

The Valley Weekly

Volume 1, No. 29

*"Our cultural roots are the most ancient in the world."
- Marimba Ani*

FREE

Weekly

Friday, March 27, 2015

Workplace Bullying on the Rise

Dealing with an incompetent, egotistical Valley-based Napoleon who's only good at promoting self? Chances are you're not alone.

In a survey conducted a few years ago by the Workplace Bullying Institute, it was discovered that more than a third of employees have been bullied at some point in the workplace.

Corporate culture author David Maxfield has put the tally at 96 percent. Moreover, about 20 percent of these bullying incidences cross the line into the territory of harassment which, fortunately, is illegal.

Bullying in the workplace is often

defined as those instances when an employee has to deal with such things as authority misuse, humiliation and intimidation, job sabotage, verbal berating and numerous other concoctions

by individuals in charge who have not learned how to handle power. It could

also range from the belittling of an employee's work to piling that work on to even forcing an employee to take on two or three jobs under the guise of cross-training.

It has been reported that workplace bullying, while not yet illegal, is much more widespread than racial discrimination or sexual harassment. Moreover, many manipulative bullies are able to treat those who report to them like crap while simultaneously

kissing up to and earning the praise of higher-ups. These top level officials sometimes pretend to have no idea of what the bullies are doing to meet their objectives. In the end, often the bully is the only one actually secure in his or her job.

What are the signs that yours could be a hostile work environment? An



abundance of low-morale employees who would rather "let Napoleon figure it out" and who keep useful information or ideas to themselves; high turnover rates, often to the point that the boss has to resort to finding innovative ways to hire more of his or her friends; and mounting employee sick and stress-related leave, to name a few.

For more info and solutions, visit www.Bullyingstatistics.org; <http://www.forbes.com/sites/peggydrexler/2013/07/10/are-workplace-bullies-rewarded-for-their-behavior/>; and <http://www.forbes.com/sites/naomishavin/2014/06/25/what-work-place-bullying-looks-like-in-2014-and-how-to-intervene/>

Submitted by J. Saintjones



No Alabama HBCU Climbs Into Top Five Endowments

According to NACUBO and the Commonfund, more than 800 institutions of higher education responded to a request for information on their endowments. The health of endowments are paramount because many institutions rely on their positive performance to help fund school operations and to boost financial aid options for their students.

To see the vast difference between the nation's top overall university endowment and the top HBCU endowment, consider Harvard (more than \$30 billion) and the half a billion endowment of Howard University (\$513.7 million) in Washington, D.C.

Although Howard has the largest endowment of the more than 100 HBCUs, it is still only one-sixtieth (1/60) of Harvard's. And,

of Alabama's ample list of HBCUs, public and private, not a single one made it into the HBCU Top Five.

Following Howard on the list of the largest reported endowments among HBCUs are: Spelman College (Ga.), \$327 million; Hampton University, \$254 million; Meharry Medical College, \$125 million; and Florida A&M University, \$115 million.

Source: NACUBO.org



ADC Hosts Annual Membership Breakfast. The Alabama Democratic Conference (ADC) hosted its Membership Breakfast on March 21 at the Ernest Knight Center on the campus of Alabama A&M University. The keynote speaker was Rep. Anthony Daniels of Alabama House District 53. Three awards were given to Valley citizens: Perry O. Ward Community Service Award to Rev. Troy Garner, pastor of Fellowship of Faith Church; Education Award to Mr. Eric Jones, principal of Johnson High School; and the Chairman's Award to Rev. Claudwell Campbell, pastor of New Bethel AME Church in Sheffield. Mr. Eddie Sherrod (right) is chairman of the ADC, an organization founded in 1960.

NAACP Awards Sams for Distinguished Service

The Huntsville Madison County Branch of NAACP held its regular monthly meeting on Monday, March 16, at First Missionary Baptist Church.



At that meeting Alice F. Sams was presented a plaque for her unselfish, dedicated service as the organization's president for the last 16 years.

During her tenure, the youth and college divisions were revitalized and many discrimination in the workplace lawsuits were filed and won. The entire Huntsville-Madison County community has benefited from her leadership.

Although she has stepped down as president, she will continue as the new vice president to contribute her knowledge, experience and wisdom to the organization's ongoing efforts to improve the lives of all the residents of our community.

Photo and Text by by Rev. Temple Richie



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- + Discuss how your interest in your STEM field developed and describe your experience in the field and what you gained from this involvement.
- + Describe your most meaningful achievements and how they relate to your STEM field of study.
- + Why does STEM education matter to your community?

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Your essays will be evaluated based on the thesis, organization, support and development of ideas, insight into the subject, and clarity, style, and mechanics of the paper. Ten essays will be selected for award. **Essay must be submitted no later than April 17, 2015 by 4pm Central Time. Late entries will not be accepted. Winners will be announced no later than April 30th, 2015.** Each award winner and his guests will be invited to attend an award recipient reception at the LogiCore Corporate Headquarters to receive their award plaque and computer.

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Items for consideration for publication in

The Valley Weekly should be submitted at least TWO weeks in advance to above address or by e-mail to info@valley-weeklyllc.com. Items do not necessarily reflect the views of the Valley Weekly, LLC.

The Valley Weekly

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From the Editor



Ah, women! When I reflect over my life, I attribute much of my personal and professional development to women. Last week, TVW featured just a few of the women who make a difference in the Valley each day. Had we attempted to list every impactful woman, we wouldn't have had space. So, to all of the women who make an impact from day-to-day, keep doing what you do. There is a special place for people who make a positive difference in the lives of others. You know who you are, and that's *all* that should matter! You are mothers, teachers, entrepreneurs, inventors, cooks, lawyers, politicians and the like. We value your contributions to the Valley.

In my own family, my mother was the day-to-day teacher of values, beliefs, traditions and cultural norms. She nurtured the family, motivated us and encouraged us to "do better than she did." Fundamentally, she felt that one generation should do better than the next. By that, she did not mean financially. She meant that we should build on the sacrifices of our elders and make a difference through Christian living, working hard, getting a good education, earning a decent living, giving back, engaging in the political process and advocating for the less fortunate.

To my recollection, in elementary and high school (I did not attend middle or junior high school), all of my teachers were women, except two high school math teachers and a history teacher. It was a female teacher who encouraged us to attend college.

In undergraduate school, my advisor was a woman and throughout my undergraduate career, the influence of women was dominate. My master's advisor was a female with a spirit of ultimate professionalism, excellence and grace. I am grateful to the many women who have helped to shape my life through the years. God bless women!

A shout out to my colleague, Georgia Valrie, who is being inducted into the AAMU Alumni Hall of Fame next month. We can always count on Georgia to be supportive as a servant leader in this community. She committed over 30 years to AAMU as a professional, and her positive impact will be manifested for many years to come. Congratulations, Georgia! It is never too soon for AAMU to recognize the many contributions you have made to the institution as both an alumnus and employee. They could use a couple of dozen soldiers like you. This is a much-deserved honor to you as you continue to give as an active alumnus and advocate.

This week is spring break in the local schools. Typically, spring break is a time to spend with family and friends, a break from school work for a short trip to the beach for those who can afford it, and a time to catch up on sleep for many college students. Enjoy the break, be safe and re-fuel the physical body by getting some rest.

Until next week,

Dorothy

Huntsville Happenings

by Gary T. Whitley, Jr.

Spring is here!

We had an interesting winter, but the bright sunshine and spring flowers will add more beauty to our city.

Recently, Huntsville received news from Moody's Investors Service that it has assigned its highest Aaa rating to the City of Huntsville for the seventh straight year. Mayor Battle expressed his confidence in the conservative fiscal policies in place at City Hall. Although Huntsville's finances are closely monitored by an outstanding team of professionals, our community has a giving spirit.

Last week, I saw a tweet from Huntsville City Schools asking for two classroom-sets of "The Watson's Go to Birmingham" book for McNair Middle School. Having read this book myself as a kid, I immediately started to think of a way to get 70 copies of this culturally rich text into the hands of these middle school children. I posted on my Facebook page about the need, and the response was swift as I asked for donations.

Thanks to Dr. Edward Jones and the Huntsville Network for Urban School Renewal for donating over 40 copies of the book to help meet my goal. These books were delivered to



Lead English Teacher, Mr. Joseph Johnson, at McNair before the start of Spring Break. With the contributions from myself, Dr. Dorothy W. Huston, Dr. Edwinta Merriweather, Mrs. Elizabeth Dotts-Fleming, Mrs. Samantha Pepper, and Ms. Tracy Swint who gave and collected from my former colleagues at AMCOM, the remaining books were ordered and will be delivered to the school after Spring Break.

Remember that everyone can serve and volunteer. You do not have to be rich or have lots of time - I don't have either, but this project was quick and easy. Supporting the future of our community is of the utmost importance.

Look at the Virtual Volunteer Center for Huntsville City Schools and see what you can contribute to various classrooms in our community. Most requests are normally classroom supplies. If you don't have time to deliver, order online and ship directly to the school. <http://volunteer.hsv-k12.org/>

Why Not a Cruise Dream Vacation?

No matter where you decide to travel in the world for your next dream vacation, you will not be disappointed on a Cruise Ship.

The basic cruise fare includes room, food, and enough onboard activities to provide travelers of all ages with a memorable vacation. If cruise guests can resist the many optional onboard and ashore opportunities to spend money, a cruise is almost all-inclusive. Therefore, budgeting for a cruise vacation is easier than for a land-based vacation. If you are on a budget and stick to it, cruises are a terrific value. You just have to plan ahead.

Meals in the main restaurant and Lido deck are included in the cruise fare for all ships. You can always get three or more "free" meals a day, along with snacks, some of which are offered 24-hours per day. Coffee, tea, juice (at breakfast), and water (not bottled) are included.

Although most ships now feature specialty restaurants at an extra fee, the variety offered in the main restaurant and Lido deck is sufficient for most travelers.

Onboard Entertainment. Cruise ships have at least one show every evening in the main lounge, some have two show (one for those who eat early and one for those who eat late). Large cruise ships often have Las Vegas-style revues, with singers, dancers, and amazing sets and costumes. In addition to shows, passengers can enjoy piano bars, small combos, and music of all types in the multiple lounges most ships have.

The entertainment does not stop with music. Most ships feature comedians, magicians, and even ventriloquists at some of the shows. All of this entertainment is included in your fare.

For those who want to participate in the entertainment, ships have karaoke, talent shows, and ballroom and disco dancing.

Exercise in the Fitness Center or Walk/Jog Around the Deck.

Cruise ships have modern fitness centers with treadmills, weights, ellipticals, bicycles, and other exercise equipment that are equal to (or better than) you would find at home. Use of the fitness center is free, but some classes such as yoga or Pilates have a fee.

Swim in the Pool. Cruise ships always have one or more swimming pools that are free. These pools are often small when compared to those at a resort, but they can still be fun for all ages. Many ships have separate pools for adults, kids, and even teens. Cruise ships also feature hot tubs where you can soak those tired muscles.

Watch a Movie. Most cruise ships feature movies on the TVs in the

cabins. However, watching a movie on a large outdoor screen by the pool is great fun. These outdoor movies are shown "under the stars" and great free fun on a ship. Some ships also have indoor movie theaters where movies are shown throughout the day.

Library. All cruise ships have onboard libraries. Some are very tiny, but most are adequate and have space to sit and read a good book. You can also check out the books and take them back to your cabin or out on the deck to read.

Explore the Ship.

Large cruise ships are engineering marvels, and taking the time to explore the decks of a ship is a fun way to spend time onboard.

In summary, cruises offer budget-minded travelers a great, value-added vacation. Once you have paid your basic fare, you can enjoy many onboard activities for free.

by Deloris Strawbridge

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Huntsville Spiritual Chorale Celebrates Past of Endurance

*The Huntsville Spiritual Chorale
Weinberg Center for the Arts
Frederick, Maryland
"Hidden In Plain View:
The Secrets of the
Underground Railroad"
March 13, 2015*

The Huntsville Spiritual Chorale connected the history of the Underground Railroad's secrets to the codes hidden in the Negro Spirituals in a memorable performance, Saturday, March 13, at the Weinberg Center for the Arts.

Some of the selections were "Travelin' Shoes", "Wade in the Water", "Where Shall I Go", "Lord, I Don' Don", and "Ev'ry Time I Feel the Spirit."

The Chorale, founded in 2001, is under the able direction of Brenda and Bill Davis, and it is nobly dedicated to the performance and preservation of the

Negro Spiritual. The Chorale also salutes all African-Americans, arrangers, and composers, who have blessed the world with so many beautiful and inspiring arrangements of the Spiritual.

The Chorale members dressed in period attire. Among those who traveled to Maryland for the landmark performance were Olivia Brandon, Michelle Burgess, Linda Burruss, LeRoy Daniels, Robert Davis, Brenda Davis (director), Stefanie Davis, Teddy Dixie, Jr., Carmelita Gandy, Lucille Grayson, Hugh Holland, Tricia Johnston, Frank Jones, Henry Muse, Kyla Pitcher, Joyce Temple and Evelyn Rich.



Local Huntsville-based historian Bobby Hayden was the narrator. Additionally, quilts from that era adorned the stage and were organized by Sadie Davis, Natalie Murrell and Mildred Stiger.

The Weinberg Center for the Arts in Frederick, Md., is a historic, converted theatre preserved, following a devastating flood decades later, in its 1926 grandeur that now holds various

showings of music, theatre, films and visual art. The Weinberg Center for the Arts presents sev-

eral dozen events every year.

by Linda Burruss

Photos Courtesy of Porscha Stiger

War College Foundation Hosts Dinner

The U. S. Army War College hosted graduates and friends on Tuesday, March 17, in the David-

son Center for Space Exploration Saturn 5 Hall of the U. S. Space and Rocket Center, located in

Huntsville, Ala.

General Dennis L. Via, a 1999 graduate of the College and Command General of the Army Materiel Command, and MG William E. Rapp, a 2004 graduate and current Commandant of the College, were featured speakers. This was the College's premier regional alumni event for 2015.

Given the significant national impact and the size of the Redstone Defense/NASA community, this event was one of the largest ever.

TVW editor Dorothy Huston attended the dinner as a 2003 graduate of the College's Security Seminar.

- TVW

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-J. T. Moore

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Alabama and the Black Artist

On March 18, 2015, I had the honor of sitting for a panel discussion with several African-American artists from Alabama at the Alabama State Conference on the Arts, moderated by Kelli Morgan, the Andrew W. Mellon Curatorial Fellow in African American Art at the Birmingham Museum of Art.

I was the last to speak on the first question: What does it mean to be an African American artist in Alabama? As the others spoke I listened intently. My mind attempted to take off in various directions with each point made. Using self-discipline, I kept it tuned in to their words. Each man spoke of their struggles and

victories, the pains and peculiarities related to being an artist in Alabama of African descent.

As one who believes in intention, I opened with a philosophical statement about being a "creative spirit manifest in the flesh." I continued by stating that in the beginning I wasn't proud to be from Alabama; how when I would travel to different states, their view of Alabama was dim in reference to history and art and that Alabama was philistine at best; and how, at some point, I stopped trying to convince them otherwise, deciding to allow my work to speak in a language beyond words.

Dr. Molefe Assante of Temple University in Philadelphia told me years ago, "When you finish here, go back South." The premise for that statement was that if the creative talent continued to leave the South for places like New York, California, Chicago,

etc., it leaves the South bereft of that artistic talent.

I must admit that I do fully understand why creative talents make their exodus from Alabama. Kerry James Marshall, and my trusted advisor Simmie Knox, are examples in the visual arts, with Lionel Richie, Nat King Cole, Zora Neale Hurston, Martha Reeves, Sonia Sanchez, Octavia Spencer, Channing Tatum and Courtney Cox of other artistic fame. This is only a handful of Alabama native creatives who have stomped their footprints across the world stage.

The key point is that they left Alabama in order to make it happen. Even though I was the last to speak on that first question. I didn't hesitate at any other point in the discussion. The panel discussion finally ended on my quoting writer Alice Walker, "Art is the mirror, perhaps the only one in which we see our

collective face. We must honor her sacred function; we must let art help us." Alabama, with her blood red history in black and white, is mostly seen as bad art on the canvas hanging in the world's view.

The next day I received a call from Dr. Art Bacon. He left a message for me.

"Mr. Moore this is Art Bacon. I was just calling to tell you that you did a great job on the panel yesterday, and I was glad to serve on the panel with you. And you have some absolutely great work. Take care." That call from a revered man like Art Bacon meant so much to me. It reminded me of my mission and that which I have been entrusted with to accomplish that mission. In this mission lies the charge to paint in living color, on the world stage, this story of art and Alabama.

by John "Jahni" Moore



Panel (l-r): E. Bruce Phillips, Tony Bingham, Kelli Morgan (Moderator, Birmingham Museum of Art Ford Dissertation Fellow), John "Jahni" Moore and Dr. Art Bacon.

Calendar at a Glance

Thru June 27
John James Audubon Exhibit
"Quadrupeds of North America"
From the Collection of Mr. & Mrs.
William H. Told
Huntsville Museum of Art

March 26-28
"The Importance of Being Earnest"

Tickets: \$18 Adults; \$15 Students;
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Theatre Huntsville, 7:30 p.m.

April 4
Easter Bonnet Parade/Bunny Bonanza (\$5 per child)
Huntsville Botanical Garden

April 15
"Night of a Thousand Flowers"
Grisham Pavilion (\$45/person; Garden members only)
Huntsville Botanical Garden, 5 p.m.

April 16
Confucius Institute Ceremony
VBC-North Hall, 6 p.m. (Free)



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First Cohort of Valley's Diversity Colloquium Completes Program

The Tennessee Valley Diversity Leadership Colloquium (DLC) Cohort 1 recently held its graduation at The Jackson Center, located in Cummings Research Park.

Twelve (12) talented and dynamic professionals completed the eight-week program. During the informative sessions, the participants engaged with several diverse leaders in the Huntsville community, obtaining information to benefit them for leadership as well as volunteering in diverse opportunities throughout the community.

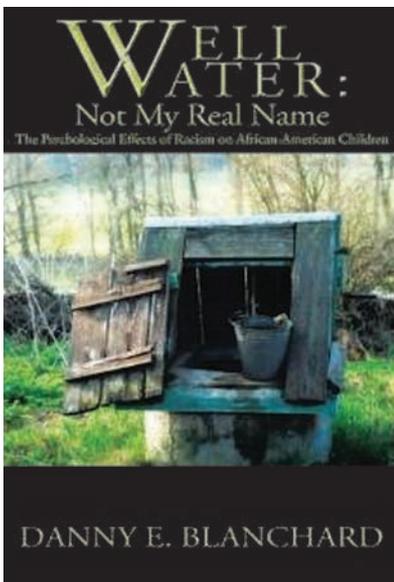
Prior to the graduation ceremony, Mrs. Sonja Enfinger, executive vice president for Business Partners and Investors Relations, gave an informative presentation on the subject of networking.

The graduation ceremony was conducted by Dr. Dorothy W. Huston, DLC executive director, and Mrs. Georgia S. Valrie, program coordinator. Each participant received an attractive certificate of completion and photograph of the class encased in a diploma cover.



Approximately forty (40) guests attended the Colloquium's first concluding ceremony. Among the special guests attending the event were the spouses, family and friends of the participants, along with Judge Sybil Cleveland, Huntsville Councilman Will Culver, Dr. Earnest Davis of the North Alabama Center for Education Excellence, Mr. Jerome Saintjones, Mrs. Bettye Ann Showers, Councilman Richard Showers, Sr., Mr. Gary Whitley, Jr. and Mrs. Lori Womack.

by Georgia S. Valrie



Well Water: Not My Real Name
 The Psychological Effects of Racism on African-American Children. The Need to Understand Change
 Danny E. Blanchard

Racial identity, or the significance and meaning that individuals attribute to race, is recognized as a key factor in how African Americans cope with racism experiences. Unfortunately, however, the few studies that have examined African Americans' responses to racist events have failed to account for differences across situations that African Americans experience, making it difficult to ascertain whether differences in coping are due to person variables, the situation, or both. In my book, I adopted a stress and coping approach to examine the relations among racial identity, racism-related stress appraisal, and coping with lifetime racism experiences.

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 256-536-6911

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 256-690-1574

State Farm

Marshall England, Agent
 600 Franklin Street, SE
 Huntsville, AL 35801
 Bus: 256.539.2014
 marshallengland@marshallengland.com

www.marshallengland.com

DLC

Tennessee Valley

Diversity Leadership Colloquium



Tuition Payable Upon
Acceptance

*Accepting Applications
for Cohort 2!*

Vision:

The Diversity Leadership Colloquium (DLC) advances leadership excellence by advocating and progressing the affirmation and inclusion of diversity in strategic markets and communities of interest for competitive intelligence.

Mission:

DLC's mission is to become a premier provider of diversity training for inspiring and experienced leaders throughout the lifecycle.

Values:

Our values are: Collaboration for Excellence; Appreciation with Insight; Respect for Understanding; and Empathy for all ... C.A.R.E.

DLC offers inspiring and experienced leaders with opportunities to benefit from qualified and seasoned trainers, scholars, and business professionals who share and discuss research and best practices regarding obtaining excellence through diversity.

DLC is designed for individuals interested in gaining access to networks, mentors, and sponsors that have traditionally not been available to diverse members of the broader community. Enrollees will be exposed to topics such as: Understanding and Embracing Diversity, Organizational Culture and Structural Reform, Racial and Gender Intelligence, Social Justice and Equality, Networking and Mentoring, Politics, Heroes and Holidays, Critical Thinking and Self-Affirmation and Living the CARE Values.

Individuals and companies are making sincere efforts in verbalizing a commitment to diversity excellence. However, we must be trained to build the next generation of leaders who have the skill sets, tools and commitment to execute.

Training Schedule

DLC will run four quarterly, eight week colloquia. The sessions will be held on Tuesday evenings from 6 to 9 p.m. Participant cannot miss more than 2 sessions.

Location: 415-A Church Street - Downtown Huntsville

Enrollment limited to: 16 - **Tuition:** \$795

2015 Schedule

Spring April 7 – May 26 - Deadline to register (March 27, 2015)

Summer July 7 – August 25 - Deadline to register (June 7, 2015)

Fall Oct 6 – Nov 24 - Deadline to register (September 6, 2015)

To Apply

- Application Form
- 3 References
- Resume
- Photo

DLC Tennessee Valley Diversity Leadership Colloquium APPLICATION FORM

Requirements: Application Form - 3 References - Resume -
Photo and Tuition (Both Required upon Acceptance)

Name _____ Date _____

Address _____ Apt. Unit # _____

City _____ State _____ Zip _____

Phone (mobile) _____ Business/Home _____ E-mail _____

Company/Organization _____

Title _____

U.S. Citizen? Yes No Enrolling Quarter _____

Education

High School Attended _____ Graduated: Yes No

College(s) Attended _____

Highest Degree _____ Career Field _____

References

Name _____ Association _____
Phone _____ E-mail _____

Name _____ Association _____
Phone _____ E-mail _____

Name _____ Association _____
Phone _____ E-mail _____

Please mail this Application Form, 3 Letters of Reference, and Resume to: 415A Church Street-St. 100, Huntsville, AL 35801 - (256) 651-9028; visit us at www.diversityleadershipcolloquium.com; or e-mail info@diversityleadershipcolloquium.com. Tuition and photo will be required only if accepted to participate.