Black History Month
Dr. Shavon Arline-Bradley Named First President and CEO at NCNW

By Stacey Brown

January 29, 2024

When President Joe Biden nominated Judge Ketanji Brown Jackson to the U.S. Supreme Court, Dr. Shavon Arline-Bradley counted among the first to cheer the nomination.

She asserted that Judge Jackson “emboldened the principles of our communities and brings lived experience.” Further, Arline-Bradley predicted that the nominating council would “make an indelible mark on the Supreme Court, Dr. Shavon Arline-Bradley” said.

In a press release, the organization said that Arline-Bradley co-founded The Health Equity Cypher Group because she wanted to advance DEI and bring lived experience. She asserted that Judge Jackson “stuffed the assembled board together to do its work, which will be focused on governance and making big decisions.”

In a news release, officials said, “This is an exciting time for NCNW. Shavon is a person with tremendous ideas, a broad outreach, and a flawless work record that will be recognized for years to come,” said Dr. Thelma T. Daley, NCNW’s immediate past president and chair, the last individual to hold the combined position in the organization’s history.

At the 60th Biennial National Convention of the NCNW, which was held in December 2022, officials said that Daley “skillfully led the assembled delegates in passing the bylaws to allow the organization founded in 1935 to be restructured.”

In a news release, officials said, “This is the first time NCNW has designated separate leadership roles selecting a board chair and hiring a president/CEO serving in a salaried position.”

Dr. Johnnetta Betsch Cole suggested a new structure for NCNW where the chair would oversee bringing the board together to do its work, which will be focused on governance and making big decisions. “To sit a tone for carrying out the vision and mission of NCNW,”

“With this structure, NCNW will be an even better civil rights and women’s rights group,” Cole said in the press release.

“With us in an intensely difficult time such as this, NCNW is so fortunate to have Shavon Arline-Bradley as our president and CEO; for she is a deeply admired and affective leader in our ongoing struggle for justice and equity.”

Honorary Degree Recipient

Doctor of Humane Letters

Jerrel W. Jones

When Jerrel W. Jones received his bachelor’s and master’s degrees from the prestigious Howard University, he wasn’t able to complete his doctorate degree because he had to focus on business and raising a family.

Although he had to abandon his goal of completing college due to the demands of running multiple businesses and raising a family, education has always been of the utmost importance to Mr. Jones. He and his wife of 63 years, Earnestine, have five children all of whom graduated from prestigious schools.

When asked to share a message with members of the Cardinal Stritch University Class of 2022, Mr. Jones remarked, “Graduating is your first step into the world. You still have so much to learn, but you now have a degree from a fine school.”

Cardinal Stritch University is proud to recognize Mr. Jerrel W. Jones, a humble pioneer who has focused his life’s work on building up the Milwaukee community and its members.
Through intentional work such as this, the department aims to be a destination and model for promoting and cultivating faculty who are considered underrepresent- ed in medicine. In addition, the department purposefully encourages a culture of support and community that hopes to nurture a sense of belonging in spaces where Black women have traditionally felt atra, alienated, or unaccepted. This work was the focus of a recent publication in the Journal of Hospital Medicine by a group of DOM faculty members, including Danielle J. Jones, MD, Shel- ley-Anne H. Raker, MD, Tiffany A. Walker, MD, Kimberly D. Manning, MD, FACP, FAAP, and Jada C. Bussey-Jones, MD.

As outlined in this article, several barriers to the retention and success of women and URiM faculty perpetuate the systems within medical school faculty across this country. When URiM are recruited to academic institutions, multiple factors, including less mentorship and fewer opportunities for advanc- ing, affect both their promotion to senior ranks and retention in academia. The Association of American Medical Colleges (AAMC) recommends “funders must focus their efforts on develop- ing inclusive, equity-minded environments” to effectively continue advancing diversity in medical education. Despite these recommendations, reports of successful interventions and actions are limited mostly to national career develop- ment programs (e.g., ELAM, AAMC’s D. Mary U.S. medical schools have no programs supporting gender equity among faculty, and existing programs primarily target individual or interpersonal actions rather than broader policy and/or structural change.

Furthermore, ten years ago, within Emory’s Department of Medicine’s General Internal Medicine Division, an impor- tant change began. In 2013, a new Faculty Review Com- mittee (FRC) was formed to address low promotion rates to senior ranks, particularly among groups that identify as URiM. The FRC assesses readiness and offers support to all faculty members years in advance of their earliest possible time of promotion. By providing proactive, holis- tic, standardized evaluations and recommendations for promotion, this committee helped faculty to be more prepared for promotions when the time came. As the article explains, “This goal of the standardized FRC process was to reduce bias, thereby increasing promotion of all faculty to senior ranks, an outcome that would be particularly impactful among historically marginalized groups.” By combining the power of traditional man- torship (longitudinal general and project-related guidance) with a departmental promo- tion committee (one-time, retrospective review for promotion), the FRC provides individualized, actionable re- views early enough to impact faculty’s promotion timelines and career trajectory. This innovative approach has resulted in additional promotion and career opportunities.

Emory’s Department of Medicine gets intentional about increasing the number of Black Female Professors

While Black Americans make up about 13% of the U.S. population, they comprise only 4.5% of the physician workforce, and of these only 2.8% are Black women. Even fewer Black women in academic leadership roles: only 0.6% of full professors at U.S. medical schools in 2020. This is only 0.8% at Emory’s Department of Medicine. Consideration of these statis- tics and what it takes to support Black women in the medical field is long overdue to address this inequality. Emory’s DOM is working to be a different voice, one mentor, sponsor, and role model.

Over the last decade, Emory’s DOM has historically proactively made strides to increase the number of full professors, and in particular those that identify as Black women. As a medical school, as the diversity of medical students grows, has yet to see percentages commensurate with the U.S. popu- lation. While Black women are not the only racial and ethnic group that is underrep- resentated in medicine, we do recognize the complex history and lived experiences experienced by Black people in our country, and the importance of intersecting identities.

The department took a unique long-term approach to this problem with noted success. Renua in their work, the number of Black female full professors has doubled from two to seven since 2015, resulting in seven out of 104 of the DOM’s full professors identifying as Black women. Women make up 17% of the department, high above the national average that is only 7% of the department, high above the national average that is only 7% of the department, high above the national average.

This is only the beginning as nearly twice that number of associate professors identify as Black women, a step just below full professors, and are very likely to be promo- ted to full professors over the next few years.

Meet Opel

Opel is a loving husband and dedicated father of three, running for reelection for County Council. De- dicated to the community, Opel mentors, tutors, and volunteers in his free time through his fraternity, as well as with the Howard County Democratic Party. He has a background in mathematics, higher education, com- puter science, and engineering, and recently became a published author. He served formerly as Second Vice President of the Howard County Democratic Central Committee as well as Human Rights Commissioner for Howard County, appointed by then County Executive, Ken Ulman. Throughout the years, Opel has worked as an engineer, mathematics lecturer, development officer, and computer scientist, at Lockhead Martin, Hampt- on University, Bowie State University, and the federal government, respectively. He also served as Director of the Leadership Institute for several years at Hampton University, teaching leadership studies and develop- ing leaders in addition to teaching mathematics and honors seminars. Currently, he is a faculty member at Towson University.

Opel graduated from High Point High School in Prince George’s County, earned the B.S. in mathema- tics from Hampton University, the M.S. in mathematics from Howard University, and the Ph.D. in mathematics also from Howard University. He is a U.S. Member of Alpha Phi Alpha Fraternity, Inc., initiated at Hampton University, and past president of the local Howard County chapter. His professional associations include the American Mathematical Society, the Mathematical Association of America, and the National Association of Mathematicians. Opel loves music, football, Su- doku, and studies martial arts as he is a black belt in Okinawan Shorin-Ryu karate and a certified judge with the United States National Karate-Do Federation. He and his wife, Shae, have two boys and a girl. Opel is Iain, and Whitley/ Source: Facebook: Friends of Opel

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Championing Change: The Legislative Legacy of Hakeem Jeffries in Congress

Rep. Jeffries is the Democratic Leader, having been unanimously elected to that position by his colleagues in November 2022. In that capacity, he is the highest-ranking Democrat in the House of Representatives. He is also the former Chair of the Democratic Caucus, Whip of the Congressional Black Caucus and previously co-chaired the Democratic Policy and Communications Committee where he helped develop the For The People agenda.

In Congress, Rep. Jeffries is a tireless advocate for social and economic justice. He has worked hard to help residents recover from the devastation of the COVID-19 pandemic, reform our criminal justice system, improve the economy for everyday Americans, protect our healthcare from right-wing attacks.

In 2022, Rep. Jeffries was able to secure $21.9 million for projects in Brooklyn to provide food for the hungry, fund overdue improvements to medical centers, support organizations working to uplift our neighborhoods, deepen our cultural understanding and more through the 2022 Community Project Funding process. In the spring of 2023, he successfully fought against the split-ticket tax cuts in Bedford-Stuyvesant and into law with substantial bipartisan and stakeholder support. These measures touched on diverse areas and were drafted with the intention of making meaningful improvements to our federal laws and programs. Such bills included measures to ensure veterans and their families have access to benefits information (H.R. 1072), to measure the progress of recovery and efforts to address corruption, rule of law and media freedom (H.R. 2710 and Public Law No. 116-117), to combat the threat of anti-Americanism and cyberattacks (H.R. 5461), and to establish a new Federal Aviation Administration (H.R. 5463), and to eliminate the federal sentencing disparity between crack cocaine and powder cocaine once and for all (H.R. 1959).

In the 116th Congress, Rep. Jeffries was similar- ly active in the legislative process, with many of his bills passing the House of Representatives and becoming law. They included bills to create a copyright small claims board allowing smas claims board allowing small claims to protect their works (H.R. 4508, Public Law No. 116-103), to protect attorney-client privilege for incarcerated individuals (H.R. 2571, Public Law No. 116-113), to provide entrepreneurship opportunities available to Pakistani women (H.R. 4508, Public Law No. 116-338) and to provide entrepreneurship counseling and training serv- ices to formerly incarcerated veterans (H.R. 5462, Public Law No. 116-338) and to provide entrepreneurship counseling and training serv- ices to formerly incarcerated veterans (H.R. 5462, Public Law No. 116-338) and to provide entrepreneurship counseling and training serv- ices to formerly incarcerated veterans (H.R. 5462, Public Law No. 116-338).
Celebrate Black History Month!

Black History Month celebrates the achievements and contributions of Black Americans.

The Milwaukee County Office of Equity salutes all past and present changemakers who help create a society where everyone has access to the tools and resources they need to participate, prosper, and reach their full human potential.

Visit us online.
Milwaukee Elects City Historian: Mayor Cavalier Johnson Leads the City Towards Safety and Progress

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Individuals (H.R. 5065). In January 2021, Rep. Jeffries was selected by Speaker of the House Nancy Pelosi to serve as one of seven House Impeachment Managers in the trial of President Donald Trump, becoming the first African American man to serve in that role. During the nearly three-week trial, Congressman Jeffries argued that President Trump should be removed from office for abusing his power by pressuring a foreign government, Ukraine, to target an American citizen as part of a corrupt scheme to interfere in the 2020 election. The House Impeachment Managers established with a mountain of evidence that crimes against the Constitution were committed. Nevertheless, the Senate failed to remove the President without hearing from a single witness during the trial.

On March 3, 2021, the House of Representatives passed H.R. 1280, the “George Floyd Justice in Policing Act” for the second time through the House. During both push-pull, Rep. Jeffries helped lead the charge with respect to passage of this historic policing reform bill, which included legislation authorized by the Congressional Black Caucus to make transformative pol...
BLACK HISTORY IS AMERICAN HISTORY

KAMALA HARRIS
First Black Woman Vice President

GENERAL LLOYD AUSTIN
First Black Secretary of Defense

KETANJI BROWN JACKSON
First Black Woman on the Supreme Court

BIDEN & HARRIS:
DELIVERING HISTORIC RESULTS FOR BLACK AMERICA

☑ Lowest Black unemployment rate in history
☑ $137 billion in student debt forgiven
☑ Historic number of new Black entrepreneurs
☑ $7 billion invested in HBCUs - the most ever

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IN CELEBRATING BLACK HISTORY MONTH

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