

URBAN CONNECTION

diversity • inclusion • jobs • community

NATIONAL URBAN LEAGUE CONFERENCE 2017

SAVE OUR CITIES

EDUCATION, JOBS AND JUSTICE

ST. LOUIS

JULY 26-JULY 29

AMERICA'S CENTER

CHAMPIONS IN SERVICE:

A profile of Michael Neidorff & David Steward, Sr.

PAGE 6

Career Fair

PAGE 18



THROUGH OUR CULTURE OF INNOVATION

**WE INSPIRE, BUILD AND
DELIVER BUSINESS RESULTS,
FROM IDEA TO OUTCOME.**



WE START WITH OUR GREATEST INNOVATION
OF ALL: **OUR PEOPLE.**

60 WELDON PARKWAY | ST. LOUIS, MO 63043
800.432.7008 | WWW.WWT.COM



World Wide Technology, Inc.



POWERING THE QUALITY OF LIFE

Ameren provides electricity and natural gas that is vitally important to our region, powering the quality of life for an estimated population of six million people in Illinois and Missouri.

Ameren proudly supports the Urban League of Metropolitan St. Louis.

VISIT US AT THE NATIONAL URBAN LEAGUE CONFERENCE,
July 26-29, in St. Louis. Ameren.com/UrbanLeagueConference



WELCOME

Welcome to St. Louis! On behalf of the Urban League of Metropolitan St. Louis, including our Board of Directors, our 230 staff members and the 93,000 residents we serve each year, we invite you to enjoy the Gateway City.

From Laclede's Landing to BallPark Village to Sweetie Pies to the National Blues Museum to the world-class Harold & Dorothy Steward Center for Jazz, our city is filled with incredible dining and entertainment venues. The St. Louis metropolitan region is also an area of great importance to the Civil Rights movement. You're within minutes of the Old St. Louis Courthouse where the ill-fated Dred Scott Case was decided as well as the site of the infamous East St. Louis race riots of 1917 which birthed the Urban League of Metropolitan St. Louis. You're also in the home of the nation's #1 Black Newspaper, The St. Louis American.

We hope that your stay with us is enjoyable as we embark upon the historic 2017 National Urban League Save Our Cities: Education, Jobs & Justice Conference. This year's conference promises to be historic beginning with the opening of the Ferguson Community Empowerment Center on July 26, 2017 and concluding with the area's largest free Community Day and Back-to-School Festival Giveaway on Saturday, July 29, 2017 at 10:00 a.m. For area residents, the Conference also offers its free National Urban League Experience Expo Hall and Career Fair on July 27 and 28 from 11:00 a.m. – 5:00 p.m. We are especially grateful to our title sponsors: Centene Corporation and World Wide Technology for their support of this worthy initiative.

Best Wishes,



Keith H. Williamson
Board Chair
Urban League of Metropolitan St. Louis, Inc.



Michael P. McMillan
President & CEO
Urban League of Metropolitan St. Louis, Inc.



Marc H. Morial
President & CEO



Marc H. Morial
President and CEO

120 Wall Street
New York NY 10005

P 212 558 5300
F 212 344 5188

www.nul.org
presidentoffice@nul.org

*Empowering Communities.
Changing Lives.*

Dear Friends,

As the nation continues to grapple with racial inequality violence, St. Louis has been at the center of both the unrest, and the search for solutions. The theme of the National Urban League's 2017 Conference, "Save Our Cities: Education, Jobs + Justice," represents a mobilization to influence public policy through grassroots political action. Workshops, panel discussions and policy sessions are built around the Urban League Movement's agenda to address the challenges of unemployment, educational inequity, and social injustice.

The family-focused Community Day on Saturday is expected to attract thousands of St. Louis-area residents for informative and entertaining exhibits, sessions and school-supply giveaways. In addition to exciting exhibits in the N.U.L Experience, the Expo Hall includes free screenings for the entire family and useful tips and demonstrations in the Health & Wellness Zone.

The State of Black America Plenary: Protect Our Progress Town Hall on Thursday promises to be a dynamic, substantive dialogue, featuring top thought leaders and political and cultural analysts. The Conference Workshops, Forums and Panel Discussions represent a "deeper dive" into the National Urban League's mission areas of jobs, education, health, housing and civic engagement.

The Small Business Matters: Entrepreneurs Summit on Saturday gives small business owners and those hoping to start businesses an opportunity to compete in the Pitch Contest for prizes totaling of up to \$10,000 in financing toward a new business and an eight-week business-mentoring program.

Notable speakers, panelists and honorees include:

- Allan C. Golston, President, United States Program, Bill and Melinda Gates Foundation
- Angela Rye, CNN Political Commentator and NPR Political Analyst
- C.C.H. Pounder, Actress
- Ed Gordon, Journalist
- The Rev Dr. William Barber, II, former President, North Carolina NAACP
- Karen Freeman, Mayor of Gary, Indiana
- Lawrence F. (Tony) Haygood, Jr., Mayor of Tuskegee, Alabama
- The Rev. Al Sharpton, Founder and President, National Action Network

The National Urban League Conference occupies a singular echelon in America's cultural and political discourse. The nation's largest civil rights and social justice conference attracts thousands of the nation's most influential community leaders, together with top policy-makers, academicians, business leaders and artists for three days of dynamic dialogue, intellectual exchange and community service.

We look forward to you joining us for an empowering, enlightening and entertaining Conference!

Sincerely,
Marc H. Morial
President and CEO
National Urban League



NATIONAL URBAN LEAGUE CONFERENCE



SAVE OUR CITIES

EDUCATION, JOBS AND JUSTICE

THERE'S SOMETHING FOR EVERYONE!

FREE EVENTS!

THE N.U.L. EXPERIENCE EXPO HALL

THURSDAY, JULY 27-SATURDAY, JULY 29

11:00 AM-5:00 PM

Join us for the ribbon cutting on JULY 27 at 11:00 AM!

Check out the dynamic **EMPOWERMENT SEMINARS**, take part in demos on the **EMPOWERMENT STAGE**, **MEET-AND-GREET WITH CELEBRITIES**, give back at the **VOLUNTEER ZONE** and get **FREE SCREENINGS** for the entire family in the **HEALTH & WELLNESS ZONE**. The expo has something for everyone with over 200 exhibitor booths!

Enjoy **FREE** empowerment seminars in the Expo Hall featuring inspiring and motivating sessions with your favorite business leaders, influencers and celebrities!

The Health & Wellness Zone provides **FREE** health tests and risk assessments designed to provide participants with personal health insights that may indicate symptoms and potential risks for cancer, heart disease and diabetes. *Must be 18 or over to participate in screenings.*

Attend a three-day shopping extravaganza and art expo featuring unique merchandise and art from the St. Louis area.

JULY 27-JULY 29

AMERICA'S CENTER

Downtown St. Louis

CAREER & NETWORKING FAIR

FIND YOUR NEXT JOB!

THURSDAY, JULY 27-FRIDAY, JULY 28

11:00 AM-5:00 PM

- WORKSHOPS, NETWORKING & ACTIVITIES
- FACE-TO-FACE meetings with FORTUNE 500s, GOVERNMENT AGENCIES & NONPROFITS
- DYNAMIC TIPS, RESOURCES & PRIZES!
- FREE PROFESSIONAL HEADSHOTS



2017 ST. LOUIS
WWW.NUL.ORG

MORE AT THE N.U.L. EXPERIENCE EXPO HALL

FOR MORE INFORMATION, VISIT
WWW.NUL.ORG



HACKATHON FOR SOCIAL JUSTICE

THURSDAY, JULY 27-FRIDAY, JULY 28

Join entrepreneurs, software developers, designers, students, civic leaders and citizens at the National Urban League Hackathon for Social Justice! This **FREE** two-day event will give you an opportunity to use technology to create a solution to a social issue, specifically in line with this year's Conference theme, *Save Our Cities: Education, Jobs, and Justice*. For more information and to register for **FREE**, visit www.nultechconnect.eventbrite.com.

- ➔ Open to developers, designers, civic leaders and creative thinkers of all skill levels
- ➔ Design technology-based solutions to address issues plaguing our cities, specifically in the areas of public safety, voting, education, jobs, housing and health
- ➔ Compete in teams of up to four (4) for cash and prizes

Sponsored By 

TECHCONNECT

THURSDAY, JULY 27-FRIDAY, JULY 28

Join us for networking and panel discussions with top executives in technology and explore the intersections between technology, race and social change. For more information and to register for **FREE**, visit www.nultechconnect2017.eventbrite.com.

Attire: Business/Business Casual Sponsored By 

THURSDAY, JULY 27

PROFESSIONAL THURSDAY

Network with top minds and influencers in the field of technology and enjoy a panel discussion spotlighting trailblazing women in tech.

Sponsored By 

FRIDAY, JULY 28

PANEL DISCUSSIONS

Thought leaders and industry experts discuss various topics including emerging technologies, career opportunities in tech, and thriving in the tech space as a person of color.

SMALL BUSINESS MATTERS

A One-Day Entrepreneurship Summit

SATURDAY, JULY 29

8:00 AM-4:00 PM

A full day of workshops, resources, and networking for budding and seasoned entrepreneurs looking to launch or take their businesses to the next level. **PUT YOUR 60 SECOND BUSINESS PITCH INTO ACTION** for the opportunity to win up to \$10,000 in financing and one-on-one counseling services from a local NUL Entrepreneurship Center. Registration is **FREE** so sign up today at www.nul.org.

On a first come, first serve basis, register at www.nul.org to pitch your business at the **ST. LOUIS CASTING CALL FOR ABC'S SHARK TANK** on July 29, 2017!

Location: Hyatt Regency St. Louis at the Arch

Sponsored By 

BACK TO SCHOOL & COMMUNITY EMPOWERMENT FESTIVAL

In partnership with the Urban League of Metropolitan St. Louis

SATURDAY, JULY 29

10:30 AM-5:00 PM Doors open at 10:00 AM

Grab your family and friends and join us for food, fun and resources at the Back to School & Community Empowerment Festival!

- ➔ **FREE backpacks and school supplies** (while supplies last)
- ➔ **Health Screenings**
- ➔ **Pop-up Hair Salon with free haircuts and hairstyles for kids** courtesy of Toyota (hair must be pre-washed and untangled)
- ➔ **Information and Resources**



Children must be present with a parent or legal guardian.

Sponsored By 

PROJECT READY COLLEGE FAIR

SATURDAY, JULY 29

11:00 AM-2:00 PM

High school students and their families, please join us to learn about scholarships, college-access organizations and more while engaging with colleges and universities from around the country.

Sponsored By 

Title Sponsors



THESE EVENTS ARE **FREE**
AND OPEN TO THE PUBLIC!

For more information, please visit www.nul.org today!

All events will take place at the America's Center Convention Complex, 701 Convention Plaza, St. Louis, MO, unless noted.

FOLLOW & SHARE THE CONFERENCE #SaveOurCities   

MICHAEL F. NEIDORFF AND DAVE L. STEWARD

CHAMPIONS OF SERVICE

By Sylvester Brown, Jr.

Famed industrialist Andrew Carnegie once argued that the “the true gospel of wealth” is translated by money given to “solve the problems of the rich and the poor, to hasten the coming brotherhood of man, and at last to make our earth a heaven.”

There is no better personification of Carnegie’s portrayal of “giving” than two local champions of service, Michael F. Neidorff, Chief Executive Officer and President of Centene Corporation and David Steward, chairman and founder of World Wide Technology. Earlier this year, at its 99th Annual Dinner ceremony, the Urban League of Metropolitan St. Louis honored both men with Lifetime Achievement Awards in recognition of their philanthropic and community service efforts. During their acceptance speeches, both Steward and Neidorff pledged their continued support of the Urban League and announced their title sponsorships of the 2017 National Urban League Conference.

For those of us in the nonprofit world, it is not only important to know who gives to local charities but why they give. Interviewing Neidorff and Steward provides an enlightening glimpse into the upbringing and philosophies that dictate their philanthropic commitments to the St. Louis region. We understand the importance of constant collaborations in the civic and charitable worlds; what attributes compel them to give personally and professionally; the importance of spousal support and the possibilities inherent in fostering a company-wide culture of giving.

Indeed, Carnegie’s philanthropic vision to “solve the problems of the rich and poor,” hasten brotherhood, and make society more heavenly, become abundantly clear through the words and deeds of David Steward and Michael Neidorff.



LEARNING TO GIVE

Neidorff and Steward were introduced to the concept of “giving” at early ages. Both shared stories of their parent’s benevolence that wasn’t necessarily attached to giving money. Both their stories reflect core family values, community and the benefits earned from sacrifice and displaying acts of kindness to others.

Neidorff, the son of a physician and nurse, grew up in the once booming railroad town of Altoona, Pennsylvania. Long before Medicaid, America’s health care program for poor families and individuals, Neidorff witnessed his father extend medical services for those who couldn’t afford to pay:

“I remember someone coming to my father’s house for care and he couldn’t afford to pay. When people could afford it, well, they paid, but some couldn’t,” Neidorff recalled. “I learned at a young age that when you have something that someone needs, you support them.” “That was very much a part of our household.”

Neidorff has been the Chief Executive Officer and President of Centene Corporation, a company with more than 46 billion in revenues, since 1996. His rearing heavily influenced his career trajectory, working for companies such as Physicians Health Plan of Greater St. Louis, Bayer AG and Miles Laboratories. His childhood solidified his commitment to the health and well-being of children which explains why much of his money is dedicated to organizations such as Saint Jude’s Children’s Research Hospital, the National Children’s Cancer Society, Variety the



Children's Charity of St. Louis, Epworth Children and Family Services and the United Way.

Watching his parents care for the well-being of others created an ongoing challenge for Neidorff: "There's no substitute for trying to find ways to make things a little bit better for people. You have to want to provide a higher service. You have to personalize it and ask, 'how would I feel if I were in that position myself?'"

"The pulse of a thriving community is in the health, education and stability of its people," Neidorff added. "I was very blessed as a child. If I had a problem, my parents were there for me. That's why helping youth is so important to me. I fall back on youth, health and well-being because if you're not healthy, you can't do much of anything else, right?"

For Steward, his parent's sacrifice for their eight children and other youth served as the genesis of his understanding of "giving back." To satisfy the wishes of his mother, Steward's father moved the family from Chicago to the much smaller town of Clinton, MO. In Clinton, his father couldn't pursue the career of a master mechanic that he'd earned in Chicago. So he bought a few acres of land and operated a small farm with a couple of cows, a few chickens and some hogs—enough to feed his family of ten. Steward described his father as a "jack-of-all-trades" who did what was necessary to make ends meet and feed the family.

Racial segregation and oppression was still a factor in the country at the time. But Steward said he learned valuable

lessons about "progressing through hardships and coming out stronger" and the "power of forgiveness" from his parents. One story he recalled took place after the 1954 Supreme Court decision to the desegregate the nation's public schools.

"Back then, there were those intent on creating violence and the KKK indicated that they weren't going to allow school integration to happen. So my Dad and others black parents in the town patrolled the streets to make sure their kids could go to those schools safely."

In a 2015 Post-Dispatch interview, Steward described the cultural impact that came from his father's intervention. "I'm always thinking, 'gosh, if it wasn't for him and men like him in the town, I wouldn't have had the opportunity to be able to commingle with people of different backgrounds and perspective and experience.'"

Another incident that impacted Steward involved his mother. When learning that the Boy Scout Unit in Clinton did not accept black youth, his mother and later his father and grandmother started their own unit, Troop #25, for black and white Scouts.

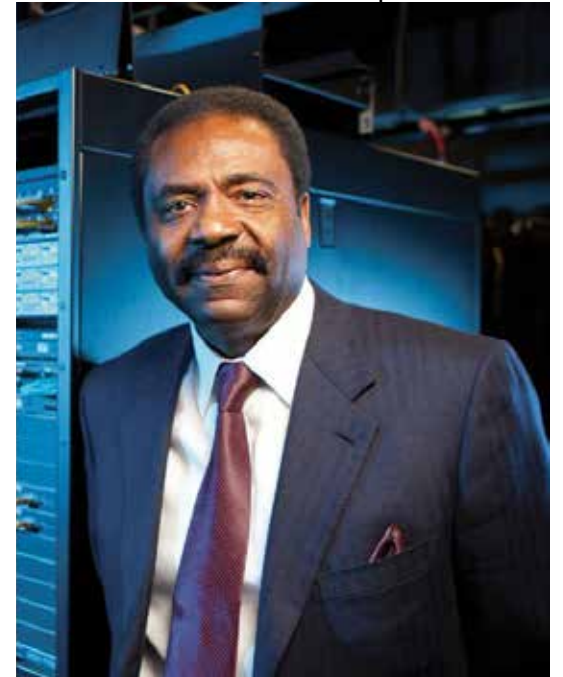
"I didn't see the power of forgiveness or the significance and importance of it until I saw my mother and father walk into it, Steward told me. "My parents showed me that we had to get over the challenges we or over whatever people held against us, because we had work to do."

Tenacity, creativity, fearlessness grounded in spirituality were all part of the solid, small-town values that helped shape the man he is today, Steward says. Observing how his father embraced change and selflessly worked for the good of his family, led to the birth of his company World Wide Technology (WWT).

After graduating from Central Missouri State University in 1973, Steward man-

aged to convince a local bank to loan him \$300. With that meager amount in his pocket, Steward packed his belongings in a knapsack and hitchhiked to St. Louis where he moved in with his sister. He worked part-time as a substitute teacher until he landed his first fulltime position, ironically, as an executive with the Boy Scouts of America.

Steward worked for Wagner Electric, Missouri Pacific Railroad Company and FedEx, before taking the entrepreneurial plunge in 1984. With a \$2,000 loan from his father he launched Transportation



Business Specialists, a company which audited and reviewed freight-billing for the railroad industry. It didn't take Steward long to realize that his expertise was really in the area of innovative technology and changing the way people do business. So, in 1990, he founded World Wide Technology, Inc. with 4,000 square feet of office space and four employees. More than two decades later, Steward heads one of the nation's leading systems integrator and supply chain solutions provider with over 4,000 employees in offices throughout the world, that generates more than \$9 billion in annual revenues.

Steward donates millions to what he defines as "community assets" institutions. These include organizations like the Art

Museum, Science Center, Harris-Stowe State University, The Muny, The BJK People's Health Center, The KIPP Program, Boy Scouts, Variety the Children's Charity, Mathew Dickey-Boys and Girls Club and countless other local entities that offer programs aimed at instilling core values and expanding the global vision of young people – particularly young people of color.

Steward's mantra for giving is based in Scripture: "To whom much is given, much is required" speaks to the stewardship and responsibility we have when God has blessed us with so much," Steward told me. "Money is a tool to be used and my wife and I feel a huge obligation to our community. It's bigger than us, it's about the impact on the community." **CONTINUED**➤



All inclusive

Start with a diverse and inclusive culture, welcome everyone's ideas, and innovation shines through.

AT&T is a proud supporter of organizations like the Urban League of Metropolitan St. Louis Inc. for its commitment to empower African Americans and others throughout the region in securing economic self-reliance, social equality and civil rights.

At AT&T, every voice matters.



© 2017 AT&T Intellectual Property. All rights reserved.

MOBILIZING
YOUR
WORLD™



CONTINUED>

FAST FRIENDS

Businessman, diplomat, former United States Ambassador to Hungary and philanthropist George Herbert (Bert) Walker III, introduced Neidorff and Stewart some 15 years ago. Both consider themselves friends who share common core values. Neidorff goes even farther in his description of Steward as his “brother.”

“We think alike about so many things. We care about the same things,” Neidorff told me. “He’s probably the one who taught me the saying, ‘to whom much is given, much is expected.’ Dave is a self-made man. He came up through hard work, high ethics, and high standards. He’s a religious man-which I respect. He’s not forgotten his roots and is willing to help others achieve. We have that in common-helping the disadvantaged.”



It took a while to follow up on Walker’s offer to join Centene’s board of directors. But, Steward adds, once the decision was made, he immediately found common connections with Neidorff:

“We’ve been a part of two great organizations, WWT and Centene. He took a company worth about \$800 million and built into one that generates \$46 billion dollars a year,” Steward explained. “We’re also like-minded in things we believe that are important to us be it the United Way, the Variety Charities or the Boy Scouts-those efforts with a set of core values that we both believe are extremely important.

“Before every board meeting or dinner, Mike will ask me to say the prayer. It says a lot about our friendship,” Steward added. “He knows my faith is important to me and we understand how important our commitment is to the community and a lot of times, we’re doing that together.”

Neidorff speaks highly of Steward’s character, upbringing, and the fact that the African American businessman can inspire others, especially young people of color:

“I tell David this all the time; ‘the biggest thing you’ve done is serve as a role model,’ Neidorff explained. “Our youth need role models and he provides an outstanding example for disadvantaged people. When he followed me as president and chair of the Boys Scouts I told him, ‘David, there’s nothing more appropriate right now than for individuals to see you because you show them what they can do.’”

Both men are passionate supporters of the Urban League both nationally and locally. Neidorff was appointed the 21st National Urban League Chairman in 2014 and both give generously to the local chapter. Mostly, the leadership of its current President and C.E.O., Michael P. McMillan, fits their core definition of philanthropy:

“The St. Louis chapter of the Urban League is number one in the country,” Neidorff stressed. “I know of no organization better positioned to take us from where we are to where we should be from a country-wide perspective.”

IT TAKES TWO

Both Neidorff and Steward use the word “partnership” in describing how and why they give. Although they look for collaborations when they choose to support nonprofits there is no stronger partnership than the ones they with their wives, Noémi and Thelma.



“It’s essential. There’s no substitute for it, Neidorff said in describing his 42-year marriage to Noémi. “We share common beliefs. Because she’s been there supporting me. Without that it’s hard to be successful and achieve.”

Three words; “sensitivity, great heart and compassion,” came to mind when Noémi described her husband. In a video prepared by St. Jude in honor of the Neidorff’s philanthropic efforts, Noémi spoke to the couple’s common values in giving:

“Michael and I believe in giving back in some way to our community;” Particularly, “anything that has to do with children and especially their health.”

Thelma and David both had religious upbringings and both served as Sunday school teachers before their massive success. They, like the Neidorff’s, have been married for more than 40 years. “Integrity, trust, teamwork, and diversity of thought” were words Thelma used to describe the couple’s giving during a 2012 Ladue News interview. Thelma, who saw her mother tithing and always “giving, giving, giving,” learned valuable lessons in childhood that permeates her adult life today.

When explaining to the Ladue News how and why she and her husband give, Thelma, too turned to the Bible: “The scriptures say, ‘What you’ve done for the least of them, you’ve done for me.’ We feel like we are emulating Christ in some manner and doing what we’re supposed to do here on this earth.”

The way the Neidorffs and Stewards give

not only benefits local charities it also serves as a powerful message about marriage, according to Dave Steward:

“I know Mike and Noémi not only give corporate money, they share their personal wealth as well. Thelma and I do the same. Together, we send a powerful message about marriage, about married partners trying to improve the quality of life for others. It’s an example, especially for persons of color that’s under-represented in our community. What we as couples send an even bigger message about is the power of personal giving.”

FOSTERING A COMPANY-WIDE CULTURE OF GIVING

It’s clear that Neidorff, Steward and their wives have met Carnegie’s mandate to help solve the problems of the under-served and make society a little less painful for the unfortunate. However, the men are not resting on their laurels. Both have made a greater commitment to foster a company-wide sense of giving that will carry on long after they’re gone.

“We have one motto at Centene and that is, ‘be a credit to yourselves and the company at all times, on or off the job. That is the culture of our company, Neidorff said, adding, “All of my senior staff serve on boards of major institutions. Those organizations all know that our company



will support them the same as if I’m personally on their boards. If you can instill this mindset, pretty soon it becomes infectious.”

Steward favors the word “investing” over

“giving” when he talks about WWT employees:

“Investing is absolutely imperative for the future of our companies and the viability of our community. We are so concerned about the future of those things. The leaders of the community are concerned about the next generation, their health and their welfare,” Steward said. “The return on great investments is the fact that you’ll come out with great results in intellectual capital for business and for the community that you won’t get in any other way.”

Steward and Neidorff seem to agree that their companies are extensions of their passions and commitments.

“The business sector must be a role model in creating stronger and healthier communities across the nation,” Neidorff stressed. “Centene is blessed to be as successful. We’re the second largest company in the state and, at this point, we have to understand our obligation to lead.”

Leading by example, Steward added, is WWT’s goal. The key however, is not just supporting his passions and causes but getting behind those of his staff: “Be it the World Wide Technology Foundation or the Steward Foundation, we lead by example. When we do, our people begin to image our behavior and what we do. I don’t know if we’ll have this behavior if my behavior was different. There are things that our leadership team care about that we also support as well. Soccer is one of them. I never played soccer in my life but I think it’s a huge community asset and I want to be an integral part of supporting it. The same with hockey, I’m not interested in hockey but some of our team members are, so therefore, we are now one of the minority owners of the city’s hockey team, another important community asset.”



In a society that’s used to the economic differences between the very rich and very poor as political fodder, it’s comforting to know that many billionaires are committed to using their wealth to better humankind. It’s an equal pleasure to know that two very generous philanthropists, Steward and Neidorff express their generosity here at home. They have humbly and, most times, privately raised the bar of giving in our region and, in their own way, carried out Carnegie’s wishes to make earth a heaven.

Sylvester Brown, Jr. is a long-time St. Louis journalist, former columnist for the St. Louis Post-Dispatch and current founder and director of the Sweet Potato Project.



-NOW HIRING-

CURRENT VACANCIES:
EARLY HEAD START TEACHERS
HEAD START TEACHERS
HEAD START ASSISTANT TEACHERS
CENTER COORDINATOR
ASSISTANT CENTER COORDINATOR



www.ulstl.com

For more information call Dr. Mary Hairston at 314 867-9100 ext. 209



A heritage of serving our communities
through *diversity, inclusion*
and *healing.*



 **SSM Health** |
ssmhealth.com

Ferguson UNREST sparked Urban League's job-readiness program

McMillan: 'Many people are ready to work but just need a little help'

By Rebecca Rivas
Of The St. Louis American

Before the Ferguson unrest, Michael McMillan, president and CEO of the Urban League of Metropolitan St. Louis, had never spent an hour in jail.

After trying to shut down Interstate 70 in an act of civil disobedience on September 10, 2014, he spent eight hours in a cell alongside more than a dozen other protestors who demanded justice in the Michael Brown, Jr. killing.

McMillan had also never experienced the agony of tear gas. One night on the streets of Ferguson, he was talking with three young men about the Urban League's programs when he saw a can fly through the air in their direction.

"The name 'tear gas' does not do it justice," he said, cringing at the memory. "I felt it in my skin. The struggle is real."

The Urban League will do whatever it takes to support the community, he said, and they're working hard to implement real solutions. Organization leaders heard the voices of the young men on the street saying they needed jobs, he said, and they created the Save Our Sons: Workforce Development Initiative. The four-week job-training program helps economically-disadvantaged African-American men living in Ferguson and surrounding St. Louis County communities find jobs and earn livable wages.

Since its inception in January 2015, about 400 men have graduated from the program. The Save Our Sons program is an expansion of their already existing Workforce Investment Act program (WIOA), a federally-funded initiative that has reached 6,000 local high school students. Save Our Sons will specifically reach out to young men between the ages of 21 and 40 and help them pass General Educational Development (GED) tests, receive workforce training and make sure they are well versed in financial literacy and leadership strategies.

Jamie Dennis, director of the Save Our Sons program, calls the training a 20-day, 60-hour crash course in how to get a job, how to keep it, how to get promoted and how to remain marketable. "We have several stories of individuals who were in bad situations," Dennis said. "One man was homeless, had a felony on his record and couldn't find a job." But through partnerships with area companies, the program facilitators have been able to help even convicted felons – who often have a hard time finding work opportunities because of societal stigma – land good-paying positions, Dennis said.

Through the program, the participants are paired up with mentors and the camaraderie among the group often gives participants the confidence they need to get back on their feet, he said.

"Some of the people who we have impacted, they come back and pay it forward," Dennis said. "And they talk about how they were disbelievers at first, but then saw that, 'you know, these guys are really invested in my success.'"

The training sessions include everything from public speaking and team-building to emergency financial preparation and health care. The men have gone into a variety of careers, including mechanics, restaurants, office settings, social-service work, Fortune 500 corporations and small businesses. "I haven't seen one industry dominate the workforce placement of the graduates," McMillan said.

The program has received donations and support from many corporations and institutions, including Monsanto, Emerson, AT&T, Wells Fargo, the Regional Business Council, Civic Progress, Express Scripts, Regions Bank, Macy's and Anheuser Busch.

Looking into the future, McMillan said they are constantly trying to adjust the program based on future job trends and helping their clients stay marketable. African-American men have the highest unemployment rates among any demographic in the United States. "There are many people who are ready to go to work and ready to be part of the workforce but just need a little help," McMillan said. After the Ferguson unrest erupted, one of the first "indictments" of St. Louis, he said, was "we were not listening to our young people." "I believe we, as a region, were guilty of that," McMillan said. "To this day, they are still not at the table as much as they should be. That is something that we have to constantly work at. This program came out of that effort and we hope that it will be a continuous program for many years to come, so we can make a huge dent in African-American unemployment rates."



"They talk about how they were disbelievers at first, but then saw that, 'you know, these guys are really invested in my success.'" - Jamie Dennis

Urban League Distributed **1,500** Prom Dresses and Tuxedo Jackets to Area High School Students

This spring, the Urban League distributed over 1,500 prom dresses and tuxedo jackets to deserving high school students from St. Louis Public Schools and Jennings High Schools. The items were donated courtesy of The Wedding Gallery and suit donors.

The Urban League of Metropolitan St. Louis is a social service and advocacy organization that works to fulfill its mission of Empowering Communities and Changing Lives.



BOOSTING THE NEXT GENERATION.

A great education is the launchpad for a successful future. Boeing is proud to support the Back-to-School Community Empowerment Festival to help kids get the inspiration, supplies and support they need to reach their full potential.

URBAN LEAGUE
OF METROPOLITAN SAINT LOUIS, INC.
HEAD START
& EARLY HEAD START

314.867.9100



Highest Rating in the Nation



Siteman Cancer Center has received the National Cancer Institute's highest possible rating in cancer research.

Exceptional.

The National Cancer Institute has awarded the Siteman Cancer Center at Barnes-Jewish Hospital and Washington University School of Medicine an EXCEPTIONAL rating, based on a rigorous review of Siteman's programs. Only a handful of cancer centers across the country have achieved this rating. Siteman is leading the nation in translational research, offering patients access to cutting edge treatments and clinical care. To learn more about Siteman and what this rating means visit siteman.wustl.edu.

ST. LOUIS • WEST COUNTY • SOUTH COUNTY • ST. CHARLES COUNTY • NORTH COUNTY



URBAN LEAGUE
& URBAN LEAGUE GUILD
SALUTE
TO WOMEN IN LEADERSHIP



STELLAR WOMEN RECEIVE DESERVED ACCOLADES AT THIS YEAR'S URBAN LEAGUE SALUTE

Legendary Gospel Recording Artist Yolanda Adams and R&B Classic Crooner and Actress Freda Payne received Lifetime Achievement Awards at the Urban League of Metropolitan St. Louis' Salute to Women in Leadership Gala on June 9, 2017 at the Marriott St. Louis Grand Hotel. Howard Hewitt, renowned Grammy Award-winner and former lead singer of Shalimar, entertained the sold-out audience at this star-studded event which also featured Actor Richard Gant, of The Nutty Professor fame, as announcer.

"As a recipient of one of this year's Lifetime Achievement Awards, I must extend my gratitude and appreciation to the St Louis Urban League. I know I'm supposed to be poised and eloquent but "Man was I blown away!! The hospitality that My Team and I received was IMPECCABLY AMAZING!! Dr Michael and His entire team endowed us with so many wonderful surprises. From the Welcome Dinner to the visit to City Hall and to the Gala, it was premier and superb all weekend. I am Blessed even more because of My

experience and interaction with the Beautiful People of the Urban League of St Louis," said Yolanda Adams, Lifetime Achievement Award Winner.

The Salute to Women in Leadership Gala was created nearly 14 years ago by Michael P. McMillan, president and CEO of the Urban League, when he served as Chairman of the Board of the St. Louis Community Empowerment Foundation. To date, over 100 women across various professions have received this honor. "We are proud to recognize women who have gone above and beyond the call of duty to serve their communities. The Urban League is proud to give recognition to outstanding women who embody the mission of our organization to help create opportunities for disadvantaged and overlooked individuals and communities," McMillan said.

Other women honored at this year's festivities included: Dr. Alice Prince, Amelia Bond, Arnisa Samuel, Cathy Daniels, Dr. Germaine Smith-Baugh, Jacqueline Avery-McMillan, Senator Jamilah Nasheed, Jovita Foster,

Michele Brown, Nagwa Abdelghfour, Peg Weathers, Peggy Lewis LeCompte, Susan Stith and Tamiko Armstead.



SALUTE TO WOMEN IN LEADERSHIP GALA 2017

A Step up for Urban League **Head Start/ Early Head Start**



A celebration is in order for the Urban League of Metropolitan St. Louis Head Start program. Urban League's Head Start program has added Early Head Start and Early Home-Based to its portfolio of services for children and families. The program will now provide early childhood education services for children, birth to age five and expecting families. Since 2001, Urban League Head Start has made enormous strides in improving its program to support the St. Louis community; addressing the need for early childhood education and engaging families in their children's education.

The Urban League recently became a grantee for 250 Head Start and Early Head Start slots in St. Louis City and County. Early childhood education program and services include center based classrooms for children 6 weeks to 5 years of age and Early home-based services including expectant moms. The Magnolia Head Start/Early Head Start Center, located at 2725 Alhambra Ct., St. Louis, MO 63118, is now open and accepting children ages 6 weeks to 5 years of age. Program services for income eligible children and families will be provided through this center and five child care partners.

Additionally, the Urban League Head Start/Early Head Start program was recently awarded grantee status for an additional 422 children in St. Louis City and County. This grant provides center-based services only for children 6 weeks to 5 years of age. Program services for income eligible children and families will be provided in its existing four centers and two child care partners.

The Head Start/Early Head Start program utilizes a dynamic researched based curriculum with lasting results of improving a child's start into education. Enrolling your child into this program ensures that they will be ready to enter kindergarten. The program provides high quality early childhood education services and opportunities

for parent engagement. Families may also take advantage of the many other programs and services offered by the Urban league such as food pantry, job training, housing, utility assistance, continuing adult education and so much more.

“Early childhood education plays a direct role in the emotional, social and physical development of young children; which also plays a role in the overall development in the adult they will become. The Urban League Head Start/ Early Head Start Programs see this, and we have increased our efforts to meet this need. It's simple and cannot be compromised, we are investing in our youth and empowering families now, we are bridging the gap now, and we are ending the cycle now for a brighter future”, said Michael P. McMillan, president and CEO of the Urban League of Metropolitan St. Louis, Inc. Urban League Head Start/ Early Head Start programs are now enrolling. Don't miss the opportunity to enroll your child and family into an enriching educational program and empowering environment.

For more information, please call (314) 867-9100 or visit online at www.ulstl.com.



**WE HELP
THOSE
WHO SERVE
SUCCEED.**

Discover what makes us a
different kind of financial
partner at TIAA.org



INVESTING | ADVICE | BANKING | RETIREMENT

BUILT TO PERFORM.

CREATED TO SERVE.

194134

2017 NATIONAL URBAN LEAGUE

CAREER & NETWORKING FAIR

AMERICA'S CENTER | ST. LOUIS, MO.

JULY
27&28



**National
Urban League**

Edward Jones[®]
MAKING SENSE OF INVESTING

CENTENE[®]
Corporation



World Wide Technology, Inc.



THE ADECCO GROUP



CAREER & Networking Fair

- Activities -

Come Prepared. Leave Empowered!

THIS IS NOT YOUR AVERAGE CAREER FAIR! Get ready for your next opportunity with workshops, networking, activities and the ability to connect with Fortune 500 companies, government agencies and nonprofit institutions at the FREE Career and Networking Fair! Whether you're looking for a new job or looking to gain new strategies to take your career to the next level, join us on the exhibit hall floor for dynamic tips, resources and prizes!

Brand U Studio

Looking to enhance your career? Stop by the Brand U Studio for FREE tools and tips to strengthen your professional brand. Career Coaches are available for 30 minutes one-on-one sessions to jumpstart your career strategy. Take advantage of Resume Critiques and Mock Interviews with human resources professionals to better prepare you to talk to the recruiters onsite at our event.

Brand U Workshops

The Brand U Studio also features professional development sessions to learn effective tips and best practices when on the job, changing careers, interviewing or looking for that next career opportunity.



Thursday, July 27th 2017

[11:15AM – 12:00PM] Dream Job Tool Kit featuring the Career Fair Coaches!

Hear from the Career & Networking Fair Coaches on how to Land Your Dream Job. Gain access to their exclusive “Dream Job Tool Kit” that every job seeker needs! Explore how to network your way to the top, revamp your resume, create a dynamic cover letter, become an amazing interviewer and brand yourself to land your dream job. A professional coach can help you discover and build the career of your dreams and they will be available for appointments to meet with them for a free 30 minute one on one session in the Coaching Corner! **CONTINUED>**

CONTINUED➤ Coaching Corner Enjoyed the Career Coaching panel? Have a few more questions? Connect with our panelist in the Coaching Corner located in the networking Lounge adjacent to the Career & Networking Fair.

[12:00PM – 12:45PM] Where The Jobs Are Sponsored By Adecco

It's time to buckle down and find the job of your dreams. Unlock the door to the hidden job market. Get expert advice from a global staffing firm on where you can look for your next gig.

[1:00PM – 1:45PM] The Gig Economy: Keeping Your Job & Your Side Hustle Sponsored By Uber

You're a corporate leader but also an Uber driver? The "Gig Economy" is the new economy and it's time to learn how to navigate it. Explore how to manage a side hustle and a full time job. In this uncertain economy people can find themselves laid off at any moment, however, that doesn't have to be the end. Discuss how to balance your creative entrepreneurial spirit and your traditional professional side on a daily basis.

[2:00PM – 2:45PM] How To Brand U Sponsored By Adecco

It's not just your profile, it's your brand! Explore how you can use social media, blogs, websites and other online tools to define your digital brand. Learn new tips and resources on how to showcase your talents and skills online. Improve how you show up on Google, enhance your LinkedIn profile, define your brand and let the world know who you are!

[3:00PM – 3:45PM] Owing It: The Power In Being Different

Your differences aren't bad they make you unique! Learn how to bring your whole self to work, embrace who you are and remain professional. Hear from industry leaders on how they leveraged their differences to excel in their career.

CONTINUED➤



Proud sponsors
of the everyday
champions at
**the 2017 National
Urban League
Conference.**

Because we're better
when we're in it together.

commercebank.com



Challenge Accepted.™

CONTINUED>

Brand U Studio Workshops “Diversity Day”

Friday, July 28th 2017

Join the discussion! “Revisit The Real Talk: Diversity & Inclusion in Today’s Uncertain Times” Workshops in the Brand U Studio will focus on diversity and inclusion in the workplace and how individuals can leverage their differences whether it be age, gender, race, religion or simply their style to succeed. Workshops will explore the ideas of acceptance tolerance and how to deal with workplace diversity challenges.

[11:15AM – 12:00PM] **Generation X,Y,Z and Don’t Forget The Boomers**

Millennials, Gen Xers, Baby boomers? As the workplace is being filled with people of varying ages, what does this all mean for how we work together? How do we bridge generational gaps to reach a common goal? Explore the impact of the varying generations that make up today’s workforce and how you can capitalize the skillset that your age may bring. Everyone is important in the workplace; find your place.

[12:00PM – 12:45PM] **Hidden Figures Sponsored By Edward Jones**

Women are constantly making an impact on the world but very often go unrecognized. Celebrate the women who have found careers in male dominated professions and are exceling in what they do. Explore the pros and cons of being one of the only women in a company and how to combat the challenges women face as professionals.

[1:00PM – 1:45PM] **Modern Male: Changing the Game**

Who is the modern male and how are they making an impact? Meet talented men who are disrupting their industries and making a difference. Learn how to overcome stereotypes of men from different cultures, how to dress professionally and how to leverage being a man of color in the world of work.

[2:00PM – 2:45PM] **I Am Not My Hair Part Deux**

I am not my hair, tattoos, piercings or clothing! Let’s face it, in most companies there is a severe lack of diversity and when you go to work it’s hard to decide whether to conform to social norms or express yourself no matter how different you are. Join the discussion on what Diversity & Inclusion really means and how to address these cultural crossroads without changing who you are.



National
Urban League



Networking Lounge Events

[3:30PM – 5:00PM] **Executive Session**

“Revisit The Real Talk: Diversity & Inclusion in Uncertain Times”

Featuring top executives from various companies, this exclusive workshop will discuss how these leaders apply a diversity lens in their leadership model and how they incorporate diversity and inclusion into their everyday lives. Address racism, religion, gender inequality, LGBTQ initiatives, Civil Rights and what workplace Diversity & Inclusion looks like in this new political atmosphere. This hour and a half long session will allow participants to receive SHRM credits.

[5:00PM – 6:30PM] Young Professionals Speed Networking Reception

Sponsored By: Macy's & Fannie Mae

“Conversations, Connections & Cocktails: Networking at the Next Level”

This National Urban League exclusive event is an opportunity for quick interaction between the National Urban League Young Professionals and recruiters who participate in the Career Fair. Attendees will enjoy refreshments and special activities to create engagement between the recruiters and professionals.



MODOT IS A PROUD PARTNER OF THE

2017 CONFERENCE



**Urban League of
Metropolitan St. Louis, Inc.**



At MoDOT, we value diversity because we believe that by embracing our differences we will attract and retain great employees.

**1-888-ASK-MoDOT
www.modot.org**

Building a more diverse and inclusive region. That's our business.

We're the **Regional Business Council**. We're 100 of the area's leading businesses, with over \$60 billion in revenue, staffed by over 100,000 professional associates. And we're targeting those resources and that expertise directly at the St. Louis region. Improving the St. Louis region is a big job. But that's our Business.



The Regional Business Council
congratulates
**THE URBAN LEAGUE
OF METROPOLITAN ST LOUIS**
on another successful year
of empowering communities
and changing lives.



THE CEOs OF ST. LOUIS' LEADING COMPANIES

John P. Stupp, Jr., Chairman
Tony Tersigni, Past Chairman
Tony Thompson, Vice Chair
Carmen Jacob, Vice Chair
Richard Mark, Co-Chair, Diversity and Inclusion
Mike Zambrana, Co-Chair, Diversity and Inclusion
Jimmy Williams, Co-Chair, Young Professionals Network
Michael Blatz, Co-Chair, Young Professionals Network
Kathy Osborn, President & CEO

7701 FORSYTH, SUITE 205,
ST. LOUIS MISSOURI 63105
314.225.2100
KOSBORN@STLRBC.ORG
WWW.STLRBC.ORG

EDUCATION
GOVERNANCE
QUALITY OF LIFE
▶ **BUSINESS DIVERSITY**
COMMUNITY
ENGAGEMENT

DRIVING A BETTER FUTURE FOR ALL

At Toyota, our commitment to community is what drives us. For over 25 years we've served alongside the National Urban League to empower communities and change lives. Together, as partners in a mission of service and from one generation to the next, we lead by driving the values of continuous improvement and respect for people — all people.

toyota.com



*Let's
Go
Places*



National
Urban League

“Our conference is a conference for St. Louis”

President Marc Morial discusses National **Urban League** Conference coming to St. Louis

By Chris King
Of The St. Louis American

The 2017 National Urban League Conference will come to St. Louis July 26-29, with Centene Corporation – led by CEO Michael Neidorff, who chairs the National Urban League’s Board of Directors – and World Wide Technology, led by founder and chairman David Steward, as the title sponsors.

The American talked to Marc Morial, president of the National Urban League, about what to expect when the conference comes to town, how the Urban League is responding to the disruptions of the Trump presidency, and what he thinks about Confederate monuments coming down in his hometown of New Orleans, where his father, Ernest Nathan “Dutch” Morial, was the first black mayor, 1978-1986.

St. Louis American: *What will people in St. Louis experience when the Urban League national conference comes here?*

Marc Morial: We’re glad to be in St. Louis for the second time in 10 years. We continue to celebrate the tremendous work of the St. Louis Urban League, now under Michael McMillan’s leadership, and previously under the leadership of Jim Buford, who is a St. Louis icon, and also remains involved in the work of the national Urban League as a member of our Board of Trustees. So we’re celebrating their incredible presence and work in St. Louis.

Secondly, St. Louis is the home of our board chairman, Michael Neidorff, who’s really stepped up to ensure the success of this conference, and has assembled great support from the business and civic community in

St. Louis for our conference.

Third, and this is probably the most important part for the people of St. Louis, our conference is not just a conference for visitors. Our conference is a conference for St. Louis. By that I mean that we have tremendous opportunities for people to participate in an empowerment experience.

So we have a career fair, and a jobs fair that will take place with companies, not only in St. Louis but from all over the country, who will be at our conference recruiting. We have a college fair that takes place for high school students and their parents. It involves colleges from all over the nation, including colleges in St. Louis, who are recruiting students, along with resources for financial



aid and scholarships. Thirdly, we have what I would call “expo hall,” or the “Annual Empowerment Experience,” where there are companies, organizations, associations who want to connect with people in St. Louis around the products and services or the work that they do in the community. So in connection with that, on Saturday we’ll have Family and Community Day, and we’ll be giving away thousands of backpacks to kids to help them prepare to go back to school in the fall.

So in addition to the thought leadership events and the plenary sessions and the panels, there is a distinct and very important way for people in St. Louis to participate. And all of the things I described – the career fair, the expo hall, the college fair—are free and open to the public.

St. Louis American: *What dollar amount would you assign the value to our local economy of having this conference here?*

Marc Morial: About \$10 million – a \$10 million impact, which is a significant impact. And let me tell you that the value of the Urban League Conference, which we can measure, it’s hard to quantify, media and social media and media impressions. That conference generates more attention in the media than any other similarly situated conference. So it’ll generate a lot of presence in St. Louis, but it’ll generate tremendous traffic on the internet. And the traffic on the MSNBC, CNNs of the world.

St. Louis American: *I’ve heard you call the St. Louis Urban League affiliate the “flagship affiliate.” Is that still how you would describe it?*

Marc Morial: They are absolutely one of the very best affiliates in the country, the only affiliate that has scored a 5-star rating on all of its previous performance assessments. We’ve been doing performance assessments on all of our affiliates for the past 15 years, and St. Louis is the only affiliate to get 5 all three times that they’ve been assessed. What they have been able to do in St. Louis is serve tens of thousands of people in multiple locations,



in multiple programmatic areas, as well as serve as a social justice and civil rights voice in the community.

I'm impressed that they've been able to transition their leadership from Jim Buford to Michael McMillan, who has not lost a single step, and who has begun to build a new facility out in Ferguson, which underscores the fact that the National Urban League is not just there when protests take place – we stay, and we build, and we work, and we try to empower the community.

St. Louis American: *Speaking of Ferguson, do you think that's left a lasting impression, or was that just a major bump in the road a few years ago?*

Marc Morial: I think Ferguson is bigger than Ferguson. Ferguson exposed poverty,

it exposed disenfranchisement, it exposed police-community relations and police misconduct. It exposed a lot of things that were not specific to or peculiar to Ferguson. So we talk a lot about the Ferguson effect. However, I think that there is going to be a lot of interest by people to find out, now that Ferguson was three years ago, what has happened since Ferguson. How has the community responded? What steps have been taken to try to make life better? What political reforms have taken place? What community reforms, what police reforms have taken place?

It will be a chance for St. Louis to talk about those sorts of issues, while understanding that deep-seated poverty and police-community relations remain difficult issues and challenging issues, not just in Ferguson but

the entire region. But I think people want to hear, in effect, where are things now?

St. Louis American: *And you think that'll be discussed when you guys are here?*

Marc Morial: Yeah, we have a forum that's going to take place with an opportunity to discuss that. And we're going to put a big spotlight on what we're doing. Michael MacMillan's facility in Ferguson, the Save Our Sons Program, his effort to bring social service agencies together, is a very important component. And Michael Neidorff building a facility that put hundreds of people to work in Ferguson. These are constructive responses that we've tried to engineer. So we like to not only be diagnostic, we like to be prescriptive. **CONTINUED** >

CONTINUED► **St. Louis American:** *By Neidorff's contribution, you mean the Centene call center in Ferguson?*

Marc Morial: Yes. And you know, he could have decided, after what happened in St. Louis, what happened in Ferguson, to move it to someplace else. But he leaned in and said: I have confidence in the community, I know we can put people to work, and I'm going to go right to Ferguson, and I'm going to do it. And I think that's a great example of enlightened business leadership.

St. Louis American: *Some people say it's an unprecedented time on our national political scene, with this incredibly disruptive president. What does it mean to do an Urban League national conference at this time of this administration?*

Marc Morial: It means that we must protect our progress and we must resist the rollback. So we continue to be constructive, but we are aligned in resisting any effort to roll back civil rights protections, roll back investments in education and workforce and housing, roll back the Affordable Care Act. We're going to resist any effort to strip agencies of their ability to enforce civil rights laws, because that's what our mission is. We must resist. While at the same time, we take the position that if Congress decides to put forth an intelligent infrastructure plan, we will work with them to ensure that it benefits our community. And we've put together our own infrastructure plan, called the Main Street Marshall Plan.

So we're going to be focusing on the work we need to do in these difficult and challenging times. We're in it for the long haul, we're in it for the long run, and not withstanding the presidency and what's happening in Washington, there's a lot of work that takes place on a local level that Urban League affiliates are involved in. Places like Miami and Lexington, where we're building new housing, where we're standing up new programs. Places like New Orleans, and Atlanta, where we're doing re-entry programs, and helping people who were formerly incarcerated get work.

St. Louis American: *Speaking of New Orleans. I know we scheduled this call around your going home. What were your reflections on Mayor Landrieu's bringing down all the Confederate monuments in NOLA?*

Marc Morial: I say bravo and congratulations, the man is sticking to his guns. Those monuments probably should have come down – well, they should never have been put up in the 1880s. They were put up as part of an effort to snub the Reconstruction movement, they were part of the resistance to the Reconstruction movement. And I give him tremendous credit, and the City Council, which voted six to one to enable him to do that. I mean, I tell people my father, who was mayor in the seventies and eighties, tried to take down one of those monuments in 1979. And

the City Council blocked him. So it takes not only the will of the mayor, it takes the support of the City Council.

St. Louis American: *We just brought down the Confederate monument in Forest Park here after a similar process, so we were glad to see it go down.*

Marc Morial: Those monuments, they don't represent folks. I tell people, the Confederate leaders were treasonous. And secondly, they were losers. Who puts up monuments to losers? They're monuments to losers. Treasonous losers. And those monuments have been up for a hundred years.

For more information on the 2017 National Urban League Conference in St. Louis, visit <http://conference.iamempowered.com>.



“The National Urban League is not just there when protests take place – we stay, and we build, and we work, and we try to empower the community.”

– Marc Morial, Urban League president



home state health™

HomeStateHealth.com
1-855-694-HOME (4663)

Transforming the health
of the community,
one person at a time.



Blue Phoenix by Karen Bult

Regions Bank is proud to present the **Painting for Peace exhibit** at the National Urban League Conference.

July 27 – 29 | America's Center
701 Convention Plaza, St. Louis, MO

Please join us at Painting for Peace, a groundbreaking exhibit that highlights some of the works of art featured in Carol Swartout Klein's book *Painting for Peace in Ferguson*. Her book tells the story of the hundreds of artists and volunteers who transformed boarded-up windows into works of art with messages of hope, healing and unity in Ferguson, Missouri.

For more information about Painting for Peace, please visit paintingforpeacebook.com.



Officials at Regions Bank are excited to share that the largest and most comprehensive exhibit to date of dozens of the original Painting for Peace boards will be featured at this year's National Urban League Save Our Cities: Education, Jobs and Justice Conference on July 26-29, 2017 at America's Center in downtown St. Louis.

Plywood boards which covered hundreds of storefronts following the unrest in November 2014 along the streets of Ferguson, Dellwood and St. Louis City were transformed into colorful and inspiring paintings by hundreds of artists and volunteers. This exhibit is one of a kind, free and open to the public at 701 Convention Plaza, St. Louis, 63101 from 10a.m. - 4p.m. from Thursday July 27 until Saturday July 29.

For three days only and on display at America's Center in downtown St. Louis, these massive paintings will create an overwhelming testimony to the healing power of art and will be seen up close by thousands of people coming in from across the U.S. to the convention. You, too, can see these larger-than-life murals, many of which have not been displayed before at no charge along the first floor hallway which runs from the main entrance on Washington Ave to 701 Convention Plaza.

More than a dozen of these painted boards were part of the "outside/in" exhibit last fall, spearheaded by COCA in galleries throughout St. Louis. Now the artwork will all be gathered in one place, plus several new pieces never before displayed can be seen during the upcoming three-day conference.

The exhibit will take place during the Urban League convention themed "Save Our Cities" and is made possible through the efforts of Regions Bank as well as the author of the award-winning children's book *Painting for Peace in Ferguson*, Carol Swartout Klein.

A national movement was launched on August 9, 2014 the day Michael Brown was killed in Ferguson and, although the issues highlighted here have been repeated throughout the country, St. Louis continues to remain in the spotlight. However, something else powerful also emerged – the Painting for Peace movement.

By telling stories, creating beauty, commenting on society, even demanding social change, art has played a key role throughout history. And that was seen in Ferguson, and surrounding communities in November and December of 2014 in a grassroots effort that came to be known as Painting for Peace.

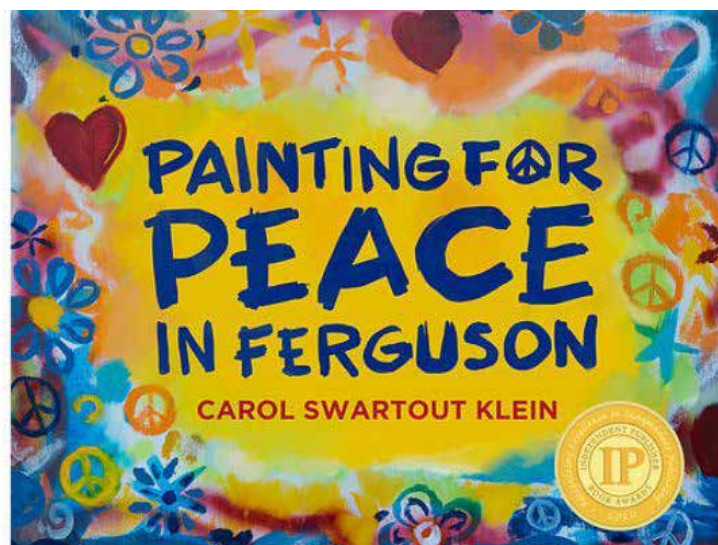
With miles of boarded up windows, local businesses were struggling to survive during the upheaval in November 2014. In response, two St. Louis artists gathered their friends and families and by that weekend, hundreds of people emerged on the streets of

South St. Louis City, Ferguson and Dellwood communities armed with nothing more than a paintbrush, paint and an idea.

What happened next was a true unselfish act of kindness. The drab plywood boards on hundreds of windows were transformed into colorful larger than life paintings, containing powerful messages of peace, hope, unity, and change.

In this way, the arts have played a crucial role from being cathartic to challenging; allowing people to work through emotions and grapple with changes in creative ways. As the community continues to change and work towards a better future for all of its residents, artists will continue to be able to reflect on where we've been and cast a light on where we might be headed.

"The artists, from children to grandparents, black and white, from the community and even other cities all helped to transform a landscape of fear and pain into one of hope and healing," said Carol Swartout Klein, author. *"It was their story I set out to share in Painting for Peace in Ferguson, and I hope that those attending the Urban League conference or who stop by the convention center and see the artwork will find their own inspiration, reflect on where we've been and where we are going as a community and as a society."*





The Urban League of Metropolitan St. Louis Save Our Sons Program are looking for:

-Mentors-

-Volunteers-

-Contributors-

-Participants-

(Participants must be 18yrs or older and be a resident of the St. Louis Region.)

**CALL TODAY!
314-388-9840**



Ferguson Community Empowerment Center
9420 West Florissant Ave.
Ferguson, MO 63136
WWW.ULSTL.COM



Bi-State Blues: An East St. Louis (Illinois) /St. Louis (Missouri) “Souljourn”

(Adapted from an article of October 27, 2003)

By Dr. Eugene B. Redmond



Background

As East St. Louis, Illinois, and St. Louis, Missouri face (and mull over) each other across the Mississippi River, both can boast of rich pre- and post-slavery histories such as Indian burial grounds/”Monks’ mounds” (the ESL area was once the capitol of Indian nations in North America) and sites of the Underground Railroad. In fact, Alton, Illinois, home of murdered abolitionist Elijah P. Lovejoy (1840s) and birth place of ESL-bred Miles Davis (1926), embraces nine of the 200-odd UR sites in the US. (A great-great uncle of the Hudlin Brothers, an East St. Louis film-making team, operated an Underground Railroad site in St. Louis.) St. Louis was incorporated in the 1700s and populated by the melting pot folks (Revolutionary War veterans and Ellis Islanders), expatriates from the Louisiana Territory and freed and escaping slaves (Dred Scott was re-enslaved here in the 1850s; the infamous Court House/site of the “decision” still stands between the Cardinals and former Rams Stadiums).

Armenians, Blacks, German, French and Jews made/make up St. Louis which is now about 65 % Black. East St. Louis, incorporated in 1865 after going through several name changes (Illinoistown, Piggott’s Town, Washington), is now 99% Black. As its name suggests, it is “east” of--and a kind of step sister to--Big St. Loo (“The Lou,” as Nelly and the gang call it). Before Emancipation, Missouri was completely “slave” while Illinois was spottily



“slave,” including Cahokia, an Indian namesake city bordering East St. Louis on the south. The two cities have produced giants and geniuses in every field but remain locked in a see-saw relationship acted out in athletic competition, on college campuses, in prisons and among the social/party/elite set (where East St. Louis is known as “East Boogie,” in contrast to the more conservative St. Louis--shackled by slavery’s hand-me-down “Blue Laws”---which shuts down at midnight).

The Riot Scenario

In July of 1917, the nation’s worse race riot occurred in East St. Louis (IL), caused by issues that are a politician’s nightmare and



a novelist’s dream. Known in the late 19th/early 20th century as “Pittsburgh of the West,” ESL was the site of the country’s second largest railroad center--after Chicago--and animal processing (slaughtering) complex--again, after Chi-town; and a major national player in the production of steel, aluminum ore, chemicals (Monsanto has a huge plant next door to ESL and STL is its international headquarters), glass, and military hardware. Smokestacks were everywhere noticeable and work was plentiful. But industrial magnates, out growing the white male labor population and wary of the latter’s efforts to unionize workers, reached back to the South for cheap Black labor. Josephine Baker, who lived for sometime in both cities, fled to Paris--where she’d later meet prima ballerina Katherine Dunham--in great part because of the ESL riot. (Toni Morrison makes more than a veiled reference to the riot and Baker’s flight early in her novel, *Jazz*.) The city became a riot waiting to happen as Blacks

poured across picket lines into good-paying factory jobs. Madam C. J. Walker and Ida B. Wells Barnett (who came here from Memphis to report on the riot, in which scores of Blacks were killed) are just two Black luminaries who expressed their outrage over the slaughter. Marcus Garvey, W.E. B. DuBois, James Weldon Johnson and Duke Ellington (who recorded “East St. Louis Toodle-oo” in 1927) also registered their concern. [Item: There is the legendary tale of the legendary Black ESL undertaker, RMC Green, smuggling weapons into Black communities in his hearses--telling authorities he was transporting dead bodies and mortuary supplies.] Two outgrowths of the riot were the infusion of Black East St. Louisans into other towns in Illinois (Cairo) and Missouri (boosting considerably the population of Kinlock, MO., an all-Black town on the west end of STL) and the establishment of the STL Urban League (1918). The riot-scarred city fomented in the memory of 1917--exacerbated by intermittent racial skirmishes, including a 1949 racial conflagration in St. Louis--until 50 years later in 1967--again in July--it erupted in the name of Black Revolution. When I was a pre-teen in the 1940s, ESL was a city of 80,000-plus Armenians, Germans, Jews, Poles and a substantial percentage of Blacks. Today, it is the largest Black municipality in the US at just over 30,000 citizens.



National Urban League Young Professionals (NULYP) Announces 2017 NULYP Honors Award Winners

National Urban League Young Professionals (NULYP) recognizes 10 outstanding young professionals who exemplify the National Urban League mission through their professional and personal contributions to community and service. This class of YP Honors recipients represent a diverse field of industries and backgrounds, but share the common value of excellence in service.

“This inspirational group of young professional men and women exemplify the mission of NULYP. We are proud to honor their vast accomplishments and dedication to community service and empowerment,” said NULYP President Carlos Clanton. Beginning in 2016, the first class of NULYP Honors was named. This class included 30 dynamic young professionals across the country. In 2017, the program has become even more exclusive, recognizing only 10 recipients. The following individuals will be awarded as the NULYP Honors 2017 class:

• **Christopher Bruce** – Atlanta, GA: Attorney, Advocate & Exemplary Peer Leader Christopher Bruce, Esq. is the Policy Counsel for the American Civil Liberties Union of Georgia. He is also the managing partner of The Bruce Firm, LLC which focuses on defending young African American males charged with their first criminal infraction. He was appointed to the DeKalb County Board of Ethics during a very tumultuous period in the county. He continued to advocate for change by founding the DeKalb Young Professionals, an organization focused on retaining and recruiting young professional leaders through social, educational and networking events.

• **Samantha Davis** – Washington, DC: Black Youth Motivator & Women’s Right’s

Advocate. Samantha Davis is Founder of The Black Swan Academy (BSA), a non-profit organization dedicated to creating a pipeline of black youth civic leaders, committed to improving themselves, as well as, the communities in which they live. She is also the Field Engagement Manager for YWCA USA where she leads the development of state-level advocacy initiatives, and strategically mobilizes their over 220 associations to move federal legislation around issues of racial justice and women’s empowerment.

• **Jason Grove** – Newark, NJ: Rising Democratic Leader & Entrepreneur. Jason Grove is Founder of BrickLine Management & Consulting, and President of the Urban League of Essex County Young Professionals. In 2015, The New Jersey Young Democrats of America Black Caucus listed Jason among New Jersey’s 50 most powerful young Black Democrats. As an affiliate staff member and consultant at the Urban League of Essex County, Jason worked to assist hundreds of city residents in obtaining long-term job placement and career opportunities.

• **Sandra Morgan** – Las Vegas, NV: Attorney & Corporate to Community Connector. Sandra Douglass Morgan serves as the Director of External Affairs for AT&T Nevada for Las Vegas and all of southern Nevada. Morgan is responsible for managing AT&T’s legislative and community affairs activities working closely with community leaders, legislators, and other policy makers to help meet AT&T’s objective of connecting people with technology everywhere they live and work. Morgan is a multiple award-winning community servant and she most recently served as the City Attorney for the City of North Las Vegas, and served as Litigation Attorney for MGM Mirage, one of the largest gam-

ing corporations in the world.

• **Stephen Pace** – Detroit, MI: Engineering Innovator & STEM Mentor. Stephen Daniel Pace, Ph.D. is an Advanced Battery Algorithm Engineer at General Motors, where he develops the propulsion systems of the industry’s top electrified vehicles. He is also a member of the leadership team of the General Motors’ African Ancestry Network (GMAAN). Pace mentors several high school students in Metro-Detroit. His passion for mentoring stems from a desire to help young people achieve success in both their personal and professional lives.

• **Tereance Puryear** – Atlanta, GA: Technology Champion & Leadership Role Model. Tereance Puryear is a Logistics IT Product Analyst with XPO Logistics. He is also President of the Urban League of Greater Atlanta Young Professionals and Assistant Secretary for the Urban League of Greater Atlanta Board. Puryear also serves as Scout Leader with Boy Scouts Troop 100 at Best Academy, he is an advisory board member of The Scholarship Academy, and a member of the Emerging 100 of Atlanta. He is a 2017 graduate of LEAD Atlanta, a 2013 Fellow of New Leaders Council Atlanta and a 2011 alumnus of United Way V.I.P. (Volunteer Involvement Program).

• **Adrienne Slash** – Indianapolis, IN: Diversity and Inclusion Expert & Revered Civic Leader Adrienne Slash joined Community Health Network as Diversity & Inclusion Consultant in early 2017. Prior to the newest endeavor, she served as Program and Event Director for Leadership Indianapolis where she was helping to build the pipeline for the next generation of civic leaders. She is President of The Exchange at the Indianapolis Urban League and President of the Heritage Alumni

Association Board at The Orchard School. Slash was honored as a member of the 2017 Indianapolis Business Journal Forty under 40 class and she is an Indianapolis Foundation Fellow.

• **Roy Tatem, Jr.** – Phoenix, AZ: National Political Consultant & Entrepreneur Roy Tatem worked as Regional Coordinator for Hampton Roads (VA) for Obama in 2007 and as Deputy Director for African American Outreach for the Bernie Sanders 2016 campaign. The East Valley NAACP elected Roy to serve as President of the Branch and newly elected Sheriff Paul Penzone of Maricopa County appointed Tatem as Chairman of his African American Advisory Board. He also recently opened his own political consulting firm, Vanguard Strategies and Consulting, LLC, where he will develop plans, strategies and advice prospective and current political office holders.

• **Jasmine Twitty** – Greenville, SC: Judicial History Maker & Empowerment Leader for Young Women In 2015, 25-year-old Jasmine Twitty was historically sworn in as an Associate Judge of the Easley Municipal Court and is currently also employed by the Greenville County Bond Court. She is currently President of Urban League Upstate Network and founding member of LeadHER Greenville. LeadHER CONTINUED➤

The graphic features a dark blue background with a grid of faint white squares. At the top left is a red circular logo with a white equals sign. Below it, the text reads "National Urban League Young Professionals Honors" in white and red, with "HEROES IN THE MOVEMENT" in smaller white letters underneath. A red horizontal band across the top right contains the text "Introducing 2017 HONOREES" in white. Ten circular portraits of honorees are arranged in three rows. Each portrait is accompanied by the honoree's name and location in white text. At the bottom, a red horizontal band contains the website "WWW.NULYP.ORG" and the hashtag "#NULYPHonors" in white.

Introducing 2017 HONOREES

CHRISTOPHER BRUCE
ATLANTA, GA

SAMANTHA DAVIS
WASHINGTON, D.C.

JASON C. GROVE
NEWARK, NJ

SANDRA MORGAN
LAS VEGAS, NV

STEPHEN PACE
DETROIT, MI

TEREANCE R. PURYEAR
ATLANTA, GA

ADRIANNE L. SLASH
INDIANAPOLIS, IN

ROY TATEM, JR.
PHOENIX, AZ

JASMINE TWITTY
GREENVILLE, SC

MICHELLE WILLIAMS
DALLAS, TX

WWW.NULYP.ORG #NULYPHonors

CONTINUED► Greenville is committed to empowering young women through professional development and outreach to the Greenville community. Twitty has been recognized by Amy Poehler's Smart Girls, Glamour, The Wall Street Journal, Essence and numerous other media outlets.

•**Michelle Williams** – Dallas, TX: Entrepreneurial Mentor & Outstanding Texan Michelle Williams is Executive Director for The Dallas Entrepreneur Center, a non-profit organization dedicated to helping entrepreneurs start, build and grow their businesses through education, mentorship and access to an entrepreneurial community. In 2013, Williams worked with the White House Initiative on Educational Excellence for African Americans. Recently, she was honored by Texas State Senator Royce West and the Texas Legislative Black Caucus as a recipient of the Outstanding Texan award.

One mission
15 hospitals
Regional leadership
National acclaim

Health care knows no race, orientation, class, color, gender or creed. At BJC HealthCare, we believe in the power of what we can achieve through our diverse perspectives, experiences and talents. We unite in improving health for patients and communities. Because we are here to make medicine better.

Learn more at BJC.org.

BJC HealthCare

The world's best medicine. Made better.



Follow us on Facebook

@ULSTL



#ulstl #ulsos #ulheadstart #ulstlyp

Giveback Matters.

St. Louis Community
Credit Union
is honored to stand with
the Urban League of
Metropolitan Saint Louis
in its efforts to
empower communities
and change lives.



St. Louis Community
Credit Union



www.stlouiscommunity.com



**Saving
people
money is
our
GAME
PLAN.**

Get a quote today.

GEICO[®]

geico.com

1-800-947-AUTO

Local Office

WANT TO FIX UP YOUR HOUSE?

Neighborhood Helper Home Improvement Loan



Loan amounts between \$1,500-\$5,000

Flexible Credit

Fixed low interest rate of **2.00% APR*** for 5 years

(Example: \$5,000 loan, 60 monthly payments of \$87.61 each*)



Examples of what to purchase or repair with this loan:

- Stove
- Refrigerator
- Furnace
- Accessibility ramp
- Paint
- Carpeting
- Siding
- Windows
- Roof Repairs ... and so much more.

Let Reliance Bank assist you with any needed home improvements. Visit us at any of our branches in the St. Louis area, including The Grove located at 4301 Manchester Avenue, corner of Tower Grove Avenue.

*Advertised APR (Annual Percentage Rate) is effective December 21, 2016 and is available for loan amounts up to \$5,000 on owner-occupied, 1-4 family residences to borrowers with incomes up to 80% of area median income (AMI) unless the property is located in a low-or-moderate income census tract, in which case the AMI requirement is waived. The property must be located in one of the following: St. Louis City, St. Louis County, St. Charles County, or Jefferson County, Missouri or Madison County, Monroe County, or St. Clair County, Illinois. Loan is subject to credit and underwriting approval. Loan amount is based on credit history and ability to repay. Loan is for a term of five (5) years and the rate will not change during that term. Example of a principal and interest payment schedule for a loan amount of \$5,000 is 60 monthly payments of \$87.61 each. NMLS #729615.



RelianceBankSTL.com | (314) 569-7200



Urban League Save Our Sons program provides a pipeline back to work!

By Tavia Gilchrist
For The St. Louis American

“I’m just pulling up in front of a property that I’m planning to invest in and I have the map directions up on my phone, can I give you a call back?”

Willard Donlow Jr. was in the middle of house-hunting when a reporter called him on a recent afternoon. The 35-year-old single father had been visiting abandoned homes in North St. Louis City with plans to redevelop several neighborhoods, brick by brick.

A year ago, Donlow’s future seemed clouded and uncertain as he coped with a recent divorce, single parenting and unemployment.

“I went into depression when I lost my job. I prayed and asked God how do I get out of this,” he said. He attributes his recovery to Save Our Sons, a workforce development program offered through the Urban League of Metropolitan St. Louis. “You get resume-building skills and computing skills and you’re coached on networking,” said Donlow, who completed the program last year and landed a job three days later.

“They’re polishing and grooming you to not just get a job, but how to keep a job and advance and make yourself have added value.”

Save Our Sons, dubbed SOS, a universal distress signal, has become a centerpiece initiative for St. Louis’ Urban League chapter. The program grew out of the social and civic activism after the shooting death of Michael Brown Jr. in Ferguson in August 2014. “Talking to the residents of Ferguson, they said to be most helpful, the number one problem was jobs and finding ways to care for ourselves and our families because there’s not a lot of access to jobs or opportunities available and there are so many barriers,” said Michael McMillan, CEO of the local Urban League.



Since its inception in January 2015, the Urban League says it has used Save Our Sons to train and find jobs for nearly 400 African American men. Black men are three times as likely to be unemployed as the rest of the population, according to League statistics. They are also more likely to face additional obstacles, including insufficient training, having a jail record or arrest warrants, and lack of access to child care. “Fifty-four percent of the men in the program have been incarcerated at some point,” said Jamie Dennis, Save Our Sons program director. Getting proper identification, “some men just have a jail ID,” Dennis said, is another hurdle. Failing the background check is a frequent problem. “We try to break down some of these barriers and find felony-friendly companies willing to train these men and actually give them a try,” Dennis said. The four-week program is centered around what he calls the four pillars of employment: how to get a job, how to keep a job, how to get promoted and how to keep your skills marketable.

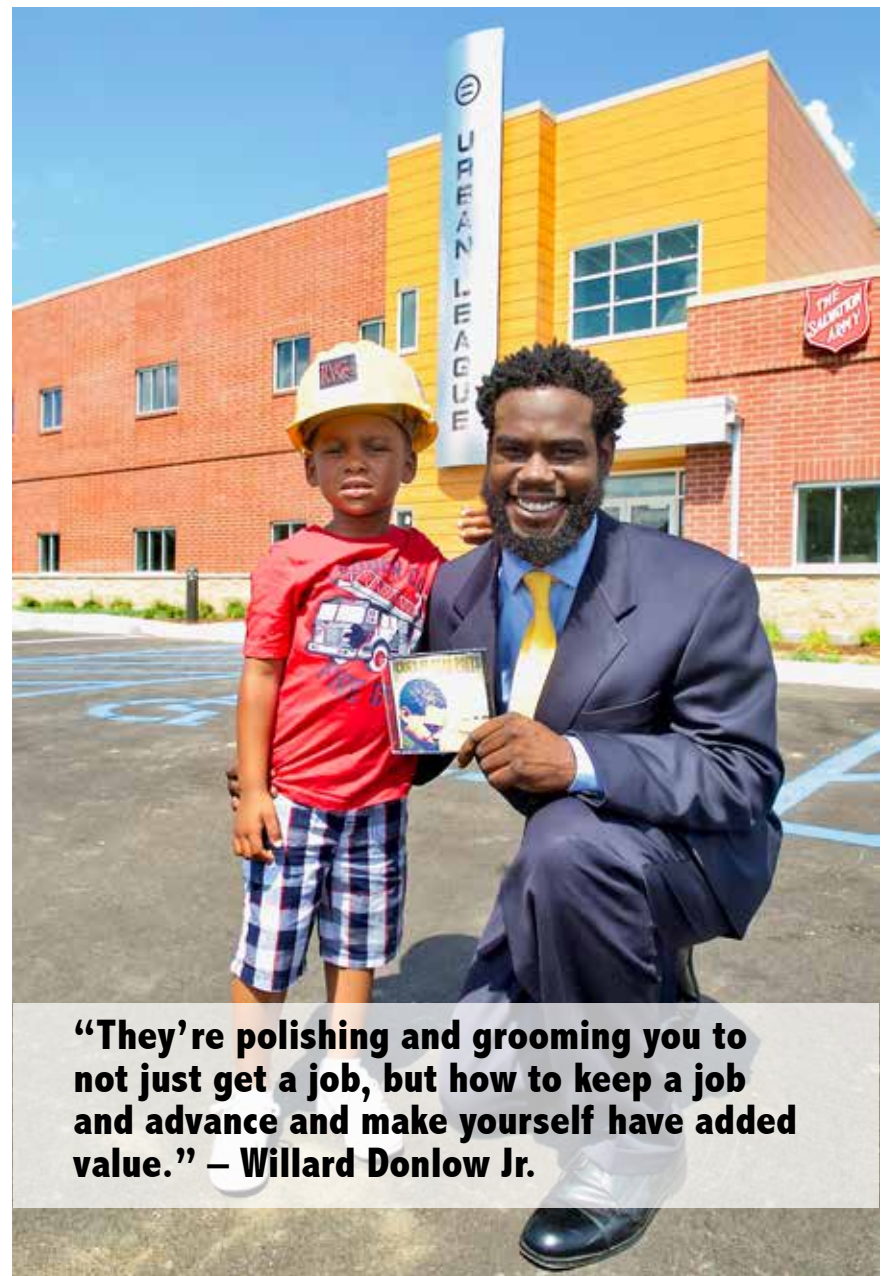
Training sessions help students evaluate their strengths and weaknesses and learn how to sell themselves to an employer. Hiring managers from local companies visit the classes to meet participants and discuss what they’re looking for in job candidates.

Volunteer instructors and life coaches for the program resemble a Who’s Who list of St. Louis’ business and civic leadership. They include David Steward, co-founder and board chair of World Wide Technology; St. Louis Circuit Court Judge Jimmie Edwards; Cedric Powell, an executive with Anheuser-Busch InBev; Dupont executive turned restaurateur Harry Parker; and Marius Palmer, CEO of Harris Cabs, among others.

Together they address a curriculum that touches on the unwritten nuances of life for many black men, and the obstacles that stand in their way. “We teach them how to code switch – how to speak successfully during an interview,” Dennis said. “Sometimes they need reminders – take off your hat before you come into a building, smile when you greet someone, stand up when you shake someone’s hand. Sometimes you have to reorient individuals, because generational poverty affects the way African Americans communicate with one another.” Donlow describes the training course as something more, “a brotherhood.”

“We call each other and keep each other connected,” he said of the other participants. He refers to Dennis and McMillan as mentors and keeps their personal cell numbers in his phone. And he’s thankful for the help.

“If you don’t have lights, they will give you assistance,” Donlow said. “If you don’t have money for the bus, they will give it to you. But you have to submit to their leadership, maximize your time and the opportunity and take it seriously. They make it simple to be blessed.”



“They’re polishing and grooming you to not just get a job, but how to keep a job and advance and make yourself have added value.” – Willard Donlow Jr.

An advertisement for the Urban League of Metropolitan St. Louis, Inc. Save Our Sons Program. On the left is a photograph of a smiling man in a blue dress shirt and tie. On the right is a dark background with white and red text. The text reads: 'URBAN LEAGUE of Metropolitan St. Louis, Inc. SAVE OUR SONS'. Below this is the logo 'S= S' with 'SAVE OUR SONS' to the right. Further down, it says 'The Urban League of Metropolitan St. Louis Save Our Sons Program is looking for:'. Below that is a list: '-Mentors-', '-Volunteers-', '-Contributors-', '-Participants-'. At the bottom left, it says '314.388.9840' and 'WWW.ULSTL.ORG'. At the bottom right, in small text, it says '(Participants must be 18yrs or older and be a resident of the St. Louis Region)'.

Urban League programs pave path to success for single mom

By Tavia Gilchrist
For The St. Louis American

Carmen McNairy has always taught her children the importance of choosing positive, goal-oriented friends who will be part of the support network needed to help you reach your future goals.

“My children have seen me struggle over the years – and triumph – to buy a home, to get a degree and all the dilemmas I endured,” said McNairy, a single mother of three children. “They also saw the support system that pushed me and gave me access to resources to keep moving forward.”

Her support system included programs offered by the Urban League of Metropolitan St. Louis and its case managers who took a personal interest in her family. “I think my relationship with [the Urban League] began in 1996. I was just having a couple of problems and looking for resources that could get me out of a hole,” McNairy said.



Over the years, as she weathered setbacks and other problems, McNairy, a native of East St. Louis, turned to the agency and its array of programs to regroup. “I was trying to do the right thing, but I would get off track and Ms. Gloristine Sanders, a housing specialist, would sit me down and say, ‘Carmen, you have to get it together,’ and she kept pushing me, and I needed that.”

McNairy completed a homebuyers education program to qualify for downpayment assistance on her home, which she purchased in 2002. Other Urban League courses helped her develop a sustainable budget and set up a savings account for her children’s education. McNairy’s profile fits the standard for most people who apply for the Urban League’s assistance: 70 percent are females, single and head of a household with children.

Many of the agency’s programs are designed to help out with immediate needs – financial assistance is the most requested. A food pantry, clothing assistance and the Head Start program are also heavily used.

Increasingly, applicants who apply for assistance end up using other programs the agency offers. Hollis Whiting, director of employment for the League, said they use a “wraparound” approach, coupling several programs to meet the needs of families. After an intake process that assess a family’s “whole needs” Whiting says the agency can “put measures in place to assist them, to empower and encourage them to move forward and do better for themselves and their families.”

The Urban League’s work training and development courses can help clients acquire new skills to qualify for employment opportunities. Financial literacy courses teach participants how to stick to a budget and start a savings account. A savings program, which the Urban League matches dollar-for-dollar, encourages families to put aside funds for an emergency, a child’s education, or a downpayment for a home.

Beyond a single program, McNairy said she felt the agency invested in her and her family. “I’ll never forget them, Ms. Sanders, Ms. Whiting and Ms. Harris – these total strangers you don’t know who want to help you and they took me under their wings.”

Linda Harris, senior vice president of administration and compliance at the agency, remembers meeting McNairy 20 years ago. “She was a determined, driven client who continued to push forward,
CONTINUED➤

WORKING IN THE HEART OF THE COMMUNITY

Carnival Foundation is a proud supporter of the 2017 National Urban League Conference. We are honored to partner with an organization that works toward economic self-reliance, parity, empowerment and civil rights for African Americans.

www.carnivalfoundation.com



CONTINUED> despite setbacks, to make her life better for herself and her children.”

“When Carmen started working with us, she knew she wanted more but wasn’t exactly sure what more looked like. She understood it was going to take time and that she was investing in her future and she took small steps to get the results she wanted.”

Now, McNairy is comfortable in a three-bedroom ranch home she purchased nearly two decades ago. Her children, ages 28, 25 and 19, have reached a level of independence. She’s a van operator for Metro Transit, a job she’s held onto for 17 years.

And she has a list of personal goals she has already accomplished – buying a home, a savings account, and an education. In May, she earned her bachelor’s degree in business administration from Harris Stowe State University.

She credits many of her accomplishments to her support network, including the Urban League, who helped put her on the path to success 20 years ago.



“I would explain to every individual that I was once just like you and primarily it’s up to you, the help is there if you want it,” McNairy said. “There are tools and resources available but it’s up to you to take that step, walk in and utilize it.”

-Tavia Gilchrist



The diverse backgrounds and perspectives of our team are our greatest strength in fueling the potential of the communities we serve.

We are proud to support NUL in their mission of creating advancement opportunities for the African American community.



Whitney M. Young SOCIETY

Whitney M. Young: A Role Model for Today

The Whitney M. Young Society was founded on December 12, 2013 by the Urban League of Metropolitan St. Louis President and CEO Michael P. McMillan. The Society was created to honor outstanding donors, those giving \$500 to over \$5,000 in unrestricted revenue for Urban League programs and services. In 2014, since inception donors have contributed over \$5000,000 towards the Urban League's programs and services.

McMillan named the Society in honor of the great Civil Rights Icon and Former National Urban League President/CEO Whitney M. Young, who served the Urban League from 1961-1971. Born and raised in Kentucky, Young's experience of racism while serving in an anti-aircraft company with African American soldier and white officers during WWII increased his interest in civil rights. The result was that the Urban League became a standard-bearer and progressive force for the entire civil rights movement.

Young often found himself mediating between the officer and the troops, bridging racial and cultural gaps and mitigating the tension always present in the situation. In

Young's own words, "It was my Army experience that decided me on getting into the race relations field after the war. Not just because I saw the problems, but because I saw the potentials, too. I grew up with a basic belief in the inherent decency of human beings."

Young was also a forceful advocate for greater government and private-sector efforts to eradicate poverty. His call for a domestic "Marshall Plan," a 10-point program designed to close the huge social and economic gap separating Black and White Americans, significantly influenced the discussion of the Johnson Administration's War on Poverty legislation. For this, President Johnson awarded him the nation's highest civilian honor, the Medal of Freedom, in 1968. A crucial advocacy organization deeply involved with the social inequities and injustice facing African Americans, the Urban League describes itself as "the nation's oldest and largest community-based movement empowering African Americans to enter the economic and social mainstream." As executive director, Young revolutionized the inner workings of the League and substantially expanded its fundraising ability, making connections with previously unused funding sources such as the Rockefeller family. He redesigned the internal structure of the organization, quadrupled its staff, increased the operating budget by

a factor of 10, and increased the number of regional offices from 63 to 98. Young was the author of two books, *To Be Equal* and *Beyond Racism: Building an Open Society*. He died tragically of a heart attack in 1971 while attending a conference for Black leaders in Nigeria.

Under Young's leadership at the National Urban League grew from 60 to 98 affiliates. Young focused on gaining equality for blacks in business and politics and improving opportunities for the urban poor. He appealed to corporate leaders to support job programs, low-income housing, and education for African Americans. He also promoted huge government spending—a "Domestic Marshall Plan"—to address the country's racial issues. Young advised presidents Kennedy, Johnson, and Nixon on race.

As we face similar circumstance in racial parity today, we have found a balance and voice of reason with our corporate sponsors as Whitney did. Developing a Society that engages people to make a difference around issues that can empower their communities and build a better life for others remains as important today as it did yesterday.

CONTINUED➤



CONTINUED>

Whitney M. Young: A Role Model for Today

The Whitney M. Young Society is a membership that reinforces proven solutions from the past that is inclusive and sustainable for motivated community and professional leaders today. Ask some of our Members: Baseball Hall of Famer, Lou Brock and his wife, Rev. Jacqueline Brock were among the charter members on the Pillar Level, as well as Todd Schnuck.



The different contribution levels are:

- Legacy: \$5,000+
- Heritage: \$2,500 - 4,999
- Founder: \$1,000 - \$2,499
- Pillar: \$500 - \$999

All levels are renewable each year and be pro-rated for payment over a ten month time period.



With membership you receive one or a combination of the benefits based on your level of support:

- Membership card
- Whitney M. Young Society Lapel Pin
- Listing in Annual Report
- Vote on incoming Board Members
- Newsletter and E-mail announcements
- Website recognition
- Whitney M Young Annual Reception by Invitation Only
- Commemorate Gift
- Preferred seating our events

Membership with a shared mission is as imperative today as ever. Please join in continuing the Whitney M. Young vision for unity and civil justice.

To join, contact: specialevents@urbanleague-stl.org; or call: 314. 615.3688



CORPORATE & EVENT SUPPORTERS

Anheuser-Busch
Centene Charitable Foundation

LEGACY LEVEL

Carry Family Trust
Dr. William H. Danforth
Michael McMillan
William C. Rusnack
Andrew & Barbara Taylor
Richard Miles & Patricia Whitaker
Keith Williamson

HERITAGE LEVEL

Mary Atkin
Dr. Karen & Steve Barney
David Cade
John O'Connell
Steven Sullivan

FOUNDER LEVEL

100 Black Men of Metropolitan St. Louis
Phyllis Anderson
Anthem
Shannon Bagley
Oscar Berryman
Akberet Boykin Farr
Melanie DiLeo
The Hon. Margaret Donnelly
Bishop G. Vincient Dudley, Sr.
/New Life in Christ Church
Richard Eichwald
Jovita Foster
Frankie Freeman
Johnny Furr, Jr.
Amrit & Amy Gill-Restoration STL
Gregory Glore
/Shumaker Family Foundation
Karl & Ann Grice
Frank Hamsher

E. Andreal Hoosman/Visions Consulting Realty
Toni & Arthur Johnson
Darryl & Villajeane Jones
Karen P. Karrabell
Michael Kennedy/KAI Design
Peggy Lents
Mark Levison
Benjamin Lipman
Juanita Logan
Charles Lowenhaupt
John Mandelker
McCormack Baron Salazar, Inc.
Midland States Bank
Charles Miller
Michael Moehn
Michael Panicola
Dr. John A. Pieper
Dr. Jeff L. Pittman
Charles Kenneth Poole
Arvetta Powell
Bettye Reed
Eric Rhone/Visions Management
Milton Rothschild
Stan Roux
John Schicker
Jerome Schlichter
Todd Schnuck
Bryan Scott
Karen Shaughnessy
Rev. E. G. Shields
Pat & Peggy Sly
Howard Smith
John Sondag
St. Louis Chaper (MO) Links
Charles Stewart
Dr. Elizabeth Stroble
Julio Suárez
Donald Suggs

John & Stacy Taylor
Michelle Tucker
Carlita Vasser
Tom & Carol Voss

PILLAR LEVEL

Alpha Kappa Alpha
/ Omicron Eta Omega
Abe & Nicole Adewale/ABNA
Marcus Allen
Alpha Kappa Alpha Sorority
/Gamma Omega Chapter
Rebecca Bennett
Angelia Bills
Courtney Bond
Nicole-Colbert Botchway
Barbara Bowman
Brenda Boyd Raney
Amber Boykins
Stephanie Brown
Miranda Bryant
James Buford
Paula E.W. Carey Moore
Deanna Carroll
Traci Carter
Quenesha Catron
Christine & David Chadwick
Melanie Chambers
Keshia Chatman
Annie L. Chism-Williams
Melissa Davenport
The Hon. Marlene Davis
Tanyice Davis
Richard K. Davis, II
The Hon. Jimmie
& Stacy Edwards
Frankie Eichenberger
Melissa Evans
Bryan Faller

Forget Me Not Florist
Shontae Fluellen
Don Galkins, Jr.
Chief Sherman
& Catherine George
Dr. Henry & Belma Givens
Kalifa Gray
Michael A. Green
Dr. Ron Gregory
Kathi Hadley
Jason Hall
Zella Harrington
Joshlyn Harris
Linda Harris
Michael & Katherine Hart
Jerry Hunter
Allan Ivie, IV
Hosea Jackson
Clarence Jackson/DDC Adv.
Sylvia & Carlos Jenkins
Anthony Johnson
Stephen Jones
Kathy Conley-Jones
Donna C. Jones
Doris Jones
Darryl Jones, II
Sharon Jordan
Karen Kalish
Ruth Lewis
Marilyn Lipman
Eric Madkins
Major Brands
Hazel Mallory
Mattie Moore
Karen Morrison
Dr. Nathaniel & Sandra Murdock
Amie Needham
Michael & Barbara Newmark
Sherie O'Bannon

Kathleen T. Osborn
Michael & Vicki Pearson
Emily Pitts
Rush Robinson/ St. Louis College of
Health Careers
Edward Mead Ruesing
Arnisa Samuel
Donna C. Scott
Lavitta Shelton
Stanley & Patrice Smith
Genesis Steele
Treavon Stevens
Mary B. Strauss
Keesha Strong
Everett Stuckey
David & Chris Taylor
Rhonda Taylor
Stanley & Patrice Taylor
Mulugheta Teferi
Andrea Tolden-Hughes
Craig Washington
Eliza Watson
Dana Watts
Kel Ward/St. Louis Children's Hospital
Kristen Whitted
Monique Williams-Moore
Dr. John Wright
Dr. Katie Wright
Aundrea Young

CONTRIBUTORS

Patricia Adams
John Bowman
Harriet Gates
Karen Green
Opal Jones
Peter Neidorff
Edgar Stith
Carolyn Thomas



Supporting great causes: a commitment that's as much a part of UPS as our brown trucks.

UPS is proud to support the *National Urban League Conference*.

To learn more about The UPS Foundation, visit: [ups.com/foundation](https://www.ups.com/foundation)

NATIONAL URBAN LEAGUE CONFERENCE



BACK TO SCHOOL



Community Empowerment Festival

free *
while supplies last

- School Supplies & Book Bags
- Family Resources
- Games, Gifts & Prizes
- Food & Drinks
- Live Entertainment
- Barber Services
- Vendors & Booths
- College Fair
- and so much more...



*When: Saturday
July 29th, 2017*

*Where: America's Center
701 Convention Plaza
St. Louis, MO 63101
Time: 10:30am - 3pm*

Free parking at S&D Parking
701 North 7th Street Garage
(Attached to Convention Center)

Free Shuttle Services call
314.338.2480 for details!

Title Sponsors:



Facebook | Twitter | Instagram
@ULSTL

More info contact:
WWW.ULSTL.COM

2017 NATIONAL URBAN LEAGUE CAREER & NETWORKING FAIR

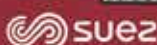
AMERICA'S CENTER

JULY
27 & 28

11:00am - 5:00pm



National Urban League



THE ADECCO GROUP



World Wide Technology, Inc

REGISTER AT NUL.ORG

Urban League & SLPS Host Back to School Giveaway for 15,000!

More than 15,000 students and their families are expected at the National Urban League Conference Back to School and Community Empowerment Festival on Saturday, July 29, 2017, from 10:00 a.m. to 3:00 pm at America's Convention Center Downtown.

This event will be the area's largest Back-To-School fair held in conjunction with the Urban League of Metropolitan St. Louis and Saint Louis Public Schools. At the Fair, all students will receive free school supplies, backpacks, eye examinations, barber services, family resources and more!

"We are excited to offer a variety of programs and services to benefit the entire family at this year's Back to School and Community Empowerment Festival," said Michael P. McMillan, president and CEO of the Urban League of Metropolitan St. Louis, Inc. Sponsors for this year's event include: Centene Corporation, World Wide Technology, Ameren, Boeing, Emerson, St. Louis Community Credit Union, Edward Jones, Walmart, MoDOT, SSM Health, St. Louis Convention and Visitors Commission, Anthem, First Bank, Microsoft, TIAA, Carnival Foundation, BJC HealthCare, MetroPCS and Southwest Foodservice Excellence.

"Our District is making advances and progress as we continue to create excellent schools," said Superintendent Dr. Kelvin R. Adams. "We will have a renewed effort this school year on providing expanded opportunities to our students and staff. The Back to School Community Empowerment Festival and Giveaway is one of the efforts we use to empower the students and their families towards academic success."

In addition, to the Back to School Giveaway students and their families will also receive free admission into the National Urban League Conference's Expo Hall. Don't miss it!



SAME HISTORY. NEW DIRECTION.

FULLY ACCREDITED

Saint Louis Public Schools is proud to announce new themes for the following schools:

**LONG
INTERNATIONAL**
MIDDLE SCHOOL

PIERRE LACLEDE
JUNIOR CAREER ACADEMY

FARRAGUT ACADEMY
of NEW HORIZONS

CLAY ACADEMY
OF EXPLORATION AND CIVICS

**ROOSEVELT
HIGH SCHOOL**
a GLOBAL COMMUNITY SCHOOL

HODGEN TECH

**WALBRIDGE
STEAM ACADEMY**

NORTHWEST
ACADEMY of LAW and SOCIAL JUSTICE

Our new themes will shake up the traditional learning environment with fun, hands-on education. Students will be exposed to outside-the-box learning, new experiences to broaden their perspective, and career paths in leading industries.

Contact us today! **(314)-633-5200** (enroll@slps.org)



slps_info



slps_info



stlpublicschools



Urban League Hosts Record-Breaking Annual Dinner

The Urban League of Metropolitan St. Louis hosted its most successful 99th Annual Dinner ever on March 27, 2017 at the Hyatt Regency St. Louis at the Arch. At the event, Judge Glenda Hatchett received a standing ovation for her keynote speech which informed the audience of the increasing need for mentorship for African American youth. Newschannel 5 on Your Side Anchor Rene Knott, served as master of ceremonies for the event which also featured a celebrated Annual Report video produced by Channel 5.

David L. Steward, founder and Chairman of World Wide Technology, and Michael F. Neidorff, President and Chairman of Centene Corporation, were honored with Lifetime Achievement Awards at the dinner. During their acceptance speeches, both Steward and Neidorff pledged their continuing support for the Urban League and announced their title sponsorships of the 2017 National Urban League Conference in St. Louis this July.

“We are truly thankful for the community’s support of the Urban League and our Annual Dinner. Without your help, it would be impossible to serve the 93,000 residents we serve each year throughout the St. Louis metropolitan area,” said Michael P. McMillan, President and C.E.O. of the Urban League of Metropolitan St. Louis.

The Urban League of Metropolitan St. Louis is a social service and civil rights organization that works to fulfill its mission of Empowering Communities and Changing Lives. Programs are offered in the areas of Economic Empowerment, Meeting Families Basic Needs, Educational Quality and Equality and Civic Engagement and Social Justice.



CENTENE
Corporation


World Wide Technology, Inc.


Anheuser-Busch


home state health.


Ameren


STEWART
FAMILY
FOUNDATION



Proud to Support the 2017 National Urban League Conference

Monsanto is a global modern agriculture company. We develop products and tools to help farmers around the world grow food using less of the earth's natural resources – land, water, and energy. We collaborate with farmers, researchers, nonprofit organizations, universities and others to develop a broad range of solutions to tackle some of the world's biggest challenges.

Learn more at
Monsanto.com

MONSANTO



Urban League Young Professionals Are Growing in St. Louis



The Urban League Young Professionals of Metropolitan St. Louis (ULYP-STL) is an auxiliary of the Urban League of Metropolitan St. Louis, comprised of over 100 young, diverse leaders whose time, energy and talents are dedicated to improving the quality of life of residents throughout the metropolitan area and furthering the local Urban League Movement.

This year was a landmark year working with President & CEO Michael McMillan. This year also marked a historic time in our nation and in the metropolitan St. Louis region with the national and local elections. Struggles and challenges facing our community were brought to the forefront and witnessed real-time. Voter engagement, education and registration; community advocacy and empowerment were our charge to combat voter suppression, educational inequity and the overarching fight for justice and equality.

In the wake of the growing needs for our community, the young professionals worked diligently to partner and collaborate with many local organizations to help stabilize our communities. Several new members were welcomed during the 2016 Join Week. The week included several opportunities for young professionals to learn about the Urban League movement and how to get involved in St. Louis.

Young Professionals empowered people to advocate.

ULYP-STL participated in the “Get Out to Vote” campaign at Harris Stowe State University. This was part of a national program aimed at increasing the voter turnout and educating young people about local and state initiatives that has great impact on them, not just the presidential election. Volunteers passed out literature at the Presidential Tailgate Block Party about different initiatives regarding the local and national election.

ULYP-STL hosted a town hall meeting for the local St. Louis com-

munity. In wake of post-election, students walking out of school & much more, we felt our community needed to have a discussion regarding moving forward. This was a way to engage the community and converse with the audience about moving forward as a community after the elections. Within the discussion, we covered community organizing, building community leaders and the importance of millennials staying involved in the policies guiding our community today. ULYP-STL partnered with the St. Louis Public School Board and The Ethics Project to help facilitate the event.

Young Professionals strengthened the Affiliate.

Close to 200 supporters joined the Urban League Young Professionals as they recognized outstanding Young Professionals from the region at the 11th Annual Urban Renaissance Gala. US Bank continued their support of the Urban Renaissance Gala along with other ULYP-STL programs.

Young Professionals continued to serve.

In 2016 ULYP-STL donated 1,000 hours in March to the region, during its annual community service blitz, Young Blacks Give Back. Our theme was Urban Vanguard’s “Reshaping Tomorrow’s Youth.”

Urban League Young Professionals supported the Affiliate by volunteering at Agency Special Events including the Whitney M. Young Society, the Salute to Women in Leadership and the Annual Dinner Meeting. Several Young Professionals joined forces with the affiliate in encouraging school attendance at the Annual Back to School Festival. Young Professionals hosted their own booth along with supporting Affiliate programs throughout the day. ULYP-STL encouraged other young professionals to volunteer their time by hosting a “Slide in to Service” event at the Jennings site. Participants were able to see first-hand St. Louis County outreach operations through fitness with learning various “Slide” dance steps along with learning about the Urban League Young Professionals. ULYP-STL also assisted with the Annual Urban League Thanksgiving Turkey Giveaway and closed the year with the Annual Holiday Party Toy Drive. Urban League Young Professionals of Metropolitan St. Louis was joined by HOT 104.1 for a Holiday Networking Party along with St. Louis’s entrepreneurs, business owners and professionals for an evening having a good time while giving back. Bags of toys were donated to the Affiliate from the annual networking with a purpose holiday party. Young Professionals donated over 1,600 volunteer hours to the Affiliate in support of early childhood, youth development, and basic needs programs.



For more information about the Urban League Young Professionals, call Barbara Bowman at (314) 615-3635 or email bbowman@urbanleague-stl.org.



*It feels
good
to give
back.*

And together with our generous customers and employees, Macy's averages more than \$1 million a week to initiatives important to you and your community – arts, education, HIV/AIDS, and women's health and wellness.

It adds up to more than \$54 million a year. It's a good feeling we can all share, and to us, that's the magic of giving.

We are proud to share that good feeling by supporting the National Urban League.



Dr. Peabody Finds Job Success with Urban League



Meet Dr. Kimberly Peabody she is a very bright, hard-working sincere professional who came seeking employment assistance at The Urban League of

Metropolitan St. Louis, Inc.; St. Clair County Division. She had a great resume, interview skills and soft skills, superb one might say. Who would ever know that when Dr. Peabody came to the Urban League it would be a 9-month experience of finding that dream position!

This was quite a difficult valley for Dr. Peabody as she made the hard decision to move back to East St Louis, Illinois and assist with family matters. Dr. Peabody holds a Doctor of Philosophy degree in Health Studies, Masters of Science in Health Education and Health Promotions and a Bachelor's of Science in Public Health Administration. With her extensive educational background and professional experience to match, Dr. Peabody appeared to be a candidate to place quickly. Not so! Dr. Peabody's resilience is exactly what was needed to gain success in her job search. She had an "I won't give up attitude".

Dr. Peabody participated in workshops on interviewing, online applications and job searching. She came to the program as if she never had a job. She absorbed everything put before her to successfully gain employment. She filled out over 60 applications online, went to countless interviews and was eventually offered an entry level position in a company. Dr. Peabody was willing to do whatever necessary to get through the door. The Urban League continued to support Dr. Peabody and her family through this transition and it finally paid off. Dr. Kimberly Peabody was offered the position of Director of Health and Promotion Services. Shortly afterwards, Dr. Peabody sent an email stating, "Thank you for believing in me. Your support was key to increasing my self-esteem during my valley experience."

As a team we seek to not just do job placement but Career Development, said Keshia Chatman, Division Operating Officer of the Urban League's St. Clair County office.



© 2017 Express Scripts Holding Company. All Rights Reserved. 17EMIE4.1948

Embracing our differences helps 83 million people get the medicine they need.

Express Scripts promotes a workplace that embraces diversity and inclusion – and a culture where everyone can bring their best self. Our ideas, backgrounds and experiences are in service of a common goal: making medicine more accessible and affordable for everyone. We proudly support the Urban League on both the local and national level, and the St. Louis community we call home.

Visit us at the N.U.L. Experience Expo and Career & Networking Fair to learn more.



**You see possibility.
We see you.**



When you are ready to plan for the future, spend some time with our online financial tools and resources that are designed to help you work toward your goals. Start your journey with us – we are here to support you. financialgenius.usbank.com

U.S. Bank is proud to sponsor The Marketplace at the 2017 National Urban League Conference.



the POWER of POSSIBLE™



Member FDIC. ©2017 U.S. Bank 170353C 3/17
"World's Most Ethical Companies" and "Ethisphere" names
and marks are registered trademarks of Ethisphere LLC.

DURING THE URBAN LEAGUE CONFERENCE.....

During the 2017 National Urban League Conference, the Urban League of Metropolitan St. Louis, Inc. and the Salvation Army, Midland Division, will open the Ferguson Community Empowerment Center on the site of the burned out QuikTrip located at 9420 West Florissant Avenue, Ferguson, MO 63136. "The opening of the Ferguson Community Empowerment Center will be the first time in the Urban League and Salvation Army's combined 250-year history that we have jointly built a building. We hope that the Ferguson Community Empowerment

Center will serve as a catalyst to empower and inspire the residents of North St. Louis County to greater economic development and self-sufficiency for years to come," said Michael P. McMillan, President and CEO, Urban League of Metropolitan St. Louis, Inc. The new facility will house the Urban League's "Save Our Sons" workforce program, which will provide job training and placement services for African-Americans and other young men in the St. Louis region. Founded in the aftermath of the Ferguson Crisis, the Save Our Sons program has helped

400 men find jobs in the St. Louis area since 2015. Additionally, the Salvation Army's division will contain the Pathway of Hope program for families striving to break free of intergenerational poverty and the Spark Academy, an out-of-school program for 3rd and 4th graders. Pathway of Hope is asset-based program focusing on a family's possibilities and strengths for reaching their goals and dreams. The University of Missouri-Extension program will offer its Small Business Development Center to deliver counseling, training and technical support

to aspiring entrepreneurs. The Lutheran Hope Center will provide the "Readers to Leaders" program to empower youth by helping them become strong readers who enjoy growing in knowledge through different kinds of literature. Together, all four of the social service partners and owners of the Ferguson Community Empowerment Center will work to rebuild and grow economic vitality and livelihoods of the City of Ferguson, its surrounding communities and its residents.



@ULSTL1918



follow us on twitter

@ULSTL

#ulstl #ulsos #ulheadstart



F E R G U S O N
COMMUNITY EMPOWERMENT CENTER



9420 West Florissant Ave.
Ferguson, Missouri 63136



Our success is driven by diverse ideas, perspectives, and people



For Wells Fargo Advisors, diversity is more than a strategic goal and a core value for our firm — it's the driving force behind our commitment and appreciation for different ideas, perspectives, and people. Wells Fargo Advisors is committed to building a diverse work force that mirrors the communities in which we live and work.



To learn more about our firm or career opportunities, visit wellsfargoadvisors.com

Wells Fargo recognizes and values the diversity of its employees, customers and business partners. Wells Fargo is an Affirmative Action and Equal Opportunity Employer, Minority/Female/Disabled/Veteran/Gender Identity/Sexual Orientation. Wells Fargo Advisors is a trade name used by Wells Fargo Clearing Services, LLC, Member SIPC.

© 2016-2017 Wells Fargo Clearing Services, LLC. All rights reserved.
0216-2333 [98202-v1] IHA-4544602

Together we'll go far



The C Suite

Business Notes: 10 Essential Skills for Success

By Charlotte VM Ottley

Degrees and certificates are not the only measure of one's ability to succeed. Other elements come into play like life experiences, market demand, styles of leadership and expectation. However in addition to learned skills there are ten essential abilities that will distinguish one level of success over another. These essential attributes are:

1. Access-ability: First off, how easy is it for people to contact you? It is best to publish or establish a schedule. Let others know by what means is best to reach you. Secondly, how readily can you contact others to assist you in helping the company achieve its goals?

2. Account-ability: Accepting responsibility for your tasks and being held accountable for the results without blaming others is key. Taking responsibility for actions, products, decisions, and policies including the administration, governance, and implementation within the scope of the role or employment position and encompassing the obligation to report, explain and be answerable for resulting consequences. Yep, that's what the dictionary says and this is what employers expect!

3. Adapt-ability: Change is inevitable. Even when you do not agree there is a time after making your point being "right" is not good enough and the rewards are not as great as you think. Flexibility and compromise works best most of the times without sacrificing your integrity or your voice.

4. Believe-ability: Sales is based on people believing you know what you are talking about. They can trust you. They believe you have integrity and you know what you are talking about. This is a priceless attribute.

5. Leader-ability: Your leader's success is based on their ability to trust you. Your Boss needs to rely on you to give honest and straight forward answers even when it goes against theirs. They deserve your respect and loyalty. There is no gain in their being wrong and you being right. Good leaders surround themselves with expertise that are the best in their areas and factors their thoughts into final decisions. Give your best to help ensure overall success.

6. Communication-ability: The form of communication should be matched to the recipient. What is easy for you is not always effective for others. Believe it or not a written note or letter is still pretty impressive. Listen. Consider and decide the best form of communication to make your point. Sometimes you need to use more than one means. Whatever your choice make it accurate, concise and meaningful.

7. Faith-ability: Possibility thinkers are an asset anytime. Believers tend to have a higher purpose that, fuel us.

8. Forgive-ability: Forgiving in the workplace is continuing to work even when you disagree with policies and practices of the company. Continue to do your work with the highest integrity for the overall good of the company. Many a project or business has failed because of power plays, deceptions and who's on first debates. Sometimes being unwilling to work with a co-worker can negatively impact success for what can work for everyone. Always evaluate the big picture, look beyond the obstacles and work to succeed with the highest integrity while playing to win.

9. Rebound-ability: The ability to stay on task and work for adjusted and positive outcomes. We all face defeats and disappointments. When we do, pause if you must, express yourself, then get back on track.

10. Sustain-ability: Staying power overrides quick fixes. It requires staying the course through the good times and not so good times. Success is fickle. You have to love it enough to go the distance.

Common to all of these is character and an inherent ability to find joy in the moment!

"Education gives us a portion of the knowledge needed to succeed. Work experiences gives us enhanced knowledge to put to practice what education has taught us. Life teaches us valuable lessons that make us question our knowledge and previous experiences. Yet skills at navigating what we have learned and experienced, inevitably ensures our success."

An Ottley-ism





Services Provided:

- Consumer Directed Services (CDS)
- Personal Care
- Homemaker/ Chore Worker
- Advanced Personal Care
- Respite Care
- Nursing
- Transportation
- Case Management
- Community Resource Advocacy

"Home is Where the Heart is!"

Counties Served:

St. Louis Offices

St. Louis City and County

St. Charles

Franklin

Jefferson

Warren

Hannibal Office

Audrain

Lewis

Lincoln

Marion

Monroe

Montgomery

Pike

Ralls

Randolph

Shelby

St. Louis County Office

11520 St. Charles Rock Rd. Ste. 104

St. Louis, MO 63044

(314) 739-2100

www.AtHomeCareStLouis.com

St. Louis City Office

2529 Hampton Avenue

St. Louis, MO 63139

(314) 739-2100

www.AtHomeCareStLouis.com

Hannibal Office

2 Melgrove Lane #100

Hannibal, MO 63401

(573) 719-3262

www.AtHomeCareHannibal.com

We are your BEST choice for home care. Call us TODAY!

Focus on your future.



A free financial program to help you reach your goals by understanding what you are trying to achieve and providing the tools that get you closer to where you want to be.



**Office of Financial Empowerment
Treasurer, City of St. Louis**



**For more information about these and other programs, go to
www.stlofe.org or call 314-622-4700.**

Guild Serve As Ambassadors to the **Urban League** Movement



The Urban League Guild of Metropolitan St. Louis is comprised of community volunteers, civic leaders, business and professional men and women committed to improving the quality of life for African-Americans and others. The Guild is an auxiliary that serves as ambassadors for the St. Louis affiliate and the National Council of Urban League Guilds. The Guild promotes the Urban League's efforts to empowering African-Americans and others throughout the region securing economic self-reliance, social equality and civil rights. The mission of the National Council of Urban League Guilds is to stimulate, develop and promote volunteer participation and leadership within the local Urban League Guild in consistency with the goals and objective of the local affiliates. The Guild was established to support the local Urban League and its programs through four basic program functions:

- Fundraising
- Community Service
- Public Relations
- Leadership Development for Guild members

Last year, The Salute to Women in Leadership Gala honored 14 distinguished women selected from various professional and civic categories. Yolanda Adams and Freda Payne were recognized as Lifetime Achievement Award winners. Michele Brown was also recognized as Guild Member of the Year.

The Guild collaborated with the League and held the annual health fair at the O'Fallon YMCA in effort to provide health education to an at risk population. The Guild commits to providing this annual event with the affiliate and the O'Fallon branch. About 131 people attended.

Community partners included: the Lupus Foundation of America; Walgreens; St. Louis University Student National Medical Association; Starbucks; Reliance Bank; Lupus Foundation of America; My Blooming Health; Damsels in Defense; St. Louis Department of Health; Myrtle Hilliard Davis Health Center; Walgreens' Pharmacy; Aetna Insurance; and STL Flava. For more information about joining the Urban League Guild, call Angelia D. Bills at (314) 615-3604 or email abills@urbanleague-stl.org.

Many Faces; One Goal

At Edward Jones, we continuously work to create an inclusive work environment. By welcoming different perspectives, we can better understand our clients' needs and consistently deliver an ideal client experience.

Edward Jones
MAKING SENSE OF INVESTING

**Anthem Blue Cross and Blue Shield
in Missouri is a Proud Supporter of the**



**Urban League of
Metropolitan St. Louis, Inc.**

**As we honor your commitment to empowering
our communities and changing lives, we pledge
our support to you as you pursue your mission
to advance economic opportunity, educational
excellence, community empowerment and civil
rights and advocacy in St. Louis.**

In Missouri, Anthem is operating 30 counties in the Kansas City area. Anthem Blue Cross and Blue Shield is the trade name of Regence Blue Cross of Missouri, Inc. (RBCMO), Health Alliance of Missouri, Inc. (HAMO), and HMO Missouri, Inc. (HMO) and certain other entities. Regence Blue Cross of Missouri, Inc. (RBCMO) is a subsidiary of Regence Health Plans, Inc. (RHP). RHP and certain other entities are licensed by the State of Missouri. RHP and certain other entities only provide administrative services for self-funded plans and do not underwrite benefits. Independent Business of The Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of The Blue Cross and Blue Shield Association.

'Historic amount of minority inclusion' 75 percent of workforce, contracts on \$4M Urban League project goes to minorities

By Rebecca Rivas
Of The St. Louis American

The burnt-out QuikTrip convenience store that became a symbol of racial unrest after a Ferguson police officer killed an unarmed black teenager in August 2014 will soon reopen as a community center focused on job training for African Americans.

The store was looted, burned and spray-painted "R.I.P. Mike Brown" during the unrest following Michael Brown Jr.'s shooting death by then-Ferguson police officer Darren Wilson on August 9, 2014. The QuikTrip Corporation remediated the site and then donated the property, at 9420 W. Florissant Avenue, to the Urban League of Metropolitan St. Louis.

The Urban League is now putting the final touches on the Community Empowerment Center of Ferguson, which employed minorities for about 75 percent of both the workforce and business contracts on the nearly \$4 million project.

"It's a historic amount of minority inclusion," said Michael McMillan, president and CEO of the Urban League of Metropolitan St. Louis. "It shows the fact that when people say they cannot find enough qualified minority companies, you can find them. They do exist, and you can deliver a quality product on time and on budget."

The Urban League co-owns the building with the Salvation Army, and both will be offering services out of the center. The building is a two-story, 13,500-square-foot facility.

"It was a place where it was almost a black eye to the community, and now it's a place where people in the community can get help," said Zachary Hamilton, of Kwame Building Group, who managed the project's construction. "You have two pretty significant national nonprofits both in the same building." Simms Building Group was the main contractor on the project, and most of the subcontractors were small businesses. Kwame, an employee-owned local company, was the construction management group.



"We didn't have any super big boys on the job," Hamilton said. Among the workers and business owners, Hamilton said that he commonly heard that this was the type of project that they would bring their children by to see. *"It's one of the projects that*



you're very proud of, even though it's not the most complicated or the most expensive project you've worked on," Hamilton said. "It's because of what it stands for."

He's also proud that the project reached the highest amount of minority participation among any project in St. Louis, to his knowledge. Once completed at the end of the month, the new facility will house the Urban League's "Save Our Sons" workforce program, which will provide job training and placement services for African Americans and other young men in Ferguson and North St. Louis County. **CONTINUED >**



“When people say they cannot find enough qualified minority companies, you can find them. They do exist, and they can deliver a quality product on time and on budget.” – Michael McMillan

CONTINUED

The Salvation Army will provide help with after school tutoring, financial assistance for rent and utilities, and emotional and spiritual care for individuals reentering society after incarceration, said Lt. Colonel Lonneal Richardson, who was the Salvation Army Midland Divisional commander when the center was conceived. Its Pathway to Hope program, which helps families break free of poverty, will also be part of the center, he said.

“These are just some of the services desperately needed in North St. Louis County,” said Richardson (now commander of women’s ministries for the Salvation Army Northern Division, based in Minneapolis, Minnesota).

In addition to The Salvation Army, the

center also will have offices for Lutheran Church-Missouri Synod and University of Missouri-Extension. Provident and Better Family Life plan to hold community events and offer resources there occasionally.

McMillan has said that Michael Johnson, a QuikTrip board director, called him days after the QuikTrip burned asking what they could do. In the Urban League’s conversations with community members, particularly young men, they expressed that they want jobs, McMillan said. In the Save Our Sons four-week job-training program, participants learn everything from public speaking and team-building to emergency financial preparation and health care.

“This is the first time in 99 years that we had ever built a building,” McMillan said.

“We’ve always bought or leased a building. We were purposeful about seeking that property, where the tragic burning is something we hope will turn into a triumphant event and where it will serve the community.”



THE UNIVERSITY OF REAL-WORLD SKILLS FOR REAL-WORLD JOBS.

Increase your earning potential with an accredited bachelor's or master's degree in business, IT, education, or healthcare. WGU Missouri is online, nonprofit, and surprisingly affordable.

WGU  **MISSOURI.**
A NEW KIND OF U.

LEARN MORE
missouri.wgu.edu



Now Hiring for Assistant Manager Trainees

in the Greater St. Louis and Southern Illinois area!

Visit: wmtcareers.com/urbanleague
for more information and to apply.



*With Walmart, it's more than
a job. It's a place to belong.*



urban league

Young Professionals

NOIR CULTURE

PROFESSIONAL KINGS & QUEENS

NIGHTPARTY | \$25

TWO FREE DRINKS + NAPPY DJ NEEDLES



MARRIOTT
ST. LOUIS GRAND

THE CRYSTAL BALLROOM

800 Washington Avenue
Saint Louis, Missouri 63101

SAT. JULY 29TH

8pm - 12am

Purchase Tickets: ulstl.com

AFTERPARTY @ The Olive Bar - Discounted Admission
3037 Olive Sreet, Saint Louis, Missouri 63103



enterprise
rent-a-car



RB
RESERVE
YOUR SEAT

nappydjneedles.
GIVING YOU TRUE SPIN SINCE 1998

URBAN LEAGUE

& URBAN LEAGUE GUILD

SALUTIE
TO WOMEN IN LEADERSHIP

MARRIOTT ST. LOUIS GRAND HOTEL
800 WASHINGTON AVENUE
SAINT LOUIS, MISSOURI 63101

on

FRIDAY, JUNE 15TH, 2018

- 5:30 p.m. Reception | 7:00 p.m. Dinner -

BLACK TIE
ANNIVERSARY
CELEBRATION

Gala

100
URBAN LEAGUE
OF METROPOLITAN SAINT LOUIS



URBAN LEAGUE
of Metropolitan Saint Louis, Inc.
EMPOWERING COMMUNITIES. CHANGING LIVES.

United
Way



United Way
of Greater St. Louis



ACCREDITED
CHARITY



Bank of America recognizes the Urban League of Metropolitan St. Louis for investing in tomorrow's leaders

Before you know it, the children of today will become the leaders of our communities. Investing in them now will pay dividends in curious minds, a confident outlook, and fulfilled potential.

Bank of America is proud to offer our appreciation to the Urban League of Metropolitan St. Louis for showing our young people that hard work, teamwork, and reaching for excellence can lead to a bright tomorrow.

Visit us at bankofamerica.com/local

Life's better when we're connected®

©2017 Bank of America Corporation | SPN-125-AD | ARMWTPSR

Bank of America 

Bank of America
Merrill Lynch
U.S. Bank of America
Trust Merrill Lynch

FIRST BANK WISDOM:[®]

**Our greatest success story
is helping you write yours.**

Let's put communities first.

**First Bank is proud to sponsor the 2017
National Urban League Conference**



Member FDIC

Mortgage
Personal Banking
Wealth Management
Mobile Solutions

firstbanks.com
1-800-760-BANK (2265)

BLACK TIE
ANNIVERSARY
CELEBRATION

Gala

1000
URBAN LEAGUE

OF METROPOLITAN SAINT LOUIS
ANNUAL DINNER MEETING



MARRIOTT
ST LOUIS GRAND

800 Washington Avenue | Saint Louis, Missouri 63101

SATURDAY, MARCH 24TH, 2018

- 5:30 p.m. Reception | 7:00 p.m. Dinner -

LOCATIONS

URBAN LEAGUE OF METROPOLITAN SAINT LOUIS

AGENCY HEADQUARTERS

3701 GRANDEL SQUARE
ST. LOUIS, MO 63108
(314) 615-3600
WWW.ULSTL.ORG

ST. CLAIR COUNTY OPERATIONS

10220 LINCOLN TRAIL
FAIRVIEW HEIGHTS, IL 62208
(618) 274-1150

ST. LOUIS COUNTY OPERATIONS

8960 JENNINGS STATION RD.
JENNINGS, MO 63136
(314) 388-9840

VAUGHN CULTURAL CENTER

3701 GRANDEL SQUARE
ST. LOUIS, MO 63108
(314) 615-3600

JAMES H. BUFORD OUTREACH CENTER

935 N. VANDEVENTER
ST. LOUIS, MO 63108
(314) 615-3690

WORKFORCE INVESTMENT ACT YOUTH PROGRAM JOBS FOR MISSOURI GRADUATES

MISSOURI CAREER CENTER
715 NORTHWEST PLAZA
ST. ANN, MO 63074
(314) 615-6015

FERGUSON COMMUNITY EMPOWERMENT CENTER

9420 W FLORISSANT AVE
FERGUSON, MO 63136

HEAD START HEADQUARTERS

8964 JENNINGS STATION RD.
JENNINGS, MO 63136
(314) 867-9100

NORTH SPRING CENTER

911 N. SPRING
ST. LOUIS, MO 63108
(314) 652-2406

MT. ZION CENTER

1440 S. COMPTON
ST. LOUIS, MO 63104
(314) 773-0733

MARTIN LUTHER KING, JR. CENTER

1437 LAUREL
ST. LOUIS, MO 63112
(314) 389-8800

MAGNOLIA CENTER

2725 ALHAMBRA CT.
ST. LOUIS, MO 63118
(314) 589-6298

Special Thanks:

St. Louis American Staff

Photography Credit:

Bradley J. Rayford | Carl J. Bruce | DavisProject | Gentry Trotter
Marcus Allen | Maurice Meredith | Mead Reusing | Multimedia PR News

2017 Urban Connection Production Staff

Angelia D. Bills

Vice President of Communications

Richard Keith Davis, II

Director of Multimedia Marketing & Graphic Design

Created by: **DAVIS PROJECT**
CAPTURING IDEAS INTO DESIGN

BUDWEISER.

THANKS FOR ALL YOU DO.

With commitment, determination, and effort, great things happen.
We at Anheuser-Busch salute the Urban League of Metropolitan St. Louis
for coming together and striving for a Better World.



Bringing people together for a better world





For more than three decades, the heart and soul of Centene has been linked to the health of the communities we serve. As we work tirelessly to meet the healthcare needs of individuals and families across the U.S., we know we cannot do it alone. With valuable partners like the National Urban League, who share our vision for a healthier future for all, we are able to launch programs and initiatives that empower communities and transform lives.

Today, we welcome the 2017 National Urban League Conference to St. Louis, a place that we call home. We salute the National Urban League for providing solutions for underserved citizens in cities across America for over 100 years.

CENTENE[®]
Corporation