

CAREER & LIFESTYLE MAGAZINE for women of color

Ernest H. and Michelle Urquhart

Co-Founders, Urquhart Memorial Foundation Taking Black philanthropy to a whole new level!

Feature Stories:

- Millennials in the Workplace! Insights from Veranda Rogers
- LaShawn Witt shares tips on Planning a Wedding on a Budget!
- Regular Columnist Linda Dooley: "No cell phones at the dinner table!"
- Healthy Food Prep 101: Siana Conrad offers some critical tips
- Dr. Caroline M. Brackette shares the Do's and Don'ts of Workplace Etiquette
- "What Worries Me, Masters Me" by Dorenda Swanson



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feature

career

COVER STORY 28 Black Philanthropy: Spotlight on Ernest H. and Michelle Urguhart The Urguhart Memorial Foundation by Sharon O. Williams



8 Millennial Roles in the Workplace by Veranda Rodgers 5 things you need to know BEFORE hiring a millennial!

20 Workplace Etiquette by Dr. Caroline M. Brackette Are you breaking office rules? NEW list of do's and don'ts of the workplace inside!

27 Championing Change by Montrella S. Jackson Are you ready to give your business a face lift? Follow these important steps when implementing change in your business!

lifestyle

12 Planning Your Dream Wedding on a Budget by LaShawn Denise Witt Inside scoop from LA's premier event specialist on how to save thousands!



16 Reshaping Your Finances: What You Don't Know Can Hurt You by Meltrice D. Sharp 1 in 3 women live on the brink of poverty...could it be you? Quick tips for building better habits!

CONTENTS continued on page 6



CL Magazine Team

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CLMagazine

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Giving Back: To whom much is given, much is required!

Dear Readers,

In this issue, there is an amazing story of giving back!

Ernest H. and Michelle Urquhart, co-founders of the Urquhart Memorial Foundation, have indeed taken Black Philanthropy to a whole new level through their personal foundation. I am sure that this amazing cover story will inspire you to give back to your community and to the young men and women who desire the treasure of a college education, but can't afford it.

Also in this issue for your reading pleasure:

- Grief and loss
- Suffering in silence
- Career and business tips
- Beauty and fashion trends
- Hospice care
- Reshaping your finances
- Championing change
- Arts and culture
- Upcoming events for the Women of Color Foundation

As you can see, we have included a great line-up of stories to motivate, educate, inform and inspire you, our readers!

Please subscribe to C L Magazine, and even consider gifting a friend, colleague, employee, student or family member with a surprise **digital** subscription!

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



Dear C L Magazine Subscriber,

The sun is shining, birds are chirping, grills are burning and yet you need inspiration. Despite many of our best efforts, the ambitious goals we started out with at the beginning of the year have since been pushed far down on our list of priorities. Don't fret. Instead of beating yourself up, read the latest issue of CL Magazine for your dose of inspiration and motivation to get you through the second half of 2017!

Get back into the giving spirit! Since 2004, power couple Michelle and Ernie Urquhart have redefined Black philanthropy by donating over \$1 million dollars in scholarship funds to 700 high school students who excelled in their studies, but could not afford higher education. For me, giving back is not an option. Being able to lend a helping hand ignites my passion to succeed. Whether it is a monetary donation to a grassroots organization or volunteering my time mentoring young girls, I make time to give.

You are what you eat! Maybe you haven't lost the 10 pounds that you set out to lose at the beginning of the year and that's okay. Check out the article on page 38 about preparing healthy meals. As a **#LadyBoss** on the go, I understand how tempting it can be to grab fast food. However, Siana Conrad breaks meal prepping down in a way that even Oprah (who by the way is SUPER busy) can find time to accommodate.

Our summer calendar of events has a lot to offer. Break up your norm and hop on a plane to attend a women's retreat or let your hair down at a summer festival. Sometimes all we need is to step away from our environment and allow our minds to recalibrate.

I hope after reading this issue you find your spark and focus on what matters most to you.

Thank you for your feedback! Please continue to share your thoughts on CL, follow us on all social media, submit your articles and share your stories with us.

From our team to yours...have a fun, adventurous and safe summer!

Cheers!

more & Swanson

Simone E. Swanson Editor and Chief Researcher

Editor's LETTER

contents



38 Healthy Meal Prep 101 by Siana Conrad

Get 10 hours back a week by preparing your meals in advance? Learn how inside!

in every issue...

II GRIEF & LOSS

You Cannot Spell Hospice Without H-O-P-E by Heidi L. Barham Learn how a spiritual care coordinator at Hospice of Western Reserve helps families discover hope in a time of helplessness and hopelessness.

18 BEAUTY & FASHION

by Major Morris

Four brands that you DID NOT KNOW were owned by women of color!

2/1 DULY NOTED

Say NO to technology and YES to outdoor fun! by Linda Dooley Find out why Linda says you should put your phone down and engage with your kids this summer!

42 ARTS & CULTURE

A Recipe for Lemonade by Imani Denmark Tibbs Everything you didn't know about Beyoncé's Lemonade album lyrics!

34 food for your soul

What Worries Me Masters Me by Dorenda Swanson No more drama! Instead of worrying, take these 4 steps...

40 SUFFERING IN SILENCE

Mental Issues in College Students by Dr. Angela Neal-Barnett Is your college student depressed? Alarming information revealed!

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Millennials in the Workplace



five generations (Traditionalist, Baby Boomers, it's important for companies to discover ways Generation X, Millennials and Generation Z) to retain, engage, develop, and understand working side by side. With such a diverse future millennial leaders. According to Forbes, market it's important to understand how to by 2030 about 75 percent of the workforce collectively meet the needs and bridge gaps will be made up by millennials. between all personnel.

While past generations have been comfortable taking a position and staying until retirement. millennials are coming into the arena with force looking for innovative change. Pension plans, benefits and job security used to be the motivating force for why 45 percent of people over the age of 50 stayed at one company until retirement. However, it's unlikely that these

The current workforce is comprised of about rising cost to train and employ new people

Who are Millennials?

Millennials are individuals born between 1980 to 2000 and they currently make up 25 percent of the U.S. population. This distinct group sometimes gets a bad rep for having an entitled mentality, a lukewarm sense of lovalty, self-centered personality and lackadaisical work ethic. Despite the bad reputation this unique generation brings a lot of good qualities and attributes to the table. Millennials are

continued on page 10



Veranda Rodgers, MBA Founder & CEO, Pregnant with Possibilities

factors will cause upcoming

generations to stay. With the



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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educated, hard workers, who are connected job can be completed in a timely fashion. Just and very strategic when it comes to making major decisions. They look for work that 30 years doesn't mean that it couldn't use an is meaningful and gives them a sense of accomplishment. Failure to accommodate and cultivate the core values of millennials will be detrimental to the growth of any organization because they are the consumers, leaders, and future change agents.

5 Things to Know When Hiring Millennials

CULTURE MATTERS —

There are 24 hours in a day, but here's the breakdown: 6-8 hours we spend sleeping, 8 hours working, 1 hour or more commuting, and 6-7 hours with family or doing things we love. The reality is, work is a major component of our day-to-day life. Millennials pride themselves on looking for organizations that have a modern culture, pleasurable environment, challenging work, fulfillment, growth opportunities, and recognition. In exchange for their commitment and dedication to their work millennials seek a few things, which brings me to my next point.

2 FLEXIBILITY -

Flexibility in the workplace allows millennials the opportunity to maintain an excellent work-life balance. Flexibility helps improve productivity, job gratification, and business efficiency while reducing additional costs for commuting and business expenses. While work is important to millennials, so is enjoying life, being strategic in spending, and finding ways to work efficiently.

3 LOOK FOR THE UPGRADE —

smarter not harder. Well, millennials are time to start. The revolving door will continue always searching for ways to complete tasks to flow if actions aren't taken to ensure that effectively. Please don't be offended when they the organization is diverse and inclusive of propose alternative solutions to ensure that a millennials.

because the system has worked for the past upgrade. Just as new models are released for devices and books, the same method applies in business. Just because it hasn't been done that way before doesn't mean it won't work. Be open to the upgrades that millennials suggest.

4 MEANINGFUL WORK -

Electronics and social media play a key role in the connectivity of millennials. While past generations may consider these tactics to be benign, millennials pride themselves on maintaining relationships, connecting to causes, and serving. Knowing where charitable donations go just isn't enough. Business operations need to be strategic in connecting the dots between the mission and how it effects the lives of the customer or end user.

5 DEVELOPMENT IS KEY —

Anyone can be a supervisor or manager but it takes a different type of individual to be a leader. Millennials are in search of personal and professional development. Be sure to have key trailblazers in place to help coach, guide, and educate millennials. It becomes a conflict when development is lacking and leads to a deficiency of dedication and commitment. To retain and engage this diverse group please understand that they need opportunities to grow and advance.

These five components are key to cultivating and retaining the next generation of leaders. If you haven't had an opportunity to access your I'm sure you've heard of the term work business practices now would be a wonderful 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** for helpful information, videos and free downloads.





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So you're getting married? Pick up any wedding magazine and you might think that you need to hit the lotto in order to afford a nice wedding. If you have a spare \$1 million, you can have a wedding of the century. But let's think again. How many of us can really afford something grand?

Planning a large-scale wedding on a budget is a challenge, but it can be done. How? Set priorities, use resources from friends who have had a wedding, be creative and if possible hire a wedding planner, who really can help with cutting costs.

Here are some tips to get you started:

Venue: Consider having your wedding on a weekday evening, Friday evening or Sunday afternoon. There are sure to be savings. Consider a venue where you would be allowed to bring your own items in, instead of being locked down to the venue's options.

Food and Beverage: The best way to save on food and beverage is provide your own. You can enlist your family friends to help or work with an outside caterer. You can also serve heavy appetizers instead of a sit-down meal. Don't believe the hype-a buffet meal is not always cheaper. Lastly, find a venue that will let you bring your own liquor in.

Wedding Photographer/Videographer: When your wedding is all said and done, you want to make sure that you have a keepsake that will remind you of every moment and every emotion of that day, which comes at a price. Consider hiring an intern as a way to cut costs. This may be a student who is in film/photography school or shoots photos as a side gig.

Wedding Ceremony and Reception Music: DJs and bands can be very expensive. However, here is where you can hire someone who is just starting out. Also, you can always download your wedding playlist and use your iPod.

Flowers and Décor: Wedding flowers and décor can break the bank. Consider shopping wholesale for these items, particularly flowers. You can ask your bridesmaids to put together reception centerpieces on the night before the wedding. Also, remember less is more. You don't need to go overboard. Overall, get creative and pick a good, solid theme. Once you do that, everything will fall into place.

You will hopefully save a lot of money on your wedding using the above tips, but regardless, you will be spending some money on each and every one of your guests. And above all remember, the amount of money you spend on your wedding day is not a direct correlation to how wonderful it will be.

Planning a Wedding on a budget

LaShawn Denise Witt Wedding Planner Extraordinaire, Divine Diva Events





You Cannot Spell Hospice Without *Hope*

For many, just hearing the word "hospice" invokes feelings of helplessness and hopelessness. One of the prevailing myths that we at Hospice of the Western Reserve seek to dispel on a daily basis is that hospice care means a patient's death is imminent. On the contrary, an individual is considered appropriate for a hospice level of care when it has been determined that a person's life expectancy is measurable not in days, but in months rather than years.



After that initial hurdle has been overcome and a patient and family have continued on page 16

Heidi L. Barham, M. Div., CT Spiritual Care Coordinator, Hospice of the Western Reserve



At Forest City, we do more than develop, own and manage real estate. We create exceptional places where people live, work and enjoy life together. We believe that high-quality communities have the power to enrich lives. And we believe that diversity and inclusion are critical to that experience. We understand that each community is unique and seek local partners who best understand the needs of their community.

CL MAGAZINE

FORESTCITY

The foundation of our company is the strength of our people

Within our own Forest City community, we embrace and value diverse individuals, opinions, cultures and abilities and actively seek them out. We believe that by working collaboratively, we can leverage the unique talents, skills, experiences and perspectives of our associates, business and civic partners, and end-use consumers to drive success, create a competitive edge and add shareholder value.

www.forestcity.net

said, "Yes," to receiving hospice care, the benefits often far exceed their expectations. In fact, one of the most frequent comments that we hear is, "If we had only known what hospice care really was, we would have called much sooner!"

The primary team, which consists of a nurse, hospice nursing assistant, social worker and spiritual care coordinator, provide care to the patient in whatever setting they call home - a private residence, independent or assisted living setting, or nursing facility. Additionally, we offer expressive therapies that include art, music and pet therapy. We also have a dedicated corps of trained volunteers who provide companionship and assist our patients and families with a variety of activities.

Our mission at Hospice of the Western Reserve is to provide "palliative and end-oflife care, caregiver support, and bereavement services throughout Northern Ohio. In celebration of the individual worth of each life, we strive to relieve suffering, enhance comfort, promote quality of life, foster choice in end-of-life care, and support effective grieving." Although we cannot add more days to a person's life, we strive to add more life to whatever days that person may have left.

Choosing a hospice level of care is not a matter of "giving up" or "letting go," rather it is a matter of reassessing priorities. It is not a matter of believing that there is no hope but a matter of redefining what it is that someone may be hoping for. Coming to terms with our mortality does not mean that we have relinguished our faith. It is often through holding on to our faith that we gain an even greater appreciation for the gift of life that we have, for however long we may have it.

As a spiritual care coordinator, my role is to companion patients and families on a sacred journey and help provide opportunities to explore what hope looks like and feels like in the face of life-limiting illness. For some people, hope looks like the face of a son or daughter who has been away for a while or a new grandchild who has just been born. While for some people, hope feels like getting outside in the sunshine and taking a ride to a favorite place or perhaps simply getting through a day without the pain that has been a constant companion for so long.

The reality is that hope looks and feels different for each individual. Our goal is to come alongside our patients and families and help them see that hope and hospice are not mutually exclusive concepts. The two work hand-in-hand because at the end of the day, you cannot spell hospice without h-o-p-e.

Embrace Consulting specializes in providing Diversity and Inclusion consulting and leadership development services to champion employee engagement and drive for business results. Embrace Consulting is positioned to partner with your Leadership Team(s) as well as your Business Resource Networks to ensure alignment of business objectives, cultural competencies and skill development opportunities.

Creativity and innovation thrive in organizations that recognize the importance of building and sustaining a culture where all employees feel their contribution is recognized and valued. Creating and sustaining that culture is critical for businesses to grow and thrive. Embrace Consulting provides the essential foundational services to customize your Diversity & Inclusion and Employee Engagement strategic initiatives.



We provide Strategic Planning services, which include the design and development of your strategic Diversity & Inclusion business case, mission, vision, goals and objectives. This plan will be your roadmap to support employee engagement, inclusion opportunities and achievement of key business results.

We specialize in **Business Resource Network development and education**. Business Resource Networks, Employee Resource Networks and Affinity Groups, encourage diversity and inclusion to ensure that a range of perspectives and experiences are recognized and leveraged to achieve organizational goals. These networks provide both internal and external value to organizations by increasing employee engagement, strengthening brand awareness and enhancing leadership development.

We provide **Coaching and Consulting for Senior Leadership** to Drive for Results critical to the success and sustainability of both the strategic planning process and Resource Network development. Essential to the success of these efforts is an actively engaged Leadership Council. This Leadership Council is representative of Business leaders throughout the organization given the privilege to champion and actively lead the progression and achievement of Diversity & Inclusion goals.





Contact: Renita Jefferson Embrace! Consulting Renita@EmbraceConsulting.biz www.EmbraceConsulting.biz 440-823-8914

Beauty & Fashion

Recently, I've been looking to put my dollars towards small businesses—more specifically, black-owned businesses. It seems everywhere I turn I'm hearing about brands that were founded by women of color. I'm filled with such pride when I learn the "why" behind the brand. I want to share some of my fantastic finds and what better platform than a magazine meant to highlight women of color!

COMPANY: Coloring Pins

OWNER/FOUNDER: Essence Hayes *coloringpins.com*

Kicking off the list is an accessory company called Coloring Pins. This company sells patches, pins, and key chains featuring black and brown images. Coloring Pins was birthed from a founder Essence Hayes' passion for funky, wearable pins. The problem was there were none so Essence created her own. All of the products are very affordable, averaging \$12 per piece.



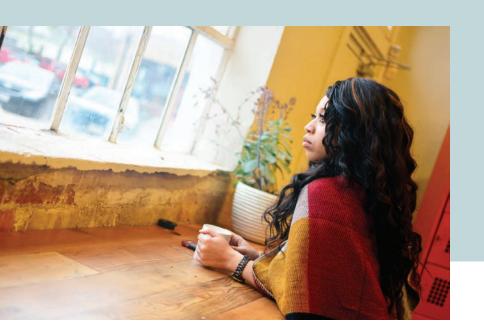
COMPANY: **CreateHER Stock** OWNER/FOUNDER: Neosha Gardner *www.createherstock.com*

When I started blogging it was tough finding stock images that I connected with. Enter

the answer to my prayers, CreateHER Stock. This company creates and curates relatable stock images of and for black women. There are 2 options—free, which gets you five images sent directly to your inbox once a month and premium, which gets you access to over 1,000 images along with exclusive content for only \$7/month.



Major Morris Creator/Influencer, Blogger www.mjrmorris.com



COMPANY: **CurlBOX** Owner/Founder: Myleik Teele *curlbox.com*

With the explosion of the natural hair scene came an equal explosion of natural hair products. Is it me, or does it feel like new products get released daily? It's impossible to keep up! Myleik Teele took it upon herself to tackle this dilemma with the creation of CurlBOX. A monthly subscription service of top curly hair products is sent directly to your doorstep for only \$25 each month. Myleik eliminated the hassle of going to the store or standing in line. Simply wonderful!



Dixon

COMPANY: **Honey Pot** Owner/Founder: Beatrice Dixon *thehoneypot.co*

Honey Pot is the company that intr with so much—menstrual cycles, and much more. Honey Pot found organic and plant-based products meant to help prevent feminine issues that can occur as a result of chemicals found in mainstream feminine hygiene products. Recently, Honey Pot struck a deal with Target and can now be found in stores across the country.

These are four companies that have stood out to me along my road to discovery, all for different reasons. If one of these companies speaks to you, make sure to support!



Honey Pot is the company that intrigued me most. As women we deal with so much—menstrual cycles, maintaining a healthy pH balance, and much more. Honey Pot founder Beatrice Dixon created a line of





Workplace *Etiquette*

Workplace or business etiquette has been defined as a set of expectations for social behavior in the workplace. These unwritten codes are designed to foster respect, comfort, and positive work culture and can vary from one organization to the next. However, there are some etiquette rules that are universal, regardless of your workplace.

The Don'ts

DO NOT engage in workplace gossip. Avoid initiating or contributing to conversations about the mishaps or misdeeds of others. Walk away or change the subject if someone comes to you to gossip about a coworker.

DO NOT "reply all" to every email. Use your best judgment. If you are responding with information that everyone needs to receive, then you should reply all. However, if your response is meant for one individual, then just respond to that one individual. No one wants to receive 20 different email responses to a public announcement.

DO NOT take credit for someone else's work. Instead, collaborate and embrace collective

creativity while always giving credit where it you have to be guiet. People are less likely to is due. Honesty and credibility are important. want to be around individuals who constantly interrupt them to insert their opinion.

The Do's

DO say "thank you" and "please" in communication. It shows appreciation. This is espe-**DO** arrive on time and complete assigned cially important for email correspondence, tasks. Arrive early and be on time for meetas written communication can be misinterings. If you are facilitating a meeting, provide preted. Your requests should sound like "rean agenda so people know what to expect. guests" and not "commands." Also, remem-Do your best to start and end on time. This ber to spellcheck and proofread the grammar shows that you value everyone's time. in your email or hard copy documents. This shows that you care about clear communi-**DO** dress appropriately for the environment. cation. Research what is appropriate and inappropri-

ate for your work environment. Always present yourself in a reputable and professional manner.

DO listen. Listening takes time, but also shows others their ideas and thoughts are important. It is no coincidence that silent and listen have the exact same letters. In order to hear Finally, do smile!

- DO silence your cellphone. Avoid loud and offensive ringtones and silence your cellphone at work to avoid distractions and the perception of being unprofessional. Put phones away during meetings.

Dr. Caroline M. Brackette, LPS, ACS Associate of Counseling, Mercer University brackette_cm@mercer.edu



National Events this Summer

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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Essence Festival

New Orleans, LA June 29-July 3 essence.com

Taste of Chicago

Chicago, IL July 5-9 cityofchicago.org

2017 Multicultural Women's National Conference

New York Marriott Marquis, NYC, NY July 10-11 workingmother.com

Houston International Jazz Festival Houston, TX July 12-15 jazzeducation.org

The United State of Women – Galvanize Chicago, IL

July 15–16 theunitedstateofwomen.org



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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27	28			-		AFRO PUNK

NAACP 108th Annual Conference

Baltimore, MD July 22-26 naacpconvention.org

National Urban League Conference

St. Louis, MO July 26-29 iamempowered.com

Lollapalooza

Grant Park, Chicago, IL August 3-6 Iollapalooza.com Sister Summit Secret Location August 6 sistersummit.com

The United State of Women – Galvanize

Columbus, OH August 12-13 theunitedstateofwomen.org

Afropunk

Brooklyn, NY August 26-27 afropunkfest.com

Duly Noted by Linda Dooley

Say NO to technology and YES to outdoor fun!

With warm weather comes sunshine, musical ice cream trucks, fun, laughter, sticky hands, tiredness, and late nights. The great thing about summer is it provides the opportunity to spend more time outside enjoying nature, sunshine, and vigorous activity.

There are important studies that indicate the more children (including teens) play outside, the happier they are. In today's world of technology, it is increasingly difficult for parents to manage the amount of time spent on computers, iPhones, iPads, and other items. Nevertheless, time away from technology is an important component of childhood and parents must be diligent monitoring this time.

Despite the many benefits provided by these high-tech tools—becoming adept at an early age allows them to be a tech-savvy adult—the technology addiction is not all good. We must monitor how our children incorporate technology into their lives and ensure they still get outside often to run, jump, and play outdoor games.

When my children were young, we had hard rules about technology that included:

- Phones were not brought to the dinner table. If kids can't sit with their family without a phone for one hour, the problems are bigger than you may think.
- Phones are turned off at night at a specific time. The last thing I wanted was an overtired kid because they were on their phone very late.
- They could play fun, educational video games, but nothing violent. Personally, I am dismayed at how much violence our children are exposed to in games and videos.
- After time with technology, I built in outdoor play as the next thing on the agenda. My kids expected it and I encouraged it, and as result, they played outside a lot.

These are only a few guidelines that worked well in our family. What is important for other parents is that they think about the guidelines they know will work with their kids and will promote learning and positive messages for their children. We also need to recognize that each child is different. Remember that parents are in charge, not the children. You can make



Linda Dooley Chief Executive Oficer, Domestic Violence and Child Advocacy Center

limits work, but only if you are consistent and diligent.

We can also learn much on this topic from professional opinions and research that has been done over the last few years.

- The American Academy of Pediatrics Council on Early Childhood recommends time limitations on digital media use for children 2 to 5 years to no more than 1 hour per day to allow children ample time to engage in other activities important to their health and development and to establish media viewing habits associated with lower risk of obesity later in life (2016).
- In the article, "Is Technology Good For Little Kids?" on Parents.com, both the positive and negative effects are presented stating: research has proven that an overload of technology correlates with obesity, difficulty kids in exploring and problem-solving.

I remember all too well those exhausting days. I believe in putting a movie on for the kids just to give us all a break and to re-energize ourselves. In a video clip on Parents.com entitled "Setting Limits on Technology," it struck me when I heard psychologist Catherine Steiner-Adair say: "When we give our child technology to calm them down, we are weakening the extent to which our children will turn to us." We want to make sure we are helping them calm themselves, helping them to identify what will soothe them, and problem solve with us - all of which strengthens the parent/child bond. It is critical that we play with our children. On the flipside, we as parents, must limit our own screen time, especially when we default to technology in place of interacting with our children.

It is key that we, as parents, remember we aren't perfect and all this energy and fun can result in raucous behavior and frayed nerves. We make mistakes every day. What is essential is that we say we are sorry to our children, reconcile, and forgive ourselves for being just as human as adults, as we were when we were kids - all of which is good role modelling.

So with summer upon us, brace yourself for meltdowns and whining—and enjoy the giggles, snuggles, and playtime. This is Cleveland-winter will be back all too soon!



paying attention, an inability to make real-world friends, dulled imagination, low academic performance, and increased aggression. More importantly, they argue digital technology robs kids of the hands-on creative play that is so essential for development. However, many experts and parents also applaud the fact that technology makes learning fun and engages



Charmaine D. Brown President

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CHAMPIONING CHANGE

We all experience change in some face of our business, organization or caree The manner in which we manage change has a direct impact in the success rate o needed changes. The ability to successfully and effectively lead change, which call "Championing Change," is a highly desired skill set. Whether your business o organization is facing changes in policy technology, services and/or leadership there are several considerations for a effective plan:

* Define the issue or need you ar attempting to address

* Identify existing policies, procedure resources, and departments related to th issue

* Research and gather ideas and statistics as well as input from various sources experts, community stakeholders, staand the public

* Compare other methods used by simila businesses or organizations

change, you allow for time to anticipate * Analyze the information, making a any potential setbacks or risks. A good decision which best suits your business or plan increases your ability to "Champion organization, including input from those Change," delivering the needed results affected by the change for your business or organization to

* Identify and plan for budgetary, staffing, efficiently.

et er. ge of	training and/or technological needs associated with the change
ly ly or cy, p,	* <u>Determine</u> whether to implement the change across your entire system or whether a test program within a section of your business or organization would be more feasible
an re	* <u>Include checkpoints</u> in your timeline to ensure all needed resources will be in place prior to full implementation of the change
es, ne	* <u>Provide written notice</u> of the change, which includes the training and implementation dates
cs,	* <u>Consider a kickoff event</u> to memorialize and display the importance of the change
es: aff	* <u>Commit to a review</u> period after implementation to address any future changes needed
ar	By planning these steps to research, communicate and implement needed change, you allow for time to anticipate

- operate more effectively and

Montrella S. Jackson, Esq. Chief Administrator, Akron Municipal Court





BLACK PHILANTHROPY with ERNEST H. and MICHELLE URQUHART

The Urquhart Memorial Foundation

"I am my brother's and my sister's keeper" is a challenge we should all embrace. Ernest H. (Ernie) and Michelle Urquhart (pronounced Erk-hart) have met that challenge by providing college scholarships for hundreds of young African American high school seniors.

Ernie and his wife Michelle are the founders of the Urquhart Memorial Foundation (UMF). The foundation is the manifestation of a lifetime of giving for both of them. It is also their way of modeling their values with the hope that the young people they help will in turn do the same for others.

PHILOSOPHY

For Ernie, UMF is an expression of his personal philosophy, instilled in him by his parents. "I hope to model for African Americans that philanthropy is the notion of 'give and it shall be given to you,'" he says. "For me, it is a fundamental value. I am my brother and sister's keeper. I feel obligated to share with others. If I put it out there, somebody is going to need it."

It is Ernie's background and familial legacy that inspires his giving. "I was raised in a preacher family," he continues. "In their day, when people moved from the south to the north, people made room for them in their homes, believing it would come back to them somewhere, somehow, some day. When I work with people, I share the idea that somebody needs some of what you have. Therefore, UMF reflects that for me."

Michelle thinks deeply about how their foundation will help future generations. "When Ernie and I married we knew we would not have biological children and we wanted to leave a legacy of helping children," she says. "I think that as African Americans we don't take into consideration that others are in need because we are so focused on ourselves, trying to live day to day to take care of what is in front of us. We don't take the time to plan far enough ahead. As African Americans we don't always think that we have buying power and that just a little bit can help someone else. We have great concern for one another because we are a communal culture, and we take care of each other. However, we tend to focus on those in our immediate family versus the larger community. It causes us to struggle more than others because we don't prepare. We live paycheck to paycheck. We get caught up in acquiring the things we want rather than the things we need. It takes planning to be a philanthropist. We know our child should go to college, but we don't make the sacrifices and plan for it."

THE BEGINNING

The couple met and married in their middle-ages and immediately founded UMF. At the urging of their close friend Alexandria Johnson Boone, they chose their wedding as the foundation's first fundraiser and requested that all wedding gifts be donations to UMF. They continue that tradition with every

Urquhart Memorial Foundation 2016-2017 Board of Directors

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event they present or in which they participate. The couple wanted to help students who did well in high school but could not afford to go to college without financial assistance. So they focused the foundation on African American students in Ernie's home town of Philadelphia. They felt that if they could just get them started, these students would figure out how to finish.

Individually, the couple have been givers all their lives, contributing time and money to organizations such as the United Negro College Fund and the American Red Cross, as well as cultural organizations like Alvin Ailey Dance Theater and Garth Fagan Dance.

UMF was launched formally in 2002 and

gave its first scholarships in 2004 to a class of 15 students. They now average \$50,000 in scholarships per year to approximately 35 students who receive about \$2,000 each. By their estimate, 60 percent to 70 percent of their students have graduated and are working in their field of choice. "This is our little vineyard," Ernie says. "We're not trying to help everybody, but we know we've helped 700 kids get started and continue through college."

The foundation has a very small board, where Ernie is president and CEO, and Michelle is secretary and CFO. They report that 95 percent of each dollar raised goes to the work of the foundation. Ernie and Michelle also personally review all applications.

The Urquharts describe themselves as "humbly proud" of their work, especially when they see that students get the importance of giving back. Graduates have come to the UMF Annual Awards Ceremony and handed Michelle a check. One graduate, a doctor, gives a monthly donation to the foundation, and yet another has started his own foundation. "How proud a parent can you be?" Michelle says. "These young people really are our legacy."

Michelle encourages everyone to remember that everything you do for others counts: "Don't underestimate the power of a dollar or the power of giving from the heart. A small amount set aside over time adds up."

The two of them insist that you can give no matter your income level. A simple suggestion is to skip some of your simple pleasures, such as the nail salon, and use that money to help change someone else's life. "Plus, keep in mind that many workplaces have a matching funds program," Michelle says. "Ask about it!"

SUCCESS STORIES

UMF is moving steadily towards fulfilling its foundational philosophy. As many as 90 percent of the students who apply to UMF are the first in their family to even attempt going to college. Seldom do they have any mentors to coach them along the way.

When those students succeed, it is especially rewarding. Maurice Hinson is a great example. In 2004 Maurice participated in the first UMF Scholarship Awards Ceremony where he received a special scholarship award to start his educational journey. During his third year, Maurice was the recipient of the 2014 Excellence in Public Health Award from the United States Public Health Service for his work to achieve health equity, to eliminate health disparities, and to improve the health of all groups. The following year, he achieved the major milestone of completing his medical degree. He also received the Maurice C. Clifford, M.D. Leadership Award for his work creating the Drexel University College of Medicine Mentoring and Pipeline Program (DMAPP). DMAPP is designed to increase opportunities for and advance the health and well-being of teens in an underserved Philadelphia community.

There are dozens of such stories where UMF students have overcome major obstacles in order to attend and graduate college. One young female student received a UMF scholarship and made it to college but then became pregnant. In spite of her circumstances, this young lady was determined to win. Right after she had the baby, she went back to school. It took five years but she made it through.

College is the students' entry into adulthood and the full responsibility for managing their lives will now be on them. To help prepare them for the cultural shock many will face during



Opposite page: Michelle Urquhart, scholarship recipient Breyanna Coleman, and Ernie Urquhart. *Above:* Scholarship recipients, 2015.



Michelle and Ernie with scholarship recipient Romario Dorlus

their freshman year, UMF students are required to attend a workshop on "cultural learning." For some students the cultural shock of college is very real. One young man was kicked out of college in his third year. He lost focus and let the distractions around him take him off track, but he had learned the UMF model of giving back and taking personal responsibility. He requested to speak to the students at the cultural workshop so they could learn from his experience and hopefully avoid making the same mistake. Now every year several UMF students return for a peer talk about their transition from high school to college life.

FUTURE VISION

Ernie expresses a big vision for the future of UMF. "In the short-term we want to have supported at least 1,000 students and to have given out at least \$2 million in scholarships by the year 2020."

That work is more than just a one-time commitment. "Most of our students who start down the collegiate road will graduate," he says. "We provide repeat scholarships where students can reapply year after year. From that we can report that at least 90 percent of the students who get their first scholarship this year will finish with a scholarship from us four years from now. On an annual basis we probably give out more scholarships to repeat students than to new students."



Having such a high success rate makes it easier to find donors who also believe in the mission. "Donors are investing in these children," Ernie says. "They want to know whether the child is making progress. We want our donors to know where the money is going and what is the return on their investment."

When asked about the big picture, Ernie says, "God willing, our long-term vision is to see every African American student who desires it to at least start college and then ideally to finish. We think of it as 'No child left behind from college.' When the board meets to review our vision and our plan, those are the things we think about and talk about strategically. We don't know exactly when we will get there, but we're making progress."

To date UMF has given away over \$1 million in scholarships. The Urquhart Memorial Foundation will have its 14th Annual Awards Ceremony August 6, 2017 in Philadelphia.

For more information and/or to donate, please visit: <u>www.urguhartmemorialfoundation.org</u>

UMF Scholars, 2016

Food for Your Soul

What Worries Me Masters Me

There are many things you can't recover in life, one of which is time after it is wasted. Why do we make mountains out of molehills? We worry about everything from our health, finances, relationships, work, aging parents to the inevitability of death.

We don't need a rocket scientist to tell us that worrying is destructive to our mind, body and soul and can cause us to grow physically and mentally ill. Some people will say they worry because they believe it helps them resolve problems and deal with their challenging daily issues. But what it ends up doing is mastering us and holding us hostage in our tracks with the abyss of fear to move on. There is a reason that God directs us to trust in him and not our own understanding. He doesn't leave us waddling in worry isolated on a cliff, hoping to trap us in a mistake. He won't let us fall if we move either way in the wrong direction. If you need more reasons to stop languishing in worry and wasting precious time. consider this:

• Try not to read someone's mind because it creates false scenarios that are not substantiated. Instead, communicate and ask what you want to know to alleviate unnecessary worry.

• The silence of the night can allow our minds to work overtime as we replay the events of the day-good or bad-during a time when our body needs rest and is incapable of cognitively processing information. Allow your mind time to recover and make decisions in the morning after getting some sleep.

• We hear all the time that exercise is good for the body and is effective for mental health. Incorporating exercise into your day will not only build strong muscles but will provide you the mental clarity necessary to make good decisions and not worry. Try it. You have nothing to lose and everything to gain.

• If you are worrying about something, instead of regurgitating your own worrisome thoughts over and over, call a friend to engage in a healthy discussion to divert your mind away from worry.

It's no secret, our imaginations are limitless but we have to learn to live in the present



and trust ourselves. The next time you get upset at something and begin to worry, ask yourself if you were to die tomorrow, was it worth wasting your time worrying?

Dorenda Swanson Guest Contributor f Dorenda Swanson

Alexandria Johnson Boone

"Alex engaged our audience.

We laughed, cried and celebrated!"

- National PowerNetworking Conference

Speaking Topics

Owning Your Personal Power in Business and Life

Starting and Managing Your Own Nonprofit

Planning and Executing Signature Events





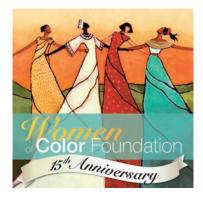
President & CEO | GAP Communications Group Founder | Women of Color Foundation Publisher | C L Magazine



For speaking engagements, please call

(216) 391-4300 ext. 311

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 **1**2:00 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 East 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

2017 Calendar of Events



CLEVELAND, OHIO 2nd Annual Northeast Ohio Regional Sewer District (NEORSD) Women's Leadership Symposium Wednesday, August 16, 2017 🔳 11:30am – 1:30pm **NEORSD Cuyahoga Heights Facility** 4747 East 49th Street Cuyahoga Heights, Ohio 44125

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)

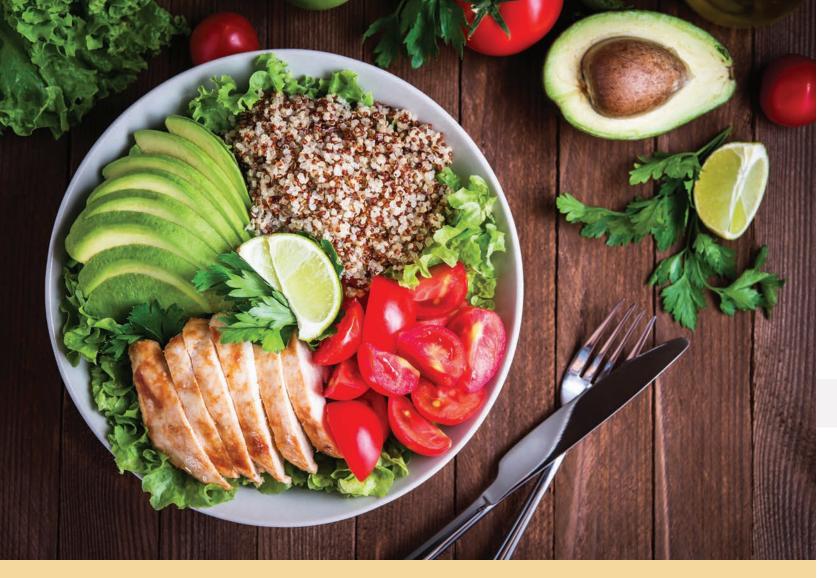
PowHERful[™] Foundation in partnership with the Women of Color Foundation 2nd Annual PowHERfulTM Enrichment Conference with Soledad O'Brien Saturday, September 23, 2017 🔳 8:00am – 5:00pm Cleveland State University – Convocation Center - 4th Floor Ballroom 2000 Prospect Avenue, Cleveland, Ohio 44115

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

> For More Information, Please Visit: www.womenofcolorfoundation.com or call: 216.391.4300, ext. 311 Toll Free: 866.962.3411 Fax: 440.815.2389

MARYSVILLE, OHIO (BY INVITATION ONLY)

CLEVELAND, OHIO



Healthy Meal Prep 101

Meal planning is one of the most rewarding and effective strategies for a healthy lifestyle. After practicing once or twice you will find ways and shortcuts that are easy to you. The benefits of meal planning are numerous. It saves you time and money and you get to eat better and healthier. To help you get started here are some basic tips for meal prepping:

• Spend at least 30 minutes during the week looking up recipes that are easy and appeal to you. I recommend Pinterest and food blogs. One of my favorite sites to get recipes and inspiration is DariusCooks.com.



If you're a beginner, make a list of 5-10 meals to start. Since I'm a little more experienced, I prep 10-20 meals a week. Keep your recipes in a

Siana Conrad mzsiana@yahoo.com

notebook as it helps while preparing your meals as a reference.

 Do not buy processed, unhealthy frozen/prepackaged meals. Don't be tempted by the packaging of foods; it's all a trick to lure you in. Frozen fruits, vegetables and grains are an exception.

• Pick a day to grocery shop and another day to meal prep. Saturday is my grocery day and Sunday is my prep day.

• Another great tip is to marinate! Marinating your meats or seafood will not only save you time but will also have your food tasting even more mouthwatering.

• Seal any unused meats or produce in zip lock or freezer bags with the precise expiration date. This helps to rotate the food so you won't buy too much. This is a great tip for budgeting as well.

Here are four ways you can benefit from budgeting your money and time when it comes to preparing your meals in advance:

It allows you to take advantage of weekly sales. Shopping at a market is a money saver, which has helped me in more ways than one. My favorite places to shop would be Aldi and Miles Farmers Market.

It gives you a schedule. If you are guite busy during the week, picking a preferred day to prep meals for the following week literally cuts about 10 hours of cooking time throughout the week.

It reduces food waste. When you think about it, how many bottles of salad dressing do you have that you haven't used in so long? This is where preparing a grocery list comes in handy so you won't buy too much or too little. You know exactly what you need. Cleaning out your fridge reduces food waste, so pick a designated day to do so as well.

4 It alleviates stress. After all is said and done, you're not going to have any worries about what's for lunch or dinner while you're at work.

But if you still can't get with the program of meal planning because you still can't seem to find the time or you really just don't feel like cooking, that's where I come into play. Hire me as your personal meal prep chef or someone like who me specializes in diet and meal prep that could ultimately reduce tons of stress and help you gain lots of time. A personal meal prep chef grocery shops for you, prepares the meals, and cleans when finished. Now you really can't beat that!





Suffering in Silence

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.

In May, CL Magazine and Suffering in Silence/Ask Dr. Angela conducted our first Facebook Live. Our topic was college student mental health. Our Spring/Summer quarterly column continues our focus on this important subject.

Across the country, college students have returned home for summer break and newly-minted high school graduates are excitedly preparing to go away to college. Newspapers and magazines are full of articles on how to decorate your dorm room and get along with your roommates. Rarely, however, do we read articles about a poorly kept campus secret: College takes a toll on student's emotional and mental health.

As a clinical psychologist and professor, I've witnessed the impact of college firsthand. Many young people arrive on campus having had successful high school careers. Many of these students are away from home for the first time and soon discover that college is nothing like high school. Students are learning to live with new people, trying to make new friends, and away from support systems that have been in place for at least 12 years. Even students who are commuting from home find the transition to college to be a stressful time.

Every semester, I have students who become so overwhelmed by stress they stop doing the assignments and stop coming to class. As a result, they fail the class, which in turn creates more stress. A study by researchers at the University of Illinois-Chicago tells us that what these students label as stress is actually depression. Since they have mislabeled what they are experiencing, their actions and inactions inadvertently worsen the depression.

Recent statistics from the National Alliance on Mental Illness (NAMI) highlight the emotional toll of college on students' mental health:

- 1 in 4 students have a diagnosable illness
- 40% do not seek help



Angela Neal Barnett, Ph.D. Founder & CEO, Rise, Sally, Rise, Inc. risesallyrise@yahoo.com

- 80% feel overwhelmed by their responsibilities
- 50% have become so anxious that they struggle in school.

For many students, college is the first time they've experienced mental health symptoms. They don't know how to explain them. They don't understand what is happening. They are afraid they will disappoint their families or fail. They think they might be going crazy and they don't know what to do.

Fortunately, colleges and universities recognize that college is a risk period for mental health difficulties. Programs are in place to help students understand and take care of their mental health. A university counseling center exists on every college campus. Most campuses run groups and programs on handling stress and living with difficult people. Residence Life/Student Services personnel are trained to help those who are experiencing emotional difficulties. There is no sin and no shame in asking for help. By doing so, students are able to reclaim their lives.

Keep rising, Dr. Angela

Resources for College Student Mental Health

CL Magazine Facebook video Ask Dr. Angela May 19, 2017

National Alliance on Mental Illness - College Student Mental Health <u>www.nami.org/namioncampus</u>

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).

bilities struggle in school.

Arts Culture

Homemade Lemonade Recipe

Courtesy of Gina Neely

2 cups sugar 2 cups water 1 gallon cold water 2 cups fresh lemon juice 1 lemon, sliced, plus 1 lemon, cut into wedges, your world for garnish lce

understand lemonade to be a mix of sugar, the love and affection of someone who, by water and lemons served almost exclusively obvious accounts, was uninterested. Having during the summer months. The recipe the acute awareness that something was listed above would have sufficed as a simple just off. Beyoncé invites us to the experience definition one year ago, but thanks to the of *Lemonade* by opening a door to our artistry that is Beyoncé, we are challenged to deepest vulnerabilities. No woman of power look at lemonade in a new light.

Released on April 23, 2016, *Lemonade* is a lover – but here, without any shadow of visual interpretation of the various pitfalls, remorse, we see Beyoncé bare all in unfamiliar triumphs and idiosyncrasies of women in ways. relationship with themselves and with others. Scored by the poetry of Warsan Shire, For me, Lemonade is a manifestation Beyoncé uses powerful imagery to tell a story of strength and glory. There is a fierce of women scorned and healed by love. Her transparency and vulnerability is liberating to say the least and has since launched waves of vein as "Independent Women," "Survivor," feminist movements across the globe.

of womanhood:

You can taste the dishonesty It's all over your breath as you pass it off so cavalier But even that's a test Constantly aware of it all My lonely ear pressed against the walls of Pray to catch you whispering *I pray you catch me listening*

In our grand American tradition, we How many of us have been here? Longing for or great stature wants to admit to feelings of inadequacies - especially at the hand of

empowerment attached to my repeated "boy bye!" during the chorus of "Sorry." In the same and "Girls (Run the World)," "Sorry" reminds me that I'm the prize. It reminds me that my Starting with "Pray You Catch Me," Beyonce worth is not holed up in anyone who left but exposes the frequent wounds that it resides in the deepest parts of me. An unapologetic declaration of self-love and



every girl in need of a quick pep talk.

assures us that the most powerful and *Lemonade* from start to finish. transformative statement one could ever make is to extend our self-love to others. If I had to guess Beyonce's recipe for woman making amends with her estranged lover and with herself, liberating us to do the 1 Sour Situation same.

In the year since *Lemonade's* release, Unconditional Love scholars and artists alike have dissected the 2 Cups of Vulnerability album, but I don't know if it takes all of that. for garnish

Imani Denmark Tibbs CEO, RCKT Media; Founder + Creative Director, This Is Lightening hello@imanidenmarktibbs.com @imanidenmarktibbs

Arts Culture

- acceptance, "Sorry" remains the anthem for I believe that this body of work is one that can be felt in the core of womanhood. There is no anthropological lens that can aptly And then, as the album closes, Beyoncé describe the freedom I feel when I listen to
- "Sandcastles" and "All Night" show a scarred lemonade, I presume it would be as follows:
 - 3 Generous Cups of Self-Reflection 2 Cups of Sass
- cultural significance and resonance of the 1lemon, sliced, plus1lemon, cut into wedges,

Summer Grilling Tips Every Cook Should Know!



• Pat meat dry on both sides with a paper Read more on ocean-prime.com towel before grilling. Wet meat won't sear.

while it's still hot, it's much easier.

ion dipped in oil.

hour before grilling.

of a spoon to make a small indentation in the interesting side dishes, sauces or condiments. center of the patty, so it will hold its shape and stay nice and flat while cooking.

• Don't squeeze or flatten meats. Yes, I • **Clean your grill** - you want your food to know that burst of sizzling flame that comes taste like what you're cooking now, not like from squishing a burger with spatula is what you cooked before. Use a grill brush tempting. But you know what is creating that flame burst? Fat. And you know what fat is? Juicy flavor. Don't squish meat, because you • **Oil your grill** by rubbing it with half an on- will squeeze out the taste and moisture.

• Keep it simple when serving a crowd. • For tender meat, add salt about a half- Managing numerous cook times for different proteins and veggies can easily become stressful, and it can result in errors and over-• Hamburgers tend to swell in the middle cooking. Keep the protein options down as when they cook, use your thumb or the back much as possible, and offer variety in some

Read more on *foodnetwork.com*







Man Code: Friends Don't throw a friend under the bus to impress someone. EVER.

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MAGAZINE

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Reshaping Your Finances:

What You Don't Know Can Hurt You

5/1 Mortgage 123612 5/8 Supermarket (food) 8751 103 5/11 Electricity 12785 5/16 Real Estate Tax 35917

Remember the familiar saying,

"What you don't know won't hurt you"?

I'd like to put a spin on that saying: "What you don't know *could* hurt you."

Did you know:

- **1 in 3 women** live in or on the brink of poverty. (The Shriver Report)
- Fewer than 2 in 10 women feel "very prepared" to make wise financial decisions, half indicate they "need some help," and one-third feels they "need a lot of help." (Prudential Financial: Financial Experience & Behaviors Among Women)
- **3 out of 5 women** over the age of 65 (married or single) cannot pay for their basic monthly needs — i.e. utilities, groceries, medication, personal items, etc. (U.S. Census Dept)

Ladies, the journey to reshaping your financial future is a serious one. No matter your age and your marital status, this article is for you. These statistics are alarming and highlight the fact that women are suffering due to our lack of knowledge about finances. Reshaping your financial future is not as difficult as you might believe. This transformation is 80% behavior while only 20% is financial intelligence. The 20% financial intellect is common sense. It's like losing weight – most of us can relate to trying to take off a few pounds. The formula is simple: take in less and burn off more.

The key to successfully reshaping your financial future is taking small sustainable steps and building new habits. Try these:

STEP 1: Create an accurate budget – It's just a spending plan, a vision of how you plan to spend your money. It's one of the most valuable tools used for understanding, managing, and growing your money. You've heard the old adage: if you fail to plan, you plan to fail.

STEP 2: Understand, repair and manage your credit – Most people believe they need more money to acquire the possessions they desire when all they really need is better credit. Credit scores influence what you can purchase and at what cost.

STEP 3: Build your rainy day fund – Begin saving money until it grows to three to six months of your living expenses.



Now that you know the steps...start now!

Meltrice D. Sharp, CPA/MBA Managing Partner, CLE Consulting Firm



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