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March 31, 2022

Ms. Denine Goolsby, Director
SPEAR Foundation
PO Box 335688
North Las Vegas, NV 89033-5688

Dear Ms. Goolsby:

Thank you for your support of the **2021 Black Diamonds Women's Initiative** at Cuyahoga Community College (Tri-C®). I am pleased to share with you the enclosed report on the successful outcomes of this ongoing initiative. It has grown into a blend of in-person and virtual activities, making meaningful impact in our community.

The initiative mission is to create *a systemic support structure for African American women and girls, enabling access to information, programing, educational alternatives, and services, which increases emotional wellbeing, educational success, career opportunities, and financial outcomes*. A core focus is to promote rewarding career opportunities with sustainable wages in fields where women are challenged to enter.

In 2021, the **Black Diamonds Women's Initiative** engaged over 1,000 individuals, providing valuable connections to community resources while creating a safe space for women of color. Highlights include mental health group sessions, workshops on homeownership and generational wealth, on-ground workshops at area high schools, creating safe space for Black women's voices, and celebrations to reduce stress.

Enclosed is an invoice for your organization's pledge to support the initiative. Thank you for your continued partnership in this transformative program is helping our students achieve greater career opportunities and economic prosperity in Northeast Ohio. If you have any questions regarding the enclosed materials, please do not hesitate to call Liz Conway, Director of Development, at 216-987-4897 or elizabeth.conway@tri-c.edu.

Sincerely,



Megan O'Bryan
Vice President, Development & Tri-C Foundation





Black Diamonds Women's Initiative

Annual Report 2021

Linda Lanier, Founding, Co-Chair

Diane Gaston, Co-Chair

Annette McDowell, Co-Chair

Rebecca Stolzman, Co-Chair

Black Diamonds 2021 Annual Report

Mission

A systemic support structure for African American women and girls, enabling access to information, programming, educational alternatives, and services, which increases emotional wellbeing, educational success, career opportunities, and financial outcomes.

Core Goals & Objectives

The Black Diamonds Women's Initiative provides African American women and girls with information, resources, and opportunities which support career, educational, social, and emotional wellbeing. Our objectives are achieved through collaboration with educational institutions, community agencies, entrepreneurs, businesses, and individuals. Research confirms that although African American women are advancing with higher levels of education and work experience despite societal obstacles, (US Department of Education, 2015) they are continuously reported at the lowest social economic levels with less wealth and opportunities compared to their counterparts (Bureau of Labor Statistics, 2011). Additionally, cultural myths of the strong Black woman and the angry Black woman continue to undermine their physical and mental health.

Jan. 2021- Dec. 2021 Black Diamond Programming & Activities

I Want to Be Seen and Heard: African American Women and Health Care

Panelist: Munirah Bomani, MD, MetroHealth, Lisa Johnson, RN, BSN, CDP, Aultman Hospital. **Moderators:** Associate Professor Diane Gaston, Student Intern Danasia Holliday.

This panel discussion tackled current and historical barriers African American women encounter related to healthcare policies and practices. Panelist identified disparities in treatment outcomes and equip participants with lifesaving information while interfacing with medical providers. The webinar engaged and challenged health care professionals and providers to examine clinical practices in service delivery to African American women.

The poster is for an event titled "I Want to Be Seen and Heard: African American Women and Health Care". It is presented by "THE BLACK DIAMONDS INITIATIVE" and Cuyahoga Community College. The event is a discussion about health care disparities and strategies for advocacy and empowerment. It features two speakers: Munirah Bomani, MD (MetroHealth) and Lisa Johnson, RN, BSN, CDP (Aultman Hospital). It also features two moderators: Diane Gaston (Associate Professor, Philosophy, Cuyahoga Community College) and Danasia Holliday (Tri-C student, Black Diamonds intern). The event is scheduled for Thursday, Jan. 28 at 7-8:30 p.m. and includes a link to register.

I Love Myself: Healthy, Body, Mind and Spirit

Program Leads: Chef Patrice Zebbs, Niké Olabisi-Green, NOLA Movements, Shavonda Johnson, MSW, LISW-S

This six-week intensive and holistic program encouraged self-care through developing healthy choices. The three faceted program engaged participants in virtual and live workshops centered in nutrition, movement and mental health. Participants learned strategies of self-care that promote better food choices, exercise, and self-examination. Eating healthy was encouraged by Chef Patrice Zebbs, an expert in plant-based cooking, who led participants in weekly virtual meal preparation. During the virtual demonstrations, Chef Patrice presented healthy alternatives for common foods. Participants expanded their knowledge of nutrition and meal planning for families. Niké Olabisi-Green, Chief Movement Leader of NOLA Movements and wellness specialist, opened access for participants to choose a NOLA movement class virtually or on-ground. Movement is critical to physical and mental wellness as it increases endorphins to reduce stress, while burning calories. The program was completed as mental health specialist, Shavonda Johnson, MSW, LISW-S, conducted weekly group sessions centered on self-care. The Saturday morning meetings included self-affirmations and methods to destress and reset. Through the session's participants developed a sense of community and "we are in this together", which they reported enhanced emotional wellness.

Starting, Saving, Spending: Making Sound Financial Decisions.

Financial literacy is a key component of the Black Diamonds Initiative. Home ownership is an avenue in which Black women can begin to build generational wealth. Industry professionals discussed steps to homeownership, investments, and financial readiness. Panelists provided steps to develop multiple streams of income in the rental business. The webinar provided information to understand credit reports, credit ratings, and the elements of making sound financial decisions which enhance credit worthiness and financial stability.

Black Diamonds
THE BLACK DIAMONDS INITIATIVE PRESENTS

I Love Myself: Healthy Body, Mind and Spirit

A holistic approach to living well and making wellness the center of self-care

March 1- April 9

Participants will receive:

- Group meetings with a chef
- Meal planning assistance
- Private virtual group workout opportunities
- Emotional support

Receive a six-month subscription to a local fitness center upon completion!

Join us for an information session
Thursday, Feb. 11, 7 p.m.
[Register Here](#)

Presenters:
Chef Patrice Zebbs
Shavonda Johnson
Niké Olabisi-Green

Generously supported by the
Native Pilgrim Wellness Fund of the
Coyahoga Community College Foundation

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Lydia M. Pope, SBE, MBE, DBE, WBE Certified
President and Broker,
ESD Realty and Investment Co.
Branch Manager/
Housing Counselor,
NIDHCA

Hazana Rivers, CISR, CLCS
Client Executive -
Small Business, Hyland

MODERATOR

Chandra Arthur
A/E Program
Accreditation and
Health Care Initiatives
Coyahoga
Community College

Black Diamonds
THE BLACK DIAMONDS WOMEN'S INITIATIVE PRESENTS

Starting, Saving, Spending:

Industry Professionals Discuss
Making Sound Financial Decisions

Information for those who are starting out or starting over,
including how to build savings and investments and the
critical aspects of spending and credit.

Thursday, March 25 | 7-8:30 p.m.
[Click here to register](#)

Coyahoga Community College
Black Diamonds
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Black Diamonds Women's Conference 2022: Featuring Captain Deshauna Barber, Miss USA 2016

The groundbreaking 2021 Black Diamonds Women's Conference was a collaboration between local school districts in Cuyahoga, Summit and Portage counties. Partnering with a virtual platform provider, the Black Diamonds conference was simulcast, with in-person workshops at Shaw High School in East Cleveland, Buchtel Community Learning Center in Akron, and Theodore Roosevelt and Ravenna high schools in Portage County. Virtual participants joined in live discussions with presenters conducting in-person workshops at partner school sites.

A stellar panel of professional women representing various careers conducted conference workshops. The topics included: Movement & Mindset in the Midst of a Pandemic, Make It Make Sense: Navigating Into Independence, The Most Important Brand is You, Taxed By Life, Factory Reset, Excellence is Attainable, Me, Myself & I: Embrace Your Personal Power, and How are You Gonna Win: If You Ain't Right Within.

5th Annual
Black Diamonds
 Cuyahoga Community College
Women's Conference 2021
FRIDAY, OCT. 15

KEYNOTE SPEAKER  Deshauna Barber Miss USA 2016	 Munirah Bomani, M.D. Family Medicine, MetroHealth	 Tonya Byous Assistant Director of Curriculum and Instruction, Centers for Families and Children	 Heidi Cressman Director of Diversity and Inclusion, University of Akron College of Engineering
 Chrishawna Cunningham Diversity and Inclusion Officer, Union Home Mortgage	 Raquel Eatmon CEO, Rising Media LLC	 Amber Good Acting Head of PR and Marketing, Goodyear Global Brand Licensing Program	 Judge Anita Laster-Mays Ohio 8th District Court of Appeals
 Lisa McCraney Founder and Executive Director, Healing Heart Counseling and Consultation Services	 Lakisha Miller-Barclay Executive Director and CEO, Rubber Division, ACS	 Nike Olabisi-Green Owner, NOLA Movement	 Lorraine Walters, D.O. Ob/Gyn Resident, Summa Health

Black Diamond Collaborations:

We all felt the stress that the pandemic conditions created with limited face-to-face interaction. To relax and ease tensions, the Black Diamonds committee spearheaded a partnership with the Black American Council (BAC) and Student Affairs departments at Metro and Eastern campuses to present “Spring Fever”, a virtual and interactive fun night with comedians, DJs, line dancing, and Tri-C Jeopardy. The event was huge success with 300 people in attendance to play, dance, and laugh for an evening. Expanding partnerships co-chairs Linda Lanier and Diane Gaston facilitated the discussion “Black Diamonds: Making Safe Spaces for African American Women” in collaboration with Tri-C’s *Let’s Talk About It* series. The co-chairs provided insights, strategies, and platforms which are inclusive and respond to the needs of African American women.

In 2021 the Black Diamonds Women’s Initiative engaged over 1,000 individuals providing valuable connections to community resources while creating a safe space for women of color.

Black Diamonds 2021 Highlights:

- Ø I Love Myself – Six weeks of mental health group sessions
- Ø Building strategies to homeownership (generational wealth)
- Ø On-ground workshops at Shaw, Buchtel, Theodore Roosevelt and Ravenna high schools
- Ø Historic live & virtual conference
- Ø A safe space for African American women’s voices
- Ø Virtual “party” the ultimate stress reducer

