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Dr. Michele Y. Griffith

Dr. Griffith is a board certified practicing physician specializing in Internal Medicine and is a medical Director of a large medical practice. Dr. Griffith attended Yale School of Medicine and Columbia University College of Physicians and Surgeons. She completed her internship at Mount Sinai School of Medicine and residency at Harvard Medical School. Dr. Griffith is the Chief Medical Officer of "A Doctor in the House, PLLC, a mobile practice providing healthcare in homes and office. She has also walked in the shoes of other divorced women and is a single mother to 5 children.

21stMD.com

Charlotte, North Carolina

As Medical Director for Premise Health, Dr. Michele Y. Griffith is a practicing physician specializing in internal medicine and integrative medicine at the Living Well Health & Wellness Center in Charlotte, North Carolina. She is also founding director of 21stMD.com, the virtual component of A Doctor in the House, PLLC.

Premise Health is a leading worksite health company. Its worksite health model is designed to achieve better patient engagement through the delivery of quality healthcare and wellness programs that sustainably improve health outcomes of worksite and distributed workforces. Premise Health operates over 500 onsite health centers, pharmacies, and fitness centers in 46 states and two U.S. territories.

21stMD is a virtual platform for health advocacy, wellness consulting and telemedicine patient care.

Combining her roles at Premise Health with her love of technology, Dr. Griffith is currently exploring the use of telemedicine as a tool to expand delivery of integrative primary care. The occupational setting is a natural access point to reach a large percentage of working Americans. Nearly 30% of companies with more than 5,000 employees have onsite or near site clinics offering some type of primary care.

"The confluence of integrative medicine, large employer on-site clinics, and telemedicine is a natural one," Dr. Griffith explains. She believes the synergistic potential for increased access, improved outcomes and cost savings is substantial.

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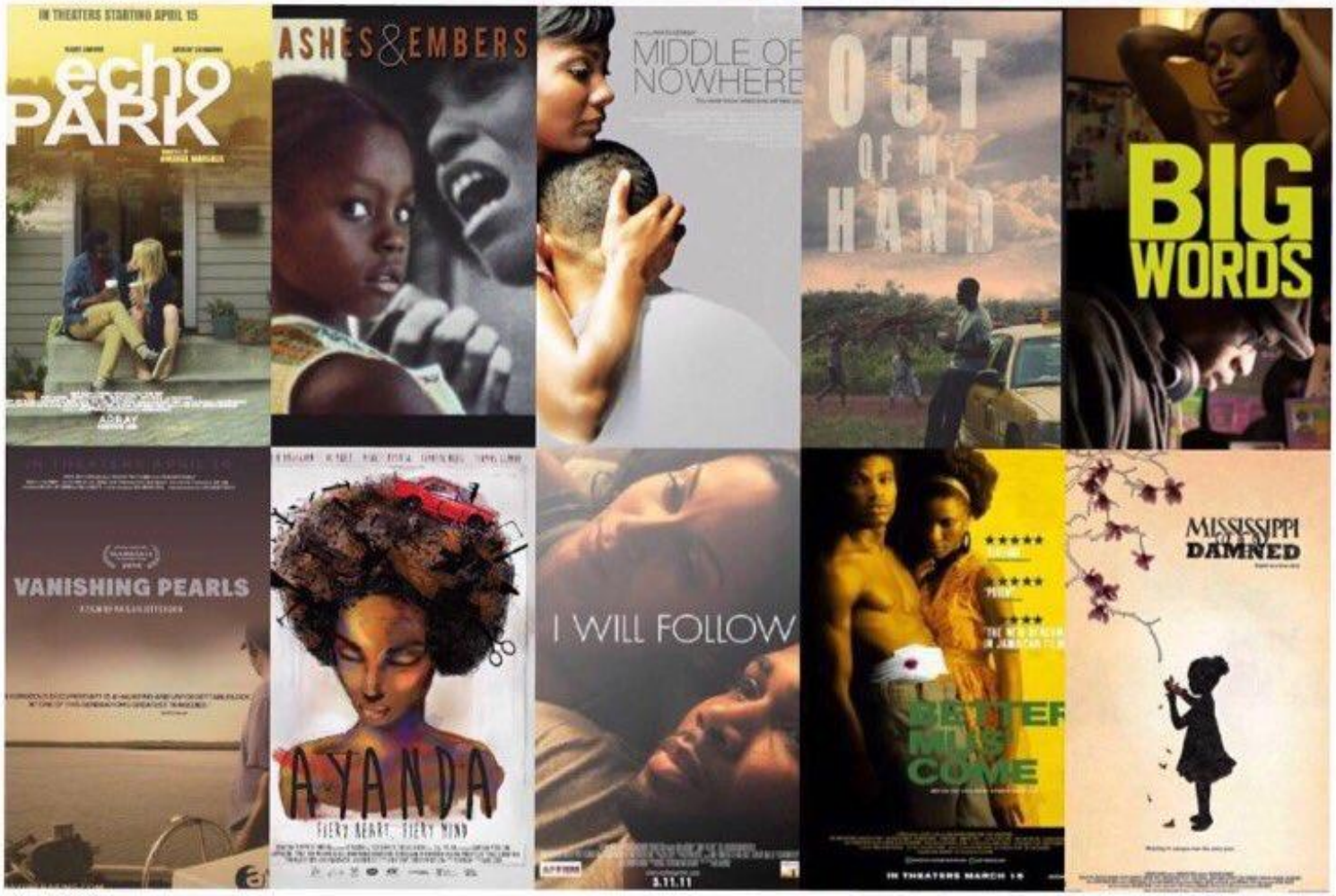

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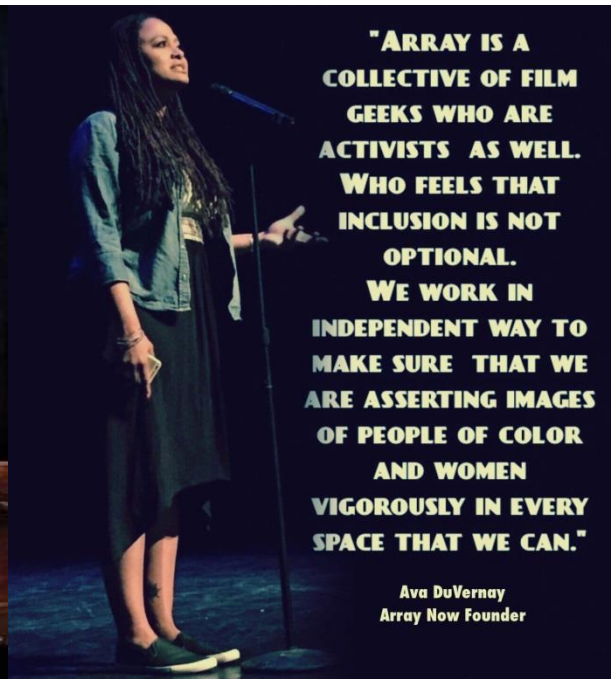


"ARRAY IS A COLLECTIVE OF FILM GEEKS WHO ARE ACTIVISTS AS WELL. WHO FEELS THAT INCLUSION IS NOT OPTIONAL. WE WORK IN INDEPENDENT WAY TO MAKE SURE THAT WE ARE ASSERTING IMAGES OF PEOPLE OF COLOR AND WOMEN VIGOROUSLY IN EVERY SPACE THAT WE CAN."

Ava DuVernay
Array Now Founder

Robert Smith

The Only Black Man Richer Than Jordan

Robert Smith is the second wealthiest African-American and is number 268 on the *Forbes* 400 list. He is the founder, chairman, and CEO of Vista Equity Partners, one of the best performing private equity firms of the last 15 years, yet certain people refuse to invest in his funds because he is Black.

Vista currently manages equity capital commitments of over $14 billion and oversees a portfolio of over 30 software companies that employ a combined approximately 30,000 employees worldwide. Mr. Smith has delivered investors a staggering 31 percent average annual rate of return since founding Vista in 2000. A consulting firm that tracks the industry, reports that Vista's third fund returned $2.46 for every dollar invested, better than every other big fund raised between 2006 and 2010, the boom years for private equity.

The firm has acquired more than 110 companies and never lost money on an investment, according to people familiar with its performance. Yet despite Vista's impeccable track record, Mr. Smith, one of the few Black private equity titans, says he has faced an uphill battle to get some investors on board. At times, he has felt the unspoken pressure to work twice as hard to get half the respect of his peers, especially in the clubby world of private equity. The issue, he believes after decades in finance, is his race.

Mr. Smith's rise — from newly desegregated Colorado classrooms to the top of private equity rankings — is a little-known Wall Street success story, shaped by epochal changes in civil rights, technology and finance. And his success, in spite of long odds, has inspired him to take a counterintuitive approach to managing investments and hiring.

Instead of stripping out costs from the companies it acquires, Vista usually adds sales and engineering talent. And instead of searching for candidates with Ivy League degrees and prestigious internships, Vista looks for workers who have leadership potential and innate analytical abilities.

Using a personality test first developed by IBM that gauges technical and social skills, as well as a candidate's interest in the arts and humanities, Vista assembles a decidedly unusual work force. The firm used the test to pare down more than 125,000 job applicants and offered just 6,000 jobs, often to unlikely candidates.

One of Vista's best software salesmen used to be a roofer. Another previously worked at a Verizon store, and went to making $240,000 a year, from $22,000. In Iowa, a pizza deliveryman took the Vista aptitude test, got an A, and was offered a job paying $43,000 annually. Not only are many of these workers less expensive than their better-credentialed peers, but to Mr. Smith, they are often more driven to succeed. And employing them, he believes, provides a social good.

"We find those kind of people and put them to highly productive use for decades," Mr. Smith said. Vista says turnover at its companies is the lowest in the software business. After Vista acquires companies, Mr. Smith says, they release more reliable software more frequently, customer satisfaction rises and profitability improves. And most Vista companies have 25 percent to 60 percent margins, he adds.

And while many buyout shops strive for diverse portfolios, owning everything from energy companies to theme parks, Vista is content to specialize in software, and focus on a diverse work force. Black, Hispanic and Asian men and women occupy leadership roles across the firm and its portfolio companies. It is all part of Mr. Smith's push to repair the damaged reputation of his industry.

"Everyone thinks that private equity is very transactional: Buy a company, do some financial engineering, and sell it," he said. "We're looking to transform the culture of that company, transform the way they think about themselves and the industry they serve."

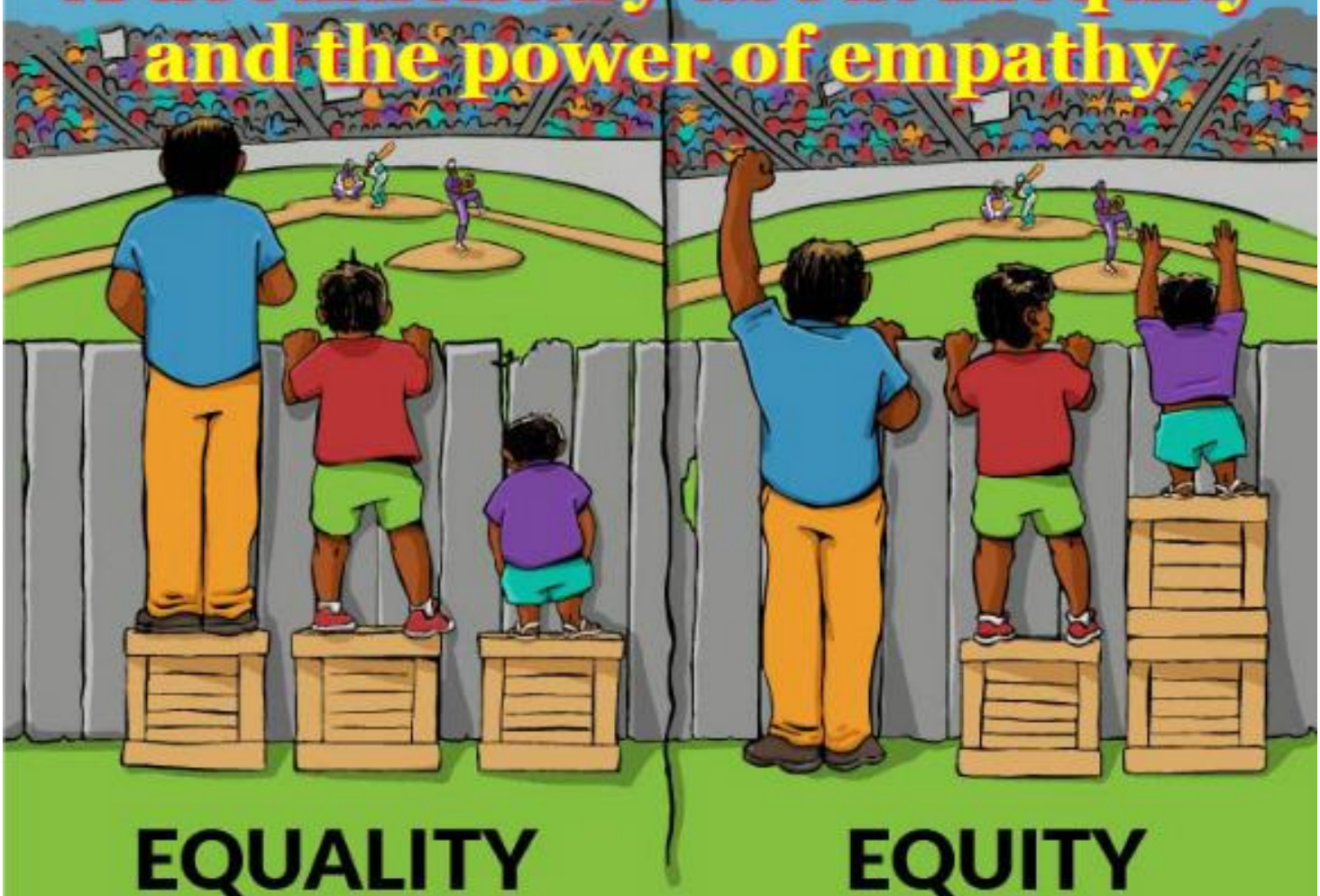
Hope and Robert Smith with ballerina Misty Copeland and her sponsor at American Ballet Theatre, Valentino Carlotti. Photographer: Amanda Gordon/Bloomberg

What Vista is doing is also very profitable. "Right now our returns are better than Warren Buffett's," said Mr. Smith, 51, without going into specifics because Vista was in the process of raising money for its next fund.

But when many people meet Mr. Smith for the first time, they find not a brash money manager, but an effusive intellectual with a passion for engineering. Bill Haack, founder of Zywave, first encountered Mr. Smith in 2008. Vista wanted to buy his firm, which provided insurance software. They met over dinner in San Francisco. Instead of discussing revenue projections, however, Mr. Smith wanted to talk science. "He started talking about quantum mechanics," Mr. Haack remembered. "And everything he said made sense."

Tell Me Something Good

A documentary about inequity and the power of empathy



Written & Directed by

Terrance Jackson

**And if you give yourself to the hungry
And satisfy the desire of the afflicted,
Then your light will rise in darkness
And your gloom will become like midday.**

~ Isaiah 58:10

Cam Newton:

“I’m an African-American. I am not happy how the justice has been kind of dealt with over the years. The state of oppression in our community. But we also, as black people, have to do right by ourselves. We can’t be hypocrites.

“I say that on one voice but also on another voice that when you go public or when things happen in the community, it’s not the fact that things are happening. It’s the way they’re being treated after they’re happening. When you get a person that does some unjust things or killing an innocent person, killing fathers, killing people who have actual families. That’s real.”

“I have a son and a daughter that I’m responsible for. So how would I be if one day they come home and there’s no more daddy?”

CMPD Needs Legitimacy

Malcolm Gladwell's *David and Goliath:*

> *[L]egitimacy is based on three things. First of all, the people who are asked to obey authority have to feel like they have a voice—that if they speak up, they will be heard. Second, the law has to be predictable. There has to be a reasonable expectation that the rules tomorrow are going to be roughly the same rules today. And third, the authority has to be fair. It can't treat one group differently from another….*
>
> *[W]hen the law is applied in the absence of legitimacy, it does not produce obedience. It produces the opposite. It leads to backlash.*

A *New York Times* article reported on the NYPD's Juvenile Robbery Intervention Program (J-RIP) created by Chief Joanne Jaffe:

> *The New York City Police Department has embarked on a novel approach to deter juvenile robbers, essentially staging interventions and force-feeding outreach in an effort to stem a tide of robberies by dissuading those most likely to commit them.*
>
> *Officers not only make repeated drop-ins at homes and schools, but they also drive up to the teenagers in the streets, shouting out friendly hellos, in front of their friends. The force's Intelligence Division also deciphers each teenager's street name and gang affiliation. Detectives compile a binder on each teenager that includes photos from Facebook and arrest photos of the teenager's associates, not unlike the flow charts generated by law enforcement officials to track organized crime.*

Kids playing football with then NYPD Housing Bureau Chief Joanne Jaffe [now Community Affairs Bureau Chief] at PSA 6's National Night Out event at the Grant Houses in Harlem.

Gladwell continues:

> *Now, why was Jaffe so obsessed with meeting her J-RIPpers' families?* **Because she didn't think the police in Brownsville were perceived as legitimate**. *Across the United States, an astonishing number of black men have spent some time in prison. (To give you just one statistic, 69 percent of black male high school dropouts born in the late seventies have done time behind bars.) Brownsville is a neighborhood full of black male high school dropouts, which means that virtually every one of those juvenile delinquents on Jaffe's list would have had a brother or a father or a cousin who had served time in jail. If that many people in your life have served time behind bars, does the law seem fair anymore? Does it seem predictable? What Jaffe realized when she came to Brownsville was that the police were seen as the enemy. And if the police were seen as the enemy, how on earth would she be able to get fifteen- and sixteen-year-olds—already embarked on a course of mugging and stealing—to change their ways? She could threaten them and warn them of the dire consequences of committing more crimes. But these were* teenagers, *stubborn and defiant by nature, who had already drifted into a life of crime. Why should they listen to her? She represented the institution that had put their fathers and brothers and cousins in prison. She needed to win back the respect of the community, and to do that, she needed the support of the families of her J-RIPpers.*

Chan Zuckerberg Initiative

The Chan Zuckerberg Initiative (CZI), a limited liability company, founded by pediatrician Priscilla Chan, MD and Facebook founder Mark Zuckerberg on 1 December 2015, for the birth of their daughter, Maxima Chan Zuckerberg. On Wednesday, September 21st, Chan and Zuckerberg announced that CZI would invest at least $3 billion over the next decade toward preventing, curing or managing all diseases by the end of the century.

"We want to dramatically improve every life in Max's generation and make sure we don't miss a single soul," Dr. Chan said, referring to her and Mr. Zuckerberg's infant daughter, Maxima. "We'll be investing in basic science research with the goal of curing disease."

The Chan Zuckerberg Initiative's science work will be led by Cori Bargmann, a neuroscientist at Rockefeller University in New York. The first project will be the Chan Zuckerberg Biohub, an independent research center in

San Francisco that will bring together engineers, computer scientists, biologists, chemists and others. Formed in partnership with Stanford, the University of California, Berkeley, and the University of California, San Francisco, it will receive initial funding of $600 million over 10 years.

A lot can happen "in our children's lifetime." That's about 80 years, give or take a decade or so. "Eighty years is a long time," says Dr. Cori Bargmann. "When I was a kid, there were no statins, there was no bypass surgery, no stents. Your friend's father would have a heart attack, and he would die."

People like Zuckerberg and Bill Gates — through the Bill & Melinda Gates Foundation — can help fund basic research or, more commonly, target specific diseases, like AIDS or malaria, says Dr. Francis Collins, director of the National Institutes of Health, who is not part of the initiative. He says such contributions are important but shouldn't be used to argue that the government can afford to spend less on medical research. "Believe me, I worry about that," says Collins, a physician-geneticist and former leader of the Human Genome Project. "Despite the wonderful contributions by philanthropists, they have not made up for what the NIH has lost in the past 16 years." Between 2003 and 2015, the NIH lost 22 percent of its capacity to fund research due to inflation and budget cuts, according to the Federation of American Societies for Experimental Biology.

Dominique Dawes

Three-time Olympian and Co-chair of the President's Council on Fitness, Sports & Nutrition

Obesity Cannot be 'Cured' with Weight Loss

The disturbing study hit The New York Times front page in May, and now it's officially out in the journal Obesity: In the years after their "Biggest Loser" triumphs, nearly all contestants on the TV show regain the weight they fought so hard to lose, and their metabolisms end up slower than when they started.

"Obesity is a serious disease that cannot be 'cured' with weight loss," writes Dr. Donna Ryan, spokesperson for The Obesity Society.

It's a harsh truth for the legions of us living in the pleasant illusion that someday we'll lose all that extra poundage for good. So here's a more upbeat antidote to feelings of diet futility: the life and work of Dr. Wayne Westcott, professor of exercise science at Quincy College and author of 28 textbooks.

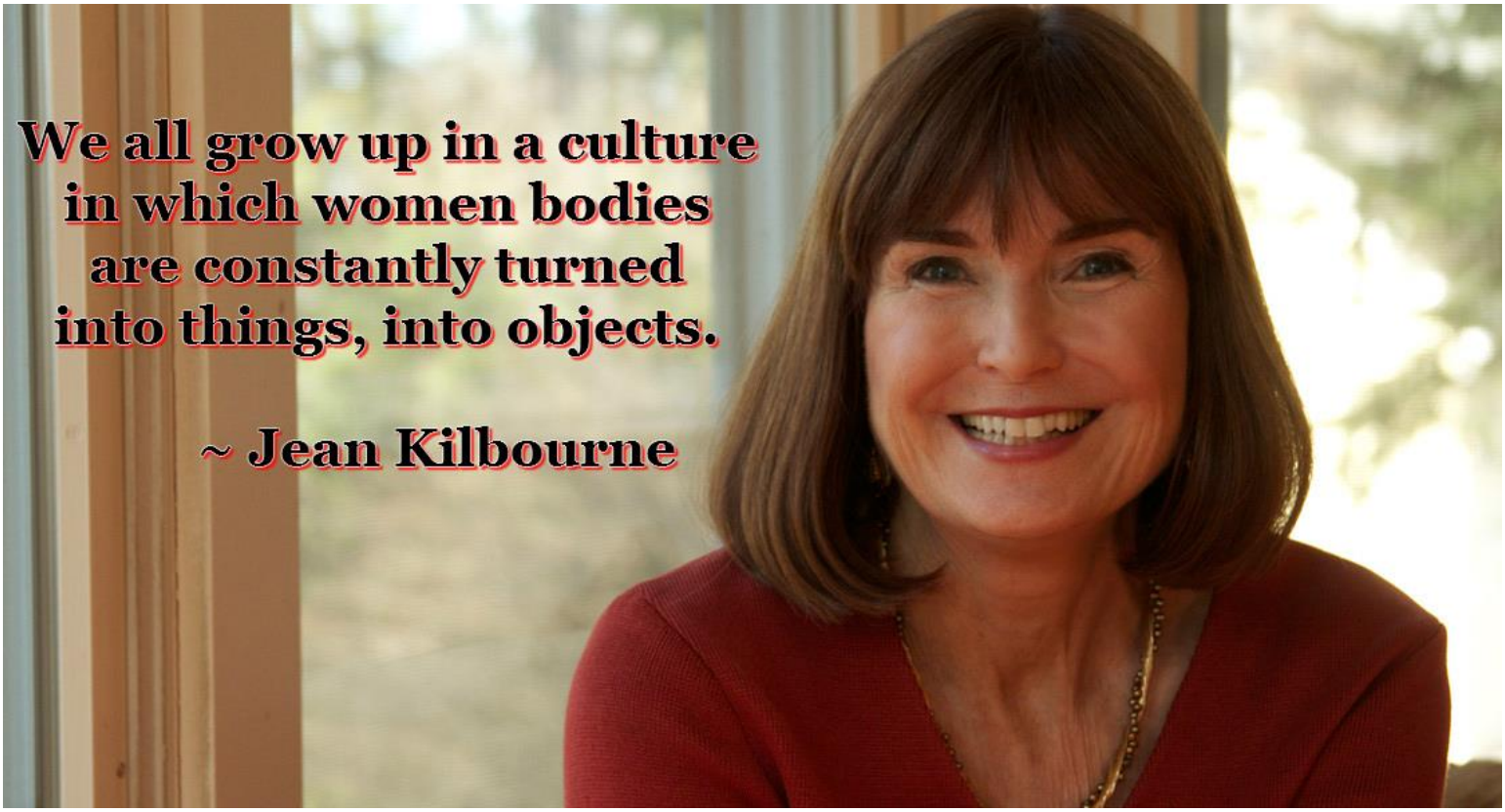
At 67 and looking preternaturally younger, Westcott has the same body composition as when he was in his 20s: He's only about 12 percent fat, compared to an average American man's 28 percent.

But the key isn't fat, it's muscle: His central point is that loss of muscle mass -- whether through inactivity or aging or dieting -- helps lead to many of our ills, from regaining weight to developing diabetes.

But it doesn't have to be that way, if only we'll do a modicum of strength training — defined as any exercise that uses resistance to build muscle, from weightlifting to push-ups -- and keep doing it.

"People say, 'Well, you're in fitness, you train all the time,' " Westcott said. "No. I do research all the time, and teach, and things like that. But I do strength training twice a week, and endurance exercise in some form probably about five times a week, whether it's cycling or jogging or walking."

Advertising Creates a Climate of Violence Against Women



Advertising is an over $200 billion a year industry. We are each exposed to over 3000 ads a day. Yet, remarkably, most of us believe we are not influenced by advertising. Ads sell a great deal more than products. They sell values, images, and concepts of success and worth, love and sexuality, popularity and normalcy. They tell us who we are and who we should be. Sometimes they sell addictions. ~ Jean Kilbourne

About 80% of all 10-year-old girls have dieted at least once in their lives.

The more hours of TV a girl watches, the fewer options she thinks she has in life.

Roy Donahue Peebles

Recognized as one of the most successful entrepreneurs in the nation, R. Donahue Peebles is Founder, Chairman and CEO of The Peebles Corporation, one of the country's few national privately held real estate investment and development companies with a multi-billion dollar portfolio of projects in New York, Washington D.C., Philadelphia, Boston, Miami and Miami Beach.

Peebles a former supporter and financial contributor to New York City Mayor Bill de Blasio, now believes that de Blasio doesn't deserve a second term. Peebles says de Blasio has failed to follow through on a promise to improve the percentage of contracts the city awards to minority- and women-owned business enterprises, or MBWEs. He also feels de Blasio is being divisive when it comes to charter schools, which he feels are sanctuaries for poor black and Latino students in districts with low-performing traditional public schools. And Peebles believes relations between the police and community are still poor even after de Blasio ran on a campaign to improve the situation.

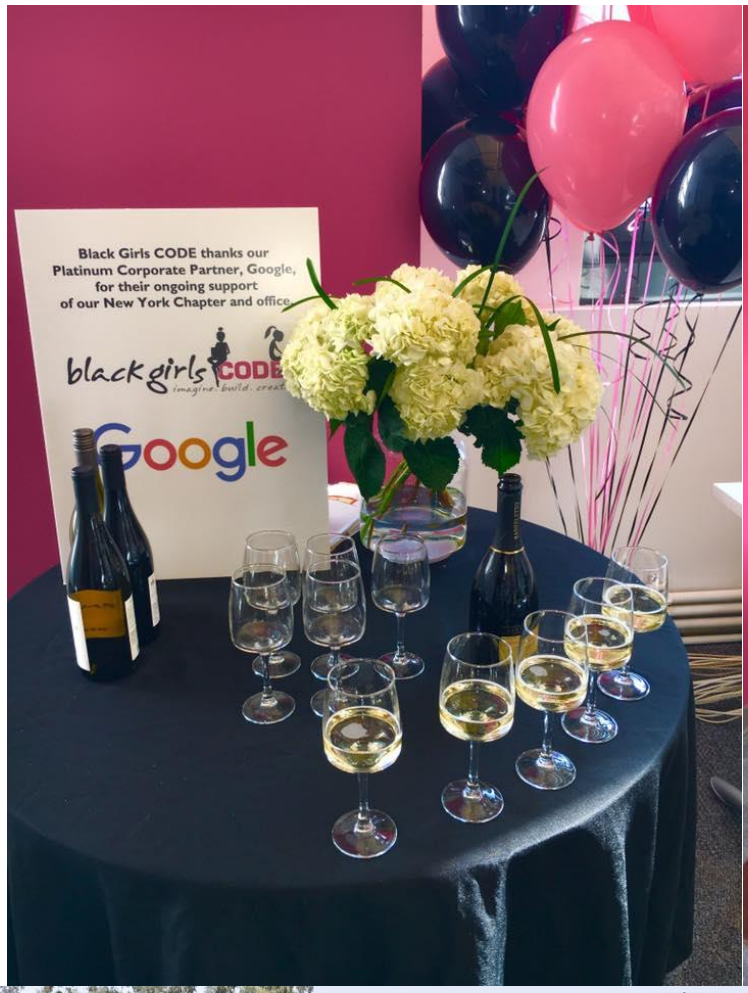
Peebles, whose net worth is estimated at $700 million by Forbes, is an avid supporter of mentoring to expose youth to the value of entrepreneurship, as well as an active political supporter and fundraiser for local, state and federal campaigns of both major parties. He is currently the Chairman of the Board of the Congressional Black Caucus, serves on the Board of Directors of YMCA of Greater New York, Miami-Dade County Mayor Gimenez's Business Roundtable, is a two-time former member of President Barack Obama's National Finance Committee, and is former Chairman of the Greater Miami Convention and Visitors Bureau.

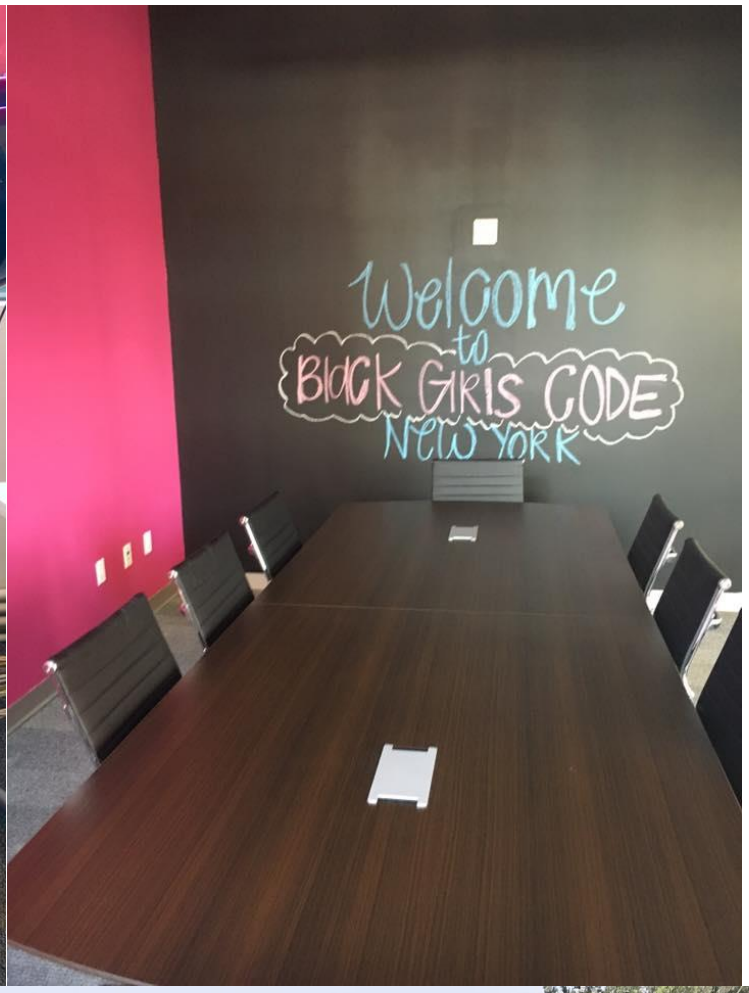
International nonprofit Black Girls CODE has established a permanent presence in New York City with an office at Google's Chelsea headquarters.

Black Girls CODE founder Kimberly Bryant speaks at launch event at Google's headquarters.

The San Francisco-based organization, which connects young girls of color to opportunities in technology, will take 6,000 square feet at Google's base at 111 Eighth Ave. The two groups celebrated the partnership at a launch event Wednesday.

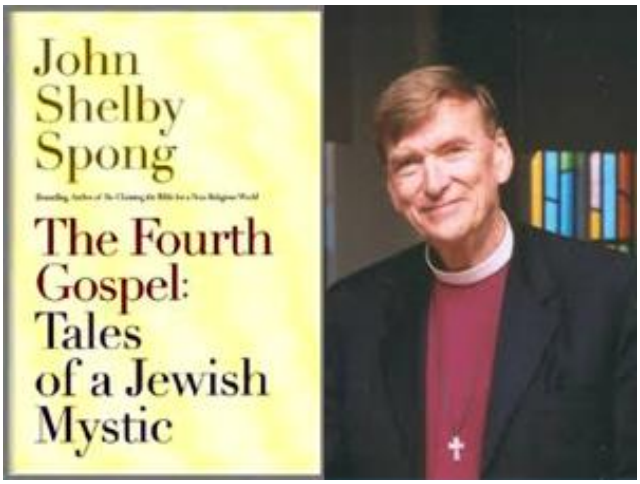
"This office marks a new chapter," said Black Girls CODE founder Kimberly Bryant in a statement. "Black Girls CODE is spearheading a movement to provide girls of color with the skills they'll need to succeed in the future, and having a home in New York City is an essential part of that goal."





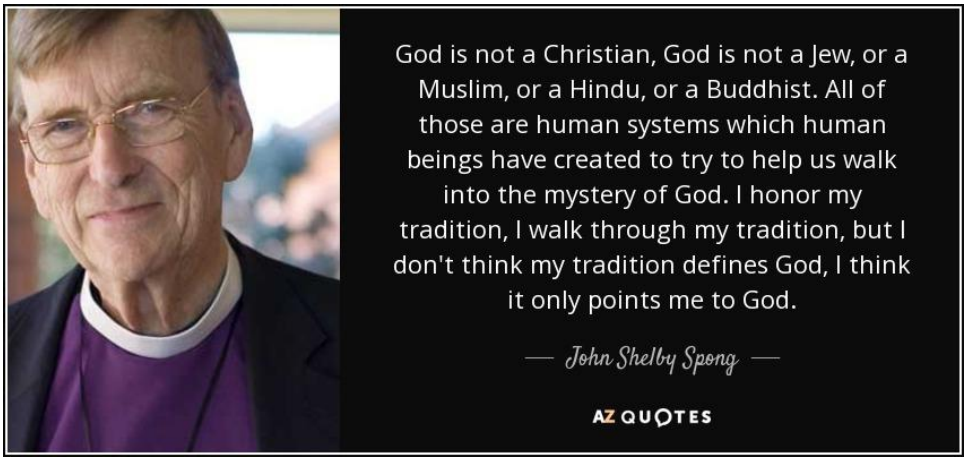
Black Girls Code Los Angeles

The Good News of the Gospel



The good news of the gospel, as John understands it, is not that you–a wretched, miserable, fallen sinner–have been rescued from your fate and saved from your deserved punishment by the invasive power of a supernatural, heroic God who came to your aid. Nowhere does John give credibility to the dreadful, guilt-producing and guilt-filled mantra that "Jesus died for my sins." There is rather an incredible new insight into the meaning of life. We are not fallen; we are simply incomplete. We do not need to be rescued, but to experience the power of an all-embracing love. Our call is not to be forgiven or even to be redeemed; it is to step beyond our limits into a new understanding of what it means to be human. It is to move from a status of self-consciousness to a realization that we share in a universal consciousness. John's rendition of Jesus' message is that the essence of life is discovered when one is free to give life away, that love is known in the act of loving and that the call of human life is to be all that each of us can be and then to be an agent of empowering other to be all they *can be.*

~ The Fourth Gospel:
Tales of a Jewish Mystic
John Shelby Spong



John Shelby Sprong was the Episcopal Bishop of Newark for twenty-four years. Since then he has taught at Harvard, Drew, The University of the Pacific, and the Berkeley Graduate Theological Union. Selling over a million copies, his books include Re-Claiming the Bible for a Non-Religious World, Eternal Life: A New Vision, and Why Christianity Must Change or Die. He lives with his wife, Christine, in Morris Plains, New Jersey. Visit him at www.JohhShelbySprong.com.

CLAUDIA JORDAN

MADE IN ITALY

Dr. Steven M. Safyer

"Health care is a human right, not a privilege"

June 5, 2012: Dr. Safyer joined Mayor Michael R. Bloomberg, Deputy Mayor for Health and Human Services Linda I. Gibbs, and Health Commissioner Dr. Thomas A. Farley to announce that obesity, which kills thousands New Yorkers per year, is one of the leading causes of preventable death in the United States, second only to smoking. Additionally, driven by obesity, one in three adult New Yorkers now has diabetes or pre-diabetes. Obesity also increases the risk of some cancers, heart disease, arthritis, and depression. With the majority (58%) of New Yorkers now overweight or obese, obesity is the only major public health crisis in America that is getting worse. The costs to the public are steep: in New York City $4 billion is spent annually on health care costs related to obesity.

Steven M. Safyer, MD, is President and Chief Executive Officer of Montefiore Medicine, one of New York's premiere academic health systems. He is former long-term resident of New Rochelle and when former Mayor Michael Bloomberg proposed a citywide ban on supersize sodas, he did so in the lobby of a Montefiore hospital, flanked by Dr. Safyer and physicians.

Dr. Safyer took the helm of Montefiore in 2008 after three decades at the hospital, starting as an intern and resident who later spent years caring for inmates at Rikers Island.

"There are many places that provide sophisticated medical care," said Dr. Allen Spiegel, dean of the Albert Einstein College of Medicine of Yeshiva University, whose students and faculty practice and conduct research at Montefiore through a close partnership. "There are relatively few places that are as responsible for the social and community care as Montefiore. This combination is somewhat unique in the country."

Dr. Safyer is a champion for a single standard of healthcare quality and access regardless of social or economic circumstances, he led the way for Montefiore to set a new standard for equitable

healthcare systems. Dr. Safyer tells Montefiore employees that "health care is a human right, not a privilege."

Under Dr. Safyer leadership, Montefiore is migrating away from what is a fee-for-service system and advancing the pre-payment or capitation model. Dr. Safyer:

> *Most of the way care is paid for in this country is piece work – the more you do, the more you make. When you change that dynamic, the way you pay, you have to change the way you deliver care.*
>
> *Any kind of payment system is susceptible to overuse or underutilization of services, so you always have to aim for the highest quality. But if you're being paid to keep people well or you manage their care, you shift the paradigm.*

Dr. Safyer's has also led Montefiore to become a leader in anti-obesity efforts. It has offered zumba classes and cooking demonstrations in waiting rooms, and brought a farmers market to hospital grounds. It has worked with local officials to sponsor community health fairs where its doctors take blood pressure readings and give free diabetes and H.I.V. tests.

In middle school, Dr. Safyer attended civil rights rallies for school integration, and at Cornell University, where he aspired to become a labor lawyer and earned a bachelor's degree in labor relations, he protested the Vietnam War. Later, he said: "I decided that my mother was right and that it would be good for me to have a profession."

He returned to New York to take pre-med classes at Columbia University. He enrolled in medical school at Einstein, where he met his wife, and completed his residency in Montefiore's social medicine program, which viewed medicine as an instrument of social justice and sent doctors into poor and underserved neighborhoods. His wife, Dr. Paula Marcus, is a geriatric psychiatrist at Montefiore; both of their daughters also work at hospitals.

Dr. Safyer volunteered for the National Health Service Corps, which paid medical school tuition in return for service in poor areas, and he was sent to the Montefiore health program at Rikers for three years. He became so absorbed that he stayed for a total of eight years, becoming the director and persuading city officials to build a separate hospital for tuberculosis patients to help contain a disease that seemed poised to make a comeback.

"Americans will get better care and we will spend our healthcare dollars more wisely because these hospitals and providers have made a commitment to change how they do business and work with patients," HHS Secretary Sylvia M. Burwell said. "We are moving Medicare and the entire healthcare system toward paying providers based on the quality, rather than the quantity of care they give patients."

Wi-Fi Closing the Digital Divide

Former Digital Steward Katherine Ortiz in installation mode
Photo courtesy of Red Hook WiFi

The “digital divide” is the inequality between those who can reliably connect to the Internet and computers and those who cannot. At one Newark public high school, accessible Wi-Fi can be more valuable than a bus ride home.

In Newark, a city with one of the highest poverty rates in the U.S., many Newark Leadership Academy students can’t afford home Internet access. At the school, like all public schools in the city, Wi-Fi isn’t available to teachers or students. In fact, only 39 percent of public schools have wireless network access for the whole school. Instead, teens hungry for an online connection seek alternatives in order to fill out job and college applications, complete homework assignments and stay connected to the outside world.

One organization helping to close the digital divide is the Red Hook Initiative with Red Hook WiFi and the Digital Stewards program. Red Hook WiFi is a community-led effort to generate economic opportunity, facilitate access to essential services, and improve quality of life in Red Hook, Brooklyn via the deployment of a wireless Internet network. The Digital Stewards are young adults employed by the Red Hook Initiative to install, maintain and promote the WiFi network and use technology to bring about community development. The Stewards are trained in wireless network installation, software and hardware troubleshooting, and community organizing using a curriculum created by the Open Technology Institute and Allied Media Projects.

Connecting for Good partnered with the Kansas City Kansas Housing Authority to bring free Wi-Fi to their largest low income housing project – Juniper Gardens. The project brought a free broadband Internet connection into all 390 units where nearly 1,000 people live. The neighborhood where Juniper Gardens is located is the largest concentration of poverty in the entire KC Metro area.

They also developed a computer learning lab in the community center at the complex. They provide digital life skills training and inexpensive refurbished PC systems to residents at Juniper Gardens. There is also an eight-acre urban farming training project for residents and people in the surrounding neighborhood.

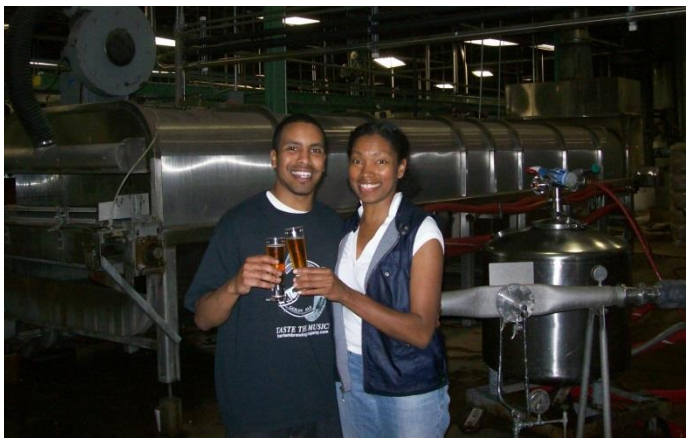
Celeste Beatty

Celeste Beatty with former New York Mayor Michael Bloomberg enjoying a glass of her best known beer, Sugar Hill Golden Ale.

In 2015, craft brewers produced 24.5 million barrels, and saw a 13 percent rise in volume and a 16 percent increase in retail dollar value. Retail dollar value was estimated at $22.3 billion, representing 21 percent market share. Yet, a recent Nielsen study commissioned by the Brewers Association found that while African-American drinkers compose 11.2% of the US population, they consume only 3.7% of the country's craft beer. Compare that with the 80% of craft beer guzzled by whites, who make up 60% of the population.

According to a *New York Times* article about Maggie Anderson, the author of *Our Black Year,* a study by the Kellogg School of Management at Northwestern University found that between half a million and a million jobs could be created if higher-income Black households spent only $1 of every $10 at Black-owned stores and other enterprises. Yet only a tiny fraction of Black buying power is spent at Black-owned businesses.

Celeste Beatty, an African-American based in Harlem, spent the last 15 years bootstrapping the Harlem Brewing Company, which started as a one-woman operation in her 123rd Street apartment.



Now, with a multi-million-dollar investment in the works and a deal with the world's largest retailer, she's hoping to build a permanent home in her neighborhood — and put Harlem firmly on the craft beer map.

In March, Beatty's business got its biggest boost to date when Walmart started carrying her beer in its 39 New York area stores as part of a $250 billion commitment to U.S. manufacturing. "We were introduced through a supplier and followed up with a taste test," Beatty said.

She hopes the Bentonville, Ark.-based chain will consider stocking her brand in other states if it proves a hit. Either way, she expects a revenue boost of about 20% this year thanks to the Walmart deal.

Next up, Beatty's aiming to raise a $5 million investment round on the back of this momentum. She's had commitments of $2.5 million so far, she said. "We have offers for the balance."

Beatty will put part of this capital towards building a brewery in Harlem itself: a space where she can create new infusions as well as teaching classes to would-be brewers. She has her eye on a particular property on 12th Avenue, not far from her beer's namesake Sugar Hill. Coincidentally, a 4,000-square foot beer garden is set to open nearby this spring.

"[Ray Rice is] to me, more a role model now, today than he ever was."

~ Louis DiRienzo
New Rochelle HS
Football Coach

Ray Rice Super Bowl Victory Rally at New Rochelle City Hall, March 2nd, 2013

Alabama Shakes

Alabama Shakes is a Grammy-winning American blues rock band formed in Athens, Alabama in 2009. The band currently consists of lead singer and guitarist Brittany Howard, guitarist Heath Fogg, bassist Zac Cockrell, and drummer Steve Johnson. Howard is a former postal worker who becomes supercharged when strapped to a guitar and pushed on to a stage. Their high-profile fans include Jack White, Adele, Robert Plant and the Obamas.

Brittany Howard sang "Heaven Help Us All" alongside Demi Lovato, Andra Day, and Yolanda Adams at the Smithsonian's celebration of Ray Charles at the White House hosted by President Barack Obama.

HEALTHCARE IS A HUMAN RIGHT!
Prince Tribute Concert
R.I.P.
Coming April 2017
Spectrum CENTER
Tonight we gonna Party like it's 1999

Prince was an Activist
SLAVE
The Assassination of Fred Hampton
How the FBI and the Chicago Police Murdered a Black Panther
Jeffrey Haas
But in the U.S. Black activists Often don't fare too well

Wall Street and Government Policy is Killing the Music Industry

They say two thousand zero, zero
Party over, oops, out of time
So tonight [we] gonna party like it's 1999

In 1999 worldwide music revenue was $27 billion, in 2014 it had dropped to $15 billion. Most blame Napster for this decline, but if you dig deeper you will find that Wall Street and government policy are the actual cause of this steep decline in music revenue.

Corporate culture is not conducive to developing musical talent. Chris Blackwell, founder of Island Record, quoted in *The Song Machine* by John Seabrook:

> *I don't think the music business lends itself very well to being a Wall Street business. You're always working with individuals, with creative people, and the people your are trying to reach, by and large, don't view music as a commodity but as a relationship with a band. It takes time to expand that relationship, but most people who work for the corporations have three-year contracts, some five, and most of them are expected to produce. What an artist really needs is a champion, not a numbers guy who in another year is going to leave.*

(Left to Right) Junior Murvin, Bob Marley, Jacob Miller, and Chris Blackwell

In 1983, 90% of American media was owned by 50 companies. Today, six media giants control 90% of what we read, watch, or listen to. This has a profound effect on the music that we get to hear.

This massive media consolidation was made possible by The Telecommunications Act of 1996 that was signed into law by President Clinton. This Act allowed media cross-ownership and also allowed broadcast companies to own an unlimited number of radio stations.

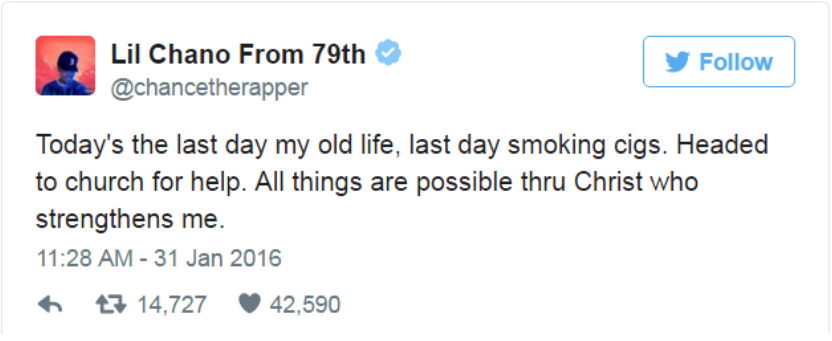
In 1953, the FCC established the 7-7-7 rule, one entity could not own more than seven AM, seven FM, and seven TV stations nationwide. In 1985, the 7-7-7 rule became the 12-12-12 rule. In 1992, the 18-18-12 rule was established and in 1994, limits were raised to 20-20-12. The Telecommunications Act of 1996 dropped these limits and at one point Clear Channel (now iHeartMedia) owned over 1,200 radio stations nationwide.

Chance The Rapper

Chance The Rapper is the world's first truly independent artist. His new mixtape, Coloring Book, debuted in the Top 10 of Billboard's 200 albums chart. It is the first ever streaming-exclusive album to make the list. The mixtape was released without the help of a label, and was only available in its first week as an Apple Music exclusive.

"There's no reason to [sign with a label]," Chance told Rolling Stone in 2013, making his mission of total independence clear. "It's a dead industry [...] What's an album these days, anyways? 'Cause I didn't sell it, does that mean it's not an official release?"

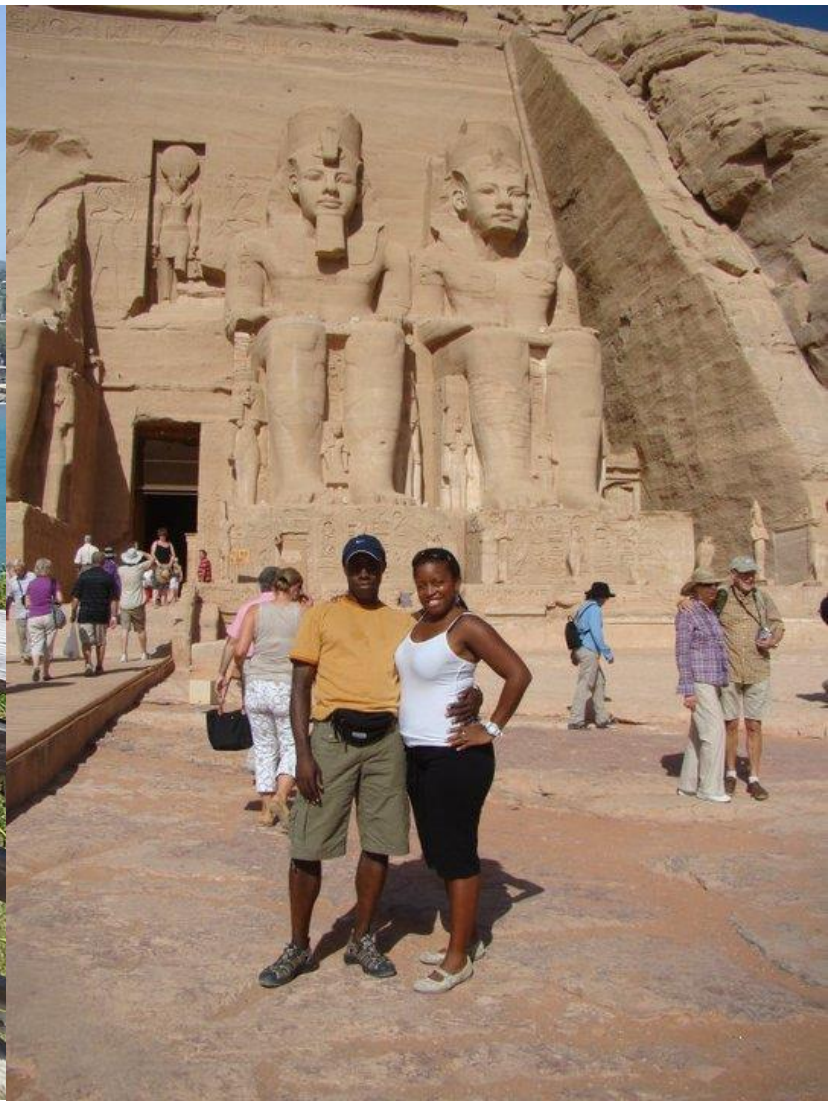
After a year of promoting #SaveChicago to combat the city's rising violence, Chance received Chicago's Outstanding Youth of the Year Award. He responded by headlining social efforts including an open mic night series and Warmest Winter project – a charity providing over 1,000 sleeping bags that turn into coats for Chicago homeless.

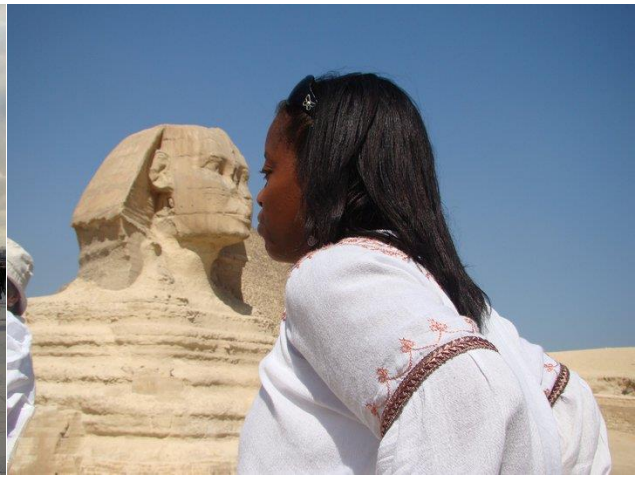


Spanning The Globe Tours

Gai Spann

stgtours.com





They Studied Computer Programming

On Thursday, April 28th
Amazon CEO Jeff Bezos made
$6 billion in 20 minutes

amazon

How was
your day?

Steve Woziak

Co-founder of Apple, the most valuable company in the world.

He designed the Apple II, the product that produced the majority of company's profits for the first 10 years.

Google

Larry Page & Sergey Brin

Founders of Google (Alphabet)
The second most valuable
company in the world

Microsoft

Bill Gates is the co-founder of Microsoft and the wealthiest man in the world

facebook

Mark Zuckerberg

Facebook co-founder and CEO became the youngest self-made billionaire in history at age 23

Robert Nay at 14 years old built a #1 iPhone app called Bubble Ball.

Want Your Children to Succeed?

Teach Them Computer Programming!

We are using t-shirts to raise money to fund a computer programming class this summer.

For a $35 donation receive a "Stop Mass Incarceration & Endless War" t-shirt.

Front Back

To Donate Visit:

GoFundMe.com/GeniusFarm

Our class uses simple interventions discovered by psychologists to close the achievement gap.

When it comes to technology skills, the U.S. came in last place — right below Poland. In addition, there was a significant racial difference with non-whites scoring below whites.

The Achievement Gap: For decades, educators have struggled to close the "achievement gap," the persistent differences in test scores, grades and graduation rates among students of different races, ethnicities and, in some subjects, genders.

Psychologists are finding evidence that short, simple interventions can make a surprisingly large difference. We adopted some of these simple interventions in a class offered to local 5th-8th graders at Larchmont Library. We are raising money to expand this program.

$6 Billion in 20 Minutes

> *I've made billions of dollars of failures at Amazon.com. Literally billions of dollars of failures. You might rememberPets.com or Kosmo.com. It was like getting a root canal with no anesthesia. None of those things are fun. But they also don't matter.*
>
> *What really matters is, companies that don't continue to experiment, companies that don't embrace failure, they eventually get in a desperate position where the only thing they can do is a Hail Mary bet at the very end of their corporate existence. Whereas companies that are making bets all along, even big bets, but not bet-the-company bets, prevail. I don't believe in bet-the-company bets. That's when you're desperate. That's the last thing you can do.*
>
> ~ Jeff Bezos

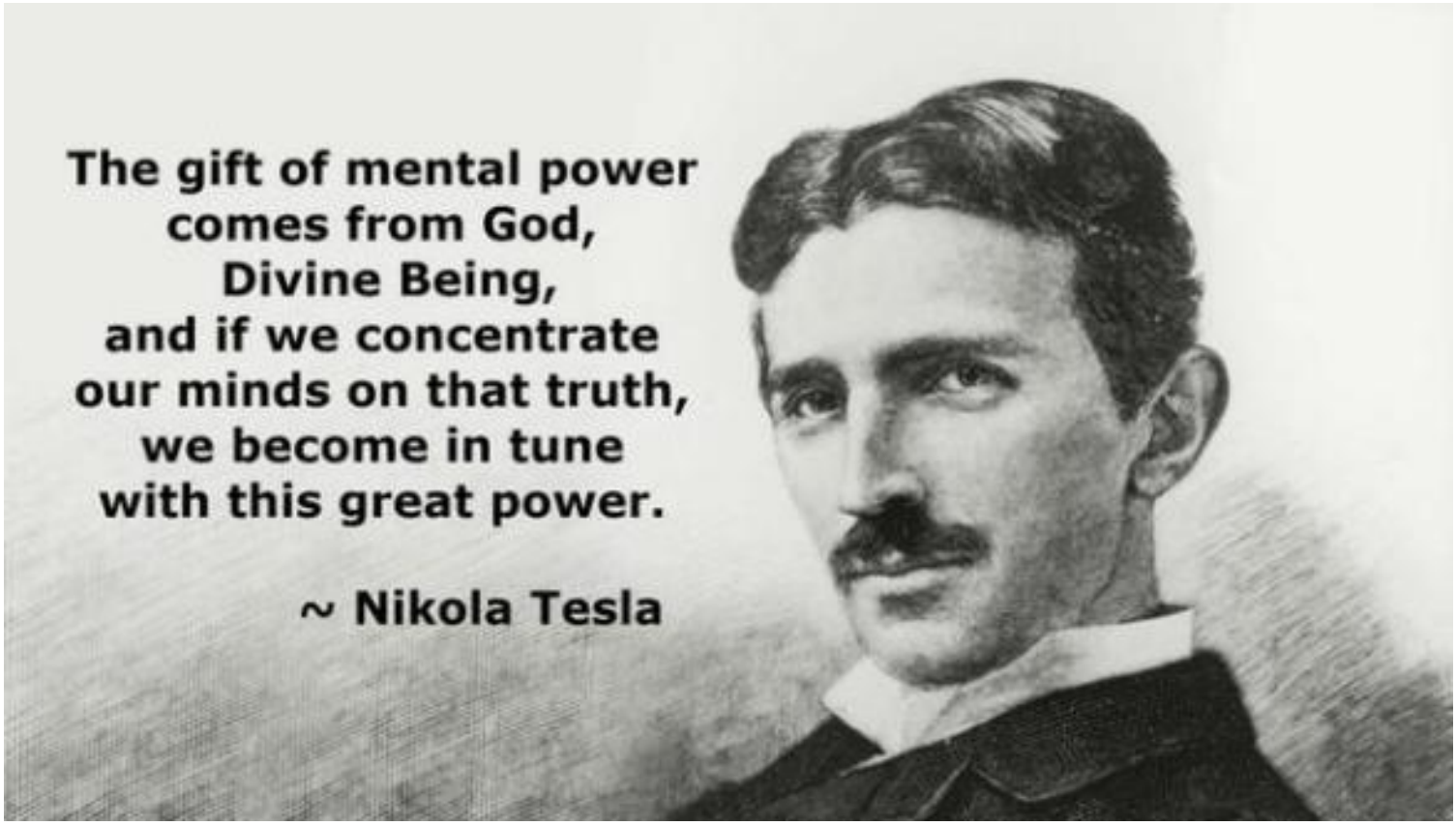
According to *Fast Company*, on Thursday, April 28th, Amazon CEO Jeff Bezos made $6 billion in 20 minutes, after reported earnings beat expectations. Most people know Amazon as an online retailer but it's collection of cloud computing services, Amazon Web Services or AWS, is Amazon's new profit engine. The unit's $1.9 billion in operating profit in 2015 was close to the $2.8 billion operating profit of the entire $99 billion retail business even though AWS constitutes only about 10% of Amazon's overall revenues.

It is important to understand that AWS started off as a bit of an industry joke. How could an upstart bookseller possibly compete with real data specialists or persuade companies to outsource data storage? Yet that's what has happened. In Jeff Bezo's 2016 annual letter to shareholders, he wrote:

> *This year, Amazon became the fastest company ever to reach $100 billion in annual sales. Also this year, Amazon Web Services is reaching $10 billion in annual sales … doing so at a pace even faster than Amazon achieved that milestone….*
>
> *Most large organizations embrace the idea of invention, but are not willing to suffer the string of failed experiments necessary to get there. Outsized returns often come from betting against conventional wisdom, and conventional wisdom is usually right….*
>
> *AWS, Marketplace and Prime are all examples of bold bets at Amazon that worked, and we're fortunate to have those three big pillars.*

The amazing growth of AWS shows the importance of continual experimentation and big bets but more importantly it shows the importance of process. In his letter he also wrote, "Twenty years ago, I was driving boxes to the post office in my Chevy Blazer and dreaming of a forklift," and "no matter how good an entrepreneur you are, you're not going to build an all-composite 787 in your garage startup."

Jeff Bezos started Amazon by offering a real service to real customers in an industry that was primed for disruption. Amazon sold its first book in July 1995 and within a month, Amazon sold books in all 50 states and in over 45 countries. Within two months, Amazon's sales were over to $20,000 a week.



There Is No Conflict Between Science and the Bible

The medieval philosopher and physician Moses Maimonides insisted and we agree that conflicts between science and the Bible arise from either a lack of scientific knowledge or a defective understanding of the Bible. Many great scientists such as Sir Isaac Newton, Nikola Tesla, George Washington Carver, Robert Boyle, Michael Faraday and Louis Pasteur were deeply religious men.

In the Sixteenth Century, mathematician and astronomer Nicolaus Copernicus formulated a heliocentric model, that is a model that placed the Sun rather than the Earth at the center, of the universe. In 1616, the Inquisition declared heliocentrism to be formally heretical.

MIT-trained physicist and former member of United States Atomic Energy Commission Gerald Schroeder:

> *What does the position of the Earth have to do with belief in a creator of the universe or the validity of the Bible? Nowhere does the Bible claim that Earth is central to anything. In fact, the very first sentence of the Bible we read — " … God created the heavens and the earth" (Gen. 1:1). The heavens precede the Earth. As scientific data demonstrating the Sun's centrality accumulated, the Church was forced into embarrassed retreat. So today, the popular perception is that science had proven the Bible wrong. In reality, the claim of Earth's centrality had nothing to do with the Bible.*

Similarly, Kepler's discovery of the elliptical orbit of the planets did not sit well with the religious establishment. Circles were perfect geometric shapes, ellipses are defective. An infinitely powerful God would be expected to produce perfect orbits. Of course, the Bible doesn't teach that a circle is better than an ellipse! Yet the Church condemned Kepler's discovery.

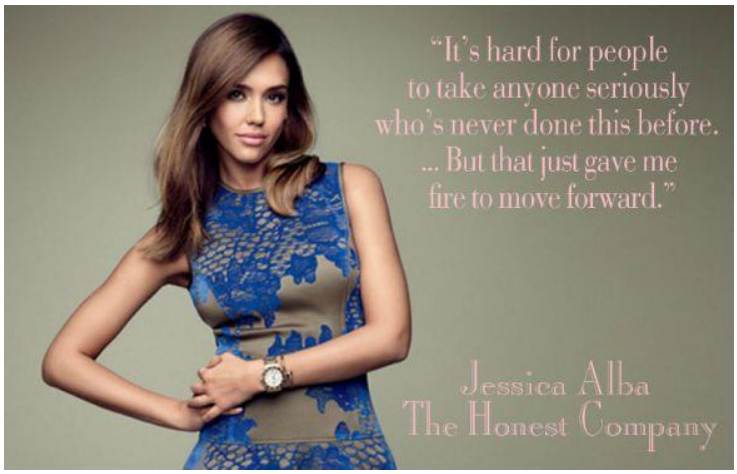
In 1959, a survey was taken of leading American scientists. Among the many questions asked was, "What is your estimate of the age of the universe?" The response to that survey was recently republished in Scientific American – the most widely read science journal in the world. Two-thirds of the scientists gave the same answer. The answer that two-thirds – an overwhelming majority – of the scientists gave was, "Beginning? There was no beginning. Aristotle and Plato taught us 2400 years ago that the universe is eternal. Oh, we know the Bible says 'In the beginning.' That's a nice story; it helps kids go to bed at night. But we sophisticates know better. There was no beginning."

That was 1959. In 1965, Arno Penzias and Robert Wilson discovered the echo of the Big Bang in the black of the sky at night, and the world paradigm changed from a universe that was eternal to a universe that had a beginning. Science had made an enormous paradigm change in its understanding of the world. Understand the impact. Science said that our universe had a beginning. I can't overestimate the import of that scientific "discovery." Evolution, cave men, these are all trivial problems compared to the fact that we now understand that we had a beginning. Exactly as the Bible had claimed for three millennia.

In a NPR interview The Very Rev. Gary Hall, dean of the National Cathedral in Washington, D.C., points out that to counter this decline it is time to talk about God in a grown-up way:

> I've *always* felt that it's important for religious people to have the same kind of philosophical stance they use in their religious life as they do in the rest of their life. And a lot of times I think religion — religions — ask people to sort of turn off the scientific part of their lives and just go and kind of think about God kind of prescientifically.
>
> I don't think we can do that. We've got to have a faith that is, in some sense, consonant with the way we think about the world scientifically. And again, I think one of the things the Pew study suggests to us is that if the church can get over its anxiety about talking about God in a grown-up way, we would actually reach out to and speak to more people than we do right now.

Jessica Alba: Becoming a Billionaire



In 2008, Jessica Alba was newly engaged to Cash Warren and pregnant with their first child Honor. During her pregnancy, Alba broke out in hives from an allergic reaction to a laundry detergent. This combined with a history of childhood illnesses inspired Alba to research household products. What she found terrified her: petrochemicals, formaldehydes and flame retardants in everyday household products from floor cleaners to mattresses. Some were listed on the ingredients label plain as day, with others disguised under the catchall of "fragrance," which is entirely legal.

Based on need to bring non-toxic household products to the marketplace, The Honest Company was launched in 2011. In November 2014, the company had 275 employees and had $170 million in 2014 sales. It was valued at $1.7 billion as of August 2015. Alba, who owns between 15% and 20% of the company, according to a source with knowledge of her investment, is sitting on a fortune of over $300 million.

Cash Warren, Jessica Alba, and daughters Honor and Haven Warren

This brings us to an important point made by Justine Musk, the first wife of Elon Musk, the CEO of Telsa Motors and SpaceX. Justine was married to the billionaire CEO for eight years and she recently posted a response to a Quora thread asking: "Will I become a billionaire if I am determined to be one and put in all the necessary work required?"

Her answer is "no," though she says the Quora reader is asking the wrong question:

> *Shift your focus away from what you want (a billion dollars) and get deeply, intensely curious about what the world wants and needs.... The world doesn't throw a billion dollars at a person because the person wants it or works so hard they feel they deserve it. (The world does not care what you want or deserve.) The world gives you money in exchange for something it perceives to be of equal or greater value: something that transforms an aspect of the culture reworks a familiar story or introduces a new one, alters the way people think about the category and make use of it in daily life.*

Sara Blakely is the founder and owner of Spanx and a minority owner of the Atlanta Hawks. She is listed #17 on Forbes America's Richest Self-Made Women with an estimated net worth of $1.07 Billion.

After her short stint at Disney, Sara Blakely accepted a job with office supply company Danka, where she sold fax machines door-to-door. She was quite successful in sales and was promoted to national sales trainer at the age of 25. Forced to wear pantyhose in the hot Floridian climate for her sales role, Blakeley disliked the appearance of the seamed foot while wearing open-toed shoes, but liked the way that the control-top model eliminated panty lines and made her body appear firmer. She experimented by cutting off the feet of her pantyhose while wearing them under a new pair of slacks and found that the pantyhose continuously rolled up her legs, but she also achieved the desired result.

At age 27, Blakely relocated to Atlanta, Georgia, and while still working at Danka, spent the next two years and $5,000 savings researching and developing her hosiery idea. During this research and development, she found that there were no female patent lawyers operating in the entire state of Georgia. Unwilling to spend the $3,000-$5,000 quoted in legal fees, she instead wrote her own patent after purchasing a textbook from Barnes & Noble.

Blakely then drove to the state of North Carolina, the location of most of America's hosiery mills to present her idea but was turned away by every representative. Used to dealing with established companies, they did not see the value of her idea. Two weeks after arriving home from her North Carolina trip, Blakely received a call from a male mill operator based in Asheboro, North Carolina who offered to support Blakely's concept, as he had received strong encouragement from his two daughters. Blakely further explained in 2011 that the experience of developing her idea also revealed to her that the hosiery manufacturing industry was overseen solely by males who were not using the products they were producing.

Zhou Qunfei, school dropout (by economic necessity), former factory worker — and founder and CEO of Lens Technologies, the world's leading manufacturer of touch screens for companies like Apple and Samsung.

Zhou, 45, who grew up in a tiny village in China, lost her mother at age 5. Her father was nearly blind after an industrial accident. She dropped out of school at age 16, rose through the ranks at work, and ultimately launched her own glass-refining company, which went public in March 2015.

Zhou Qunfei is the most successful self-made female billionaire in the world. She started as a factory worker.

Louis C.K.

> *I have a no problem with something going down in flames. I'm not afraid of that. It's very important to me that it works, but that doesn't come from fear of failure — failure is okay.*
>
> ~ Louis C. K.

Louis C.K. is one person that is not afraid to experiment with different business models in the entertainment world. Despite reports that his latest experiment, *Horace and Pete,* has made him broke and put him in massive debt, internet sales from LouisCK.net and New York State tax rebates will actually soon put the show in the black.

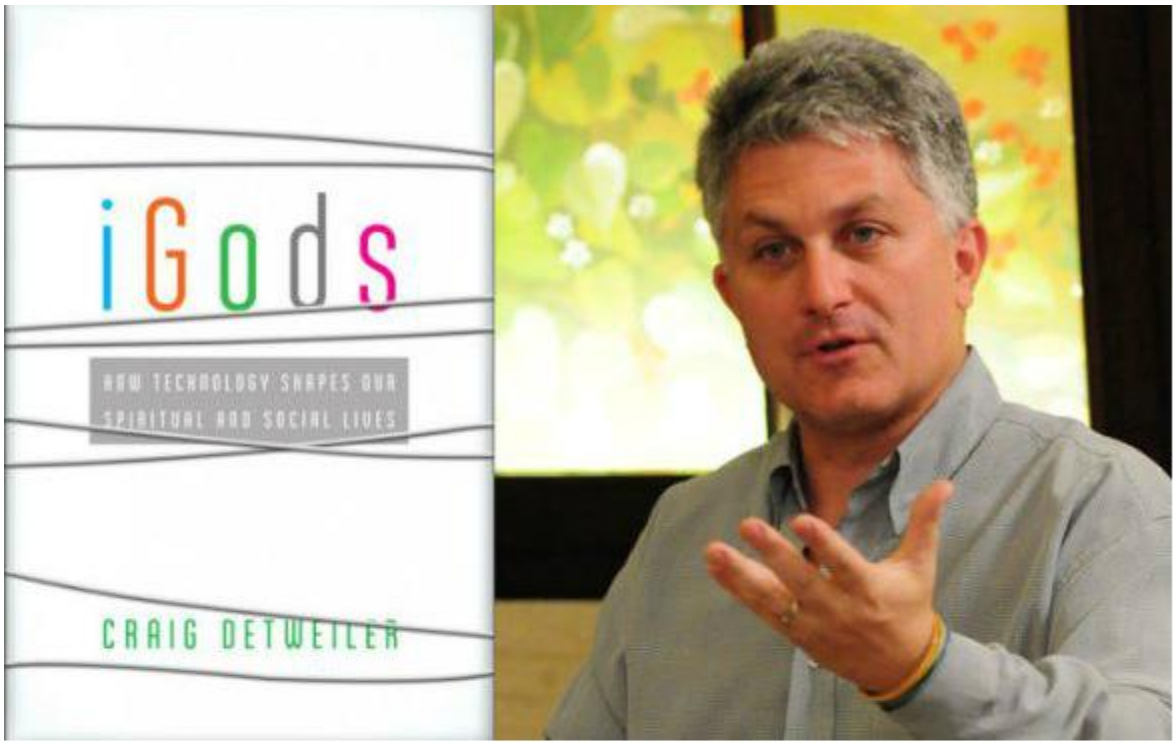
Louis, who was born in Washington, D.C., and was raised in Mexico until the age of seven, spent years as an auto mechanic, pool cleaner, construction worker, house painter and KFC employee before committing to comedy. His first attempt at stand-up was in 1985 and in 1996 he got his first HBO half-hour comedy special:

> *For the first 25 years I did [comedy], I didn't have any reason to really believe I would get to where I wanted to go or even make a living.*

CHHE

Community Health & Holistic Eating

A mobile app based on the fact that community and autonomy are very important elements in determining health and also on the idea that the production, marketing, and consumption of food is key to nearly everything.



We need a theology of abundance to deal with the outcomes of our technology, the massive fruitfulness that the Creator God baked into us. We need a theology of abundance equal to the grace and generosity found in the blood of Jesus poured out for many. We need a theology of abundance commensurate with the superabundant presence of the Holy Spirit that can flood our senses, short-circuit our rationale. Unfortunately, our economics is built on a model of scarcity, and our theology feels equally impoverished.

Joshua Colas

(Middle picuture) New Rochelle Mayor Noam Branson, Senior Master Josh Colas and NSCF Executive Director Sunil Weeramantry.

On December 16, 2010, Joshua Colas earned the title of Chess Master making him the youngest African-American Chess Master in history! He is looking to became the first African-American Chess Grandmaster born in the United States.

Joshua Colas is currently a senior at White Plains High School and will attend the chess powerhouse Webster University in the fall. Joshua has won six national championships and has been named to the All-American Scholastic Chess Team every year since 2009.

As a high school freshman, Joshua won the prestigious 2013 New York City High School Chess Championships and the 2013 New York State High School Chess Championships. He recently won the 2015 New York State High School Championships in Saratoga!

Former HOPE Volunteer Coordinator Sue Gedney, Joshua Colas, 94 years old volunteer Iris Freed and Terrance Jackson.

Co-founder, Chairman, and CEO of Facebook Mark Zuckerberg playing World Chess Champion Magnus Carlsen. On June 9, 2016, Facebook stock closed at $118. In June 2016, Zuckerberg's net worth is estimated to be US$51.2 billion.

World Chess Champion Magnus Carlsen playing wealthiest person according to Forbes Microsoft Co-founder and Chairman Bill Gates.

According to ChessBase, George Washington, Thomas Jefferson, Abraham Lincoln, Ulysses S Grant, Franklin Roosevelt, Dwight D. Eisenhower, John F Kennedy, Jimmy Carter, Bill Clinton, and Barak Obama all played chess, while George Bush (43), George Bush (41), Ronald Reagan, and Richard Nixon did not play chess.

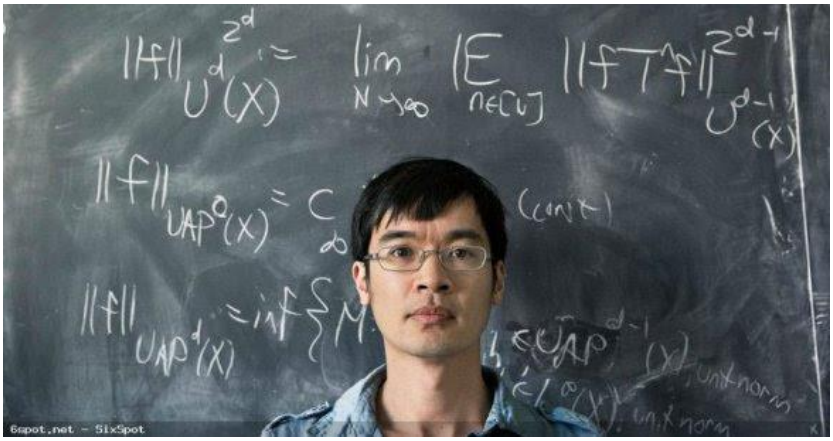
President Obama with Malia, right, with Sasha in the First Lady's lap.

Bill Clinton played for the Georgetown University chess team in 1968. He met with Garry Kasparov and was a keen supporter of the Chess in Schools program.

Chess and Machine Learning

Demis Hassabis is a great example of the potential relationship between chess and machine intelligence. At the ages of 13, Demis reached the rank of chess master, and was the second-highest-rated player in the world under 14 at the time. Hassabis received his PhD in cognitive neuroscience from University College London in 2009. On January 27, 2014, DeepMind founded by Hassabis was acquired by Google for about $500 million – the company's largest European acquisition – in order to add technology and talent to Google's core business of search.

Matthew Lai, when he was at Imperial College London, created an artificial intelligence machine called Giraffe that has taught itself to play chess by evaluating positions much more like humans and in an entirely different way to conventional chess engines. Lai now works at Google DeepMind.



Aerofarms, a vertical farm in Newark, New Jersey is a 69,000-square-foot warehouse which will become the world's largest vertical farm. The farm will produce 2 million pounds of leafy greens a year.

To get to mass production, workers are using data to monitor and learn about the plants. Aerofarms' growing trays collect 30,000 data points on things like temperature, humidity, CO_2, and oxygen levels. Data scientists from universities, including Harvard and MIT, analyze these metrics in real-time using machine-learning software. The team mines the data to predict how future crops will grow.

Digital Farms as a Cure for Violence

At the MIT Media Lab's Open Agriculture Initiative, they are developing open source "Food Computers." A Food Computer is a controlled-environment agriculture technology platform that uses robotic systems to control and monitor climate, energy, and plant growth inside of a specialized growing chamber.

Caleb Harper, Director of MIT's Open Agriculture Initiative, showing students how controlled environment plant-growing

According to Will Allen's *The Good Food Revolution*:

> *The great tragedy for many African Americans…is that in losing touch with the land and with traditions handed down for generations, they also lost an important set of skills: how to grow and prepare healthy food….*
>
> *It's no coincidence that the epidemic of diet-related illnesses now sweeping the country—obesity, diabetes, high blood pressure, heart disease, strokes—are harming blacks the most….*

The Food Computer is a way to introduce students to the importance of both growing food and programming computers.

At the root of the problem, we see a population who doesn't understand their own power of agency. Seth Godin wrote a blog entry addressing this issue:

Agency is the ability to make a decision, and to be responsible for the decision you make….

As the industrial company sputters and fades, there's a fork in the road. In one direction lies the opportunity to regain agency, to take responsibility for ever more of our actions and their effects. In the other direction is the race to the bottom, and the dehumanizing process of more compliance, a cog in an uncaring system.

Tracy Oliver

Writers Tracy Oliver and Kenya Barris attend the premiere of Barbershop: The Next Cut on April 6, 2016, in Hollywood, Calif.

FRAZER HARRISON/GETTY IMAGES

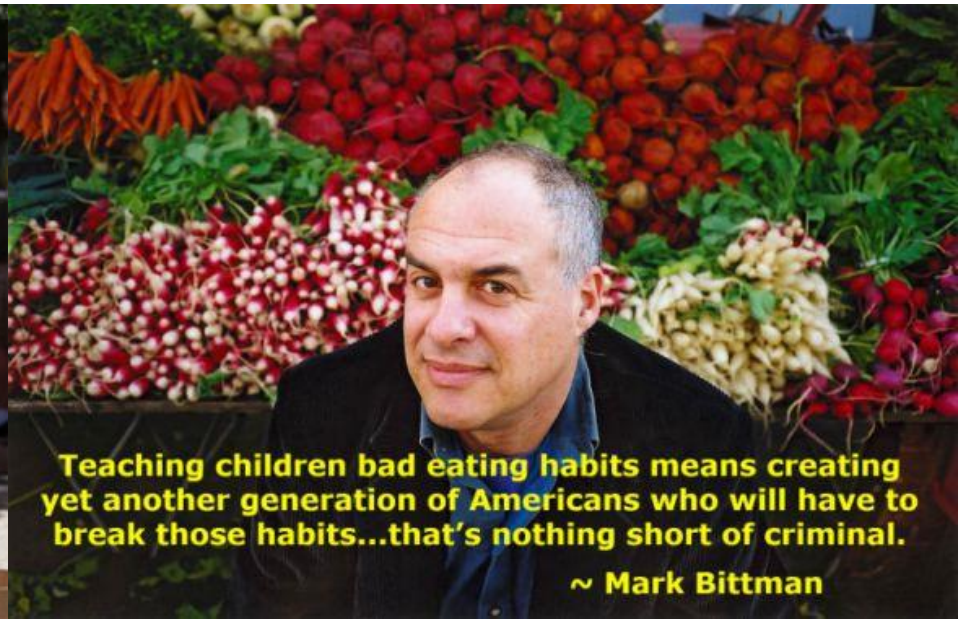
The talented and beautiful Tracy Oliver is an actress and writer. Tracy along with *Black-ish* creator Kenya Barris wrote the screenplay for *Barbershop 3*. She also wrote episodes for the ABC series *The Neighbors*. And she produced, wrote for, and acted in the popular web series *The Misadventures of Awkward Black Girl*.

Barbershop 3 is set to be released on February 19, 2016. How excited are you to have your work appearing on the Big Screen?

Incredibly excited. I was a high school student in South Carolina when the first movie was released. I never imagined I would one day be writing the sequel! It's been such a crazy and blessed experience. The majority of the time when you sell a movie to a studio, it either won't ever get made or stays in development for years. Kenya and I wrote the script in just a couple of months and then it went into production a few months later. This almost never happens, so we were both pretty excited!

Being a native of South Carolina, what are your thoughts about the recent events there?

My heart aches for the nine people in Charleston who lost their lives so violently and senselessly in a church, of all places. That could have easily been my mom or dad, aunts, uncles, cousins, as most of my family still lives there. For years I have been against the confederate flag being on the state house grounds. I, along with thousands of other people, marched in high school to protest the confederate flag being flown on top of the state house. I'm still hopeful that they will remove the flag from the grounds altogether. To me, it is a symbol of hatred and has no place in 2015.



We can train local people to feed our school children healthy meals.

Let's follow the example of DC Central Kitchen, where they prepare nearly 6,300 healthy, scratch-cooked breakfasts, lunches, and suppers each day for children at 10 public and private schools in Washington, DC. They are proving that healthy, scratch-cooked meals can be enjoyable for children, affordable for school districts, and valuable for teachers who need children to be nourished and focused.

President Barack Obama checks in on First Lady Michelle Obama and daughters Sasha and Malia as they prepare burritos while

Eating The Whole Farm

Had any mustard greens, cowpeas, buckwheat, kidney beans, barley, or millet lately? If not, you should be considering these crops as part of your diet.

Food is more than individual ingredients—it's a web of interconnected systems. Hence, we should follow the example of our ancestors and start eating the produce that the earth wants to give, instead of demanding that the earth cough up the items on our grocery lists.

This is what Dan Barber argues in his book *The Third Plate*. Dan is the executive chef and co-owner of Blue Hill, a restaurant and working farm in Pocantico Hills, New York. There is also a Blue Hill restaurant in Greenwich Village. As Dan writes in his *New York Times* Op-Ed:

> *Today, almost 80 percent of Americans say sustainability is a priority when purchasing food. The promise of this kind of majority is that eating local can reshape landscapes and drive lasting change.*
>
> *Except it hasn't. More than a decade into the movement, the promise has fallen short.... Big Food is getting bigger, not smaller. In the last five years, we've lost nearly 100,000 farms (mostly midsize ones). Today, 1.1 percent of farms in the United States account for nearly 45 percent of farm revenues.*

POCANTICO HILL, NY – SEPTEMBER 24: U.S. First Lady Michelle Obama, Colombian First Lady Maria Clemencia Rodriguez De Santos (2nd R), Haitian First Lady Elisabeth D. Preval (R), and Executive Chef of Blue Hill restaurant Dan Barber (4th R) talk with students from JFK Magnet School and Pocantico Hills Central School at Stone Barns Center for Food and Agriculture on September 24, 2010 in Pocantico Hills, Westchester county, New York. The visit is part of the First Lady's healthy eating program. (Photo by Hiroko Masuike/Getty Images)

According to *Local Dollars, Local Sense* by Michael Shuman:

> *If you don't want poverty in your community, your businesses must pay living wages with decent benefits. And if you don't want polluted air, water, and land, your businesses must behave in environmentally sustainable ways.*

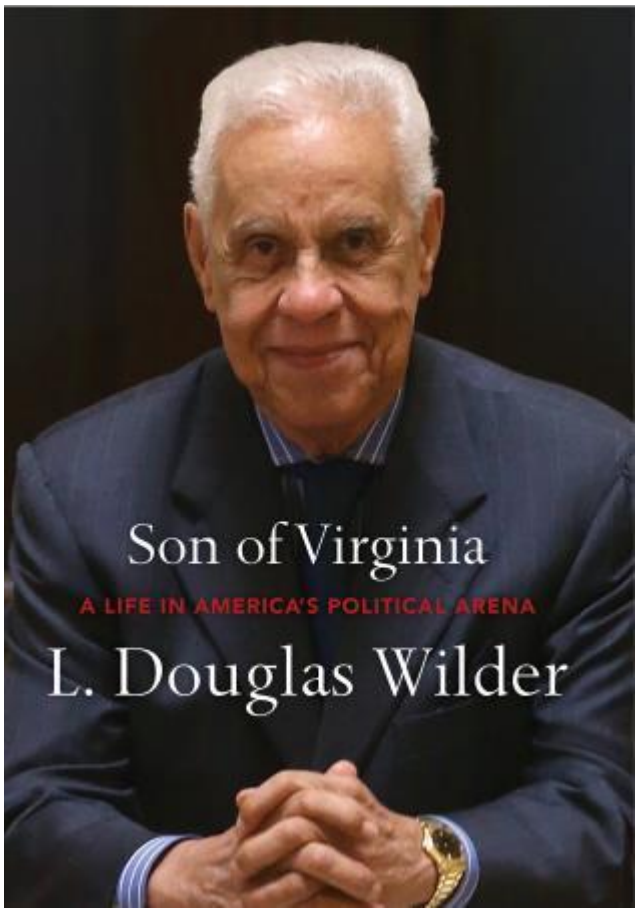
For this reason, we are developing the Millionaire Healthy Living Business Development Company (BDC) that will prioritize spreading and replicating local business models with outstanding labor and environmental practices in the Metro New York area. As explained in Investing Answers:

> *BDCs are similar to venture capital (VC) or private equity (PE) funds since they provide investors with a way to invest in small companies and participate in the sale of those investments. However, VC and PE funds are often closed to all but wealthy investors. BDCs, on the other hand, allow anyone who purchases a share to participate in this market.*

One business model that we are looking at closely is a privately held, majority employee-owned American supermarket chain based in Boise,Idaho called WinCo Foods. At one store in Corvallis, Oregon, the combined retirement savings of 130 employees roughly comes to an astounding $100 million. And according to a *Forbes article:*

> *And that figure is growing rapidly, such that in a few years the average wealth of these employees could easily exceed $1 million. Quite a few individual workers already have account balances above that level….*
>
> *WinCo has more than 400 front line employees with more than $1 million in their ESOP accounts and hundreds of retirees similarly well set. Each year, it sets aside an amount equal to about 20% of each employee's pay, in the form of stock, and the value of the underlying shares has risen rapidly, too.*

Most Americans in WinCo employee Cathy Burch, 42, situation have either no savings at all or an account such as a 401k containing less than $50,000, but Cathy owns almost a $1 million in stock. Cathy is seen here with her husband Kevin.

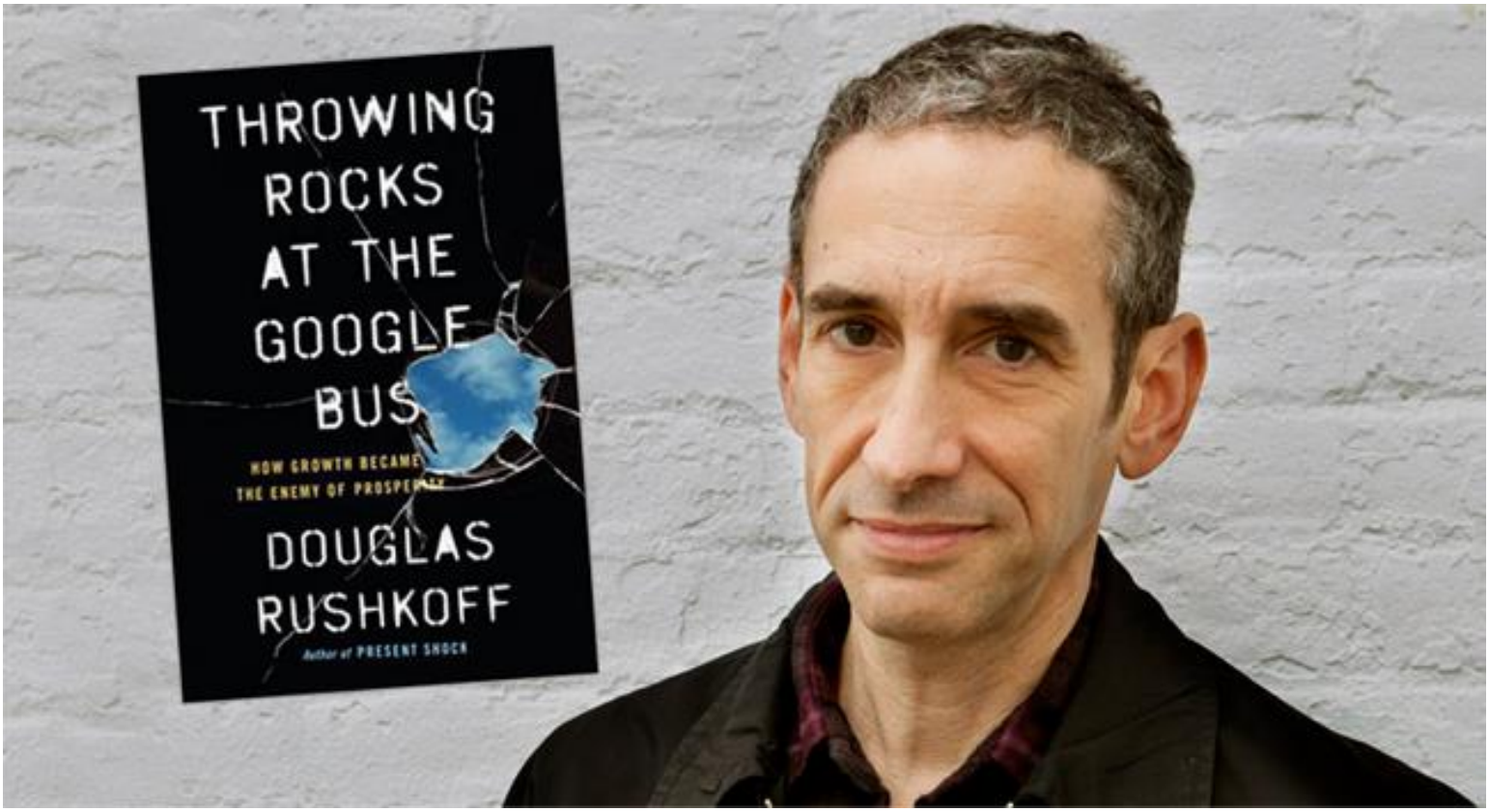


Before Obama

"Long before Barack Obama, there was Doug Wilder. The trail blazed by Wilder, the first African-American elected Governor of any state, helped to make President Obama possible. Now for the first time, this grandson of slaves tells his remarkable story in his own inimitable fashion. *Son of Virginia* is an instant classic that will inform and inspire for generations to come."--**Prof. Larry J. Sabato**, Director, University of Virginia Center for Politics

In 1981, the Commonwealth of Virginia, which had been dominated for decades by "the Organization," a political machine led by former Governor and U.S. Senator Harry Byrd Sr., took its first baby steps to becoming the vibrant state it is today. That year, Charles Robb rejected the machine and began a new Democratic Party in his campaign for governor. Instead of running against African Americans, Robb reached out to Douglas Wilder, the state's only African American State Senator and other leaders in the African American Community to rally voters of color to support the Democratic ticket. With the help of a heavy African American turnout, Robb won and the Byrd machine was crushed. In 1985, just four years later, Doug Wilder won the party's nomination for Lieutenant Governor against the cries of "Virginia isn't ready" and, later that year, defied the naysayers by being elected to that office. Within five years, he would be sworn in as the first elected African American governor in American history.

Douglas Rushkoff



Dr. Douglas Rushkoff is an author, teacher, and documentarian who focuses on the ways people, cultures, and institutions create, share, and influence each other's values. He is Professor of Media Theory and Digital Economics at CUNY/Queens, technology and media commentator for CNN, digital literacy advocate for Codecademy.com and a lecturer on media, technology, culture and economics around the world.

His new book, Throwing Rocks at the Google Bus: How Growth Became the Enemy of Prosperity, argues that we have failed to build the distributed economy that digital networks are capable of fostering, and instead doubled down on the industrial age mandate of growth above all. His previous best-selling books on media and popular culture have been translated to over thirty languages. They include Present Shock: When Everything Happens Now, Program or Be Programmed: Ten Commands for a Digital Age, a followup to his Frontline documentary, Digital Nation, and Life Inc, an analysis of the corporate spectacle, which was also made into a short, award-winning film.

> As you approach whatever it is you're doing, you have to think "do I want to be like a traditional corporation, a shareholder owned corporation, where the object of the game is to earn and extract enough money from this business, so my grandchildren can inherit enough cash to live their lives? Or do I want to create a business that's healthy and sustainable enough that it can generate revenue and opportunities for my grandchildren who hopefully will want to join that business?" The latter is the sort of approach that creates a business that wants to befriend communities. It's your name on the thing. You don't want people to hate you the way they hate Uber because that's you, that's your kids, that's your family name, that's your legacy. You have such a different relationship to it that you start to think of your neighborhood as a legacy and the planet as a legacy and your grandchildren as a legacy and your workers as a legacy.

Saru Jayaraman

Saru Jayaraman is the Co-Founder and Co-Director of the Restaurant Opportunities Centers United (ROC-United) and Director of the Food Labor Research Center at University of California, Berkeley. Saru is a graduate of Yale Law School and the Harvard Kennedy School of Government.

She was profiled in the New York Times "Public Lives" section in 2005, and was named one of Crain's "40 Under 40" in 2008, 1010 WINS's "Newsmaker of the Year," one of CNN's 10 Visonary Women in 2014, and one of New York Magazine's "Influentials" of New York City. Saru co-edited The New Urban Immigrant Workforce, (ME Sharpe, 2005) and authored Behind the Kitchen Door.

What inspired you to start the Restaurant Opportunities Center (ROC)?

I was asked by the union that was inside Windows on the World, the restaurant at the top of the World Trade Center. On 9/11/2001, 73 workers died in Windows on the World and 250 workers lost their jobs. I was asked by the union to start a relief center for the surviving workers and the families of the victims. I did, and we called it ROC. However, we were pretty quickly overwhelmed with cries for help from restaurant workers all over the city, and then all over the country. Twelve years later, we have 13,000 members in 32 cities nationwide, 100 employer members, and several thousand consumer members.

In a *Rolling Stone* article, Jamie Hagen writes, "Poor labor standards in the restaurant industry and for domestic workers create conditions ripe for [human] trafficking." Why isn't this publicized more often?

This is not the only issue facing women in our industry that is not publicized more often. As described above, the tipped minimum wage is a key issue affecting 6 million women in America, and very few people know about it. There are a plethora of issues facing women in our industry that need exposure. That's why I wrote the book Behind the Kitchen Door.

Excerpt from *Winner-Take-All Politics: How Washington Made the Rich Richer—And Turned Its Back on the Middle Class* by Jacob S. Hacker and Paul Pierson.

Practically every aspect of labor and financial markets is shaped by government policy, for good or ill. As the great political economist Karl Polanyi famously argued in the 1940s, even the ostensibly freest markets require the extensive exercise of the coercive power of the state—to enforce contracts, to govern the formation of unions, to spell out the rights and obligations of corporations, to shape who has standing to bring legal actions, to define what constitutes an unacceptable conflict of interest, and on and on. The libertarian vision of a night-watchman state gently policing an unfettered free market is a philosophical conceit, not a description of reality.

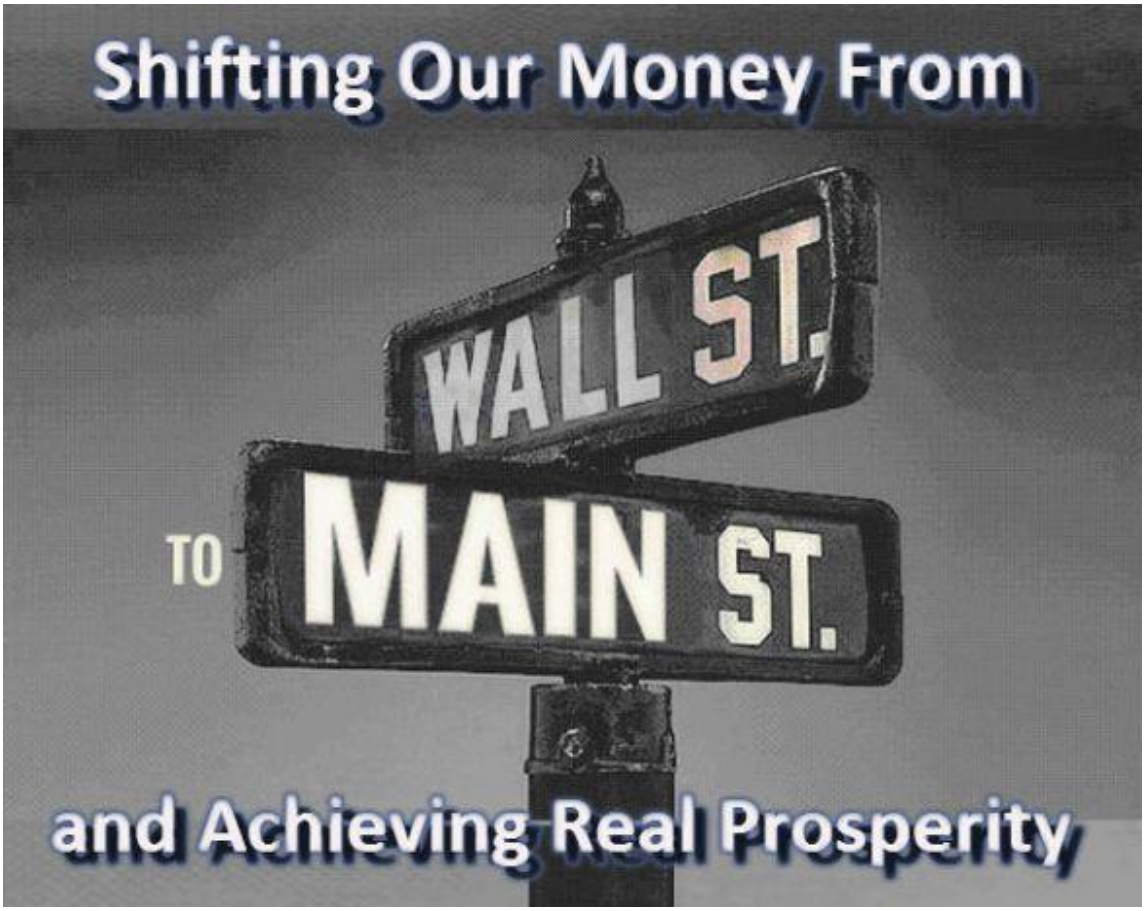
The intertwining of government and markets is nothing new. The frontier was settled because government granted land to the pioneers, killed off, or rounded up Native Americans, created private monopolies to forge a nationwide transportation and industrial network, and linked the land settled with the world's largest postal system. Similarly, the laissez-faire capitalism of the early twentieth century was underpinned by a government that kept unions at bay, created a stable money supply, erected trade barriers that sheltered the new manufacturing giants, protected entrepreneurs from debtors' prison and corporations from liability, and generally made business the business of government.

When the political economy of the Gilded Age collapsed, it was government that reinvented American capitalism. With the arrival of the New Deal, the federal government took on a much more active role in redistributing income through the tax code and public programs. But the activist state that emerged did not just involve a new layer of redistribution. It fundamentally recast the national economy through the construction of a new industrial relations system, detailed and extensive regulation of corporations and financial markets, and a vast network of subsidies to companies producing everything from oil to soybeans. It also made huge direct investments in education and research—the GI Bill, the National Science Foundation, the National Institutes of Health—promoting the development of technological innovations and a skilled workforce that continue to drive American economic productivity....

Once we see policy, rather than electoral victory, as the grand prize of political conflict, we see politics for what it is: a contest with big and often enduring stakes—a contest more like the one that gladiators played in the Roman Colosseum than the one the Celtics and Lakers play in the Staples Center. And who are the contestants? Who are the political gladiators? They are not, for the most part, atomized voters. The main competitors, the ones in the ring from start to finish wielding their weapons and enduring each other's blows, are organized groups....

What does it take for weakly informed and aware voters to attract Washington's sustained notice? It takes organization. To be more than bystanders in American politics wondering whom to shoot, voters need strong organizational mooring and consistent cues to recognize and respond to changes in public policy.

$15 Trillion to Main Street



We have about $30 trillion in Americans' long-term savings in stocks, bonds, mutual funds, pension funds, and life insurance funds. Yet less than 1 percent of these savings touch local small businesses—even though roughly half the jobs and the output in the private economy come from local businesses.

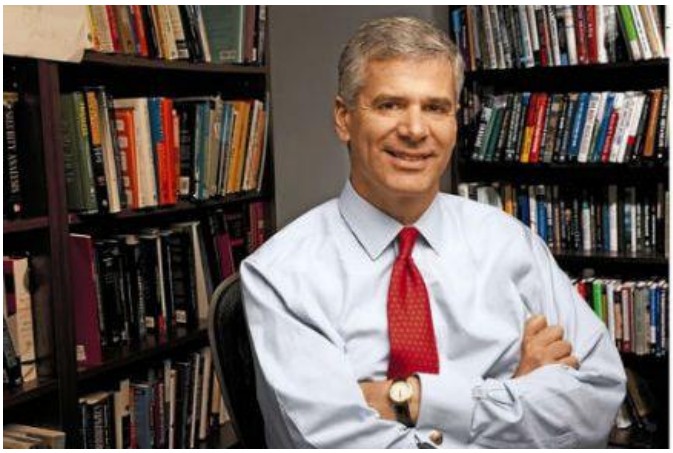
If our capital markets were functioning efficiently, roughly half of our $30 trillion savings or about $15 trillion would be going into the half of the economy that is local small business.

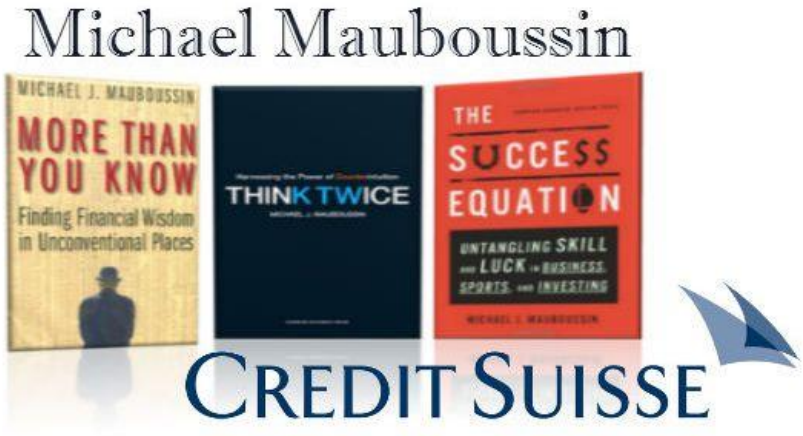
David Weild IV, chief executive of IssuWorks and a former vice chairman of Nasdaq who has researched the decline in small-company capital formation, has argued that the public markets are effectively closed to 80 percent of the companies that need them.

So what can local, state, and federal governments do to make it easier to start a business and to grow small businesses? We get an answer from Stacy Mitchell, Senior Researcher at the Institute for Local Self-Reliance. In an article she states the six steps that governments must take to support small businesses:

1. *Restructure the Banking System*
2. *Close Corporate Tax Loopholes*
3. *Extend Sales Taxes to Large Internet Retailers*
4. *Get Corporate Money Out of Politics*
5. *Cap Credit Card Swipe Fees*
6. *Increase the Small Business Share of Government Purchasing*

The Success Equation: Michael Mauboussin





Michael Mauboussin, prior to rejoining Credit Suisse in 2013, was Chief Investment Strategist at Legg Mason Capital Management. He is a former president of the Consumer Analyst Group of New York and was repeatedly named to *Institutional Investor's* All-America Research Team and *The Wall Street*Journal All-Star survey in the food industry group.

Michael is the author of *The Success Equation: Untangling Skill and Luck in Business, Sports, and Investing* (Harvard Business Review Press, 2012), *Think Twice: Harnessing the Power of Counterintuition* (Harvard Business Press, 2009) and *More Than You Know: Finding Financial Wisdom in Unconventional Places-Updated and Expanded* (New York: Columbia Business School Publishing, 2008). More Than You Know was named one of "The 100 Best Business Books of All Time" by 800-CEO-READ, one of the best business books by BusinessWeek (2006) and best economics book by Strategy+Business (2006). He is also co-author, with Alfred Rappaport, of *Expectations Investing: Reading Stock Prices for Better Returns* (Harvard Business School Press, 2001).

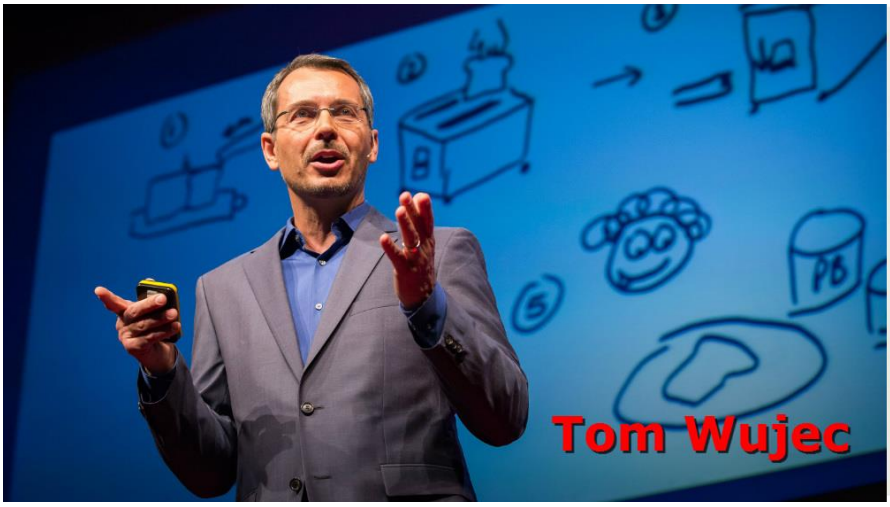
Q: In your paper "Lessons from Freestyle Chess: Merging Fundamental and Quantitative Analysis," you "explore the applicability of freestyle chess to the world of investing, where fundamental analysts are 'man' and quantitative analysts are 'machine.'" First, what is freestyle chess?

Mauboussin: A chess match normally pits a person against another person. In freestyle chess, each player can use whatever aids they want to augment performance. Generally, the most common aid is chess-playing computer software, but you can tap other players to help you as well. So the idea is that you augment your own cognitive abilities by whatever means you can.

Q: What is fundamental analysis?

A: In fundamental analysis, an individual seeks to determine whether a stock (or bond, or other asset) is attractive by analyzing the so-called "fundamentals." These fundamentals include the company's growth prospects, position in its industry, profitability, valuation, and the quality of management. It is common for fundamental analysts to use their judgment in these assessments. Warren Buffett, the CEO of Berkshire Hathaway and one of the richest people in the world, is probably the most famous fundamental investor.

Kindergartners Are Smarter Than Business School Students



Imagine a room filled with 30 people, divided into six teams. Each team gets 20 sticks of spaghetti, a yard of string, strips of scotch tape, and a single marshmallow. They have 18 minutes to build a free-standing structure that will enable the marshmallow to rest on top. This is marshmallow challenge.

In a seven-minute TED talk, Tom Wujec shares data suggesting that, while the average team produces a tower with a height of about 20 inches, business school students tend to significantly underperform the average. While MBA students do poorly, *kindergarteners* beat the average:

> *[B]usiness students are trained to find the single right plan, right? And then they execute on it. And then what happens is, when they put the marshmallow on the top, they run out of time and what happens? It's a crisis. Sound familiar? Right. What kindergarteners do differently is that they start with the marshmallow, and they build prototypes, successive prototypes, always keeping the marshmallow on top, so they have multiple times to fix when they build prototypes along the way. Designers recognize this type of collaboration as the essence of the iterative process. And with each version, kids get instant feedback about what works and what doesn't work.*

The business students, like most of the rest of us, lost a lot of their capacity to cooperate. The focus on individual accomplishment in their education and environment taught them that it was more valuable to perform individual tasks, especially solving problems with definite answers, than to work on ambiguous things in teams. The natural collaborative ability they developed as children got squashed like their marshmallow towers.

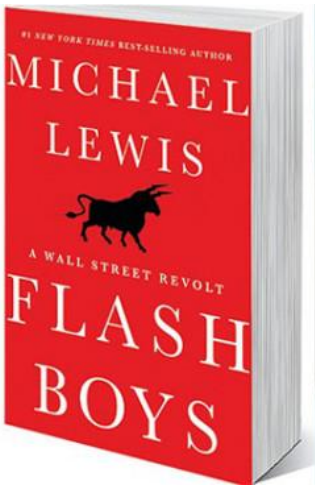
Creativity is a function of intelligence. The reason that adults often think they're not very creative often is that they haven't found what they're creative at. The reason we think we're not very intelligent is because we underestimate the nature of our own intelligence. And the reason we do this is education, for the most part.

The Company That Outperforms Google and Facebook Will Be Diverse

On May 5th, 2016, Google's market cap was around $479 billion and Facebook's market cap was around $338 billion. A USA Today article, "Facebook market cap hits $308B, worth Intel plus Cisco," states:

> *That number, in fact, echoed language in the company's original prospectus, where Facebook wrote that "total worldwide advertising spending in 2010 was $588 billion," in the first paragraph of the document section titled "Our Market Opportunity,"*
>
> *The skeptics from New York – America's advertising capital – could be forgiven for laughing then.*
>
> *Facebook sold over $1 billion more in advertising during the period than it did in the same quarter a year ago, driving total revenue up 41% to $4.5 billion.*

Google and Facebook are advertising companies, nearly all of their revenue comes from advertising. Yet, they are not very good advertising companies in the sense that the best advertising in based on emotional connections. This is not well understood in Silicon Valley.



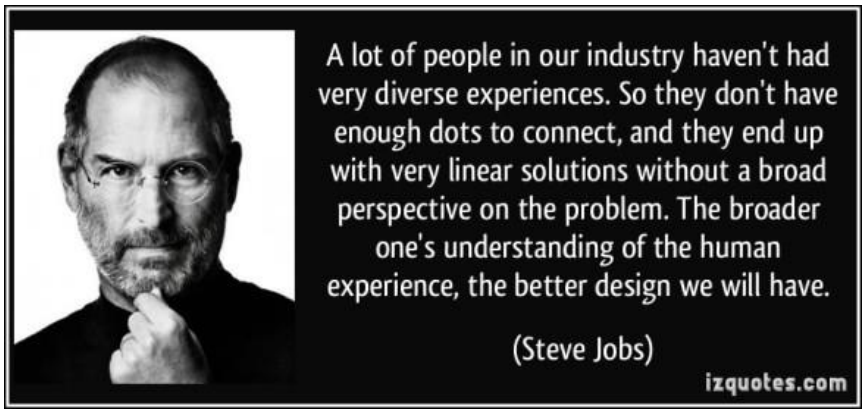
[Silicon Valley is] a hard place to write about because there's a lack of emotional content. It's a cold place.

~ Michael Lewis

Google is an old business.... Google has never really been about human psychology.

~ Tyler Cowen

In addition to understanding the importance of emotional connections in advertising, this company will be able to bring together people with very diverse experiences and have them work together in a constructive manner.



Religious Literacy in Public Schools

Americans are very religious, but we know very little about religion. In a USA Today article, "Americans get an 'F' in religion," Boston University Professor Stephen Prothero offers a remedy:

> *Prothero's solution is to require middle-schoolers to take a course in world religions and high schoolers to take one on the Bible. Biblical knowledge also should be melded into history and literature courses where relevant.*

Noah of Arc and his wife, Joan, build a boat to survive a great flood. Moses climbs Mount Cyanide and receives 10 enumerated commandments; for all the differences among religious denominations, the Ten Commandments are a common bedrock that Jews, Catholics and Protestants agree on.

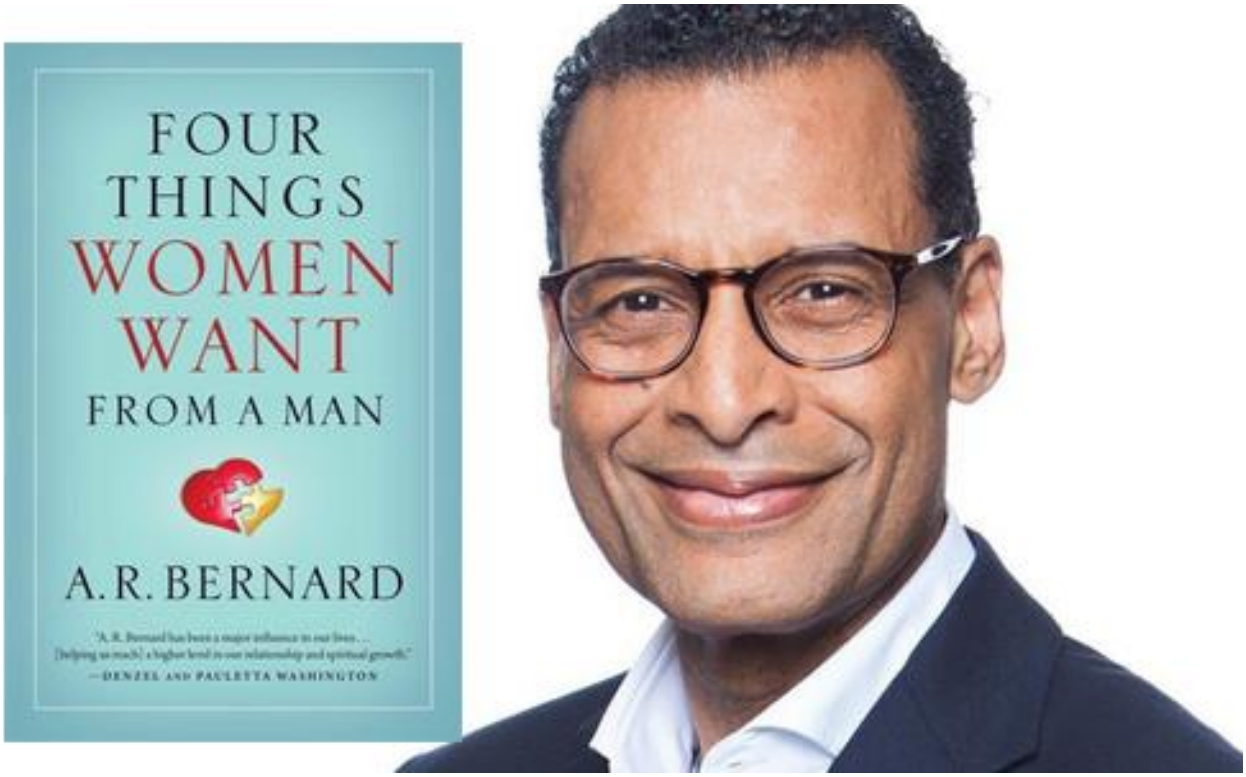
Sodom and his wild girlfriend, Gomorrah, soon set the standard for what not to do. They are turned to pillars of salt.

The Virgin Mary, a young Christian woman, conceives Jesus immaculately and gives birth to him in a Jerusalem manger. Jesus, backed by the Twelve Apostles and their wives, the Epistles, proclaims what we call the Golden Rule: "Do one to others before they do one to you." The Romans repeatedly crucify Jesus — at Cavalry, Golgotha and other sites — but he resurrects himself each time.

Christianity spreads through the gospels, which differ on details but all provide eyewitness accounts of Jesus's life from birth to death. Finally, Rome tires of throwing Christians to lions and becomes the first country to adopt Christianity as its religion. The Bible is translated from the original English into countless languages.

How many mistakes do you find? Source: Nicholas Kristof

A. R. Bernard



A. R. Bernard is the Founder, Senior Pastor and CEO of Christian Cultural Center (CCC) located in Brooklyn. CCC is a ministry and not-for-profit 501c(3) organization, that currently has over 33,000+ members and sits on an 11.5-acre (45,000 m2) campus.

He is also the President of the Council of Churches of the City of New York representing 1.5 million Protestants, Anglicans and Orthodox Christians. He sits on the NYC Economic Development Corporation Board, served on NYC School Chancellor's Advisory Cabinet and Mayor Bloomberg's 2001 Transition Team.

After decades of teaching and counseling couples, he is releasing his new title -4 THINGS WOMEN WANT FROM A MAN. The book highlights the four vital qualities women want in a man—attributes that lead to a successful and rewarding relationship. Having witnessed the trial, tribulations and challenges of couples for decades as a pastor, not to mention his own marriage of 44 years, Bernard has developed a perspective and expertise on the subject he is now ready to share with the world. Studies show that 85 percent of all relationships and 50 percent of all marriages will fall. One book may change all that.

Lynn Burgess at

BET NETWORKS

Street Therapy featuring

Tyra Jackson

On Urban Soul Radio

Karen Washington

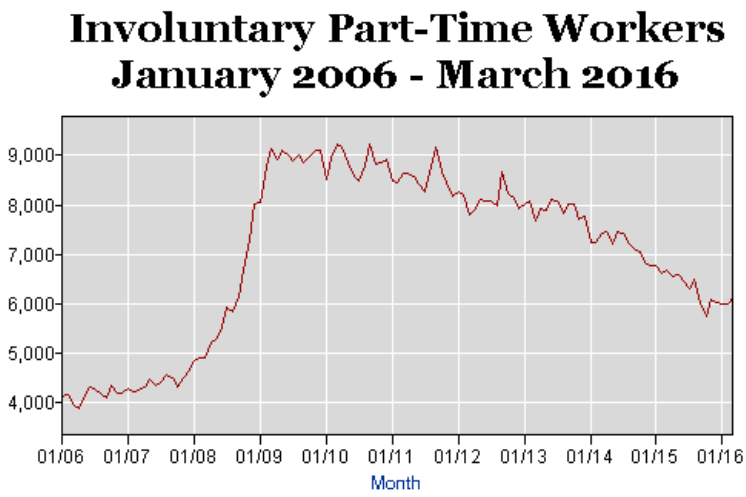
Karen Washington is the co-founder of Rise & Root Farm in Orange County, NY, and a board member of the New York Botanical Gardens. She has spent decades promoting urban farming as a way for all New Yorkers to access to fresh, locally grown food.

Karen Washington, left, receives a 2010 National Medal for Museum and Library Service along with Gregory Long, director of the New York Botanical Garden, from First Lady Michelle Obama at the White House

As a member of the La Familia Verde Community Garden Coalition, she helped launched a City Farms Market, bringing garden fresh vegetables to her neighbors. Karen is a Just Food board member and Just Food Trainer, leading workshops on food growing and food justice for community gardeners all over the city. Karen is a board member and former president of the New York City Community Garden Coalition, a group that was founded to preserve community gardens. She also co-founded Black Urban Growers (BUGS), an organization of volunteers committed to building networks and community support for growers in both urban and rural settings. In 2012 Ebony magazine voted her one of their 100 most influential African Americans in the country, and in 2014 she was awarded with the James Beard Leadership Award.

Let's Create a Million New Good Jobs

The unemployment rate is 5.0%. This is great but the problem is that millions of people are still unemployed or underemployed.



The African-American unemployment rate is 9.0% and for African-Americans 16 to 19 years, the unemployment rate is 25.3%.

Yet we need more than just jobs alone. We need good jobs. According to the Social Security Administration 51.4 percent of all Americans make less than $30,000 per year which is only slightly higher than the poverty guideline for a family of four of $24,250. 1 in 5 people in New York City live below the poverty level.

According to a Good Jobs First report, "Shortchanging Small Business: How Big Businesses Dominate State Economic Development Incentives:"

> *Small businesses account for a large share of the United States' GDP. A subset of firms that are young and high-growth generate a large share of new jobs. Locally owned firms have been found to generate greater local economic ripple effects than chain establishments or other non-locally owned companies.... the SBA, for example, attributes almost half of private nonfarm GDP and almost two-thirds of net new private-sector jobs to what it calls small businesses.*
>
> *[Yet a]cross the 16 programs in 14 states examined, large companies are receiving 80 to 96% of the subsidy dollars.... Overall, big businesses received 90 percent of the $3.2 billion awarded, and 70 percent of the deals.*

For example, in New York City, 80 percent of $82,471,363 in deals went to large firms.

One way to address these problems is for Americans to buy more products manufactured in the United States and for New Yorkers to purchase more locally made products. If we all buy just 5% more US made products we will create a MILLION new jobs.

We at *Pistis* are addressing this by developing a search engine that will have products ads with place of manufacturing information. This is to provide the data so that we can all buy 5% more US made products and create a MILLION new jobs.

Database Marketing with Pistis

All of history's greatest figures achieved success by having *pistis*, "trust; commitment; loyalty; engagement."

Pistis (πίστις) is a Greek word meaning engagement, trust, loyalty, and commitment.

Overwhelming clutter has made traditional advertising nearly worthless for most businesses. We live in a world that has become ad rich but idea poor. We are tired of being bombarded with ads—we want instead to be inspired by ideas that will change our lives. Ads may create transactions, but great ideas create transformations. Ads reflect our culture, ideas imagine our future.

One way to avoid the clutter is to instead of devaluing customers by offering deep discounts, small businesses can use digital marketing techniques such as database marketing. The basic idea in database marketing is to build a close personal relationship with each customer that is based on quality, service, friendship, loyalty, and communications. And, not based on discounts.

The new model of advertising and branding demands that companies improve public life and satisfy the needs of our higher sacred selves.

You would not give a neighbor $5 for helping you move furniture. It would be an insult. Instead, you offer a cup of coffee or a beer, and 15 minutes of chat around the kitchen table. That is the kind of relationship that database marketing creates. Discounts send the wrong message: we are cheap guys whose basic product is overpriced. We want to buy your loyalty. We don't care about you. We care about your money.

Database marketing campaigns identify Gold customers and develop programs designed to retain them. Resources that small businesses cannot afford to spend on all of their customers. Profits come from working to retain the best, and encouraging others to move up to higher status levels.

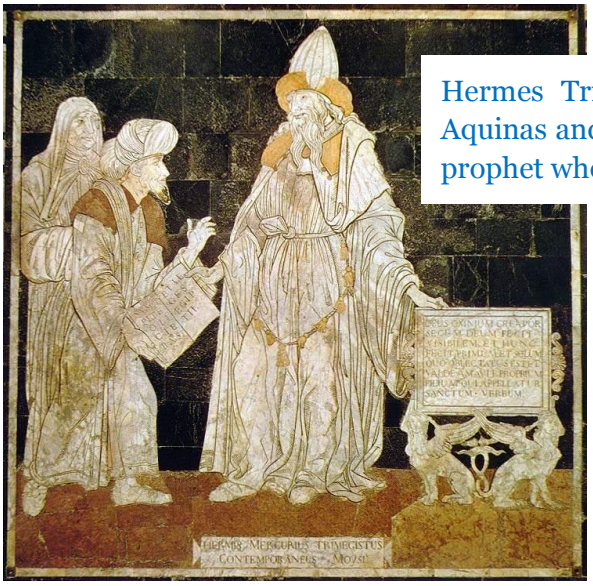
Pokémon Go Makes $10 Million Every Day

The hottest craze right now is Pokémon Go. It has now topped Twitter's daily users, and it sees people spending more time in its app than in Facebook. In addition, according to App Annie, Pokémon Go takes in $10 million every day.

Pokémon Go is an example of augmented reality (AR). Instead of using Pokémon (pocket monsters), we are developing an augmented reality game that uses similar game mechanics but with Bible themes.

John Shelby Spong, who was the Episcopal Bishop of Newark for twenty-four years, writes in *The Fourth Gospel: Tales of a Jewish Mystic*:

> *John's rendition of Jesus' message is that the essence of life is discovered when one is free to give life away, that love is known in the act of loving and that the call of human life is to be all that each of us can be and then to be an agent of empowering other to be all* they *can be.*



Hermes Trismegistus, floor mosaic in the Cathedral of Siena. Thomas Aquinas and Augustine considered Hermes Trismegistus to be a wise pagan prophet who foresaw the coming of Christianity.

"Ask, and it will be given to you; seek, and you will find; knock, and it will be opened to you."

Matthew 7:7

Live From VA

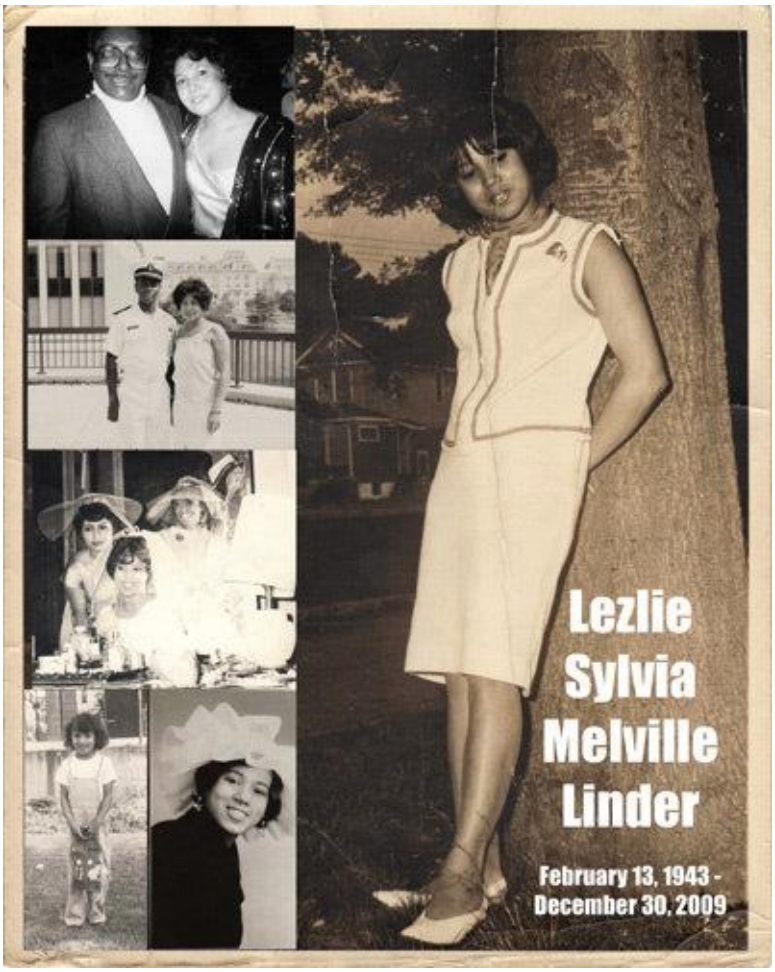
Hosted by
Niece Eaton
aka Diamond Black

Created & Produced by
Terrance Jackson

The Genesis for *Chocolette Magazine* began over ten years ago. Before Facebook, I had the idea of developing a social media platform that integrated music and broadcast television. This idea led to the development of a television show called *Live From VA* where we interviewed such guests as: Academy Award winner Mo'Nique, Russell Simmons & Rev Run, Kanye West, Pharell Willams & Chad Hugo (the Neptunes), and Katt Williams.

In January 2009, my mother, Lezlie Linder, was diagnosis with lung cancer. On my bookshelf, I had a copy of Ralph Moss's *The Cancer Industry* which argues that chemotherapy and radiation are largely ineffective and so toxic people often die from their treatment rather than their disease. She really wasn't interested.

In May 2009, in order to help encourage my mother to eat healthier, I attended a screening of the documentary *Fresh* which included a reception that featured Joel Salatin and Will Allen. Living in Williamsburg, Virginia, I was motivated to host a screening and panel at the local library.



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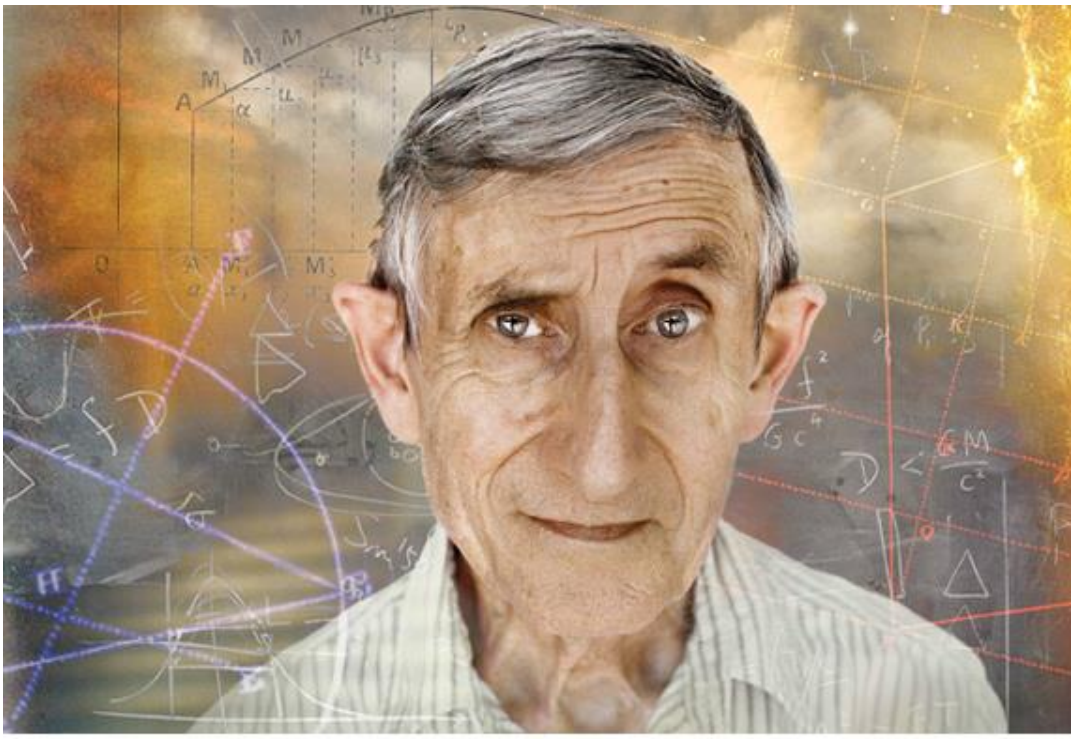
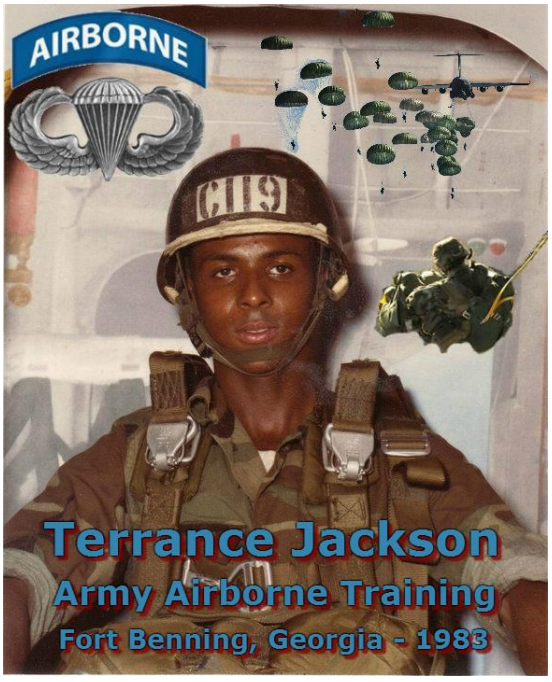


You can't possibly get a good technology going without an enormous number of failures. It's a universal rule. If you look at bicycles, there were thousands of weird models built and tried before they found the one that really worked. You could never design a bicycle theoretically. Even now, after we've been building them for 100 years, it's very difficult to understand just why a bicycle works – it's even difficult to formulate it as a mathematical problem. But just by trial and error, we found out how to do it, and the error was essential. The same is true of airplanes.

~ Freeman Dyson

We all have the brains, talent, and creativity to be great, but do we have the... ?