

The Triangle TRIBUNE

THE TRIANGLE'S CHOICE FOR THE BLACK VOICE

VOLUME 23 NO. 25

WEEK OF JUNE 20, 2021

\$1.00

St. Augustine's women's basketball signs 3 new recruits.



How Dems win NC Senate races

By Gary Pearce
SPECIAL TO THE TRIBUNE

Can a Democrat win the race for U.S. Senate in North Carolina next year? History isn't encouraging. Since the two-party era began in 1972, Democrats have won only 4 of 17 U.S. Senate elections here - a puny .235 batting average.

Let's look at the lessons those four wins might hold for 2022. The first win was in 1974, when then-Attorney General Robert Morgan was elected to succeed retiring Senator Sam Ervin. That was the Watergate year. President Richard Nixon resigned in August; Republicans got routed in November. Only one Republican was left in the 50-member state Senate. Morgan won almost 62% of the vote.

Lesson One: Pick a good year to run. After that, a Democrat didn't win for a dozen years.

In 1986, former Governor and Duke University President Terry Sanford beat Jim Broyhill, a long-time congressman and furniture heir. Broyhill had been appointed to succeed John East, who resigned because of poor health and later committed suicide. Like 1974, 1986 was a good year for Democrats. President Reagan was enmeshed in the Iran-Contra scandal. It was Reagan's second mid-term election; historically, those are good for the opposition party.

Sanford was a respected senior statesman and a savvy campaigner. When Republicans called him soft on defense, he put on his World War II paratrooper jacket and campaigned in a helicopter. He won 52% to 48%. Lesson Two: Pick a strong candidate. And remember Lesson One.

The next win came another 12 years later, in 1998. John Edwards beat Lauch Faircloth, who had beaten Sanford in 1992. Edwards was a fresh face, a newcomer to politics who had spent his legal career representing victims of accidents and malpractice. Edwards was good on TV and willing to spend millions of dollars of his own money putting himself on TV.

Faircloth was showing his age. He ducked debates and joint appearances. Edwards was the perfect contrast. He ran as a Washington outsider who would fight for North Carolinians, not take money from lobbyists and avoid politics as usual. It was President Clinton's second mid-term, and it was the year of the Monica Lewinsky scandal and Clinton

Please see **RACE/2A**

N Carolina rights groups say GOP bills impede voting access

By Gary D. Robertson
THE ASSOCIATED PRESS

RALEIGH — Civil and voting rights groups Monday blasted election bills written by North Carolina Republicans and expected on the Senate floor this week, calling them another GOP attempt at voter suppression, especially of minority groups.

Senate GOP leaders are advancing three measures, one of which would require mail-in absentee ballots be received by mail or handed in by 5 p.m. on the date of the election in order to count. Current law gives a three-day grace period for envelopes postmarked by the primary or general election date. A legal settlement extended the time to nine days in the 2020 election.

"These bills are not about election integrity, and they are not about transparency," Manny Mejia with Democracy North Carolina said at a news conference outside the Legislative Building. "They are about controlling who has the right to vote by repeating tactics that have historically disenfranchised voters."

Another GOP measure prohibits the acceptance of private money to administer elections, while the other develops wider online voter registration options and promises to fund a pro-

Please see **GOP/2A**



COURTESY

Protesters at the Royal Ice Cream Parlor in the 1950s.

Royal Ice Cream sign set for dedication

Museum of Durham History commemorates 1957 sit-in with original participants

By Bonitta Best
editor@triangletribune.com

In 1960, four North Carolina A&T students held a sit-in at a Woolworth's lunch counter in Greensboro. But unbeknownst to many at the time, another sit-in in North Carolina had occurred three years prior.

On June 23, 1957, the Rev. Douglas Moore of Asbury Temple Methodist Church and seven Black teenagers entered the segregated Royal Ice Cream Parlor in downtown

Durham. They walked in through the "colored" side at the back of the restaurant but continued into the white section and sat down.

They were denied service, arrested and fined \$10 plus court fees. The group became known as the "Royal Ice Cream Seven."

Moore sought the legal assistance of Durham lawyer and civil rights activist, Floyd McKissick. The case went all the way to the U.S. Supreme Court, which declined to hear

it on the grounds that the protesters' rights had not been violated.

Though they lost the case - and the support of many in both the Black and white community - the Seven set the stage for future sit-ins around the country that changed a nation.

While the ice cream company no longer exists, one of its storefront signs is on display at the Museum of Durham History in downtown

Please see **ROYAL/2A**

Bill to toughen school suspensions 'targets' Black students

By Freda Freeman
CORRESPONDENT

RALEIGH - The North Carolina Senate is considering passage of a bill that community members say will increase school suspensions and not only disproportionately affect Black students but target them.

The House approved the bill in May, voting 66-49 along partisan lines, with Republicans voting for it and Democrats voting against.

If passed, House Bill 247 Standards of Student Conduct will expand state law to include infractions that currently are not considered serious enough to warrant long-term suspension.

The proposed change would toughen school discipline policy by including violations that were not previously considered grounds for suspension: inappropriate language, dress code violations, noncompliance, and minor physical altercations.

In 2011, legislators listed these four examples as exemp-



FILE

House Bill 247 would expand state law on minor infractions.

tions to the policy in an effort to decrease long-term suspensions (more than 10 days) and subsequently reduce the drop-out rate.

The bill's sponsors said principals need more control over disruptive students and what goes on in school. However, some education advocates said the bill, if passed, will set Black students up to fail by making it easier for principals

and school administrators to kick them out at will. They said the suspension policy will rely on principals' biases and personal interpretation of the guidelines, with no recourse for students and parents.

"Why would anybody want to roll back and suspend children for frivolous infractions? They want to remove that language because the language pro-

Please see **SUSPENSION/3A**

Three finalists for Raleigh police

By Freda Freeman
CORRESPONDENT

RALEIGH - The top three job candidates who hope to become Raleigh's new police chief pledge to foster better relations with the community, increase safety, reduce gun violence, and hold police accountable. The finalists answered



Lowe

questions, submitted by residents, during a two-hour virtual candidates' forum last week.

City Manager Marchell Adams-David said at Tuesday's City Council meeting that she planned to announce her decision by the end of this week. Speaking at last week's forum, Adams-David said: "Police work is a calling; it is not a job. Let me be clear, this is a big decision for our city and for our community. The role of police chief is a symbol, not just for public safety but for who we are as a community and what we value as a people. This is a person we entrust to keep us safe and secure, regardless of what we look like, how much money we make or where we reside."

Seeking a candidate to replace Police Chief Cassandra Deck-Brown, who is retiring after 33 years with the Raleigh Police Department, the city hired Public Sector Search and Consulting to help with its national recruitment process. The consulting firm held eight focus group meetings, with almost 100 participants in attendance. The consultants also surveyed community members to find out what qualities, characteristics, and experience they want to see in the next police chief. More than 3,400 survey responses were received.

The field of candidates was narrowed down to three: Rob Lowe, deputy superintendent, Cambridge Police Department, Mass.; Darryl McSwain, police chief for the Maryland-National Capital Park Police, Montgomery County Division; and Estella Patterson, deputy chief of the Charlotte-Mecklenburg Police Department.

Lowe has 20 years of experience with the Cambridge Police Department, where he currently oversees police officers who help homeless persons, people with mental health challenges, at-risk youth, and sexual assault victims get the follow-up services they need. As park police chief, McSwain's job is to provide safety in 400 parks that serve more than 1 million people. Before being appointed park police chief

Please see **3/2A**

Index

News 1A Sports 1B
Focus 6A Religion 3B
Classifieds 4B
Life 5B

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Royal Ice Cream sit-in anniversary dedication

Continued from page 1A
Durham. A dedication to commemorate the 64th anniversary of the sit-in is June 23, 6 to 8 p.m., at 500 W. Main St.

"We are honored to display this sign and are grateful for the courage of the 'Royal Ice Cream Seven,'" said Museum executive director Patrick

Mucklow. "It serves as a reminder that Durham has a legacy of taking the lead on social justice issues, and that the sacrifice of the participants, mostly teenagers at the time, should never be forgotten."

The reception will be held outside under the Museum's gazebo with remarks by historian Eddie Davis, along with former

N.C. State Senator Floyd McKissick and William A. Marsh III, whose fathers represented the protestors in court. Surviving participants Virginia Williams and Mary (Clyburn) Hooks will be in attendance as special guests of honor.

The public is invited. The Durham Civil Rights Project contributed to this article.

How Democrats win N Carolina Senate races

Continued from page 1A
ton's impeachment. But Republicans overplayed their hand. They made the election about Clinton's lies and sex life, not about the country.

Edwards won in an upset, 51% to 47%. Lesson Three: Pick a weak opponent. And remember Lessons One and Two.

The final victory, 10 years later, was Kay Hagan in 2008 over incumbent Elizabeth Dole. Dole had been elected to succeed Helms in 2002. Hagan was a popular and respected legislator and Greensboro civic leader. She picked a good year; Barack Obama

carried North Carolina for president and helped elect Bev Perdue for governor. Dole was hurt by independent ads suggesting she was too old for the job. She hurt herself by running an ad that suggested Hagan didn't believe in God.

Hagan won comfortably, 52% to 44%. Lesson Four: Pick the rare, good year when the Democratic presidential candidate runs strong here. And remember Lessons One, Two and Three.

The 2022 race comes 14 years after Democrats' last win. It will be a midterm election. Neither President Biden nor former President

Trump will be on the ballot. But their records will be, for better or worse. It will be a rare open-seat race, with no incumbent running.

In a year like that, you can't do anything about the national political winds. You have to take what comes. You can't pick your opponent, although you can weaken him or her.

You can only pick your best candidate, run your best campaign and hope for the best.

Gary Pearce blogs about politics and public policy at www.NewDayforNC.com.



Allison Riggs, co-executive director of the Southern Coalition for Social Justice, at podium, speaks at a news conference outside the Legislative Building.

GOP bills impede voting rights, activists say

Continued from page 1A
gram to get photo identifications to people who lack them. A voter ID requirement approved in 2018 remains blocked as litigation challenging it continues.

GOP senators say moving up the date to accept ballots will build voter confidence in election outcomes and likely speed up the time in which the news media can call races for a candidate. But Senate Democrats and the critics at Monday's event said it will only result in frustration because voters won't know exactly when they must mail their ballot envelope for the U.S. Postal Service to deliver it on time.

More than 11,600 ballots received during the first three days after the 2020 Election Day were lawfully counted, according to State Board of Elections data. Results still won't get finalized by county and state officials until later in the month of each election.

"Throwing away thousands upon thousands of legitimate votes won't provide election finality any sooner," said Allison Riggs with the Southern Coalition for Social Justice and the lead attorney in a pending voter ID lawsuit. She calls the bills just another attempt by the GOP-controlled General Assembly over the past decade "to impede free and fair elections." Republicans disagree and say North Carolina voting rules offer lots of time to vote early in person or by mail, and that voters would make adjust-

ments to ensure their votes get turned in earlier.

Republicans in state legislatures have filed scores of elections-related measures this year, some of which stem from baseless claims by former President Donald Trump and his allies challenging the results of the presidential election. North Carolina Senate Republicans have not directly cited such claims.

The measure would have to pass the Senate and House before going to the desk of Democratic Gov. Roy Cooper, a strong voting rights advocate. Danielle Brown with Black Voters Matter mentioned how Democrats in the

Texas legislature walked out to derail, at least temporarily, GOP election legislation two weeks ago. In North Carolina, Brown said, "we ask our folks to do the same thing."

The proposed ban on nonprofit giving comes as the state and nearly all county election boards benefitted from millions of dollars from nonprofit groups for the 2020 elections.

Republican say such giving can raise questions of undue influence on elections. Monday's speakers said the option should not be barred when election administration funding is insufficient.

Three finalists for Raleigh police chief speak at forum

Continued from page 1A

in 2018, McSwain was with the Montgomery County Department of Police for 30 years. Patterson has been with the Charlotte-Mecklenburg Police Department since 1996, serving as a patrol officer, instructor, division commander, recruitment director, and Internal Affairs com-

mander. Serving as moderator, consultant Gary Peterson asked the candidates how they would build trust and respect between communities and the police who serve them. McSwain said it is important for the police department to listen to residents because policing is not limited to just the police. "Safety within the community is just that; it's a community responsibility, in which we work together. Sometimes the police may be in the lead but sometimes we may be in a support role, especially when dealing with our vulnerable populations. I've worked with nongovernmental entities and nonprofits to assist with our mentally ill, those with addictions and others, and that model has worked very well," he said.

If hired, Patterson said she would hold her officers to the highest standards and build trust and legitimacy with the community through integrity, transparency, and accountability. Patterson said she would spend her first 100 days on the job being proactive by reaching out to community members, rather than waiting for them to come to her.

"In building trust and legitimacy with the community, you have to be connected. If you want the community to trust you, you have to be embedded in the community. Everything the police department does should be around transparency. We would always have our body camera on, always capturing the things that we're doing. Accountability starts with the chief. I would challenge the community to hold me accountable for the action of my officers, and that accountability would flow downward where I would hold my officers accountable to the community," she said.

Lowe said he embraces community policing in which community members and police work together to identify and solve problems. He also said police departments must acknowledge the generational impact their actions have had on communities of color and must work to eliminate implicit bias.

Peterson said that in the aftermath of George Floyd's murder nationally, many people are calling for changes to police policies and procedures and some are asking to defund the police. He asked the candidates how they have led their departments during this time, what has gone right, and what they would do differently.

Patterson said: "The tragedy that happened last year is one that has really opened our eyes to some of the injustices historically between the police and the community unfortunately, but we have learned from it, and now we are moving forward."

Lowe said he was instrumental in leading several reform efforts, including getting officers to go through implicit biases training. "I honestly believe that we can support change and we can support change at the same time. Policies and procedures are extremely important, but I think the culture of the organization is so much more important than that. Those are a lot of the things we're already doing right; I think there's always a lot more work to do, but I really think until we address the issues of systemic racism in policing that we're not going to be able to move forward."

Outlining changes in his department, McSwain said: "The vast majority of members of our public respect and appreciate public safety, but they don't want reprehensible type of acts like that to continue. They want police agencies to stop it, in some way, shape or another."

As cities across the country grapple with escalating gun violence, Peterson asked the candidates what they would do to reduce gun violence in Raleigh.

Lowe said he would use focused deterrence policing and partner with community organizations to help youth who are involved in the court system get reintegrated back into the community and stay out of trouble.

Patterson said gun violence is a public health crisis that requires a collaborative approach across all spectrums of the community, including nonprofits, businesses, and the education system, to address it.

McSwain said he would educate community members on the extent of the problem and give them tools where they can actually help, whether through anonymous tip lines or cash rewards.





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Tougher suspensions 'target' Black students

Continued from page 1A
tected children from being suspended for those things. We need to rise up and stop sitting in the face of a policy that's arbitrarily used to push our students from school to prison. They want to make it easy to get them out. That's feeding them into that prison industrial pipeline," said Geraldine Alshamy, who organized a recent informational meeting for parents.

Mindy Fuller, whose son will be in middle school next year, said: "I see what is happening right now, I see what they're trying to do. I know they are trying to increase that school-to-prison pipeline, and they're not going to do it with my kid. I'm determined that they're not going to do it with my kid."

Yolanda Speed said, although her son has graduated from high school, she attended the meeting to stand in solidarity with other Black parents. Speed said her son, who is now an honor student with a

double major at North Carolina Central University, was often belittled by white teachers.

"All the things that Wake County tried to stamp on him, all the things that this country tries to stamp on our young men, my son transcended those things, so I'm here today for somebody else's baby. I'm not going to stop fighting and using my voice against what the system tries to put on our young Black men - Black women, too, but we're invisible. But our Black men, they see them, and they want to take them out and leave us without them, and I'm here to say no," she said.

Alshamy said Black students are more likely to be suspended than white students who commit the same violation.

"Those are the same categories that fed the school-to-prison pipeline. Frivolous infractions, we called it arbitrary use of policy, using the policy differently for one set of kids than another. We talk about discrimination, and

they say, 'oh, we're not discriminating.' No one wants to admit it, but let's call it what it is," she said.

"They're making it easier to suspend students. What's inappropriate is left up to interpretation. Principals' discretion to use suspension has proven that they will not be fair to vulnerable students. Black, brown, and children with disabilities are 3.9 times more likely to be suspended than their white counterparts. They are also given longer suspensions for the same infraction as their white peers."

Outlining an action plan, Community Voices for Equity in Education, organizers of the virtual meeting, have started a letter writing campaign, are circulating an email petition, and plan to hold a press conference. They have written letters to Gov. Roy Cooper, Lt. Gov. Mark Robinson, and Rep. John Torbett, the bill's primary sponsor.



You can save someone from sickle cell disease

NORTH AMERICAN PRECIS SYNDICATE

World Sickle Cell Day is June 19.

Sickle cell disease affects 100,000 mostly Black and biracial people in the United States. People living with sickle cell disease experience ongoing crises where cells block the blood stream, causing excruciating pain and damage to the organs and tissues, and produce a shorter lifespan. While new developments in bone marrow and stem cell transplantation now offer the hope of a cure and a healthy life, most people have a hard time accessing treatment.

One reason is that while there are more than 38 million registered donors from 55 countries in the worldwide registries, 75% of African American, Caribbean or biracial people cannot find a life-saving match. The best chance for a life-saving marrow match lies with those of similar

ethnic or racial ancestry, yet due to a dire need for diversity in the registries, many people die needlessly. Some patients have a family member who can donate, but, in 70% of cases, a volunteer donor is required.

That's where the Gift of Life Marrow Registry comes in. It's a nonprofit organization that facilitates stem cell and bone marrow transplants. Now, the registry has launched a campaign, "Blood Is Thicker," aimed at improving health outcomes for Black patients. The message is simple: Everyone has the power to save a life, starting with a simple cheek swab.

The nonprofit is joined in the effort by the NAACP and health experts nationwide to encourage more people in the community to join in this fight, while also dispelling misconceptions about the registration and donation processes.

"As a doctor who treats

sickle cell patients, I am all too familiar with the fact that history is still affecting the ways we approach medicine and treatment for all," said Ahmar Urooj Zaidi, M.D., a hematologist and sickle cell physician at Children's Hospital of Michigan. "One in 13 African Americans is born with the sickle cell trait and, unfortunately, there is no disease more intertwined with racism, prejudice and bias than sickle cell disease. Working with Gift of Life, I hope to help shine a spotlight on the disparities that sickle cell patients face, including low access to possible cures such as a bone marrow or stem cell transplant."

Volunteer donors age 18 to 35 and in good health can support the effort by joining the registry and using their voice to educate others. For more information, visit giftoflife.org/bloodisthicker.

Biden urged to select leader of HBCU initiative

By Sarah Wood

DIVERSE ISSUES IN EDUCATION

With the continued rise in anti-Asian violence fueled by the COVID-19 pandemic, President Joe Biden signed an executive order last month to establish the White House Initiative on Asian Americans, Native Hawaiians and Pacific Islanders. On the same day, Krystal Ka'ai, executive director of the Congressional Asian Pacific American Caucus, was selected to lead the initiative.

As the White House continues to fill key leadership

positions, the executive director position for the White House Initiative on Historically Black Colleges and Universities remains noticeably vacant. Given the "insurmountable amount of mess cleaning" the Biden administration has faced since taking office in January, Marybeth Gasman, the Samuel DeWitt Proctor Endowed Chair in Education and a distinguished professor at Rutgers University, assumes the focus has been on addressing those tasks at hand — like mitigating COVID-19 — first.

"The Department of Education and the White House have been doing a lot of damage control since Trump was president," she said. "I am hopeful that they will have an executive director in place within the next month or two and that this timeline shouldn't have a negative impact."

Acknowledging the many responsibilities of the Biden administration, Grambling State University President Richard J. "Rick" Gallot, Jr. stressed that identifying an executive director should be a top priority.

Please see **BIDEN/4A**

Happy Father's Day!
Read our Father's Day tribute story
in our June 13 edition.

WELLS
FARGO

Bob Marshall on

Opening Doors for Black Businesses

Today, an estimated forty-one percent of Black-owned businesses have been affected by COVID-19 and as many as thirty-five percent of African American business owners have been unable to access credit to keep their doors open. Basically, this means Black-owned small businesses are closing their doors at twice the rate of the industry average, according to the National Bureau of Economic Research. And that is not acceptable.

As the National Small Business Development Leader at Wells Fargo, my team and I are focused on solving the unique problems that Black business owners face, so we can help shift the landscape to better equity and prosperity.

While there are many factors involved, Black businesses are often smaller in terms of number of employees, payroll and startup capital, and they may not have established banking relationships. This makes them much more susceptible to economic downturns and challenges. What we at Wells Fargo strive to provide is greater access to credit and innovations so these businesses can stay resilient and be prepared to stage a comeback in this pandemic.

One example of this is Wells Fargo's Open for Business Fund, a roughly \$420 million small business recovery effort. This includes grants to Community Development Financial Institutions (CDFIs) and organizations that provide technical training and longer-term resiliency programs to entrepreneurs. These organizations play a vital role in helping



business owners, especially diverse and women business owners, to access capital and resources to support their continued recovery.

The first phase of the Open for Business Fund allocated \$250 million to Community Development Financial Institutions (CDFI) to extend capital to small businesses, and the CDFIs can typically leverage this philanthropic capital at a rate of 3 to 1. That's a big impact.

In fact, eighty-four percent of funding is projected to reach racially and ethnically diverse small business owners. We estimate that the Open for Business Fund is already protecting more than 75,000 jobs and we hope to make an even more substantial impact with the funds remaining.

In addition, just prior to the beginning of the pandemic in March, Wells Fargo announced pledge to invest up to \$50 million in Black-owned Banks. Just this past February, it was also announced that this would include equity investments in six African-American minority deposit institutions (MDIs).

Supporting diverse-owned businesses is more important than ever and it is critical that we and other lenders continue to identify more ways to sustainably create access to capital for the start-up, operation, and growth of these small businesses, especially in our underserved communities.

I'm proud to work with my colleagues at Wells Fargo as we help to close the gap in access to credit for Black-owned businesses. If you or someone you know needs tools and guidance to keep their small business door open, we're here to help.

Learn more at: smallbusinessresources.wf.com



Meet Bob Marshall

Bob Marshall is the National Business Development Executive with Wells Fargo Bank for the Small Business Development Group. He was recognized as one of the Washington Business Journal's Minority Business Leaders, the featured speaker on the inaugural Executive Speakers Series of the Thurgood Marshall College Fund, and was also highlighted in the Third Edition of "Who's Who in Black Charlotte" for his work, dedication, and commitment to the African American community.

Biden administration urged to select leader of White House initiative for HBCUs

Continued from page 3A
 ority. "We appreciate the work being done by United Negro College Fund, Thurgood Marshall College Fund, National Association for Equal Opportunity in Higher Education and others, but an executive director with direct access to the administration is important," he said.

Despite the delay, HBCU leaders are encouraged by the many prospects that could serve the administration well in this role.

"We do trust that the right person will be carefully selected for this very important position which will help to ensure that HBCUs are provided the necessary opportunities to continue to provide a high-quality education and move forward the work

and mission of Virginia State University and other HBCUs," said VSU President Makola M. Abdullah.

Appreciating that the decision has not been "rushed," Lodriguez Murray, senior vice president of public policy and government affairs at UNCF, said the executive director needs to be a "voice for these institutions in the rooms and corridors where the schools are not."

Not looking to predict potential candidates, he indicated that the candidate should be intimately familiar with HBCUs — either as an alumnus or employee.

"I think the White House really has prioritized these institutions," said Murray. "They put their money where their mouth is because they have such high

regard for these institutions and what they contribute to the country. They are looking for just the right person to plug into this role."

No timeline was provided by the Department of Education for a selection announcement, but the position went vacant for many months during the Trump administration, with President Trump ultimately naming Johnathan M. Holifield to the post.

A spokesperson at the Department of Education said that despite the vacancy in the top position, "there is currently a strong career team staffing the White House Initiative while the White House considers the appointment for the initiative."



State Superintendent Catherine Truitt.

Superintendent walks back comments over CRT ban

By Greg Childress
 THE POLICY WATCH

State Superintendent Catherine Truitt has walked back comments she made last week suggesting the state Senate is reluctant to take up a bill prohibiting school districts from teaching Critical Race Theory because it fears a backlash from corporate interests.

Truitt, a Republican, made the comment June 10 during a meet and greet with Orange County Republicans.

"I shared that I thought the Senate may not take up the bill (House Bill 324) out of concern for bad publicity with the business community," Truitt said in a statement. "In conversations since, it's clear the Senate will move a bill they feel is in the best interest of N.C., its students, and will not bend to the whims of corporations and tech companies."

Republican-led legislatures across the country have sought to pass laws prohibiting the teaching of CRT, an academic theory that examines how American racism has shaped public policy. Critics contend CRT is divisive and paints whites as "irredeemable" racists.

"It's the idea that every

aspect of American society is racist," Truitt explained.

Meanwhile, those who support CRT say it's important that children learn "hard, uncomfortable truths" about America's racial history, which includes slavery, Jim Crow laws and the brutal lynching of Blacks at the hands of white mobs. Truitt had speculated in Orange County that Senate leaders are worried that companies such as Apple and Google, both of which plan to make substantial investments in the state, would react negatively to HB 324.

In 2016, the passage of House Bill 2 requiring people to use public bathrooms that match their birth gender and excluded gay and transgender people from discrimination protections touched off an tsunami of outrage among companies doing business in the state. HB 2 was repealed after businesses, musicians and others began to cancel investment plans and performances.

"The kind of cowardice that we saw during House Bill 2 with corporations boycotting us is the same cowardice we see in corporations today," Truitt said in Orange County.

Earlier this year, Truitt fought against the inclu-

sion of phrases such as systemic racism, systemic discrimination and gender identity in the state's new social studies standards. However, Truitt had never been as explicit about her opposition to CRT as she was in the statement walking back comments about the Senate's reluctance to take up HB 324.

"As your superintendent, I will continue to do everything I can to stop CRT and eradicate it from classrooms," Truitt said. "Republicans in N.C. are united on this."

The superintendent has faced criticism in some conservative quarters for not doing enough to rid North Carolina schools of CRT. Education First Alliance N.C., a conservative group linked to a national organization that has vowed to fight against CRT, has been especially critical of Truitt.

Truitt sought to shore up her conservative credentials while in Orange County.

"I am a pro-life conservative who believes that the nine scariest words in the English language are: 'I'm from the government and I'm here to help,'" Truitt said, paraphrasing one of former president Ronald Reagan's more memorable quips.



STOCK

4 basic blunders every new business needs to avoid

STAFF REPORTS

Entrepreneurs launch new businesses with visions of rapid growth and burgeoning profits dancing in their heads.

But wishing and hoping for growth and success is one thing, making them happen is quite another, says Stephen E. Gerard, an entrepreneur and the ForbesBooks author of "Stuck in the Middle Seat: The Five Phases to Becoming a Mid-career Entrepreneur."

"Launching a business requires deliberate actions and full accountability versus hope or luck," Gerard says. "While we can all use a little luck, I generally find that luck and hope in the early days are earned and don't just happen upon us. They are earned through an unrelenting drive and sweat to make things happen."

Unfortunately, even hard-working entrepreneurs determined to leave nothing to chance can still make mistakes. Gerard says a few common ones include:

* **Being unwilling or unable to adapt.** Times change, but the question entrepreneurs face is whether they can change with them. "The catchword for adapting in this internet era is 'pivot,'" Gerard says. "The idea here is that you come to market with an idea for your business, but when necessary, you pivot that idea so it fits into the vision and market you are either trying to create or compete in."

After all, the economy can change, consumer habits can change and new competitors can emerge. Sometimes pivots involve small tweaks. In other instances, they require profound changes. Gerard cautions to be careful with the latter. "Don't ever ditch the core ideas of your business and what you love to do," he says.

* **Becoming too fixated on failure.** Entrepreneurs need to understand that they will experience failure, but they must keep moving forward regardless. Gerard sees this as "failing forward." "When you fail forward, you use it as a learning experience to advance things," he says. "You do it quickly, and you bounce back up to your feet almost before you hit the ground."

Failing forward doesn't mean charging blindly

ahead without regard to what's happening around you, Gerard says. You are learning lessons as you go and making use of them.

The opposite of that, he says, is "failing backward," where you spend too much time dusting yourself off, wondering why the failure happened, feeling sorry for yourself or blaming others. "There's no time for that," Gerard says.

* **Being too quick to forge partnerships.** Strategic partnerships with other companies or people can be worthwhile but not usually in the early going. "When it is still early, focus on what you, and you alone, can control," he says. "Someone may come to you with an opportunity to do joint product offerings or join forces in some other ways. Almost all the time, I found these to be a waste of time, especially in the early days where you are trying to survive and grow your business."

Often, he says, what these potential partners really want is access to your clients, to do consulting work for you or to get a job with you. "There will be time for partnerships later," Gerard says. "Once you have success and a great client base, you can

pick your head up and see if partnerships offer anything."

* **Neglecting to hire enough support personnel.** As a new business grows, so should the workforce. But too often, Gerard says, entrepreneurs only want to hire salespeople or other people who deal directly with customers.

"They seem loath to spend money on what some may call back-office support staff, such as administrative help, analytical staff, tech support, accounting support, and so forth," he says. "I have found that the right support staff makes the front-line folks' jobs more productive and enjoyable because they don't get dragged into administrative tasks that aren't a fit for their skills."

"When you are in your own venture, there is no 'they,' there is just you," Gerard says. "You must work tirelessly to cover every possibility and angle. Even when you do that, you will sometimes still come up on the losing end of a sale or whatever other goal you are working on, but you will also win more and be in control more."

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Brittany Stone and Mike Johnson, sitting, pose for a photo with two of their caregivers from the Whittecar Residential Home: Shari Webb, left, and Rholanda Artis.

Proposed bills would bump pay for care workers

By Mona Dougani
CAROLINA PUBLIC PRESS

In 2004, two weeks after her high school graduation, Brittany Stone was driving to pick up her younger sister from vacation Bible school during a storm. She hit a pothole and lost control of her vehicle. In the accident, she suffered a traumatic brain injury.

Seventeen years later, Stone has landed a place at Whittecar Group Home in Raleigh, where she and five other residents get the help they need to live their lives. For the most part, residents at the group home can take care of their basic needs, but Stone, for example, has trouble washing her back and hair because of tremors. She uses a walker to get around, but she does chores around the house. She can't drive or run to the store independently.

The people who help the six residents live their lives start at a salary of \$11.50 an hour. For Lutheran Services Carolina, the agency that runs Whittecar, it has been challenging to hire employees to help those with conditions similar to Stone's. This year, with the pandemic, has been a particular challenge, especially since there needs to be a staff member at the house 24 hours a day.

Program director Rholanda Artis said the low wages turned away some potential employees. "We had a job fair back in March," Artis said. She said they had six job candidates. "It went OK, but the pay - they just didn't want the pay."

Across North Carolina, the average hourly pay of direct care workers is roughly \$5 an hour lower than retail jobs at corporations such as Target, Walmart, Starbucks and Costco, according to Karen McLeod, head of Benchmarks, an umbrella advocacy group for organizations that provide

care for children and families. With an average pay rate of \$10.31 per hour for direct care workers, it is challenging to hire and retain staff.

House Bill 665 addresses the staffing crisis impacting care for individuals with disabilities, and House Bill 914 focuses on increasing the pay for long-term care workers. Both bills passed through the House Health committee with overwhelming support, which bodes well for facilities like Whittecar.

Rep. Tim Moffitt, R-Hendersonville, the primary sponsor for HB 914, has a personal connection to that bill. Moffitt's younger brother has severe autism, he told the committee, and Moffitt is the direct caregiver for his brother during homestays for about 60 days each year. For a long time, Moffitt said he didn't know how much his brother's care providers received.

"When I found out what the wages were, candidly, I was embarrassed," he said. "These direct care workers are so valued in our lives. We haven't really appropriately valued them from a compensation standpoint. So I'm on a mission. I'm on a mission to make sure that we have enough resources to appropriate to that group of direct care providers to where they can take care of those that are most vulnerable in our society. That's their role. It's our role as policymakers to make it happen."

Adam Sholar from the North Carolina Health Care Facilities Association said that about two-thirds of all nursing home residents in the state receive Medicaid reimbursement. He also explained that Medicaid reimburses for care at the lowest rate of any other payer.

He argued it's the main factor contributing to nursing shortages in the state, and he said he'd like to see

more funding from Medicaid.

Medicaid's low rate, "really constrains what we're able to pay in wages," Sholar said. He said that in the cost report data submitted to federal agencies, he can see that many facilities operated at a net loss in recent years. Medicaid reimbursement is set by the state, and state dollars pay for a third of costs, with federal matching dollars making up the difference. "We're doing as much as we can to increase wages to try to attract more caregivers into the profession," he said. "It's the Medicaid piece of that we need to see meaningful movement from. We need increased funding from the Medicaid program."

Reps. Gale Adcock, D-Cary, and Hugh Blackwell, R-Valdese, both expressed concern about how the money in the bill would be appropriated. One mechanism is through putting the measure in its entirety into the state budget, which has yet to be written. Another way to push for the pay increases would be to pass HB 914 and HB 665 as standalone bills.

"I don't like being even remotely a harbinger of doom, but we lost this last time," he said, referring to the state budget in 2019 that contained increases for direct care workers. That budget was vetoed by Gov. Roy Cooper in a disagreement with the legislature over Medicaid expansion. "We need to be sure we don't lose it again, if there's consensus on this, and we're going to do it, seems to me the sooner we do it the better."

For Artis and other employees at Whittecar, increasing wages could mean less overtime and more staff, and could alleviate stress for their workers who sometimes need to work multiple jobs to make ends meet.



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«BLACK VETERANS



Apology to the Native American community

By Charles Blatcher III
SPECIAL TO THE TRIBUNE

The National Coalition of Black Veteran Organizations, on behalf of our affiliate groups, proclaim our unwavering support of our Native American brethren by supporting the passage of the Remove the Stain Act.

The Act pursues rescind-

ing Medals of Honor awarded to those American soldiers who perpetrated the act of massacring 200 noncombatant young men, women, and children of the Lakota Tribe at Wounded Knee Creek. The Act would serve as a step in recognizing the tragedy of the era with truth serving as the foundation toward peace and justice.

The Black interaction with the Native American communities is the 900-pound elephant in the room speaking of history. The Native American community suffered its own holocaust and the Black community contributed to its losses. We also recognize that some of our

Please see **APOLOGY/6A**

Black veterans' apology to Native Americans

Continued from page 5A
ancestors fought and lived together in cooperation, and the groups formed an agricultural and military alliance. Native American tribes gave shelter to runaway enslaved Africans. The act prompted the Seminole Indian War of 1835.

The United States Army invaded the Seminole Tribes in Florida to recapture the slaves they gave refuge. Those captured were returned to the plantation owners. Black enlistment in the Armed Forces were banned through this period in our history.

Following the Civil War, when West expansion begun, Native Americans were marked for extinction. Prior to the western expansion, their population numbers were estimated in the millions.

By 1890 the population was reduced to 250,000. Sitting Bull, Geronimo and Crazy Horse may had been enemies of the United States, but they were freedom fighters for their people.

We are fortunate to have a National Native American Museum, so the history is

not lost to time.

In that same vein, the Buffalo Soldiers Museum showcases some of the history which includes more than 160 battles and skirmishes, pursuit campaigns, and roundups of various Native American tribes from 1867 to 1890. The 9th and 10th Cavalries and the 24th and 25th Infantry Regiments participated in more than 30 years of bloody and occasionally severe combat, exclusive of the Wounded Knee Massacre.

And although their efforts were heroic in nature, the Buffalo Soldiers played an integral role in the oppressive atrocities that befell Native Americans. The Act acknowledges those innocent lives lost and the atrocities of the past.

The prevailing interest of the Coalition is pursuing the truth in the recognition and presentation of our military history. We have led the advocacy for the promotion of Charles Young to the rank of Brigadier General for decades. We have contributed to the public's education and generated national discourse about the history.

It has never been our intention to promote or glorify the mayhem of war, nor overlook the injustices committed for whatever reasons by either side.

We cannot change the past that pitted Blacks against the Native American community.

However, Black veterans now stand alongside our Native American brothers and sisters. We stand with you on the right side of history and the right side of justice.

Our focus is on seeking public recognition and governmental redress of the historical injustices committed against the Native American community. While we speak out about what is owed to Black veterans, we have not forgotten the apologies and the debts we owe.

The National Coalition of Black Veteran Organization vehemently supports the Remove the Stain Act. It will be a positive step in offering an apology for atrocities of the past and to contribute to the cause of healing and reconciliation.

SCHOOL NEWS



COURTESY

DeBerry

DURHAM COUNTY
Hillside High senior James DeBerry was named Durham Public Schools' May student of the month for being a positive role model for other students. When DeBerry entered high school, he set a goal for himself and his family, promising his mother that she would not have to pay for college.

DeBerry harnessed the support of his family, specifically his mother, leveraged the resources and opportunities Hillside made available to him, and carved a path so that his goal to attend college for free came to fruition. Being the selfless leader that he has become, DeBerry created an opportunity to host an event on Wellness Wednesdays to share his path to success with rising seniors/current juniors at HHS. His successes are commendable because he was able to persevere through the loss of his stepfather, a classmate, and the pandemic.

DeBerry plans to attend North Carolina A&T State University and eventually pursue a master's degree in bioengineering. "Some career goals of mine are to make the medical field more efficient through

engineering, while also making the receiving of medical help less costly for those who may be less fortunate," said DeBerry. "My main motivation is my mother and my sister, as they've taken care of me and showed me the level of success that I want. A success that I've gained throughout my high school career while coming into multiple leadership positions and never letting my extracurricular activities stop my grades from being above average."

DUKE UNIVERSITY
Twelve incoming first-year students from North Carolina and South Carolina have been awarded the Duke University Benjamin N. Duke Memorial Scholarship. The scholarship is given to students from the Carolinas who have demonstrated high academic achievement, a commitment to community service and potential for leadership.

The award covers the full cost of tuition, room, board and mandatory fees for four years of undergraduate education. In addition, B.N. Duke scholars have access to generous funding for domestic and international experiences,



COURTESY

Hillside High School senior Sonia Green.

including opportunities for independent research both in the summer and during the academic year. The full value of each scholarship is estimated to be approximately \$315,000 over four years. The scholarships were established by The Duke Endowment to honor Benjamin Newton Duke, noted philanthropist and supporter of Duke University.

Three of the 12 are from the Triangle area:

The Class of 2025 recipients are:

- * Harper de Andrade, Riverside High School
- * Sonia Green, Hillside High School
- * Riya Kabra, Raleigh Charter High School



STOCK PHOTO

Nobody's been studying socially isolated kids

NORTH CAROLINA STATE NEWS SERVICE

For years, psychology researchers have treated peer rejection and social network isolation as being somewhat interchangeable when it comes to early adolescence; it was thought that if kids fell into one of those two groups, they fell into the other. A recent study finds there is actually little overlap between the groups, and socially isolated kids face different risks.

"Broadly speaking, there are two types of socially marginalized groups in early adolescence," says Kate Norwalk, lead author of the study and a North Carolina State assistant professor of psychology. "There are kids who face peer rejection, meaning they are disliked by other kids; and there are kids who are experiencing social network isolation, meaning they don't have a group of friends. Historically, I think researchers have treated these two groups as being the same."

"What I wanted to explore with this study is whether these two groups are actually distinct from each other, and what that means for the well-being of these kids. We know a lot about rejected kids; there's decades of research on them. But we really haven't paid any attention to isolated kids. And, as it turns out, they are very different."

For their study, Norwalk and her collaborators drew on data from 1,075 students in fifth, sixth and seventh grade. The stu-

dents were surveyed twice a year for two years. Peer rejection was measured by asking the students who they "liked least" in their class. Social network isolation was measured by asking kids to describe who in their class "hangs out together."

Kids who were not named were considered isolated, because they were not identified as being part of any peer group. Students were also asked which students in their classes exhibited a range of specific behaviors. Lastly, students were asked whether they thought peers would help them if they were being bullied.

Simply put, the researchers found that there were clear distinctions between kids who were rejected and kids who were isolated. "There was very little overlap between the two groups," Norwalk says. "Most of the kids who were liked least in a class still had some sort of peer group, and the kids who didn't have a peer group weren't especially disliked."

In fact, one of the only things the two groups had in common was that being in either the rejected group or the isolated group was associated with an increased risk of victimization - meaning that students in either group were more likely than other kids to be picked on or bullied. But while each group was also associated with other behavioral challenges, the nature of those challenges varied significantly.

Students in the rejected group were more likely than other kids to exhibit aggressive behavior, such as bullying and disrupting class. They were also less likely to exhibit prosocial behavior, such as being kind and doing well in the classroom. This was not the case with students in the isolated group, who were more likely to exhibit internalizing behaviors, such as being shy and withdrawn. Kids in the isolated group were also the only ones who generally reported that they would not expect support from their peers if they were bullied.

"This study shows that students facing peer rejection and students dealing with social isolation have different profiles and face different risks," Norwalk says. "What's more, isolated kids may be more likely to fly under the radar precisely because they're not causing problems in class or bullying other kids."

"But children grappling with social isolation clearly need support. The internalization behaviors we see associated with isolated kids in this study are often early symptoms of mental health challenges."

And because they are isolated, teachers and parents may be less likely to identify them as victims of bullying, even as they struggle with less peer support against bullying. I think we - parents, teachers, counselors, researchers - need to find ways to better identify and support those kids."

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