

# The Triangle TRIBUNE

THE TRIANGLE'S CHOICE FOR THE BLACK VOICE

"Celebrating Our 23rd Year"

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**North Carolina Central's Jessie Malit earns prestigious fellowship.**



Jessie Malit  
2021-22 Newman Civic Fellow

## Beasley to run for U.S. Senate

By Bryan Anderson  
THE ASSOCIATED PRESS

RALEIGH — Coming off a narrow election defeat in 2020, North Carolina's first Black woman to serve as chief justice on the state Supreme Court will soon enter the 2022 U.S. Senate race, two advisers familiar with her deliberations said.

Democrat Cheri Beasley, who lost her chief justice election bid by just 401 votes out of nearly 5.4 million ballots cast in the statewide contest, will be announcing her intentions to run in early April, the advisers said. Beasley will join a growing field of Democratic candidates looking to fill an open seat being vacated by Republican Sen. Richard Burr. Beasley began considering the Senate bid after her November loss and has since assembled a small team to assess her chances.

Kara Hollingsworth, a close friend who works as a North Carolina-based political consultant and managed Beasley's first statewide campaign in 2008, said Beasley will declare her candidacy next month. "She's in the process of putting together a team, and I feel comfortable confirming that she's in for this race," Hollingsworth said.

Conen Morgan, a Raleigh-based political consultant, said he has lent a helping hand to Beasley as a political operation develops, though he has no official paid role. He has a personal friendship with Beasley, confirmed the April timeframe and said he has spoken with Beasley's friends and family about the prospective run.

"Chief Justice Beasley has the intent of putting together her team in early April, and she has taken the necessary time to assess the landscape and looks forward toward the opportunity to better serve the people of North Carolina," Morgan said.

The news of Beasley's planned entry was first reported by the Raleigh News & Observer, though other outlets have previously noted her interest in a possible run. Beasley will enter the race with a clear advantage, having been the only contender ever elected to statewide office. Beasley won an appellate court race in 2008, was appointed as an associate justice to the state Supreme Court in 2012 and retained that seat after a successful 2014 election. Gov. Roy Cooper named her as chief justice in 2019.

Irene Godínez, founder and executive director of Poder North Carolina Action, works to elect Latinx

Please see **BEASLEY/2A**



McDougald Terrace residents are still recovering from last year's carbon monoxide fiasco.

## DHA addresses rental assistance, eviction, renovation projects

By Freda Freeman  
CORRESPONDENT

DURHAM — Durham Housing Authority officials say they have put measures in place to help residents avoid evictions, make timely repairs, and improve overall livability. They also plan to hire additional staff, including a housing stability specialist who will work directly with residents who are behind on paying their rent, said chief executive officer Anthony Scott.

North Carolina State Representative Zack Hawkins hosted a recent virtual town

hall to discuss issues facing DHA residents and to inform them of available resources. He will hold the monthly meetings until the end of the year.

Scott gave an assessment of the repairs and work that had been done before the pandemic hit and updated residents on major improvements and construction to come. He started with an update on the carbon monoxide leak that occurred at McDougald Terrace in January 2020. He said residents were displaced, living in local hotels, for four months before

they could return to their apartments; more than \$9 million was spent on the crisis, including \$3.7 million on repairs such as replacing old heaters and venting systems, making upgrades to water heaters, and converting almost all of the stoves from gas to electric.

Scott said DHA staff has learned two important lessons from having to relocate residents: "One is being able to start much sooner when we're dealing with relocations of that type. Two, the communication has to be better than what it was. With respect to

Please see **DHA/2A**

## What to do about workers who won't get vaccinated?

*Leaders can't let them disrupt business*

By Rod Robertson  
SPECIAL TO THE TRIBUNE

COVID-19 has kept most employees out of the office for a year. Vaccines, however, will make it safe to bring them back, and in the process help restore our economy.

But the big question is, what about the employees who decide not to get vaccinated for personal reasons? How should employers walk that slippery slope?

First, let's look at some stark numbers indicating that employees opting against vaccination will indeed be an issue. According to research by the Society for Human Resources Management, 40% of workers will probably not or definitely not get the vaccine. Twenty-eight percent say they would not get vaccinated if their employer required it — even if that decision meant risking termination.

Just from those numbers alone, think of the chaos and

extended disruption that could potentially throw companies and their leaders into. A mass exodus of people quitting or getting fired, and managers scrambling to find competent replacements. Businesses dealing with office unrest as non-vaccinated workers return, and production seriously waning due to a destabilized workforce.

Many employers are balancing respect for people's right to decide with the dual importance of office safety and a return to normal business functions. It's a delicate balance. Sixty percent of businesses in the SHRM survey said they will not require the vaccination. But some businesses are encouraging employees to get the vaccine and are even offering incentives; large companies such as McDonald's and Target are paying employees to get the vaccine. But, according to one survey, only 22% of small business owners will make COVID



Employers have to keep all employees safe.

vaccination a requirement.

Fear and uncertainty are big factors driving some employees away from vaccines. In the SHRM survey, employees' reasons not to get vaccinated in-

Please see **WORKERS/2A**

## Black women less likely to be hired in government

PR NEWSWIRE

EL SEGUNDO, Calif. — New data reveals that qualified Black females are 58% less likely to be hired for a government job than their white male counterparts, according to new research from GovernmentJobs.com, the leading public sector job board.

Based on an analysis of over 17 million applications over a two-year time period, the data identifies disparities throughout the hiring process by race, ethnicity, and gender. The goal of the report is to increase awareness of the inequities and spur change.

While diverse candidates are well represented in government, the 2021 Diversity in Public Sector Hiring Report reveals that Black candidates must apply at a significantly higher rate than any other racial group to maintain that representation. Despite constituting 28% of applications, only 18% of public sector hires are Black.

The most significant dropoff is prior to the interview stage. Black females who are qualified for positions (referred to as "eligible" in the report) were 39% less likely to be offered an interview than their white male counterparts.

Please see **GOVERNMENT/2A**

## RACIAL, GENDER SCORECARD

### Half of U.S. cos. receive an 'F'

By Alexander Frank  
SPECIAL TO THE TRIBUNE

BOSTON, MA. — Of 51 companies examined in the "Racial and Gender Pay Scorecard" released this week to mark Equal Pay Day, less than 1 in 10 — Mastercard, Starbucks, Pfizer, Citigroup, and Bank of New York Mellon — get an "A," while over half (26) get an "F."

The fourth edition of the Scorecard is by the investment management firm Arjuna Capital and Proxy Impact. The grades are based on companies taking concrete steps to close racial and gender pay gaps. The 51 companies in the ranking have all been engaged by investors through the shareholder proposal process and asked to improve their public pay equity disclosures.

"The world's largest corporations are under intense pressure to close their racial and gender pay gaps in response to investor insistence, the #BLM and #MeToo movements, and increasing public policy and regulation," said Natasha Lamb, managing partner, Arjuna Capital. "But despite a wave of corporate statements expressing solidarity with Black Americans and women, there are very few standout companies that actually provide an honest accounting of and commitment to closing racial and gender pay gaps."

Key findings of the report include:

- \* Some of the biggest names in corporate America earned an "F" grade, including Goldman Sachs, Colgate, AT&T, McDonalds, Walmart, and Verizon.

- \* Nine companies' scores deteriorated year-over-year, including Amazon, Wells Fargo, Intel, Google, Microsoft, Verizon, Expedia, Starbucks, and Arthur J. Gallagher. Twenty-four companies improved their scores.

- \* Only 23 of the 51 companies disclose on racial pay gaps. And there is a noticeable difference in racial/gender pay disclosure by sector. For example, while two-thirds of financial companies have improved their scores from last year, only one-third of tech companies achieved such progress.

- \* Eleven companies (in order of rank from best to worst) — Adobe, Nike, Progressive Insurance, American Express, Reinsurance Group, JP Morgan Chase, Apple, Cincinnati Financial, Bank of America, Wells Fargo, and Intel — garnered a "B" grade for their efforts to disclose and act on their racial and gender pay gaps.

- \* Many of the companies in

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# DHA addresses evictions, rental assistance, etc.

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the approach to relocation, the lesson learned there is how we make sure we're communicating better. We're starting much earlier, and that communication flow has to be back and forth," he said.

Scott said COVID-19 caused DHA to put a hold on maintenance work orders, but after getting personal protective equipment, work resumed on the backlog in August. Scott said his office is backlogged on about 600 work orders, in addition to receiving about 1,000 new work orders over the last month.

He acknowledged his office is behind, partly due to staffing. A bigger reason, he said, is a lack of funding from the Department for Housing and Urban Development to allow workers to keep up with major repairs like replacing plumbing lines or doing electrical work.

Now that work has restarted, residents questioned how long will it take to get a response for a maintenance request and suggested it should be within 48 hours. Scott agreed 48 hours is an appropriate turnaround time, ideally less. He said he's trying to raise the level of accountability by establishing a maintenance repair hotline. He couldn't say for certain when the hotline will be operative but possibly in May.

"There are several things we're trying to fix internally. As we've looked at these systems and how they're essentially broken, we've talked about how do we fix these things. One of the things we have an RFP [Request for Proposals] on the streets for right now is a maintenance call center. So, those calls for maintenance will go to a single number, they will all be

recorded, we will then know for sure when those maintenance requests were put in, and we can better track responsiveness to that," Scott said.

Hawkins said he often hears there is retaliation if residents speak up about poor housing conditions. He said he wanted people to hear directly from Scott "that is not something to be tolerated."

Scott said residents who fear retaliation should call his office. He also invited them to call the tip line at (919) 667-2120. "If we have a resident that is concerned about having been retaliated against, and we should make sure we're clear about what that even means to that resident, I need to know. That's something I want you to call my office for and let me know directly so we can deal with that accordingly. Retaliation, intimidation, none of those things are acceptable, and we will not have that at DHA," he said.

Addressing evictions, residents asked Scott if he plans to revise his office's eviction procedures, which resulted in the eviction filings of 850 families in 2019. Scott said subsequent revisions have been made to the rent collection policy. A key to that is hiring a housing stability specialist.

"That person or persons will be working directly with our residents, that's not just around COVID but period, so that as we have residents who are having challenges paying their rent, there will be specific people we have on staff that have the specific purpose of working with those residents so we can avoid this ongoing issue of doing evictions filings and then there's a scramble to come up with the money and then the eviction doesn't

go through," he said.

Scott said the housing stability specialist will work closely with residents and property managers to avoid evictions. About 600 out of 1,900 households are behind on their rent, he said.

"Whether we're providing assistance through an extended payment agreement or connecting them with DSS [Department of Social Services] or additional funding or some of our churches that often help our residents, those are the things that we're going to be doing differently in making sure that we can prevent the need to have to do an eviction filing," Scott said, adding that residents need to let DHA know if they need assistance.

Scott also said DHA is working with the city, which received funding through the American Rescue Plan, to try to help residents who have been unable to pay their rent due to the pandemic, going back to March 2020.

The next big DHA project is the renovation of J.J. Henderson Housing Center, which is slated to begin in a few weeks. Approximately \$16 million will be spent to renovate 177 apartments, including upgrading kitchens, bathrooms, and electrical systems. Renovating J.J. Henderson is the first phase of DHA's Downtown and Neighborhood Plan. Under the plan, DHA proposes to rebuild its downtown properties - J.J. Henderson, Liberty Street, Oldham Tower, Forest Hill Heights, and Fayette Place - plus add several thousand affordable and market-rate apartments. The projected cost is \$566 million, which will be funded through HUD's Rental Assistance Demonstration program.



Interviews for Black women increased when personal data was hidden.

## Black women less likely to be hired in gov't

Continued from page 1A

However, the report does offer some bright spots. Key findings include evidence for how government agencies can improve equitable hiring practices. Hiding personally identifiable information on applications during the early screening process and using a scoring rubric in interviews have proven to reduce the possibility of conscious or unconscious bias due to race, ethnicity, and gender.

Black females were 26% more likely to be interviewed when the hiring party did not have access to the candidate's personally identifiable information, and therefore could not prejudice them by their name, the neighborhood they lived in or the college they attended. The increase in interviews led to a 33% increase in hiring.

To learn more about inequities in local government hiring, and how Black men and women in general are also negatively impacted by bias, visit <https://www.neogov.com/hubfs/NEOGOV-2021-Diversity-Report.pdf>.

## Racial, gender pay scorecard on 51 U.S. companies

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The Scorecard have provided adjusted pay data, but almost all have refused to provide investors unadjusted (median) pay gap data beyond their U.K. operations, where it is mandated. In fact, the only companies to report both adjusted and unadjusted median global pay gap numbers are Citigroup, Starbucks, Mastercard, and Pfizer, which has earned them top ranks. Bank of New York Mellon has agreed to do so in 2021.

\* Over the last seven years, 132 shareholder proposals on this issue have been filed at more than 69 companies (including the 51 in the Scorecard), and many more have been engaged through shareholder dialogues.

"Racial and gender pay gaps at some of the world's

largest corporations are an area of increased concern and focus," said Michael Passoff, CEO, Proxy Impact. "Pay discrepancies have raised reputational, regulatory, financial, and legal risks for companies. An increasing number of shareholders have asked companies to report on their analyses, policies, and goals to reduce any racial and gender pay gaps. The global Coronavirus pandemic has only exacerbated racial and gender pay gaps and underlined the need for action."

Equal Pay Day marks how far into the year women must work to earn what men made the previous year, as measured by median pay. Pay gaps are literally defined as the median pay of minorities and women compared to the median pay of non-mi-

norities and men. Median pay is considered the valid way of measuring pay inequity by the United States Census Bureau, Department of Labor, OECD, and International Labor Organization.

Pay inequity persists across race and gender. Black workers' hourly median earnings, adjusted for inflation, have fallen 3.6% since 2000, representing 75.6% of white workers' wages. Women in the U.S. make 82 cents on the dollar versus men. Intersecting race and gender, compared to white workers, African American women make 62 cents on the dollar, Native women 60 cents, and Latina women 54 cents. Black men make 87 cents on the dollar versus white men, while Hispanic men make 91 cents.

## What to do about workers who won't take vaccine

Continued from page 1A

clude possible side effects (69%); waiting to see if it's safe and possibly getting the shot or shots later (58%); not trusting COVID-19 vaccines (41%); not knowing if it will work (32%); concerned with having an allergic reaction (27%); and several others.

So what should employers do about this dilemma? It comes down to company leadership and all managers not letting the dissenters disrupt the business. Here are three tips in that regard:

\* Encourage reluctant employees to look elsewhere for work. If you're a manager of someone who balks at a vaccine requirement and the person is not a key employee, I would encourage that person to find a new job. I would approve of them looking for a job even during working hours in order for them to move to a work environment they perceive as safer.

If that encouragement does not work, I would set up an internal committee with human resources and

the individual's supervisor and review the employee's concerns. If at all possible, the organization would make that employee a remote worker through the end of 2021, or at the point of herd immunity. After one of those time frames, the employee would have to rejoin the workforce in the office.

\* Avoid legal liability; document everything. Some business owners see vaccinations as essential to full reopening, but others are reluctant to mandate vaccinations, thinking there might be legal liability for firing workers because they won't get the vaccine.

\* Don't waste company time addressing anti-vaccination beliefs and fears. Fears are difficult to overcome. With companies showing they care about employee health by allowing work from home for so long, and vaccinations bringing more health security, management should not spend an inordinate amount of valuable company time calming employees' fears about

the shots or trying to sway their beliefs.

Management instead should set up job evaluations on a monthly basis to give the employee quantitative reviews that will shed light for all parties on the performance or non-performance of the employee. If the employee passes that evaluation, management should then make best efforts to find a new isolated position, and if this is not possible, then the employee, with the company's blessings, should seek new employment. Some people are just too dug-in in their beliefs, and the company must move on.

Leaders will be in a tough position with employees who refuse to get vaccinated. Those employees are weighing what is best for them; leaders determine what's best for the company. With vaccinations now available, the ball is in the employee's court, but leaders must decide when the volleying back and forth will end.

## Cooper seeks big debt package, pay hikes

By Gary D. Robertson  
THE ASSOCIATED PRESS

RALEIGH — North Carolina Democratic Gov. Roy Cooper on Wednesday proposed a spending and borrowing spree by state government that he said is critical to fulfilling education, health care and infrastructure demands that were evident before the pandemic but have been exacerbated since.

With state coffers filled with unspent funds and \$5 billion of additional federal coronavirus relief dollars arriving, Cooper pitched a two-year state budget plan

he said is affordable and ensures North Carolina continues a vigorous recovery from the COVID-19 recession.

"This is the time to find opportunity in crisis," Cooper said at a virtual news conference to unveil the plan, which would spend \$27.3 billion next year alone. "With the right priorities, we'll not only beat this pandemic, but build lasting success for North Carolina."

The recently reelected governor will have to win over Republicans who still control the legislature and

often don't see eye-to-eye with him on spending and tax priorities. The General Assembly will consider his requests as House and Senate Republicans fashion a budget bill and put in on Cooper's desk. The new fiscal year begins July 1.

The governor and Republican leaders have expressed guarded optimism that they'll work out a budget bill that Cooper can sign. Two years ago, a conventional budget was never implemented because of an impasse between the two branches that centered

Please see COOPER/3A



Democrat Cheri Beasley lost by 401 votes.

## Ex-judge Beasley to run for U.S. Senate

Continued from page 1A

leaders and individuals who will support racial minorities, gay rights and access to abortions. State and federal campaign finance filings show the group spent more than \$372,000 in the previous election cycle in support of Democrats, including Beasley, then-presidential candidate Joe Biden and unsuccessful Democratic Senate candidate Cal Cunningham.

Godinez plans to support Beasley's candidacy and believes the former chief justice will have a financial and competitive edge over the Democrats she's looking to beat. "She's already proven to North Carolin-

ians that she is guided by her values and convictions of equity," Godinez said. "When I think of the role that she held previously, she won that statewide race, and last time, got super close to winning. She's clearly a really proficient fundraiser."

Just two Black women have ever served in the U.S. Senate. With California Sen. Kamala Harris's departure from the chamber to become Biden's vice president, there are no Black female senators. Former state Sen. Erica Smith has entered the 2022 Democratic primary and is also looking to change that. Joan Higginbotham, the third Black woman to go

into space, is considering entering the race. A group that works to support candidates with science, technology, engineering and math backgrounds is pushing her to run. State Sen. Jeff Jackson and virologist Richard Watkins are also seeking the Democratic nomination.

Former GOP Congressman Mark Walker is the only declared candidate presently competing for the Republican nomination. Lara Trump, former President Donald Trump's daughter-in-law, is mulling a run, and former North Carolina Gov. Pat McCrory has previously expressed interest in filling Burr's seat.

# Cooper seeks big debt package, Medicaid

**Continued from page 2A**  
 on Cooper's resolve for Medicaid expansion, something that he pitched again on Wednesday. But Republicans still appear entrenched in opposing expansion.

Cooper's package, which covers expenditures and taxes through mid-2023, would include large raises for existing public school teachers — 10% on average over two years — school support staff (7.5%) and University of North Carolina and community college system employees (7.5%).

Higher education workers and K-12 support staff have received no permanent state-funded raises the past two years, and teachers only received experience-based increases

that averaged 1.2%. Cooper's also wants to give \$2,000 bonuses this spring for all educators and support staff in addition to \$1,000 bonuses in each of the next two fiscal years. Rank-and-file state employees also would get the \$1,000 bonuses on top of a 5% permanent pay increase.

Cooper says he's committed to public education spending improvements in order to comply with long-standing school funding litigation. But the budget did not propose a specific dollar amount. Cooper's administration presented a plan to a judge last week that would spend at least \$5.6 billion more for education through 2028. Pay raises, funding for at-risk students and early child-

hood education — all elements in the so-called "Leandro" plan — are included in the budget.

Cooper separately pitched a \$4.7 billion bond referendum this fall for public school and higher education construction and for government buildings, including the new East Carolina University medical school.

Cooper has been able to ally with House Republicans on issuing new debt. Senate Republicans have preferred paying for projects with cash. There's another \$1.1 billion in cash earmarked for construction.

Cooper wants to reinstate the state's earned income tax credit, which was repealed by Republicans nearly a decade ago.

# Pittsboro man's legacy lives on 200 years later

By Laura Brummett  
 UNC MEDIA HUB

Built in 1811 by a free Black man, the Lewis Freeman House was one of the first buildings in the town of Pittsboro. Still standing today, it witnessed the horrors of the Civil War. During the Great Depression in the 1930s, its brick fireplace kept its occupants warm. In the 1960s, the original wood door opened as the civil rights movement spread across the country.

Now, thanks to renovation and preservation work done by current owner and architect Grimsley Hobbs, the house has witnessed the global COVID-19 pandemic. It is one of only four remaining dwellings from Pittsboro's initial settlement in the early 19th century and is on the National Register of Historic Places.

The man behind it all, Lewis Freeman, was not only memorable because he was a free Black man in a society where slavery was the law, but also because he was a prominent figure in the area and owned a significant amount of land. Freeman's exact trade is unknown, but he had money. He bought his wife and children's freedom, built his house and owned at least 20 acres of land.

Mary Nettles, president of the Chatham County community branch of the NAACP, has been researching Freeman's past and ties to Chatham County. Although there were some free Black men living in the area at the time, she said, it would have been rare for a Black man to own that much land and real estate. According to ancestry.com, just seven years before Freeman's death, about 8.5% of North Carolina's total Black population was free in 1840.



Freeman House exterior



One of the inside rooms

Hobbs has a passion for historic architecture and restoration, and he bought the Freeman house the same day it went up for sale. He knew that the woman who had owned it, Jane Pyle, had restored part of the house herself.

He finished the job and moved his architectural firm into the house in 2016. His company was also able to get tax credits for the historic preservation work that they did. Pyle's estate donated at least one lot of Freeman's original parcel to the town to be made into a Park in Freeman's honor, Hobbs said. The pandemic has slowed those plans down, but they are still underway.

For Hobbs, the house was small for his architectural firm, so he brought in a log cabin built in 1867 and converted into a confer-

ence room. Hobbs likes to be able to share the house with the community. He allows people to hold meetings there for free. "It's just our turn to look after the house," he said.

Preserving Freeman's house has allowed his legacy to inspire others, Nettles said. "It made me feel that we, as Black people, if you put your mind to it, you can do almost anything," she said. "It's history showing how small actions can have big impacts for years to come."

Nettles' ancestors arrived in America with the other enslaved people.

"Our history has never really been told," she said. "Black history is not in the history books. You know, it was told pretty much only in the neighborhoods we lived in."

# Tips for 2021 graduates

Staff Reports

The COVID-19 pandemic caused unemployment to soar in 2020 and is expected to affect the job market for graduates again this year. Some labor analysts see the pandemic perhaps having this ripple effect on graduates for years to come.

These sobering trends are why students should expand their preparation for the job market and know what action steps they need to take, says Vince Thompson, founder and CEO of the marketing agency MELT and author of "Building Brand You: How To Use Your College Experience To Find And Win Your First Job."

Thompson suggests the following tips for soon-to-be graduates as they prepare for a fiercely competitive job market:

\* **Build your brand.** The job market is so compet-

itive that companies are looking for far more than candidates with a high GPA. "Hiring managers often seek well-rounded young people who can communicate, collaborate and create," Thompson says. "They're looking for people who have been active outside the classroom as well: in clubs, the community, volunteer work, etc."

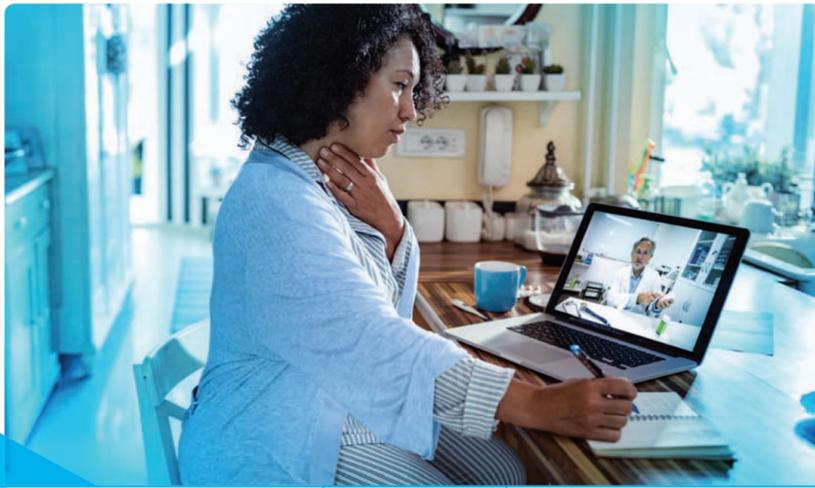
\* **Organize your marketing playbook.** "Utilizing a complete marketing playbook means leveraging your abilities and interests on social media platforms," Thompson says. "This is where you display your public brand. Your profile, posts, photos, and videos reflect what you're about."

\* **Expand your networking.** "Today, about 75% of new hires

happen through networking," Thompson says. "Build a target list of people to contact at companies that are hiring. Join discussion groups on LinkedIn that can expand your contacts and your knowledge."

\* **Upskill.** "Companies want young people who are versatile and able to learn new skills quickly," Thompson says. "Research skills required in fields that you're pursuing and get credentialed through online training programs."

\* **Prepare for virtual interviewing.** "When you interview in person, your body language, handshake and small talk help build a connection with the interviewer," Thompson says. "Being interviewed on a screen demands you be fully engaged, establish a rapport, have continual eye contact and express yourself."



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DURING COVID-19

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[BlueCrossNC.com/Transform](https://www.bluecrossnc.com/transform)

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Classified Deadline: Wednesday at 5p.m., prior to Sunday's edition

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**LEGAL NOTICES**



**LEGAL NOTICE**

**Easement Maintenance Services for Durham County Utilities Division**

RFP No. 21-031

The County of Durham will receive proposals for Contractor(s) to provide sewer and reclaimed water easement maintenance services for the collection system tributary to the Durham County Triangle Wastewater Treatment Plant on April 22, 2021, at 2:00 PM Eastern Time in the Durham County Purchasing Division, 201 East Main Street, 7th Floor - Finance, Durham, North Carolina 27701. No proposals will be accepted after the official time and date.

**Site Visit:** Site Visits will be conducted March 29th through March 31st, 2021 between the hours of 8:00am - 3:00 pm by appointment only. Contact Wade Shaw at wshaw@dconcc.gov or (919)560-9038 to schedule an appointment. **Attendees will be required to wear masks and follow all social distancing protocols.**

An electronic copy of this Request for Proposal (RFP) can be obtained from Durham County's eBid System located under Bid Opportunities <https://www.dconcc.gov/countydepartments/departments-f-z/finance/bid-opportunities>. Proposers can download a copy of the solicitation and all addenda without registering in the system. However, in order to **automatically** receive email notifications of solicitations and addenda issued by the Purchasing Division, Proposers **MUST** register in the eBid System.

The County reserves the right to accept or reject, in whole or in part, such proposals as appears in its judgment to be in the best interest of the County.



**LEGAL NOTICE**

**TELE-MENTAL HEALTH SERVICES FOR DURHAM COUNTY DETENTION CENTER**

REQUEST FOR PROPOSALS  
RFP No. 21-032

The County of Durham will receive proposals for Tele-Mental Health Services for Durham County Detention Center on April 22, 2021, at 2:00 P.M., Eastern Time, in Durham County Purchasing Division of Finance, 201 East Main Street, 7th Floor, Durham, North Carolina 27701. No proposals will be accepted after the official time and date.

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**LEGAL NOTICES**



**LEGAL NOTICE**

**INMATE MEAL PREPARATION AND FOOD SERVICE AT THE DURHAM COUNTY DETENTION FACILITY**

RFP No. 21-033

The County of Durham will receive proposals for qualified Contractor(s) to establish a contract to provide Inmate Meal Preparation and Food Services at the Durham County Detention Facility on April 27, 2021, at 2:00 P.M Eastern Time, in the Durham County Purchasing Division, 201 East Main Street, 7th Floor, Durham, North Carolina 27701. No proposals will be accepted after the official time and date.

A Virtual Pre-Proposal Conference will be held at 10:00 A.M. Eastern Time, on April 1, 2021, located at 201 East Main Street, 7th Floor, Durham, North Carolina 27701.

An electronic copy of this Request for Proposal (RFP) and the Virtual Pre-Proposal Conference Microsoft Teams Meeting link can be obtained from Durham County's eBid System located under Bid Opportunities at <https://www.dconcc.gov/county-departments/departments-f-z/finance/bidopportunities>. Proposers can download a copy of the solicitation and all addenda without registering in the system. However, in order to **automatically** receive email notifications of solicitations and addenda issued by the Purchasing Division, Proposers **MUST** register in the eBid system.

The County reserves the right to accept or reject, in whole or in part, such proposals as appears in its judgment to be in the best interest of the County.



**LEGAL NOTICE**

**Request for Letters of Interest and Statements of Qualifications for Engineering Services for S2 System Conversion Phase II (RFQ No. 21-034)**

The County of Durham, North Carolina requests Letters of Interest and Statements of Qualifications for Engineering Services for S2 System Conversion Phase II for Durham County will be received on April 15, 2021 at 2:00 P.M., Eastern Time, in accordance with applicable provisions of North Carolina General Statutes and Durham County Ordinances and policies.

An electronic copy of this Request for Qualifications (RFQ) can be obtained from Durham County's eBid System located under Bid Opportunities at <https://www.dconcc.gov/county-departments/departments-f-z/finance/bid-opportunities>

Proposers can download a copy of the solicitation and all addenda without registering in the system. However, in order to **automatically** receive email notifications of solicitations and addenda issued by the Purchasing Division, Proposers **MUST** register in the eBid System.

The County reserves the right to accept or reject such proposals as appears in its judgment to be in the best interest of the County.

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COURTESY

## Atlanta suspect blamed women, so does 'purity' culture in America

By Katelyn Beaty  
RELIGION NEWS SERVICE

As details emerge about Robert Aaron Long, 21, the suspect in three Atlanta-area shootings, it seems that the man accused of killing eight people, including six Asian American women, is a committed Christian. Long was baptized three years ago at Crabapple First Baptist Church in Milton, Georgia, where his father was a lay leader, and gave a testimony that circulated online. He was embedded in church culture.

We don't know much else about Long. Naturally, many are raising questions about his mental health. Yet the racial dynamics in the shootings are undeniable, as Washington-area pastor Duke Kwon noted on Twitter: "Whether or not this incident proves to be a racially motivated hate crime," he wrote, "it's gutting news for an Asian American community already reeling from the recent rise in violent racist attacks."

But, for many Christians, one phrase leapt out of the early news reports. According to police, Long said he targeted women working at massage parlors because they were "a temptation for him that he wanted to eliminate." According to The Wall Street Journal, he targeted these businesses "in retaliation" for feeding what he called his sex addiction. In other words: the women made him do it.

As a member of the Southern Baptist Convention, Long no doubt learned that the Apostle Paul exhorted Christians to "flee from sexual immoral-

ity." Jesus himself taught that lust is committing adultery in one's heart, employing a vivid metaphor to underscore the gravity of his point: 'If your eye causes you to stumble, pluck it out. It's better to get into heaven with one eye than not at all.' That teaching leaves no doubt where the responsibility lies for managing lust: with the person struggling with lust.

Yet, in many Christian circles today, this New Testament gets twisted so that others — specifically women — are responsible for managing young men's sexual desires — by not being an object of temptation in what they wear or how they carry themselves.

Reformed pastor-theologian John Piper has written a lot about modesty. He teaches that men are "more visually spring-loaded to lust or to think unhelpful thoughts when they see a certain picture or person ... it seems like a lot of Christian women are oblivious to the fact that they have some measure of responsibility here." The operative word is "responsibility."

Women are made responsible for helping men avoid lustful thoughts, and in marriage they are responsible for keeping their husbands sexually engaged. So, if husbands wander outside their marriages, their wives are either frigid, too busy or "let themselves go," in the words of a recent sermon chiding wives that went viral.

This isn't a matter of modesty or propriety, which is ultimately about humility before God; it's misogyny dressed up in spiritual language. "Purity"

culture turns people into objects: A woman who has sex before marriage is a rose without petals. Or a cup of water that's been spat in. Or a piece of chewed gum. The person who steps outside the bounds of purity becomes less than a person, as well as someone who leads others astray. These teachings fall doubly hard on women of color, who are already dehumanized by racist attitudes and then sexualized.

Call it the Bathsheba effect. Many contemporary sermons suggest that King David wouldn't have committed adultery with his neighbor Uriah's wife or killed Uriah if Bathsheba hadn't been bathing in his line of vision. Ruth Everhart, author of "The #MeToo Reckoning," notes that the story of David and Bathsheba is portrayed in Sunday school lessons as a titillating romance rather than rape that leads to murder.

Jesus treated women as people — with inherent worth and dignity arising from their bearing the image of God. He called them daughters and disciples.

He let them into his inner circle; he met with Mary and Martha alone, thus breaking the Billy Graham rule. And he condemned those who would cast stones at the woman caught in adultery, inviting her instead to a life of dignity and freedom.

*Katelyn Beaty is a former managing editor of Christianity Today and the author of "A Woman's Place" and a new book on celebrity in the church.*



GEORGETOWN SLAVERY ARCHIVE

Frank Campbell, one of the GU272 enslaved people sold by the Maryland Jesuits, in 1838.

## Jesuits pledge millions for descendants of people their order enslaved

By Jack Jenkins  
RALEIGH NEWS SERVICE

WASHINGTON — The Society of Jesus has announced plans to raise \$100 million for the descendants of enslaved people it once claimed to own, making the Roman Catholic order's initiative one of the largest financial efforts by any group to try to atone for the institution of slavery and address racial injustice in the United States.

The initiative, first reported by The New York Times, operates in partnership with the GU272 Descendants Association, which takes its name from the 272 people enslaved and sold by Georgetown University. The groups formed the Descendants Truth and Reconciliation Foundation, which represents more than 10,000 descendants and stems from the revelation that members of the Society of Jesus, or Jesuits, used profits from slavery to finance clergy and construct schools, including Georgetown.

In addition to raising \$100 million for descendants and racial reconciliation efforts, the initiative maintains a longer-term goal of raising \$1 billion, according to America Magazine.

"From our inception, the GU272 Descendants Association has chosen to iden-

tify and rebuild our ancestors' families that were separated and often destroyed by the brutal institution of slavery and to create a sustainable mechanism for investing forward in uplifting descendants for many generations to come," Cheryl Lyn Branche, president of the GU272 Descendants Association, said in a press release. "Through the Descendants Truth and Reconciliation Foundation, we will restore honor and dignity to our ancestors by institutionalizing these goals for our children, our children's children, and descendants for centuries to come."

The GU272 group first approached the Rev. Arturo Sosa, the Jesuit superior general, in 2017 after learning about the order's historical reliance on slavery. Sosa responded by apologizing for the Society of Jesus' actions and declaring, "Jesuit slaveholding in the United States, and in particular the sale of 272 enslaved persons from the Jesuits in southern Maryland to purchasers in Louisiana, was both a sin and a betrayal because the Society robbed your ancestors of their human dignity."

Joseph Stewart, acting president of the Descendants Truth and Reconciliation Foundation, noted that "for more than 400 years, our country has denied the persistent human

destruction caused by slavery and the conscious and unconscious racism that divides our communities and nation."

According to the press release, Stewart is also one of the more than 1,000 descendants of Isaac Hawkins, one of many enslaved people who were "sold to save Georgetown University from financial ruin." In 2017, Georgetown renamed a building in Hawkins' honor.

Stewart added: "After 182 years, Descendants and Jesuits have come together in the spirit of truth, racial healing and reconciliation, uniquely positioning the Descendants Truth & Reconciliation Foundation to set an example and lead America through dismantling the remnants of slavery and mitigating the presence of racism."

The Jesuits' initiative is one of several ongoing campaigns among faith groups to offer reparations for slavery and combat racial inequality. In January, several Episcopal churches in Maryland committed hundreds of thousands of dollars to reparations and racial justice campaigns in the state. Last August, Middle Collegiate Church in New York pledged \$200,000 — about a tenth of its budget — to provide housing assistance and youth anti-racism training as part of a reparations effort.

### AROUND THE TRIANGLE

#### RALEIGH MUSEUM

NC Museum of History will celebrate Black women suffragists and activists with "A Lesson on Black Women Breaking Barriers" virtual lecture March 30, 7 p.m. Visit [ncmuseumofhistory.org](http://ncmuseumofhistory.org).

#### BUY BLACK

Our Stop Shop's Buy Black Market Pop-Up is April 3-4, 11 a.m. to 7 p.m., Kerr Scott Building on NC State Fairgrounds, 4285 Trinity Road. Visit [ourstopshop.com/buyblackmarket](http://ourstopshop.com/buyblackmarket) for more info.

#### DURHAM OPENING

PS 118 Gallery & Event Space has reopened on Friday and Saturdays at 118

W. Parrish St.

#### LIBRARY

Durham County inaugural Library Fest is April 5-10 via Zoom. Visit [durhamcountylibrary.org/LibraryFest](http://durhamcountylibrary.org/LibraryFest).

#### ART

Friends of Ngozi will host April Art Market April 10, noon to 7 p.m., Golden Belt Plaza, 800 Taylor St.

#### CHAPEL HILL WEST DURHAM

West Durham Baptist will celebrate the fourth anniversary of Pastor LaMont J. Johnson Sr., March 28 at 10 a.m., during a virtual service. Visit [westdurhambaptist.org](http://westdurhambaptist.org).

#### SCHOLARSHIP

Eta Phi Zeta Chapter is sponsoring its Be The Change Scholarship 2021 for high school seniors. Apply at [tinyurl.com/bchange21](http://tinyurl.com/bchange21). Deadline: March 31.

#### DISCUSSION

Ricardo A. Wilson II will discuss "The Nigrescent Beyond" April 1, 3:30 p.m. via Zoom as part of the Stone Center's Writer's Discussion Series.

#### MISC. SUPPLIERS

Diverse product suppliers can apply to join Harris Teeter's upcoming virtual Supplier Diversity Summit in May. Apply by March 29 at [www.ran-game.com/harristeeter](http://www.ran-game.com/harristeeter).

## 5 tips to spring clean your home inside and out

FAMILY FEATURES

Spring cleaning isn't just about purging dirt and grime. It's also the perfect opportunity to take inventory of items around your home.

Consider these five ways to tackle your home inside and out this spring:

\* **Make organizing easier.** As you clean each space, look for easy ways to reduce unsightly messes and improve organization. If your entryway always becomes a jumbled pile of shoes and coats, consider adding a storage bench and hooks to bring some order to the area.

If the kids' toys always accumulate in the living room, add a storage chest or large baskets to store them when not in use. If tools and equipment make the garage unusable, install shelving units to keep everything in place.

\* **Eliminate the excess.** Spring cleaning is also an opportunity to declutter and make way for something new, either by donating or selling unused things. Whether it's last season's fashion and accessories or unused tech and fitness gear, that item you never used — or haven't used in a while — may be exactly what someone else is looking for.

Online platforms can make the process easy and



be a way to earn extra cash or help fund other home upgrades. Look for marketplaces that help you maximize your return; eBay, for example, is giving sellers 200 free listings every month, meaning you only pay after your items sell.

\* **Reimagine your living space.** If one area is becoming too crowded or doesn't serve your family's needs, consider items you can repurpose for another part of the home. For example, move an unused chair in your living room into a bedroom to create a reading nook. Keep your focus on function as you make changes that accommodate your lifestyle.

\* **Make smart additions.** Once you've cleared your space and sold things you no longer need, you can convert that extra cash into reliable home appliances and tech. For example, purchase or upgrade items like

vacuums, lawn mowers, power washers, drills and more to help take your spring cleaning to the next level.

You can make your money go further by choosing certified refurbished products; some marketplaces like eBay offer inventory that has been professionally inspected by the manufacturer, or a manufacturer-approved vendor, to look, feel and work like new.

\* **Commit to revisiting regularly.** It's easy to let clutter and disorganization slide when you get busy with life's demands. Once your spring cleaning and reorganizing is complete, commit to reassessing your home on a monthly or quarterly basis so you can make small adjustments along the way, rather than face a major project every year.

## Help for veteran caregivers

NORTH AMERICAN PRECIS SYNDICATE

There is good news for many individuals who care for a loved one living with an injury or illness connected to military service. They're now eligible for free professional assistance.

A new program offered by the Elizabeth Dole Foundation provides veteran caregivers with trained professionals to perform daily tasks, including housekeeping, meal preparation, grocery shopping, and grooming. Military caregivers nationwide can apply for 24

hours of services free through the Foundation's website, [hiddenheroes.org/respite](http://hiddenheroes.org/respite). The number of available hours is limited, so caregivers are urged to apply right away.

The Foundation is managing the program in partnership with the U.S. Department of Veterans Affairs, CareLinx, Wounded Warrior Project, AARP, and Bob Woodruff Foundation. The professional caregivers are provided by the trusted and licensed professionals of the CareLinx network and follow CDC guidelines to ensure every-

one's safety.

"I thought it might be more work than it was worth," said veteran caregiver Jennifer Mackinday. "But it was game-changing. It was the first step for me to start taking better care of myself mentally and physically."

If you assist a service member or veteran with dressing, bathing, transportation, managing medication, physical therapy or dealing with the symptoms of post-traumatic stress, you may be a military caregiver. For more information, visit [hiddenheroes.org/respite](http://hiddenheroes.org/respite).

# Triangle sports leagues prepare to return

Governor Roy Cooper's easing of COVID-19 restrictions will return several favorite sporting events.

The Raleigh Firebirds, a professional basketball team playing in The Basketball League, enter their third season after last season was halted in March.

The 'Birds made a splash in their inaugural 2018-19 season, going 13-1 at home, making the playoffs and coming to within four points of advancing to the TBL championship.

The TBL gives players the opportunity to get paid playing the game they love while honing their skills for a chance to move up to bigger leagues.



BONITTA BEST

Forward Darius Leonard (not THAT Leonard from South Carolina State) was called up to play in Argentina, and teammate Keenan Palmore went to Mexico.

Julian Harris, a No. 1 draft pick, was named the TBL rookie of the year. Jared Grady and Demontez Loman spent the summer of 2019 playing in Africa.

All home games this season will be played at The Dream Center on Fox Road in Raleigh. The Center is a part of Body of Christ Church.

Returning players are Eric McKnight (Wake Forest), Leonard (Tennessee State), Jamel McAllister (Delaware State), Shaq Dance (USC Aiken), Kenny Collins (Georgia Premier), Aaron Baker (UT Arlington), and Jon Milligan (Bluefield State University).

New faces include T.J. Danna (East Carolina), Detric Byrd (Edward Waters College), William McNeil (Barton College), Daquan Lilly (Old Dominion) and Quinton Marshall (Quinnipiac University).

Former Duke and NBA star Robert Trickey returns as head coach, along with Chris Lightner as assistant general manager and Wade Harris, director of player development and managing partner.

The Firebirds open their season April 9. Follow them on Facebook or Twitter.

## DBL returns?

Judging by the "Under Construction" page on its website, something tells me the Dons Basketball League is gearing up for a return.

The summer basketball league for girls and boys had to cancel last summer, which put a lot of young adults in limbo.

Between Long Ball-Durham, an inner city baseball league, and the DBL, Durham youth had fun, entertaining and educational options for the summer. And parents had an ease of mind.

Founded by Otis Lyons, the DBL is run like the NBA: there's a draft, midseason trade deadlines, playoffs and a championship. Not to mention live telecasts of games by Capitol Broadcasting, a major sponsor.

But both leagues are not just about sports. The DBL has as many educational classes and speaker series that Lyons makes mandatory as it does basketball games. You can keep up with both at [dblba.com](http://dblba.com) and [longballdurham.com](http://longballdurham.com).

## See ya' next year

A major Black-run event during Memorial Day weekend will have to wait another year. The National Black Heritage Championship Swim Meet, which competes at the Triangle Aquatic Center in Cary, has been understandably canceled.

Over 900 predominately African American swimmers visit the Triangle for a weekend of some of the best competition you'll see. In lieu of the competition, the organization is inviting high school and college seniors, and graduate school students to post your swimming photos and accomplishments on its Facebook page for an online souvenir booklet.

And save the date: May 28-29, 2022.

# Sports

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The Triangle TRIBUNE

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## HBCU FOOTBALL



Jessie Malit  
2021-22 Newman Civic Fellow

# NCCU's Malit earns prestigious fellowship

By Bonitta Best  
[editor@triangletribune.com](mailto:editor@triangletribune.com)

North Carolina Central's Jessie Malit has earned a 2021-22 Newman Civic Fellowship. The fellowship honors students who are "change-makers and public problem-solvers" on campus.

Malit was instrumental in leading the E.A.G.L.E.S. Vote Initiative and a March to the Polls event. The senior defensive lineman is a political science major with a concentration in pre-law and theory. He was nominated by Chancellor Johnson O. Akinleye.

**New bowls coming**  
Two new black college football bowls are in the works.

First, ESPN Events has created the Red Tails Classic in honor of the famous Tuskegee Airmen who fought in World War II. The Airmen were known for



## NCCU's Darius Royster

their airplanes with red tails.

Naturally, Tuskegee University will be a participant in the Classic. The Golden Tigers will play Fort Valley State Sept. 5 at 7 p.m. on ESPNU.

Not to be outdone, the Black College Football Hall of Fame has established the HBCU Legacy Bowl. The all-star game, which will show-

case NFL draft-eligible players from HBCUs, will be broadcast live on the NFL Network the Saturday after Super Bowl LVI at Tulane University.

"The HBCU Legacy Bowl means opportunity and exposure for HBCU players and coaches," said co-founder and inductee Doug

Please see **NEW/7A**

## FALCON FACTS

### FALCON FACTS TERRIKA FOSTER-BRASBY TOP ESPN PRODUCER AND JOURNALIST

\* Graduated from Saint Augustine's in 2010 with a Bachelor of Arts degree in political science

\* Was a softball student-athlete at SAU

\* Was a founding member and danceline captain of the SAU Superior Sound Marching Band

\* One of the best multimedia journalists, digital podcast producers, on-air hosts and speakers in sports

\* Host of her own YouTube show Tee Take Two



\* Co-host and producer of ESPN's Around The Rim women's basketball podcast

\* A contributing writer for major media outlets such as *espnW*, ESPN's *The Undeclared* and *The New York Times*

# Top ESPN producer and journalist Terrika Foster-Brasby

By Anthony Jeffries  
SPECIAL TO THE TRIBUNE

RALEIGH - The NCAA Division II mantra "Life In The Balance" more than describes Saint Augustine's University graduate Terrika Foster-Brasby. A former softball student-athlete, Foster-Brasby has made a name for herself in the sports media industry.

The Detroit native is a journalist and audio podcast producer at ESPN. She also is a talented on-air host, graphic designer, and social media strategist and mar-

keter. You can find Foster-Brasby on ESPN's *Around The Rim* women's basketball podcast. She is paired with analyst LaChina Robinson, who won the WBCA 2021 Mel Greenberg Media Award. Foster-Brasby also hosts her own YouTube show "Tee Take Two."

Foster-Brasby aspired to be a lawyer after graduating from SAU with a political science degree in 2010. Her penchant for storytelling and love for sports eventually led her to ESPN, however.

Two years after graduating from SAU, Foster-Brasby was a sports content contributor for digital magazine "La Dulce Locura" and a sports talk host for the Sportzfm Radio Network. She later became a contributing writer for national sports news website Yahoo! Sports.

In 2014, Foster-Brasby got her big break at ESPN Radio as a digital audio editor. A year later, she earned a master's degree in new media journalism at Full Sail University. Her career took

Please see **FALCONS/7A**

## COLLEGE CORNER



N.C. A&T women lost to No. 1 seed N.C. State.



NCA&T women's bowling



# Pay to play

North Carolina senators Wiley Nickel, Paul Lowe and Natalie Murdock have introduced a bill to allow NCAA student-athletes to profit from the use of their name, image and likeness. The bill is SB 324.

"If a member of the band on a college campus can record music and sell that music as intellectual property and not be in any violation, a college athlete should have the same privilege to sell an image of themselves on a T-shirt if they so choose," said Lowe.

## Representin'

HBCU teams represented their schools well in the NCAA Tournament

Both Norfolk State and Texas Southern men made tournament history by winning their First Four games - the first time both teams had done so together. The Spartans lost to overall No. 1 seed Gonzaga and the Tigers dropped a hard-fought contest to Michigan.

And sticking with men's basketball, Coppin State senior Anthony Tarke continues to receive accolades. Tarke is one of 30 finalists for the Lou Henson National Player of the Year Award, given to the top mid-major player in the nation.

On the women's side, Jackson State was no match for No. 2 seed Baylor, while North Carolina A&T gave overall No. 1 seed North Carolina State a run for its money before losing 79-58 - a final score that belies the closeness of the game.

## Bowling champs

While A&T women's basketball team was battling in the Big Dance, the bowling team was winning another MEAC championship.

Ranked No. 4 in the latest National Tenpin Coaches Association poll, the Aggies defeated Monmouth 4-2. Yes, the Hawks are an associate member of the MEAC for women's bowling.

The title was A&T's first since 2018 and sixth overall. The match will be rebroadcast March 28, 7:30 p.m. on ESPNU. A&T's win earned it an automatic bid to the NCAA Women's Bowling National Championship. The selection show is March 31 at 4 p.m.

Over in the SWAC, Prairie View A&M defeated Jackson State 4-2 to claim the conference bowling title. Patricia Rosales was named tourney most valuable player. The Panthers won their third consecutive regular season crown and will represent the SWAC in the NCAA championship.

## Volleyball champs

The hits just keep on coming for Jackson State: football, women's and men's basketball, and now volleyball.

The Tigers defeated Mississippi Valley State to win the regular season title with an undefeated 9-0 conference record.

## 2 new HBCU bowls coming in the fall season

Continued from page 6A Williams. "We're excited to have this in New Orleans, especially during Black History Month."

Approximately 100 players will be invited to the weeklong event that also will celebrate Black culture.

"HBCUs are a bridge to equality," said co-founder and inductee James "Shack" Harris. "We thank the NFL for their support and in sharing our commitment to lifting up others."

To learn more, visit [www.HBCULegacyBowl.com](http://www.HBCULegacyBowl.com) and follow @HBCULegacyBowl via Twitter, Facebook and Instagram.

### SWAC updates TV schedule

The SWAC's success in spring football, along with

Deion Sanders, is bringing in added exposure.

Southern at Jackson State contest on April 3, and Alabama A&M at Jackson State on April 10 will be carried live on ESPN. That's a first.

The conference also announced its makeup dates for two games that were postponed due to COVID.

Alabama A&M at Prairie View A&M is now April 3 at 3 p.m. PVAM at Jackson State is April 24 at 2 p.m. Both contests will be broadcast or streamed on ESPN platforms.

### Combine bound

Thirteen MEAC players have been invited to participate in the NFL's HBCU Combine next month at the University of Alabama at Birmingham. Last year's event was canceled due to

COVID-19.

**Bethune-Cookman** (The Wildcats are still MEAC members till July 1)

DB Trevor Merritt  
WR Jimmie Robinson  
QB Akevious Williams  
**Delaware State**  
DL Brandon Carswell  
**Florida A&M**  
WR Marcus Williams  
**Morgan State**  
LB Rico Kennedy  
LB Ian McBorrough  
**Norfolk State**  
LB Nigel Chavis  
DB Nhyre' Quinerly  
**NC A&T State**  
WR Elijah Bell  
DB Mac McCain III  
**NC Central**  
DL Darius Royster  
**SC State**  
DL Tyrell Goodwin

## Unaltered expectations



N.C. CENTRAL SPORTS INFORMATION

DURHAM - North Carolina Central University's track and field teams are scheduled to return to action after a 13-month lay-off.

The Eagles' last meet saw them bring home seven medals in the 2020 MEAC Indoor Track & Field Championships before the season was cut short due to the pandemic.

Even with the extended time off, the expectations of the program do not change.

"This season is unique; however, our expectations remain the same," NCCU Director of Track and Field Tavius Walker said. "We expect to be great. We expect to represent not only this athletics program, but the institution, in a very high fashion."

In order to get the teams ready for competition, NCCU held an intrasquad meet in late February.

"One thing that you miss by not having the back-to-back seasons is the competitive edge and the opportunity to make some of those fine mistakes that you need to make to grow," Walker said. "We didn't have those opportunities, and we wanted to give our student-athletes a chance

to take the edge off, to compete, and to show their talents."

Another point of emphasis for the Eagles is the foundation and growth of companionship within the unit.

"We expect to continue the team comradery that we've had, propelling us from last year into this year," Walker said. "Sometimes, once we step onto the track, or into the circle, or on the runway, you need someone behind you beside yourself, and those are your teammates and your coaches, and we wanted to take that comradery into the outdoor season."

Some key returners for the NCCU women's team include five-time conference medalist senior Brandi Crenshaw and two-time conference medalist graduate student Corneisha Mitchell.

Crenshaw has earned the triple jump gold or silver medal in four out of the five MEAC championship meets she has competed in. Mitchell placed no lower than third in the weight throw in all of the meets she participated in last season.

The men's unit welcomes back seniors Marvin Jones and Gordon Lewis. The two of them earned their first

conference medals last season in the high jump and the 400-meter dash, respectively.

Jones soared a career-high 2.10 meters in the high jump to earn first place in back-to-back meets last season. Lewis raced to victory in the 400-meter dash at two different meets last season.

With the new season on the way, the Eagles coaching staff has had to make adjustments to ensure that everyone stays prepared, even under unique circumstances.

"One of the adjustments was to have our student-athletes compete at practice," Walker said. "With track and field, you have different cycles in which you prepare, so we've had to shift some things with our training cycle to make sure we are placing our student-athletes in the best possible position to compete."

NCCU is thrilled for the upcoming season, and the student-athletes are elated about representing the school and the program again.

The Eagles kick off their 2021 campaign at the Raleigh Relays, hosted by North Carolina State University, this weekend.

## Falcons alumna now a top ESPN producer

Continued from page 6A

off from there. During her time at ESPN, the outgoing Foster-Brasby has produced and interviewed a who's who in the sports and entertainment industries.

She met rap legend Ice Cube, actors Omar Epps and Omari Hardwick, comedian Mike Epps, and sports Hall of Famers Eric Dickerson, Sheryl Swoopes and Rebecca Lobo, just to name a few.

Foster-Brasby has produced and worked alongside Jemele Hill, Michael Smith, Cari Champion, Mina Kimes, Sarah Spain, Matthew Berry, Field Yates and other sports personalities. She has covered the NBA, NFL, WNBA and NCAA, and events such as the NBA All-Star Game, the NCAA Women's Final Four and the NBA Draft. A multitiered professional, Foster-Brasby is also a dynamic writer. Her byline has appeared in espnW,

ESPN's The Undefeated, and the New York Times.

Despite her tremendous success, Foster-Brasby has not forgotten about Saint Augustine's University. It was at her alma mater where she grew as a person and developed the fortitude and self-awareness to compete in a male-dominated industry. With help from SAU, Foster-Brasby definitely met the criteria of a true Division II student-athlete.

## Pandemic continues to impact student-athlete mental health

By Greg Johnson  
NCAA.ORG

As a follow-up to the NCAA Student-Athlete COVID-19 Well-Being Survey conducted last spring, a similar survey conducted in the fall showed student-athletes continue to face heightened mental health concerns and barriers to sport participation.

It also found a majority of student-athletes returning to their college towns and regaining some form of in-person interactions with teammates and coaching staff. While some mental health concerns declined from spring levels, new challenges in terms of career planning and graduation timing were identified.

The survey showed academic experiences and mental well-being were related to student-athletes' ability to return to campus and take in-person classes in the fall 2020 academic term.

Over 60% of the Division II and Division III respondents reported that they took a hybrid of in-person and virtual classes, while 56% of the Division I respondents said their classes were conducted in a hybrid format. Only 3% of Division I student-athletes reported taking all in-person classes this fall, and 11% of Division II and Division III student-athletes said all their classes were conducted in person.

As in the spring, elevated rates of mental exhaustion, anxiety, hopelessness, and feelings of being depressed were reported in the fall survey. Mental health concerns remained highest among demo-

graphic subgroups typically displaying higher rates of mental distress (women, student-athletes of color, those on the queer spectrum, those living alone or away from campus, and those reporting family economic hardship).

Student-athletes in their senior year and those attending classes fully virtually displayed heightened mental health concerns in the fall, as well. In most instances, the rates of reported mental health concerns experienced within the last month were 1.5 to two times higher than have been historically reported by NCAA student-athletes in pre-pandemic studies.

Respondents noted academic worries (43%), lack of access to sport (33%), COVID-19 health concerns (31%) and financial worries (24%) as the top factors negatively impacting their mental health. Many student-athletes of color cited personal experiences of racism or racial trauma within the last month as negatively impacting their mental health, with levels of endorsement from Black student-athletes more than twice that of other athletes of color (31% and 13%, respectively).

Nearly 90% of student-athletes surveyed across the three divisions reported living on campus or in their college community, and 60% reported attending a blend of virtual and in-person classes in the fall. Living arrangements for student-athletes were drastically different than those reported in the spring. Nearly 80% of respondents were living away from campus with

parents, family or a significant other at the time of the spring survey (April 2020), and nearly all student-athletes had moved to online-only education. Knowing how to access physical and mental health care increased in the fall, while perceptions of food security and confidence in managing exposure to COVID-19 decreased from spring levels.

With many student-athletes returning to campus and local restrictions on facility use lifted, reported barriers to training were fewer in the fall. Slightly more than 80% of student-athletes across divisions reported they were training with their team to some degree at the time of the survey. However, the pandemic continued to result in notable training challenges, with more than 40% of student-athletes citing local regulations and a quarter citing lack of access to appropriate facilities and equipment as barriers to their fall training.

As compared with white student-athletes, Black and Latinx student-athletes were about twice as likely to report someone close to them being hospitalized or dying as a result of COVID-19. Fewer student-athletes indicated feeling positive about their ability to keep up with and pass their fall courses as compared with the spring. Decreases were most notable among women (down 6 percentage points in both items). In terms of future career plans, 62% of seniors felt the pandemic negatively impacted their career planning.



COURTESY

## Student-athlete activism study shows high levels of engagement

By Greg Johnson  
NCAA.com

Three-quarters of student-athletes surveyed in the NCAA Student-Athlete Activism and Racial Justice Engagement Study indicated that it was important to them to be an engaged citizen, and over half said college athletes have a responsibility to volunteer in their local community.

Nearly 90% of the student-athletes indicated that within the six months preceding the survey, they had conversations focused on race or racial justice with family or friends. About 80% indicated they had tried to learn more about race and racial justice on their own.

The Association-wide survey, which took place Oct. 6 to Nov. 2, had responses from nearly 25,000 student-athletes. It was designed by NCAA research in collaboration with the NCAA Sport Science Institute and the NCAA Division I, II and III Student-Athlete Advisory Committees. Female student-athletes made up 16,100 of the respondents, with 76% identifying as white, 16% other and 8% Black. Nearly 8,800 of the respondents were male, with 70% white, 16% other and 14% Black.

The spring and summer of 2020 saw nationwide civic protests, particularly surrounding the relationships between the Black community and law enforcement. Black student-athletes surveyed were the most likely to indicate a willingness to take a public

stance on a social issue (60%), as compared with Latinx student-athletes (49%), other student-athletes of color (49%) and white student-athletes (41%). Over three-quarters of student-athlete participants of color had posted or shared content on social media platforms about race or racial justice within the previous six months, as compared with 51% of white participants.

Nearly half of Black student-athlete participants indicated having attended a protest or rally about racial justice within the previous six months, which was significantly higher than the figures for Latinx athletes (29%), other athletes of color (36%) and white athletes (23%).

Survey results showed student-athletes are most comfortable discussing issues of race on campus within their own teams — with their teammates (67%) and with their coaches (58%). Comfort levels were similar for men and women, and Black student-athletes were more comfortable having these conversations than those of other races.

Participants were asked what more they would like to see their coaches and athletic department staff do to address racial justice. Answers included listening, demonstrating support and taking action through hosting education sessions and honest conversations. Other responses suggested recruiting and hiring more athletes and athletics staff who are Black, indigenous

or other people of color, and taking a public stance through statements, departmentwide actions, or social media content that promotes civic engagement and racial justice.

A question in the survey that received an overwhelming response centered on the 2020 elections that took place in November. Over 80% of survey respondents indicated their intent to vote in the elections. Black female student-athletes were most likely to intend to vote (86%). Black student-athletes indicated the highest levels of intent to volunteer for the 2020 election (canvassing, registering voters or working at the polls), with 1 in 5 reporting such engagement. This was highest among Black male athletes (21%).

Over the past year, the NCAA national office has been actively engaged in supporting athlete activism. In August, NCAA leadership development created a four-part virtual series, Athletes Using Their Power (A4), to prepare student-athletes to be effective change leaders on campus and within their communities. The A4 session recordings and a range of athlete resources can be found on the A4 website.

The office of inclusion is also building a website with historical information and contemporary resources on athlete activism designed for athletics administrators and student-athletes.

It is set to launch later this winter.

The **BEST**  
in HBCU  
Sports

## SCHOOL NEWS



## Ease students' anxieties as they return to the classroom

STATEPOINT

When it comes to the emotional well-being of students post-pandemic, a new study reveals that teachers expect significant challenges as schools make a full return to in-person learning.

The study, commissioned by the Crisis Prevention Institute, the world leader in de-escalation training, shows that 84% of teachers say student trauma, mental health issues and increased anxiety are their biggest concerns with full classroom reentry.

"Many of those in school communities have faced adversity and trauma, ranging from upended routines to home isolation and loss of family members. Simply restarting school won't erase the aftereffects," said CPI President Susan Driscoll.

In many cases, the past year has simply exacerbated issues that predate COVID-19. It's estimated that prior to the pandemic, nearly half of all students in the U.S. had experienced

some form of trauma, according to the nonprofit research organization WestEd.

Driscoll says that while the federal government's COVID CARES Act will provide essential financial support at the district level, families and teachers are in a position to help make the transition as smooth and successful as possible on the individual level. "Ideally, all individuals in a student's life will be aligned in helping them prepare for their return to school," she said.

Having trained more than 15 million individuals over four decades in its techniques, CPI is lending its unique knowledge during this transitional period. Here are some of the organization's top tips for teachers and parents who are busy making preparations for the return to in-person learning:

\* Create a good learning environment: Classrooms should be well organized and structured, but also welcoming to reestablish a familiar routine.

\* Listen empathetically: Offer your undivided attention, then provide thoughtful, nonjudgmental feedback.

\* Rebuild trust: In a recent survey by the American Federation of Teachers and the New York Life Foundation, only 15% of educators said they feel very comfortable addressing students' emotional needs caused or intensified by the coronavirus outbreak. While teachers may feel a bit unprepared in this area, making it clear to students that sharing their feelings and concerns is appreciated and encouraged will go a long way.

\* Acknowledge your own anxiety: Take the time to understand the reasons you are feeling anxious and seek a positive outlet.

During its 40-year history, CPI has trained more than 55,000 educators worldwide in nonviolent crisis techniques that assist with de-escalating and managing heightened school situations. To learn more, visit [crisisprevention.com/About-Us](https://crisisprevention.com/About-Us).

## SENIOR CORNER



## 4 easy tips to help older adults stay active at home

STATEPOINT

As the COVID-19 pandemic continues, many older adults are following the advice of public health experts and remaining at home to limit risk of exposure. Bad weather conditions can also keep people inside for days at a time. But a strong body and mind are as important as ever, and the good news is being indoors doesn't mean having to give up on exercising.

There are many great health benefits to staying active, such as improving mobility and balance, developing muscle and bone strength, increasing energy and managing weight. Exercise can also reduce blood pressure and lower the risk of heart disease, stroke and diabetes.

Dr. Gina Conflitti, Cigna chief medical officer for Medicare, says the advantages aren't just physical. "Keeping active has a positive impact on mental health, too," she said. "With regular exercise, many older adults enjoy better sleep, clearer thinking, lower stress and improved mood."

According to Cigna, which serves many older adults through its Medicare Advantage plans, here are

four simple tips for exercising in the comfort of home:

1. **Make a plan.** What is your long-term goal? Having something to work toward is great motivation to keep up daily activity and set yourself up for success. Before you begin any physical activity, talk to your doctor about your health goals. Your doctor can provide guidance on exercises that are safe and attainable as you begin a new chapter of your wellness journey.

2. **Take it slow.** You don't have to run a marathon or even lift weights to keep fit; the most important thing is to just move. Start by walking around your house a few times a day or doing some gentle stretching. Just adding five minutes of activity to your day can make a difference in your overall health and mood. As your body gets used to daily movement, you can enhance your physical activities as recommended by your health care provider.

3. **Use what you have.** You don't need a gym to get a healthy workout. In fact, there are plenty of exercises you can do using items found around the house.

For example, "chair dips" are an effective arm and

shoulder workout; just place both feet on the ground, face away from a chair and support your body by putting your hands on the seat behind you with straight arms. Next, raise and lower yourself by bending and unbending your arms.

You can even exercise while seated. Hold your leg out in front of you and trace each letter of the alphabet. Work your feet and leg muscles by laying a kitchen towel on the floor, then use your toes to grab, release and push the fabric.

4. **Check your health care plan benefits.** If you have a Medicare Advantage plan, you might be eligible for extra benefits such as at-home fitness programs, including free on-demand workouts accessible from your computer, smart device or phone, as well as gear such as resistance bands.

"As you start, remember to be flexible and stay positive," Conflitti suggests. "Changing habits can take time, but every step is progress. If you haven't reached a goal, don't be hard on yourself; it's most important to continue at your own pace."

## HBCU NEWS



**ST. AUGUSTINE'S**  
On March 21, SAU partnered with WakeMed's Health Equity team and community-based organizations to host a first dose vaccination event. The aim was to provide vaccine access to community residents who are underrepresented in the vaccination counts; namely, African Americans and Hispanics. Research shows that whites are 1.5 times more likely to be vaccinated than African Americans and 4.2 times more likely than Hispanics. SAU secured 300 vaccination time slots for its campus community (faculty, staff, and frontline workers) who were also able to share time slots with other community-based organizations, especially those organizations serving harder to reach community members. Additionally, 20 SAU students volunteered, 10 of which were student-athletes from

the volleyball team. "This is a wonderful partnership between WakeMed and the university that is focused on caring for people that may not otherwise have an opportunity to receive care and a vaccine," said Steve Lawler, president and CEO of the North Carolina Healthcare Association. "It's a great example of how the public/private partnership really matters in each community."

SAU is located in the 27610 zip code with the highest number of COVID-19 cases in North Carolina. Approximately 1,500 individuals received their first dose of the Pfizer vaccine at the event. Event participants were overwhelmingly from the targeted populations.

Forty community volunteers assisted, all of which were offered vaccinations. Of the 40 volunteer vaccinators that were present, many were

physicians of color dedicated to health equity.

"We know that we have been overrepresented in hospitalizations and deaths in Black and brown communities, and underrepresented when it comes to getting access to vaccines so that is our mission to promote equity in vaccine distribution," said Dr. Rasheeda Monroe, medical director of WakeMed's Primary Care Pediatrics and a member of WakeMed's Health Equity Team. "We are thrilled to be here today to partner with SAU and Dr. [Christine] McPhail. I know this mission is so personal to her."

WakeMed would like to host another vaccination event at SAU in April. SAU is also working with N.C. Independent Colleges and Universities to host a vaccination event for its students. For more information, call (919) 516-4000 or email [vaccine@staug.edu](mailto:vaccine@staug.edu).

## BOOK

**BLOOD GROVE: An Easy Rawlins Mystery**  
By Walter Mosley  
Mulholland Books,  
\$27 HC

In "BLOOD GROVE," the unflappable Ezekiel "Easy" Rawlins, proprietor of his own private detective agency, is back in Los Angeles. It is 1969, and flames can be seen on the horizon, protest wafts like smoke though the thick air.

Rawlins, whose small agency finally has its own office, gets a visit from a white Vietnam veteran. The young man comes to Easy with a story that makes little sense. He and his lover, a beautiful young woman, were attacked in a citrus grove at the city's outskirts. He may have killed a man, and the woman and his dog are now missing.

Inclined to turn down what sounds like nothing but trouble, Easy takes the

case when he realizes how damaged the young vet is from his war experiences — the bond between veterans superseding all other considerations.

The veteran is not Easy's only unlooked-for trouble. His adopted daughter Feather's white uncle shows up uninvited, raising questions and unsettling the life Easy has long forged for the now young woman. Where Feather sees a family reunion, Easy suspects something.

## NC income tax filers get another month for returns

THE ASSOCIATED PRESS

RALEIGH — North Carolina tax filers will get another month to complete their individual state returns, in keeping with the IRS decision to push its April 15 deadline back to May.

The state Department of Revenue announced the traditional tax filing and payment deadline is now May 17, just like the new

federal date.

Tax officials cite giving people more time to deal with unusual tax circumstances brought on by the pandemic for the delay.

State law gives Revenue Secretary Ron Penny the authority to extend the state deadline. But he can't change other tax requirements, so for now interest is added on to payments made after April 15.

Penny said in a news re-

lease that Gov. Roy Cooper and legislative leaders are willing to work on law changes to reflect the extension. They eliminated the interest mandate when last year's deadline was delayed.

The department says the later deadline doesn't apply to sales taxes or income tax withholdings, or to estimated tax payments due on April 15.



# POST BEST BANQUET

**April 17, 2021**

**Virtual but Vital Event 6-7:30 PM**  
(Available to livestream from anywhere)  
Rescheduled from the October 17th due to COVID-19

**2020 HONOREES**



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Educator  
**Dr. Curtis Carroll**  
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Top High School Senior  
**Emory Brinson**  
South Mecklenburg High School

**Contact info**  
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<http://tcfpdn.org/2020PB8E>