



Johnson Named New Senior Director Of External Relations At The YWCA

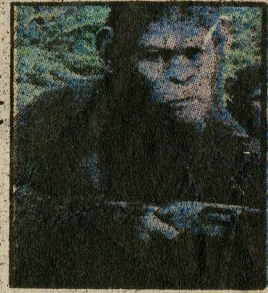
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Black Leaders Call For Investigation Into DOC Employment Practices

On Tuesday, representatives from many local Black organizations held a press conference to call attention the lack of employment and advancement opportunities within the Washington State Department of Corrections (DOC).

The group — which includes the Seattle, Tacoma and State NAACPs; the Tacoma Black Collective; the Seattle Black Firefighters Association; the Washington Black Christian Clergy; the Community Coalition for Contracts and Jobs; A. Phillip Randolph Institute and others — wrote a letter to U.S. Attorney General Eric Holder asking the U.S. Justice Department to investigate the “deplorable and significant instances of racial discrimination in the Washington State Department of Corrections.”

The groups claim that the DOC has a culture of institutional racism that has become systemic and experienced at all levels of the agency, as many employees despite their qualifications and experience are being denied jobs and access to opportunities for promotions.

According to Lacy Steele, president emeritus of the Seattle King County NAACP, African Americans make up 19 percent of those who are incarcerated, but only 5.3 percent of the DOC workforce.

“There is an absence of African Americans in positions of decision making and we want to do something about it,” said Steele. “The best way to do something about it is to get somebody from the outside to come in and investigate.”

Eddie Rye, Jr. with the Coalition for Contracts and Jobs says that the groups chose to call on the Attorney General’s office because they believe that the 1964 Civil Rights Act supersedes Initiative 200 — which outlaws affirmative action in Washington state.

“Many in this state and many public agencies are allowing the



Community activist Eddie Rye, Jr., left, talks to the media about the employment practices of the Washington State Department of Corrections, while Renton City Councilmember Greg Taylor, right, looks on. Staff Photo/Chris B. Bennett.

state law to trump federal law,” says Rye.

“A law is being violated,” Rye continued. “Title VI and Title VII of the 1964 Civil Rights Act is being violated. We don’t need to go to court, if there is a violation then that violation needs to be dealt with.”

According to the group, individuals hired in positions of influence within the department are “hand selected and appointed without being required to go through formal interview processes” and qualified employees are not given the chance to compete for positions.

“All of the appointment of the last six months have been White males,” said Rye. “Most of them without any corrections experience and no job announcement.”

“They can do it because of I-200 and it is something that we cannot accept any longer,” added Rye.

Verlene Jones-Davis of the A. Phillip Randolph Institute agrees.

“When you start to examine the staff that works for the Department of Corrections, we don’t see people that look like

us,” says Jones-Davis.

“When you look at their education and training materials and the materials they send out for recruitment we do not see African Americans on them,” she continued. “It sends a message to our community that they have no intentions of providing jobs for us.”

The group is also concerned about other agencies and municipalities across the state, as they feel that many of them are also hiding behind I-200 to deny opportunities for employment and advancement to people of color.

Renton City Councilman Greg Taylor says that these same disparities in employment exist in many cities located in South King County. According to Taylor, Renton and Kent have populations that are approximately 51 percent people of color but make up only about 11 percent of the public workforce, Seatac and Tukwila have populations that are nearly 62 percent people of color and also have low levels of minority representation in the public sector workforce.

“Our residents pay taxes and

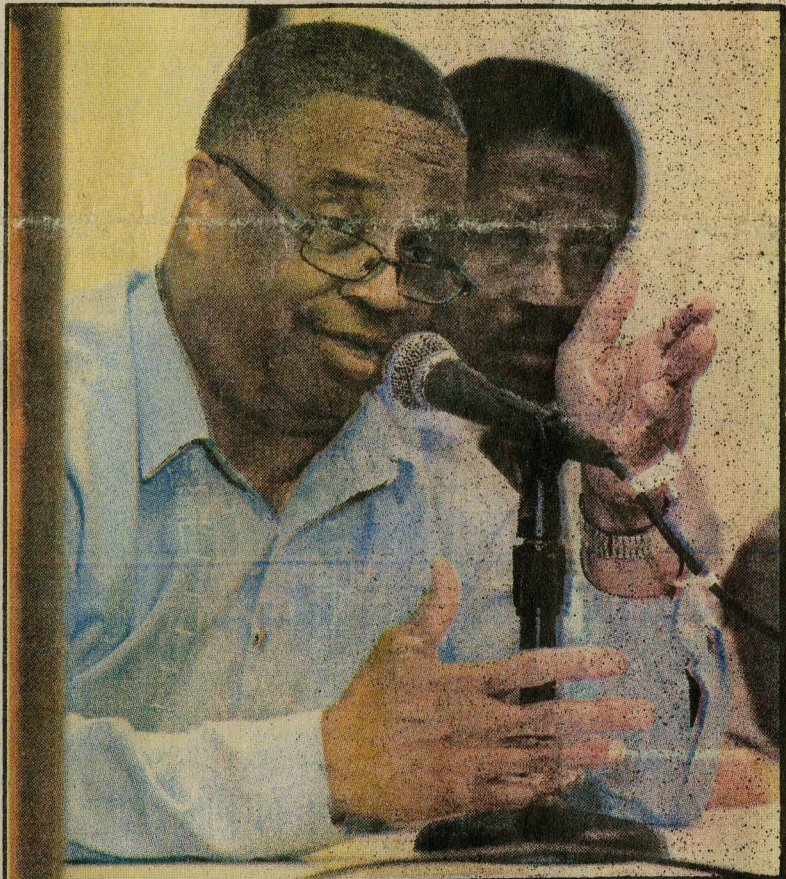
when you use public dollars to exclude the hiring of people of color then that creates another problem,” says Taylor. “I’m very interested in trying to unwind the notion that I-200 has some validity to prevent hiring qualified people of color. African American people particularly because we seem to be the group that is most unlikely to get hired.”

“If we are going to be the highest number behind the jail cells then there should be people hired who are sensitive to our culture, to our needs, and who are committed to rehabilitation and insuring that we having opportunities when we leave [prison] as well as opportunities to work for the department of corrections,” said Jones-Davis.

The group is waiting to hear back from the DOJ about their inquiry as well as local and state officials. However, they vow that they will not let this issue die.

“We are the watchdogs and we are not going anywhere,” said Rev. Gregory Christopher president of the Tacoma NAACP. “We will be here until justice is done.”

Pictorial Highlights Of Seattle’s 50th Anniversary Celebration Of The 1964 Civil Rights Act



Photos by Flyright Productions

Seattle Public Schools To Create New Office Of Internal Audit And Ethics

In an effort to improve accountability and transparency in Seattle Public Schools, Superintendent José Banda announced that Seattle Public Schools is establishing its own Office of Internal Audit and Ethics.

The new office, which reports directly to the Seattle School Board, will be managed by current SPS Internal Auditor Andrew Medina, who will now also serve as the District’s Ethics Officer.

The Office of Internal Audit and Ethics will offer the same

services that have been provided by the Seattle Ethics and Elections Commission (SEEC): receiving and investigating complaints of violations of the District’s ethics policy and managing complaints of retaliation against whistleblowers. The office will oversee the district’s whistleblower hotline and website, and is committed to maintaining the anonymity of callers who wish to remain anonymous.

Medina, who came to Seattle Public Schools from the Port of

Seattle when the district established an Office of Internal Audit in 2011, will continue to work independently, reporting directly to the chair of the School Board’s Audit and Finance Committee. Medina has 21 years of experience as both an internal auditor and auditor, and is a Certified Fraud Examiner and a Certified Public Accountant.

“We want to thank the City of Seattle and Seattle Elections and Ethics Commission Executive Director Wayne Barnett for their work over the past three years to assist SPS in

developing an ethics policy and providing ethics training for district employees,” said Superintendent José Banda. “Andrew Medina has done an excellent job as internal auditor and is the perfect choice to provide oversight and management of this new office.”

Medina’s appointment is effective immediately. The new ethics hotline is (206) 252-0004 and email is ethics@seattleschools.org.

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Johnson Named New Senior Director Of External Relations At The YWCA

The YWCA Seattle | King | Snohomish has named Gayle Johnson as its new Senior Director of External Relations. An experienced non-profit leader and active community member, Johnson officially joined the YWCA's advancement division on July 1.

In her new position, Johnson will provide strategic leadership to five departments — development, community engagement, public policy and advocacy, communications and marketing, and donor information services. As a member of the executive team, she will take part in strategic planning for the YWCA, a non-profit that promotes empowerment and provides critical services which touch the lives of 50,000 women, children



Gayle Johnson

and families in King and Snohomish counties each year.

Johnson brings a wealth of non-profit, community and civic experience to the YWCA. She is

the first African American woman to have run multiple successful political campaigns in Seattle, was President of The Links, Incorporated Greater Seattle Chapter and served on the board of directors for Powerful Schools.

"Gayle has the experience, skills and enthusiasm needed to take the YWCA to the next level. We are very fortunate to have her join our team," said YWCA CEO Sue Sherbrooke.

Johnson, who has been a member of the YWCA People of Color Executive Council since 2012, is excited about the opportunity and eager to get started.

"My first task will be to listen and learn," says Johnson. "Working together with staff, partners and community

members, my goal is to create a plan that will push the YWCA forward, closer to realizing its vision for a community free from poverty, violence and discrimination."

Before joining the YWCA, Johnson was Chief Development Officer at Sound Mental Health, where she had been since 2005. Previously, she was Executive Director of the Alki Foundation, Local Government Relations Manager for the Seattle Metropolitan Chamber of Commerce, Campaign Director for United Way of King County and Community Relations Director for the Alliance of Education. Johnson has a degree in Political Science from the University of Washington.

Everest College-Renton Notified Of Suspension From State Financial Aid Programs

Olympia — Last week, The Washington Student Achievement Council has formally notified Everest College-Renton, owned by Corinthian Colleges Inc., of their suspended eligibility to receive state financial aid dollars for the 2014-15 academic year. This notification marks the beginning of proceedings to officially terminate the college's participation in state financial aid programs.

Until this notification, Everest College-Renton was the only Everest institution eligible to receive state financial aid dollars in Washington. The college is no longer eligible for the following reasons:

- Everest College-Renton was placed on probation on July 3, 2012, for placement rates below the standards set by the Accrediting Commission of Career Schools and Colleges.
- The institution has the highest student loan default rate of participating institutions, and enrollments have dropped 19 percent between 2011-12 and 2012-13.
- The recent limitations on participation in federal Title IV financial aid programs imposed by the U.S. Department of Education, together with the failure to improve in these performance metrics, make the campus ineligible to participate in state aid under WAC 250-20-

013. The termination process includes the opportunity for

Everest College-Renton to request an appeal hearing.

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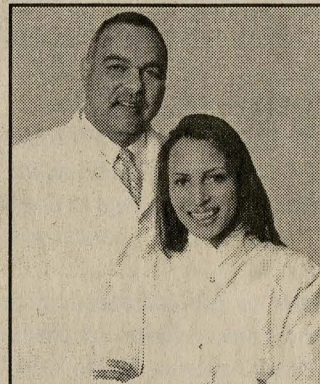
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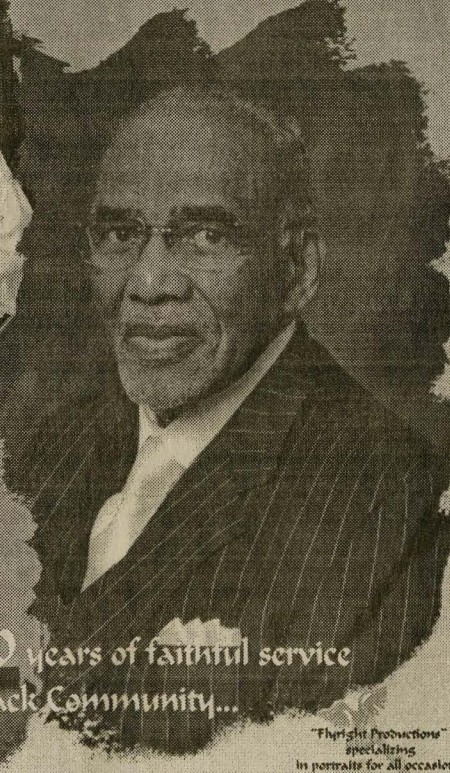
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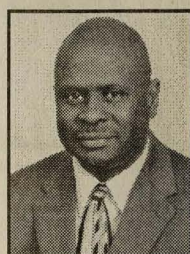
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Delta Upsilon Omega Seattle Alumnae Chapter

Alpha Kappa Alpha Sorority – Celebrating Achievements Of Excellence

By Jessica Stock
& Val Thomas-Matton

Hallelujah! It is summer in the Pacific Northwest, time for some easy living. Across the country, June is marked by the celebration of achievement and excellence. The members of Alpha Kappa Alpha Sorority Inc., Seattle's Graduate Chapter, Delta Upsilon Omega, are ready for a wee bit of a retreat in July, after June's jam-packed month of celebrations and ceremonies.

One celebration we joined in was the 2014 Seattle National Pan-Hellenic Council's (NPHC) Annual Colors of Success Scholarship Awards Banquet. The Council, of nine African-American Greek Lettered organizations, known as the "Divine 9", follows a national program of service and focus on community impact. Alpha Kappa Alpha Sorority, Inc. is one of the nine organizations, which promotes interactions through cooperative programs and other activities.

On June 7, 2014, at the Annual Scholarship Awards Banquet the Alumni Chapter of Alpha Kappa Alpha Sorority Incorporated, Delta Upsilon Omega, was proud to recognize three young women of color who demonstrate high academic and extracurricular standings in each of their respective schools and studies. Our



(L-R): AKA Education Chair, Jennifer Coleman; AKA President, Phyllis Scott Lowe; and AKA scholarship winners: Miriam Mulgheta, Kayla Rae Ortiz, and Zhane Blades.

scholarship recipients included two High School Seniors: Kayla Rae Ortiz and Miriam Mulgheta Tsegay and one college sophomore: Zhane Blades. Kayla had dual enrollment in "Running Start" program at Bellevue College and Issaquah High School.

Among many other accolades, Kayla started her own non-for-profit called "Kayla's Corner". The organization collects books and supplies to donate to underprivileged schools. Miriam graduated

from Garfield High School with a 3.69 GPA and participated in a long list of school clubs while being a College Access Now peer mentor along with participating in the Mathematical Engineering Science Achievement program at the University of Washington. She has decided to pursue her pre-medical degree at Western Washington University in the fall. Zhane will attend the University of Washington as a sophomore to study Spanish and linguistics and wants to pursue a

career as an interpreter for an organization such as the United Nations.

The Seattle Alumni Chapter of Alpha Kappa Alpha Sorority Incorporated is proud of the high achieving young women who continue to demonstrate dedication to their education and community. We honor their achievements, and congratulate all the awardees.

Edited by Phyllis Scott Lowe.

Election-Battle: NAACP Promises To 'Educate, Mobilize And Agitate' For Voter Participation

By Hazel Trice Edney

With a "pivotal election" coming up Nov. 4, the NAACP will kick off its 105th Annual Convention this week focusing primarily on maximum Black voter turnout for the mid-term elections.

"All In for Justice & Equality" is the theme of the convention – to be held in Las Vegas. Voter suppression, criminal justice reform, voting rights, economic opportunity and educational equality are among the topics on the agenda from Saturday, July 19 to Wednesday, July 23.

Chairman Roslyn M. Brock says that the 105-year-old organization will escalate its traditional strategies with determination to turn out the largest voting force possible.

"In this pivotal election year, it is especially important for us to address voter suppression and the challenges facing communities of color and the nation as a whole. As we tackle important issues like health care, economic opportunity, education and civic engagement, we know that we cannot fully recover as

a nation unless we are courageous, stand in solidarity and get out the vote," says Brock. "The NAACP will continue to educate, mobilize and agitate to create an informed and engaged populace and continue the work in ensuring every American has unfettered access to the ballot box."

NAACP is a non-partisan organization, but has always fought for Black voter participation given the social, civil rights, and economic justice issues at stake. The Republicans Party, which gets only a hand full of Black votes, are determined to win back the majority in the Senate that they lost in 2006 elections. Currently Senate Democrats have a 55-45 majority (including two independents who usually vote with Democrats). Republicans will likely maintain control of the House unless Democrats can pick up at least 17 seats. Democrats have not had a House majority since 2010.

The convention comes amidst major civil rights milestones including the 60th anniversary of the Brown v. Board of Education

desegregation ruling March 17, the 50th Anniversary of the Civil Rights Act of 1964, signed into law on July 2; and the 50th Anniversary of the Mississippi Freedom Summer. Also, next year is the 50th anniversary of the Voting Rights Act of 1965.

A statement from the NAACP stressed that the convention also occurs on the heels of the "devastating decision" in Shelby v. Holder, June 25, 2013, which gutted Section IV of the Voting Rights Act.

"The civil rights anniversaries this past year remind us how far we have come, and how far we still have to go," said NAACP former Interim President & CEO, Lorraine C. Miller. "As we honor the contributions of heroes like Thurgood Marshall, Dorothy Height and Maya Angelou, we also continue to address the new Jim Crow of mass incarceration and the old Jim Crow of voter suppression. NAACP members and partners have never been content to simply memorialize historic icons; in fact, we are inspired and energized by their example for the work that lies ahead."

The convention will also feature the first speech from NAACP Cornell William Brooks, a civil rights lawyer and AME preacher, is scheduled to speak at the first plenary session Monday morning July 21. Brooks is slated to speak on Brock is schedule to speak at the first public mass meeting on Sunday evening, July 20.

According to a release, the convention speakers include "well-known as well as the next generation of civil rights leaders, elected officials, faith leaders, actors and community activists."

"The NAACP is still the most influential and relevant voice in the fight for social justice," stated NAACP Vice Chairman Leon Russell. "We still face several challenges and we must continue to set the tone for those who believe that the struggle for a greater nation must continue. Our Convention must also re-emphasize the importance of civic engagement as we move into off year elections. The ability to cast an unfettered ballot that is actually counted is perhaps our greatest challenge."

2 Groups Announce Plan To Boost Spending Among Blacks

By Jazelle Hunt

NNPA Washington Correspondent

WASHINGTON (NNPA) – The U.S. Black Chambers (USBC) and the National Association of Black Hotel Owners, Operators, and Developers (NABHOOD) are formally partnering to make sure that a significant portion of the \$40 billion African Americans spend each year on travel and tourism remains in Black hands.

The partnership was launched last week at the start of USBC's professional development conference, held at the Marriott Marquis in the District of Columbia. The newly-opened, four-star hotel, next to the Walter E. Washington Convention Center, was jointly financed by Capstone Development, a private, Black-owned development firm.

"Today is about more investment in the hotel and travel industry," Ron Busby Jr., USBC president, said at a press conference. "As African Americans, we have conferences, events, weddings, and vacations, always with White-owned establishments. I think we can bring some that money back to us."

A Nielsen study conducted in cooperation with the National Newspaper Publishers Association (NNPA) found that African Americans spent 40 billion each year on the travel and tourism industries last year.

But Andy Ingraham, president and CEO of NABHOOD, few of

those dollars turn over in the Black community.

"I'd rate [concerted Black patronization] as pretty nonexistent," he said. "We have to create awareness, because most people who come in contact with this idea think it's a damn good idea."

Interestingly, Nielsen finds that Black Americans are 28 percent more likely than other groups to read financial magazines such as *Forbes* and *Fortune*, yet have low levels of participation with mainstream financial products such as purchasing stock or mutual funds.

Although Black Americans have yet to truly wield their power as consumers, prominent brands have taken notice, including Marriott International.

"We see the power of the African American wallet, spending, and economic value," said Apoorva Gandhi, vice president of Multicultural Markets and Alliances for Marriott. "It's really important to us that we are consistently authentic in how we employ – through recruitment and developing executive professionals – and also how we market to, and do business with this segment."

The hotel brand has been named one of *Black Enterprise's* top 40 companies for diversity for eight consecutive years. Marriott has also maintained decades-long partnerships with major Black organizations such as the National Urban League, NAACP, the

National Black MBA Association.

"One way we try to reach the African American segment is through our multicultural and diversity partners," Gandhi says. "One, because these are great organizations doing great things. But also, they are gateway groups to their demographic. We work to support their goals because, frankly, they're our goals too."

Marriott says it was the first hospitality company to establish a diversity and inclusion program. Today, it is also one of a handful of big-name hotels working to cultivate Black executives and owners.

Interestingly, Norman Jenkins, NABHOOD treasurer, and founder of Capstone Development, the company that co-financed the Marriott Marquis in D.C., is also a former Marriott executive. Under his leadership, the brand boasted of at least 500 minority-owned or minority-franchised Marriotts around the world in just three years under its Diversity Ownership Initiative.

Jenkins represents the other angle of Black economic power: gatekeeping and ownership. By owning a business, African Americans can solve many of their own community problems.

"Black businesses still struggle to find funding, either through equity or debt, to let them grow to what they could be," Busby says. "But we know Black business is the key to the unemployment that is wreaking havoc on our

communities."

As Ingraham explained, more business at Black-owned hotels results in more hires and more corporate promotions of other African Americans working within the establishment, who can eventually become executives or owners. More business also means that hotels have to buy more goods from suppliers, and can choose to patronize other Black-owned businesses in the process.

NABHOOD counts more than 500 Black-owned hotels and hospitality venues in the United States, and nine abroad, mostly in the Caribbean, with the exception of one in Ghana and another in Liberia. The organization has a listing of these Black-owned properties on its website, www.nabhood.net.

The two organizations will continue their partnership for the long run, with the next collaboration at the 18th Annual International Multicultural and Heritage Tourism Summit and Trade Show this weekend in Miami.

"We're trying to sign as many agreements as possible for people to give us a chance to provide the level of service they are accustomed to," Ingraham explains. "The opportunity exists for each of us to play a role in change the economic tapestry. If we could just revise our conscience level and agree to do business with each other, we can all benefit."