Advisory Committee

## Elevator Pitch

I work in urban planning and community and economic development at MidTown Cleveland. My job in urban redevelopment is to create more opportunities so that Cleveland's revitalization impacts everyone positively. Places are great because of how they connect people and communities – I love that I get to see Cleveland develop and change a little more every day.

## GETTING TO KNOW JOYCE

**If I could jump in a time machine and go anywhere, I would go...** to visit my parents during their childhood in Taiwan so that I could get a glimpse of their lives during a relatively tumultuous time in history. I like being connected to my roots, and though we'll hear the occasional story about their lives growing up, I'd like to see the whole picture.

**My advice to my 16-year-old self...** is unfortunately, you won't fulfill your dream of playing women's college basketball since you'll stay forever 5'3". Bad news aside, some real advice: you'll learn to be comfortable and accept who you are — your culture, your convictions, your personality. You might feel discomfort from being different, but those will become the aspects that you'll be most proud of. Use what you've been given for good and give yourself some grace along the way.

**"Joyce has a great mix of skills that is going to serve her well throughout her career as a civic leader in Northeast Ohio – she is a quick learner who is very intelligent, is passionate about the communities she works within, and possesses the ability to build relationships and strong networks with quite diverse groups of people."**

– Jeff Epstein, Executive Director MidTown Cleveland, Inc.

# Simone E. Swanson

**Age** 28

**Education** Bachelor of Science in Communication  
from Bowling Green State University

**Title** Community Liaison, The Gathering Place  
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**Affiliations/Organizations** Member, Engage! Cleveland Leadership Council;  
Professional Development Chair, Young Nonprofit Professional Network;  
Member, Rising Leaders Council

## Elevator Pitch

In my 9 to 5 I am a community liaison at The Gathering Place, a cancer support center. Additionally, I serve as editor for CL Magazine, a career and lifestyle publication geared toward women of color. I enjoy opportunities that allow me to create and help others. It is truly the fabric of my life.

## GETTING TO KNOW SIMONE

**My favorite thing to do is...**listen to music! It helps me organize my thoughts and gets me in a creative space. Music is also a source of motivation and a vessel to discovering raw emotions. I enjoy listening to music on my way to work. It helps set the tone for a productive day!

**Growing up I always wanted to be:** A talk show host! I remember being fascinated by Oprah's ability to command the attention of her audience by discussing topics that were relatable to people with varying backgrounds. I live for opportunities that allow me to engage in dialogue with people from all over. Clearly the talk show is still a secret dream of mine!

**"Simone is a passionate and dedicated young woman with a strong will to make a difference in her community. She works diligently to succeed but also makes every effort to ensure that those around her succeed as well. Collaboration and partnerships are key for Simone. She's on the move and emerging as a leader who will make a distinct mark in the world."**

– Kristina Austin, Chief Marketing Officer  
The Gathering Place





Simone



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# Alexandria Johnson Boone

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# Suffering in Silence

**The news flashed** across Instagram and Twitter. In less than a minute, the video had gone viral: Maia Campbell, star of the 90s sitcom *In the House*, was filmed at a Georgia gas station in her underwear, toothless, begging for crack and recounting a story of rape.

Some people retweeted and reposted the video with glee. Others expressed dismay that this once beautiful woman was being exploited. Her former co-star, LL Cool J, used social media to offer help. He was promptly rebuffed by Maia via an Instagram video.

Maia Campbell suffers from bipolar disorder. It is the same condition Olympic figure skater Debi Thomas and singer/actress Demi Lovato suffer from. Formerly known as manic depressive disorder, bipolar is characterized by periods of great highs (mania) and devastating lows (depression). During a manic episode, people can appear to be functioning on fast forward. They talk fast, they walk fast and they act fast. In a manic phase people may spend large sums of money quickly or engage in random sex with multiple partners. In a depressive state, they may be sad all the time or make a suicide attempt. Many bipolar individu-

als abuse drugs and/or alcohol.

There is no sin or shame in experiencing a mental disorder. The sin and shame is the stigma that many of us assign to psychological problems. We make fun of it. We shun it. We post it across social media platforms and turn it into memes that we think are clever, but in actuality are degrading and show how deeply ingrained stereotypes and stigmas of mental health are in our community. We rarely take time to truly understand mental health in communities of color. We are comfortable calling people crazy, posting videos of them in the midst of a manic episode, panic attack, flashback or suicide attempts.

Our lack of knowledge, as well as fear and trepidation about mental disorders, results in our shunning people instead of helping them. Our community's silence and disapproval has been passed down from generation to generation. This keeps many women (and men) of color from seeking assistance and help until the psychological difficulty has reached the point where they cannot function adequately in their daily life.

Imagine if Maia Campbell was in that gas station



**Angela Neal Barnett, Ph.D.**  
Founder & CEO, Rise, Sally, Rise, Inc.  
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experiencing a heart attack. Instead of filming her, the phone would have been used to call 911. She would have been taken to the hospital, evaluated, treated, educated about a heart disease, given a medication, diet and exercise plan and released. In a stigma free world, the moment Ms. Campbell entered that gas station, similar events would have taken place. She would have been taken to the hospital, her medication would have been adjusted, she would have begun working with a therapist, she would have been released. Stigma changed all that.

As a licensed clinical psychologist and columnist, part of my job is to make talking about mental health as easy as talking about physical health. It is to destigmatize psychological difficulties. It is to ensure that readers of CL Magazine do not suffer in silence because they are afraid of what other people might think or operating under the false assumption they are crazy. Over the next year, this column will be dedicated to reducing the stigma surrounding mental health and you can help. Via our social media outlets, send me questions, alleged facts and concerns you have about mental health and mental disorders. Together, we will begin to put an end to our

“suffering in silence.”

Keep rising,  
Dr. Angela

---

**Dr. Angela Neal-Barnett** is a full professor in Department of Psychological Sciences at Kent State University and the CEO of Soothe Your Nerves, Inc. She is the author of **Soothe Your Nerves: The Black Woman's Guide to Understanding and Overcoming Anxiety, Panic, and Fear** (Fireside/Simon & Schuster).

### Ask Dr. Angela

Are you suffering in silence? Have you been holding on to hurt and pain for years? Do you appear happy in public, but break down when you are alone? We want to hear from you. Please share your story, ask your questions and heal with Dr. Angela. This is a safe, anonymous platform for women of color to express themselves in an effort to learn and grow from one another. **Click here, to submit your question, topic, or story today.**



*"My sister-friends are there for me.  
When I'm up, they're up."*

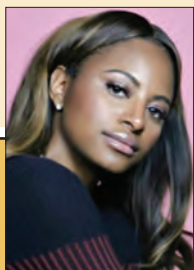
**An indisputable** box office hit, Will Packer's *Girls Trip* taught viewers the life-changing power of sisterhood, authenticity, and a good old fashioned party.

Amongst other things.

Grossing over \$120 million in revenue, the movie stars Queen Latifah, Jada Pinkett Smith, Regina Hall, and newcomer Tiffany Haddish as longtime friends who reunite for a weekend in New Orleans. Set against the annual Essence Festival, the girls navigate the mercurial waters of womanhood and friendship with the help of bottomless Hurricanes and a splash of 200-year-old Absinthe.

Critics have dubbed the film an instant success based solely on the numbers, but in my objective and humble opinion, *Girls Trip*'s greatest triumph is the notion that as women, we can have it all if only we're willing to let go during the process.

If you haven't seen the movie yet, no worries; check out my three biggest take-aways from the film below. And I pinky promise, no spoilers!



**Imani Denmark Tibbs**

CEO, RCKT Media; Founder + Creative Director, This Is Lightening

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 [@imanidenmarktibbs](https://www.instagram.com/imanidenmarktibbs)

There is freedom in transparency. Marianne Williamson's famed poem "Our Deepest Fear" concludes with these hallowed lines:

And as we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.

The liberation Williamson writes about is not just for ourselves; it is for the world.

If you're anything like me, you were raised to hold it all together. Never letting them—whoever they may be—see you sweat! And consequently, we have created a culture of women who walk around like robots instead of humans. They suppress their reality and throw on a cute face of makeup, styling their hair just enough to avoid questioning. We then look to these women as unattainable models of success and think, "If I could just keep it together like her." The festering problem of dishonesty then gets passed down from generation to generation, unintentionally breeding jealousy and

discontent within the sanctity of womanhood.

The freedom expressed through authenticity is one without words. There is nothing like waking up in your own skin and living out your truth step by step, moment by moment. Regina Hall's character grapples with this issue throughout the film, ultimately discovering that her truth serves more people than her lie ever did.

You can incorporate this principle in your daily life by letting other people into your process. The lessons you will learn and share along the way can go so much further than the mask you were taught to wear every day.

**No one will understand you like your girls.**

As a happily committed woman, I appreciate the love and support I receive from my boyfriend. What started as a friendship and has since grown into a deep partnership based on communication, understanding, and faith and I love him for that.

But more than that, I love my girls. I need them.



*When I'm down, they come down into the trenches with me."*

# Arts & Culture

Nothing compares to the time and conversations shared between us. Since graduation, we've all moved to various corners of the country and started "big girl" jobs in a variety of fields but even something as simple as a 15 minute call brings me back to myself. I refer to my tribe as my sister-friends. They keep me centered and committed to growth, no matter what the cost. Collectively, they speak to who I am at my core, not who I have grown into over the years. Perhaps most importantly, my sister-friends advocate for me in ways no man ever could.

I'm talking showing up to your house with wine and ice cream.

Or surprising you with flowers, balloons, and a Snapchat filter for your birthday from halfway across the globe.

My sister-friends are there for me. When I'm up, they're up. When I'm down, they come down into the trenches with me. But most importantly, they challenge me to be who I really am.

*Girls Trip* underscores the importance of keeping your girls close not just nominally, but in practice. The story follows the girls from college into their established careers as wives and mothers but emphasizes how every moment was made that much sweeter in the presence of friends.

Understand that no matter how sweet your relationship is—and mine is awesome—nothing replaces the bond of sisterhood.

**Let go and have some fun!**

In case you're looking for per-

mission to let loose, here it is!

As women, we take on so much and play Wonder Woman for everyone else but ourselves. The simplest, most important lesson I learned from watching *Girls Trip* was to just have fun.

The film reminded me that amongst career pursuits, relationships, and social obligations it's okay to block out your entire schedule and kick back with your friends.

Or even alone.

How you let loose is up to you but with the holidays right around the corner, I suggest you take advantage of any upcoming opportunity to treat yourself.

And don't just take my word for it, let *Girls Trip* show you how it's done.





# 5

## Photo Tips to Make You Look Like a Pro!

**We all take photographs** to capture an experience. You may “see” a potentially good scene but might not know how to photograph what you see and turn that into a spectacular picture. Use the following tips used by experts so the next time people see your photos they’ll say “Wow!”

### *Move Around*

Your choice of subject should be something of value, something that you will refer to in the future as a reminder. When you find a subject worthy of a picture, look for unique perspectives to capture the image. You’ll have to kneel, lay down, and climb above your subjects. I tell my clients to get creative and change their viewpoint.

### *Take Your Time*

Sometimes when people start to take a picture they rush, which in turn creates a less than stellar photo. Don’t always take a picture of the first thing you see. Take a little time to explore your subject. Viewing it from different angles and distances can often result in a better photo.

### *Lighting*

Lighting is one the most important aspects in photography. If the lighting is off,

your photos will be underexposed or overexposed. When you’re outside pay attention to the direction of the sun. Avoid the harsh light when the sun is at its highest. This can lead to washed out photos. Shoot early in the morning or late afternoon when the light is softer.

### *Rule of Thirds*

A great photograph is one where the subject is positioned so that the composition is balanced. The rule of thirds can help. As you look through the camera’s viewfinder, LCD screen, or smartphone screen imagine a tic-tac-toe grid over the scene. Some cameras have an option that allows you to turn on gridlines in the viewfinder. (These gridlines are just a tool and won’t show up in your final picture.) At the points where the lines intersect are the best places to position your subject. The subject doesn’t have to be directly on the intersection but somewhere close to it.



### *Get Help*

To improve your skills look at the photos taken by people whose work you enjoy. Notice the subjects, backgrounds, and other objects included in the image and what might have been left out. Also you can ask a professional to critique your photos. Hands-on instruction can also improve your skills greatly.



**Phillip Germany, II**  
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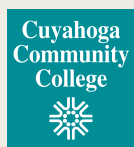
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