



Mayor Jackson a surprise showstopper at Cleveland Foundation event



Cleveland Mayor Frank Jackson poses with Grace Scales, National Urban Fellow '89 and event organizer. Photo by Mary Boone

By Richard T. Andrews
Editor

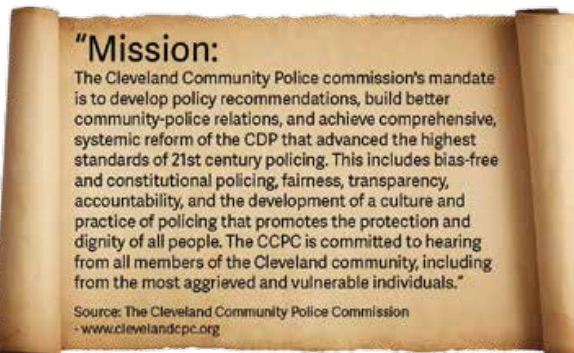
Frank Jackson is probably the most misunderstood mayor in Cleveland history. He is a no-frills politician with a strong aversion to any sort of grandstanding or self-promotion. He is extraordinarily grounded as a man and as mayor. He knows who he is and where he came from and feels no need beyond a point to explain himself or his decisions.

Jackson's speaking style
Continued on page 11

Here I Stand

The Community Police Commission mission includes hearing from Me

Editor's Note: Iam Ourcle is a rising mid career black professional and a deeply committed advocate for equity and inclusion in the workplace and in society. We publish this piece under her pseudonym so as not to jeopardize the efficacy of her work.



Dear Community Police Commissioners,

It's about time. Finally, we are speaking truth. Changing the language and way we conduct the community's business. With audacity to hear my voice. See Me, whole. Un-

dergird your work with my contributions. Promote and protect my dignity and everyone I represent — with empathy, truth and respect.

Being the diverse collective you are, I hope most of you appreciate the urgency-of-now to acknowledge me in the forefront of your

mission. Clearly, the communities you are or represent, are overwhelmingly me: African Americans, Hispanics, Women, LGBT People, Elderly, Pregnant Women, People with Physical and Mental Disabilities, Limited English proficiencies and Others. We are the communities cited in (and underneath) the Department of Justice's 2014 findings that concluded: "there is reasonable cause to believe that CDP [Cleveland Division of Police] engages in a pattern or practice of using excessive force in violation of the Fourth Amendment of the United States Constitution."

Your diligence suggests Our experiences and indisputable realities are being acknowledged. Will our contributions transform the culture and practices of policing our

communities? Will we craft a new way forward? Only time can answer these questions. But, I know this: Making Us visible vanguards in your undertaking requires an accounting for how each of our lives are impacted by your recommendations — and, ultimately, how our communities are policed. We are residents whose lives are most affected by police misconduct. Your initial step humanized us. Propelled us toward building trust and legitimacy. But if we want better community-police relations and reform, we still have a ways to go.

I applaud your astute awareness of time and place. Your public meeting last month at Cudell Recreation Center began with a public comment period. Many

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BEDFORD SCHOOLS RELEASE PRIVILEGED STUDENT INFO IN VIOLATION OF FEDERAL LAW

Breach occurs in apparent slip up in response to reporter's request

By Richard Donald Jones
RDP CORRESPONDENT

The Bedford School District suffered a massive self-inflicted data breach over the last several weeks as private

records ranging from passwords used to access evaluations of kindergarten students to internal emails regarding the birth control choices made by the daughter of secondary school teacher were inadvertently released to this reporter

by the Treasurer's office.

The release was in response to a benign request made by in June of this year for emails coming and going from the public accounts of Bedford school board members and the outgoing superintendent.

The records included names address and phones of parents and special needs IEP programs.

Bedford School board Vice President Phil Stevens was the first to respond for comments

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New Black Business Chamber has successful launch at MOCA



L-R: US Black Chamber National President Ron Busby, Cleveland chapter executive director Jeanette Saunders, and Cleveland board chair Michael Obi; Pamela Marshall Holmes of the Cleveland Clinic, Kristi Capel of WJW-TV, and Stefan Holmes of First Merit Bank; Michelle Felder [Felder & Co.], Marsha Mockabee [President & CEO, Urban League of Greater Cleveland], Lonnie Coleman, [President, Coleman Spohn Corporation] and Deborah Perkins [CEO of Faith Community United Credit Union]. Photos by Eric Benson.

The Presidents Council Business Chamber [PCBC] scored an impressive debut with its inaugural reception at the Museum of Contemporary Art in University Circle on Nov. 10.

Many area businesspeople, from major Minority Business Enterprises [MBEs] to professionals working from home, to as-

piring entrepreneurs, came out to support the new organization or perhaps just out of curiosity at the latest in a long line of organizations and institutions looking to encourage African American economic development.

If the guests were looking for a successful business role model, there were many in attendance, but

perhaps none more scintillating than Ron Busby, the featured guest, keynote speaker and founder of the US Black Chamber [www.usblackchamber.org]. Busby told a captivating tale of his business career that began with expanding his father's very modest commercial office cleaning business into the country's

largest in only a few years.

In just a few years, the national has grown to include chapters in 28 states that represent roughly 240,000 MBEs. While his message was positive and upbeat, Busby did share some dismal statistics. He said on average black people spend less than 3% of their dollars with other Af-

rican Americans. On the positive side, if that number were upped to 10%, those black businesses would have to hire one million people.

Michael Obi, board chair of the new local chapter, reported with a smile that the new organization already has about 70 members.



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Courtesy of wikimedia.org

By R. T. Andrews
EDITOR

If you move around town at all you can't help but notice how active the construction industry has become in Greater Cleveland. Cranes, hard hats, orange barrels appear to be everywhere year-round.

Demolition, construction, rehab — all share some common features, most especially big bucks and the need for skilled labor.

Historically, the construction industry has been a difficult one for black people. Owners, contractors, union leadership and rank and file were in cahoots to keep black men from doing all but the most menial, low-paying and dangerous jobs.

That was quite a turnaround, actually; in the middle of the 18th century black men were often in high demand as skilled tradesmen. Many were slaves of course, and their owners often hired them out. Over time following emancipation, a variety of factors squeezed black workers out of the ability to earn an honest day's work in the construction industry.

Of late there have been signs that this deplorable state of affairs is once again chang-

ing. Some of the factors are still at play: economics and demographics. This region is slowly learning that racism is an expensive luxury that we cannot afford. When opportunities are denied citizens for arbitrary reasons like race, artificial shortages occur. That may yield temporary benefits to a few, but over time it depresses the economy, discourages talent, and produces other negative consequences.

If that sounds vague or theoretical, consider this. White men, who have dominated construction for more than a century, using its profits to create and sustain families and build wealth, are an ever-shrinking portion of the population. Locally, there are large institutional owners, major contractors, and even union leaders who recognize this. Today, the son of the guy who fought to keep your father off the job site, outside the union, and away from his neighborhood, is now looking at ways to at least get you a union card because his sons and nephews are entering the building trades in far fewer numbers.

Last month I attended a union event during National Apprentice Week. It was at a gleaming facility, a union hall costing upwards of \$7 million to build in a new industrial park. It was in a part of this

county where at the start of Bill Clinton's presidency black people were mostly invisible if not decidedly unwelcome. But on this day the room was full of young black and brown young men, and a few women, participating in an apprentice training program run and paid for by unions seeking new recruits for what are still some of the best wages in America today.

After a flurry of introductions, a black man took the podium representing the largest contractors in Cleveland. Another black man followed him on behalf of the largest institutional property owners in town. And then came Mayor Frank Jackson, who told the apprentices how much this community needed them to step up for themselves and take advantage of the opportunities before them.

Just opposite this page is an ad seeking trainees for the construction industry. It is possible for a hardworking trainee to earn enough in a short period of time to earn enough to support a family.

The world is changing rapidly. It behooves us to take fresh looks to see what doors are now open that were locked for so long we got in the habit of no longer looking. That is one reason we will be reporting with regularity on this locally burgeoning industry.

THE WORD ON SMALL BUSINESS

Holiday Tips can Spruce up the Whole Year

By Kirby Freeman
RDP CORRESPONDENT



Another annual end-of-the-year sales rush for the Holidays will likely make the difference between a year of profit or losses for thousands of small businesses this year – a repeating pattern for so many entrepreneurs.

Everyone knows the season kicks off hours after families polish off their Thanksgiving Turkey dinners. Traditionally “Black Friday” — the day that follows Turkey Day – is the day that kicks off the super-charged boost in sales as consumers gear up for gift giving for Christmas, Hanukah, Kwanzaa, and New Year’s.

Indeed, the name Black Friday was traditionally the day that most retailers experienced

their first day of net profit for the year – the day when all the high volume sales and demand lifted their finances “out of the red (losses) and into the black (profits)”. It usually is the first day of a make-or-break season that determined whether the small business owner or retailer would have a make-or-break year.

Small retailers are usually perceived to be competing against “big box” or national chains for the attention of seasonal shoppers. Small business entrepreneurs may or may not be directly competing against large-scale retailers, but they do have to find a way to catch the attention of consumers.

In an effort to redirect more holiday revenue to small business in recent years, small business groups, boards of commerce, and civic organizations have promoted “Small Business Saturday”. Small

Business Saturday is meant to promote direct customer purchases to small, local businesses in towns and cities throughout the country. Small Business Saturday was originally promoted in New York City by Mayor Michael Bloomberg in partnership with American Express several years ago.

For a small marketer to be successful during the Holiday season, the entrepreneur needs to fully define the marketing level of success for the business. The business owner needs to develop a marketing strategy that establishes just what would be successful – specifically, the level of sales required or desired during the season.

A few items that can be considered as part of an overall marketing and/or sales strategy during the Holiday

Season would include:

- Extend hours of operations. To catch a larger percentage of shoppers, who may want to avoid running into large crowds, it may be a good idea to significantly extend hours to later in the evening.
- Feature discounts or sales promotions on certain products. To attract the attention of potential customers, shop

owners may need to entice buyer impulse by using price discounts or quantity increases.

- Find ways to provide free giveaways of items associated with featured products. Entrepreneurs can find ways of seeking cheap giveaways items (key rings, pens, book marks, etc.), which prominently display the contact number for the business.

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Holiday Tips: Continued from Page 4



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ness that could go along with the main products being marketed.

- Partner with other small businesses to generate big discounts. Very often collaboration of discounts between two, three, or more retailers or neighborhood businesses can create a powerful buzz for potential customers.
- Create a social event. For businesses that are targeting products or services in particular markets, featuring promotions around specific events can attract strong customer attention, especially during Christmas or Kwanzaa.

Entrepreneurs should aggressively seek creative ways promote their products and services. Social media, community newspapers, printing coupons, and heavy promotions during events can be used as vehicles to drive sales during the Holidays.

Strong sales during the Holidays can be used as a fuel to propel growth in the New Year. These sales methods should be used to help jump-start growth beyond the Holiday Season. Whether or not their businesses are retail- or service-oriented, entrepreneurs would benefit if they use some of these sales and promotion methods to build relationships with potential customers.

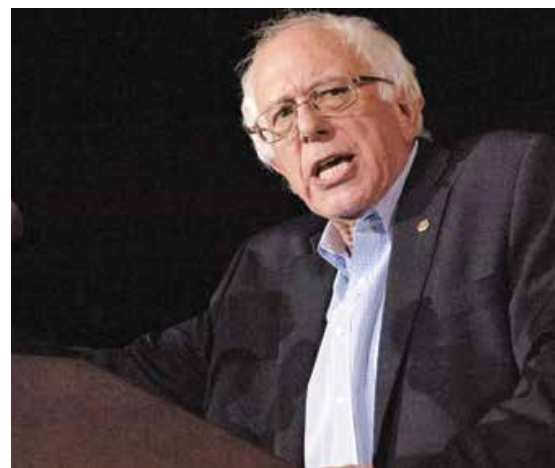
Holiday marketing can be used as an effective tool for building customer loyalty in the New Year. Entrepreneurs could use the event-driven nature of this time of year to test marketing tactics that could be used in the future.

Angela Davis, Bernie Sanders bring the word

Cleveland found itself in the national conversation last month when the activist scholar Angela Davis and US Senator and presidential aspirant Bernie Sanders came to town. Davis was a household name in the 1970s, accused by some, a hero to many. She was on the FBI's most wanted list. Tried for a host of capital offenses, she was acquitted and has gone to a stellar academic and activist career. She spoke to a packed house at Church of the Covenant as part of a Biennial Social Justice conference sponsored by Case Western Reserve University's Social Justice Institute.

It was not lost on the older crowd at Davis's appearance that many of the problems she discussed were societal challenges 40 and 50 years ago. Perhaps that is why she encouraged the audience to study and learn from history.

A couple of nights later, Sanders came to town, stopping at Cleveland State's Wolstein University for a political rally that drew about 8,000 fans. Former State Sen. Nina Turner warmed up the



crowd but Sanders brought a magic all his own. Sanders is in his 70s but he's a fire baller, talking for more than 75 minutes and speaking with an energetic intelligence about almost every issue under the sun. He certainly didn't appear to be too old or too remote to be president.

And Sanders has something that almost every other presidential contender lacks: authenticity. You can almost see the strings when many of today's politicians speak. He doesn't need a poll to tell him what to say or how to say it.



Photos by Randy O. Norfus



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AM I NEXT?

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Publisher's Column

I was in Chicago for a few days over Thanksgiving. I spent time with a friend I hadn't seen in nearly 50 years. I spent time with some fairly new friends who have become very dear to us just in the last couple of years. It was a good time.

I spent some time walking around the Magnificent Mile area. I saw a revoltingly large eponymous sign on a building owned by an intolerant demagogue who happens to be a leading candidate at present for nomination as president by a party with an apparent death wish. OK, that's not fair. I think what's really going on there is symptomatic of some serious national ills here in America. Whether we are Republicans or not, we actually should want every party to nominate a strong, well-balanced and healthy leader capable of leading the country. I find it distressing that the blog *Plunderbund*, which trumpets its bona fides as a liberal thought leader, takes such delight in ridiculing the struggles our Governor

is having on the national campaign trail. I hope they are not trying to warn the rest of the nation about him because most of the other candidates in his party are far scarier than a President Kasich would be. As the late Marvin Gaye sang, ain't that peculiar?

•••

Some of the dysfunction we see in American politics today I believe is attributable to what's happening in our schools. We Americans seem to be politicizing everything in the worst of ways, even moving into once hallowed grounds like churches, the media, and now schools. We are quick to demonize the other side over the most minute of disagreements. If left unchecked this will make us increasingly susceptible to demagogues, especially as terrorist actions creep closer. I know: that sounds less like a prescription than a description of what is already happening.

America's school sys-

tem was once a great engine for citizenship building. It taught us all the same myths: George Washington never told a lie. The Founding Fathers were stupendously virtuous. I wonder sometimes: if we believed such palpable nonsense, should we be surprised that citizens of other countries have their own set of preposterous myths?

Our system of education is disintegrating before our very eyes. We no longer agree on what to teach, how to teach it, whether we should honor teachers or tar and feather them. And if we don't figure it out, today's students are less likely to be capable of critical thinking when they grow into positions of responsibility that will affect their elders [us!] and their own children. And all the while the new robber barons — whose ancestors used child labor and opposed workers' comp — are profiteering big-time from charter schools, electronic and otherwise, destroying neighborhoods and school districts,

and leaving somebody else to reap the whirlwind.

•••

I don't mean to be a downer as we approach the holiday season. But I have been thinking about societal problems afresh since I read about indignities suffered by black students at the University of Missouri and more positively about they got engaged and did something about it.

What if we in Cleveland got more engaged and did something about the ills in our region? We have an abundance of targets, which means there is space for each of us to make a contribution. And what if we welcomed contributions from people who don't look as good as we think we do, whose educational, social, cultural, ethnic histories and sexual orientations are different from ours?

What if we started engaging with one another less judgmentally this season, and then carried it through the primary season?

What do you think about that?

Political Trail

It's only a month since the last election but there is no rest for the weary. Or the ambitious. It's always political season in Ohio, and never more so than now. Statewide primaries for the Senate and Congress will be held March 15, and of course there's that matter of presidential primaries. Attention will be ramping up steadily towards the GOP convention here in July and then we will head to the home stretch. Here's a quick early glance at a few races along with some other political notes.

EAST CLEVELAND

DEC. 8 SPECIAL RECALL ELECTION

Voters in East Cleveland's Ward three will decide the fate of Councilman Thomas

Wheeler in a special recall election on December 8. Polling locations are as follows:

- **Precinct 3-A and 3-C | vote at:** Heritage Middle School, 14410 Terrace Road
- **Precinct 3-B and 3-D | vote at:** Mayfair Elementary School, 13916 Mayfair Road
- **Precinct 3-E | vote at:** Mildred L. Brewer Place, 14028 Euclid Ave.

MAPLE HEIGHTS

Mayor-elect Annette Blackwell will have a public swearing-in on Wednesday, January 6 at 6:30pm at the Maple Heights HS.

OHIO LEGISLATURE

Gigi Traore is once again running for the

Ohio House. She has pulled petitions to challenge Rep. Stephanie Howse in District 11. The primary will be March 15.

US SENATE

Is it just us or does it seem that P.G. Sittenfeld, Ted Strickland and Rob Portman have all been running for a very long time? It could be because Portman has no primary challenger so he's just spending his time raising money and using it to attack Strickland, who is trying to raise money so he can attack Portman. Meanwhile, Sittenfeld is busy putting out position papers, commenting on matters of national or state import, and of course trying to find a way to get Strickland into a debate.

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PRESIDENTS' COUNCIL
BUSINESS CHAMBER

OP-ED: Continued from Page 1

people spoke, provided testimonies and offered suggestions on how to improve relations. I observed most of you attentive and actively listening to each person, including advocates who are still seeking justice for People. For Lives tragically and unreasonably cut-short by excessive police force: Timothy Russell, Malissa Williams, Tanisha Anderson, and Tamir Rice.

Post break, the tenor in your business discussions stood in contrast to your earlier approach. Much of the public had left, and your politesse disappeared with them. In its place appeared an intense aversion to approving your Mission posted on your website and circulated city-wide. "CCPC is committed to hearing from all members of the Cleveland community, **including from the most aggrieved and vulnerable individuals.**" The force with which most of you resisted these eight words demonstrated to me your purpose.

Thank you Commissioners Clegg, Clopton, King, Sellers, and Williams for voting to ap-

prove your mission as written. Thank you for guarding the realities of our diverse communities in the forefront of the commission's charge. Applause to you for standing for positive, accountable and sustained change. I hope that when (or, if) this matter resurfaces, more of your colleagues will vote with empathy and courage. But be clear: This means approving a mission that unambiguously solidifies each of our communities' members.

Commissioners Body, Boise, Conner, Fisher, Hampton, Higgins, Loomis, and Rodas: Your debate was very telling and not as complicated as you opined. You appeared to believe that We are redundant, that We are summed up by "all." Or, that you cannot move forward until you consider the alternate mission statement presented by Mr. Loomis. Disturbing was your theater, a choreographed attempt by the Police Patrolmen's Association and Business/Philanthropy Community sympathizers to suppress Our voices and thereby thwart accountability to at least

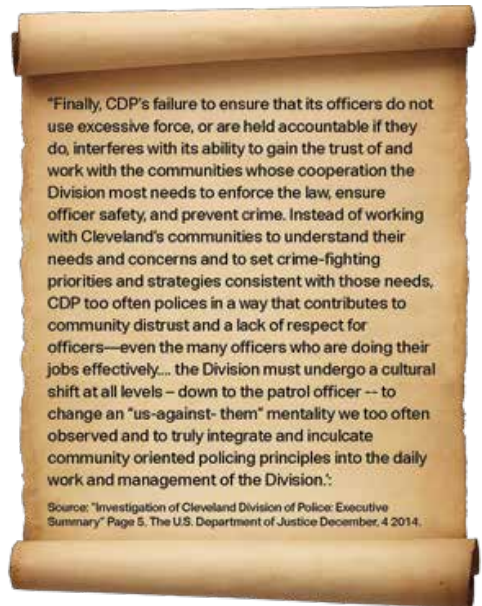
six of the eight community categories for which you were selected to represent. Ultimately troubling, an "us-against-them" maneuver was announced to "neutralize" substantive change. The kind that responds to the needs and concerns in Our communities. You dug in to serve a greater good. Question: Good for whom? You suspended your exercise with a vote to exclude Me from your charge. Mysteriously, you voted against your mission as written even though We are affected the most by their transgressions.

So, now what? To discharge your mission faithfully, you must:

Include "the most aggrieved and vulnerable individuals" to further your mission: Acknowledge truth. Build trust. Account for each of Us.

Be historically minded: Guard against measures that inherently marginalize Me.

Continue to invite hearing from Us. Heed the advice in our stories. Incorporate our contributions.



Inform your work with best practices and create new ones. Read the "Final Report of President's Task Force on 21st Century Policing." Recommend practices where I am visible, empowered and protected.

Seize this opportunity. Our CPD needs unbending policy

changes and substantive structural reforms. So, recommend specific and broad-based solutions.

Respectfully,
Iam Ourcle

Ms. Iam Ourcle

"Our Lives Matter" mural unveiled in Glenville along East 105 St

Nearly 100 people turned out Sunday, Nov. 29 to participate in the unveiling of a giant mural at the corner of East 105 Street and Yale Ave. in the heart of the Glenville community.

Cleveland artist Gary Williams, executive director of Sankofa Fine Art Plus, and Robin Robinson, its vice president, are both award-winning art-

ists and the talent behind the impressive artwork. They, along with others received training from nationally known muralist Kent Twitchell in 2013. They were among the artists who under Twitchell's direction painted the mural of actress and activist Ruby Dee on the exterior west wall of Karamu House along 89th Street at Quincy Ave.

Williams says the OLM mural addresses police and community relations and concerns over the city's recent rash of senseless violence.

This work is Sankofa's first step to bring art with positive messages to the area's streetscapes and public places. To learn more about the nonprofit organization founded in 1999, call 216.502.6853.



Sankofa Arts unveils mural in Glenville.

Community Bulletin Board

The Cleveland Community Police Commission will hold two meetings this month. The first is scheduled for December 3 at Trinity Commons, 2230 Euclid Ave. The second will be December 17 at the West Side Community House, 9300 Lorain Ave. The last meeting was highly emotional as it was held at Cudell Recreation Center, the place where Tamir Rice was killed just over a year ago. It is quite possible that the Grand Jury considering charges against the Cleveland police officers involved in Tamir's death will have reached a decision in the case by that time.

The Urban League of Greater Cleveland continues to show signs of growth under the leadership of CEO Marsha Mockabee and a reconstituted board of trustees. Last month's Equal Opportunity Day luncheon was the biggest in several years as the League continues to rebuild its base of support.

At the luncheon, which was attended by about 300, the League recognized Cleveland's Director of Economic Development, Traci Nichols, as its Community Champion Award. Corporate Champion awards went to steadfast UL supporters PNC and Medical Mutual.

Mockabee also singled out the Construction Employers Association for being "serious about changing the face of diversity and inclusion in the construction industry. Accepting the award was CEA's Glen Shumate, who was beaming at Mockabee's comment, "CEA, they do what they say."

The Cleveland NAACP continues to teeter along. The organization gave an election in October and hardly anyone came. Only about sixty people showed up in yet another example of disorganization. This writer once ran for NAACP president and got more votes than that for coming in third [last] place. But justice was served as attorney Michael Nelson won the election to serve until next fall, when another election will be held as the Branch seeks to get back on its regular two-year election cycle.

Karamu House has a new executive director in Tony Sias. Don't be surprised when the organization rolls out an effective marketing plan, something the venerable institution has needed for a long time.

Delta Sigma Theta had another of its boffo cabarets to raise scholarship funds. Everybody comes out and parties like it's 1960, even the people who weren't even a gleam in anybody's eye way back then. Almost 1000 people packed the Civic in Cleveland Heights for dancing and reminiscing, and enjoying the throwback hospitality of the "Devastating Divas of Delta".

The United Black Fund will hold its annual meeting December 9 at 4pm at Case Western Reserve University. Richmond Heights school superintendent Renee Cavor will deliver the keynote. She is likely to spend a good deal of time detailing her district's exciting new initiative around coding [writing software]. UBF is a partner in that effort.

Cleveland Landmark Series #2!

This Cleveland Public Library card depicts important Cleveland landmarks created by freelance illustrator, Julia Kuo. Sign up at any location.



Julia Kuo

"I have included landmarks most Clevelanders will recognize, but have also drawn in some of my own memories."





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FROM POTATOES TO PROSPERITY: Akron Non-Profit Supports Local Gardeners

By Derek Dixon
RDP CORRESPONDENT

What is the origin of twenty-six thriving community gardens, dozens more city-wide partner gardens, a youth entrepreneurship incubator, and a plant-based residence nutrition module? Unless you guessed a sack of rotten potatoes, you're wrong.

Deceased visionary Elaine Evans used the spuds to spawn hope in a blighted Akron neighborhood in 1988; and Let's Grow Akron, under its current director Lisa Nunn, has since grown to have the one challenge most envied by any organization manager.

"If there are any growers that want to make the trip down to Akron, the demand is there. It's the supply that we really need," Nunn explained to attendees at the November "Local Food Mondays" session. Hosted by the Great Lakes Brewery Tasting

Center, Local Food Mondays is a group of grass roots urban farming stakeholders who use the first Monday of each month to collaborate on policy ideas, growing techniques, business plans and resources.

"Elaine got a bag of rotten potatoes left over from a local food bank, organized a community in the Summit Lake neighborhood south of downtown Akron, cut them up, and planted a vacant lot of potatoes. They harvested over a ton from that crop, enough to feed all the families in the neighborhood, and give some back to the food bank," recalls Nunn.

Let's Grow Akron has evolved over the decades into a multi-faceted community-sensitive support system for all levels of urban farming interest. With the financial backing of several civic institutions — the City of Akron and a host of local foundations — LGA officially runs eight comprehensive gardening

programs, but unofficially many more. "We have literally more work than there are hours in a day," Nunn continues. "Our programs focus on empowering our underserved neighbors to increase their own food security; so we help people acquire land to garden on by locating property owners and assisting in navigating the process to gain permission from the owners and/or the City of Akron."

The jewel of the lineup is The Harvest of Hope Children's Community Garden where each year two sites are used to give more than one hundred youth from six to eighteen hands-on experiences in planting, cultivation, harvesting, nutrition, and crop sales. "They all keep timesheets throughout the summer and about six weeks into the program we start setting up a market stand where kids sell the food that they've grown," says Nunn. "The paychecks that the

children earn are strictly from the sales at their market stand. At the end of the program, the profits from the market are divided by the hours worked to come up with a wage. Each child receives a paycheck according to how many hours they worked." They also get to keep occasional tips from patrons.

"One of the other cool things we get to do besides helping create successful markets is to try to create new community gardens and support existing ones," adds David Daly, LGA's Market and Garden Coordinator. His role was established in July with a focus on helping develop gardens in three Akron neighborhoods. Outreach is the linchpin to LGA's buoyancy throughout Akron. They currently provide an agricultural presence for a local church's teen ministry called Students with a Goal (S.W.A.G.). Beginning in January, LGA will add a

weekly gardening activity to the church's existing after school program. Daly and LGA seek to deepen all potential partnerships with individuals who need help. He ponders, "How can we start to create market gardens — little urban farms where we have people growing, perhaps, niche products they can sell to active markets around town or even to a restaurant?"

One restaurant owner is already a believer. "I see the kids out selling every Friday. I see them working in the gardens and occasionally I stop to shop," admits Julie Costell, owner of nearby Ms. Julie's Kitchen. "We sell their jams and jellies and I make purchases from the kids."

Though high demand for their brand is an ideal dilemma, Nunn and her staff still seek support. Donations are welcome. Information is available via the "contact" link on lets-growakron.org.

Bedford: Continued from Page 1

told the Real Deal that he was furious and would alert the other Board members and demand an explanation of how and why such records were ever released.

"I have alerted the other members including Board President Barbara Patterson and have asked for the Superintendent's office to provide the Board with the facts."

The confidential documents were sent to me as a compact disc. The first batch of discs has not been viewed, as I was unable to open them with several different programs suggested by a computer expert.

The final set which arrived in the mail around October 7, totaled about 168 pages. Those files were opened in Gmail and revealed the inadequate redaction of privileged

information. Among the files were separate charts listing the names of seniors who were cutting it close as to meeting the requirements for the May 2015 graduation. One chart listed students who were "on the bubble" for graduation and another listed seniors who "had no chance" to graduate. While some names were blacked out at least 60 students were identifiable.

One student reached by the Real Deal Press via Facebook and who asked not to be identified, said she was on the bubble list but graduated on time. She said she wished the District would stop defining student potential in such terms.

"I don't have a problem being on the list because it's true. But it's sad that the district felt like it need-

ed to label students like that."

The release of student information is a violation of the Family Educational Rights and Privacy Act of 1974, a Vietnam-era law enacted to bar schools from passing along student records to military recruiters.

FERPA was designed to protect the privacy of students' education records, while establishing the rights of students to inspect and review their education records. Parents have the right to review a child's records and to request changes. The law also requires schools to ask for written consent before disclosing personally identifiable information to a third-party.

While the law allows students the right to file complaints with the Department of Education's Family

Policy Compliance Office concerning alleged breaches by an institution to comply with FERPA, the Supreme Court has ruled that the law grants no rights to an individual to sue for a violation.

Currently a fine is the only penalty a district would face if found to be in violation of FERPA. As of 2015 the Department of Education has yet to ever issue a fine to school or institution for a violation of FERPA.

Several affected parents reached by this writer said they were angered and embarrassed by the release.

Repeated calls to Bedford Superintendent Dr. Andrea Celico for comment eventually yielded a return call from Emily Grannis of Squire Patton Boggs, the District's legal representative, who called

with veiled threats to force a return of the discs. Grannis was informed by this reporter that once Bedford issues letters to the parents informing them of the breach the discs would be returned to be destroyed.

Parents were later notified of the leak in a letter dated November 19, from Dr. Celico. The superintendent declined to accept responsibility for the breach but did issue an apology.

"While this was a very unique situation, we are taking steps to ensure that this does not occur again," read Celico's letter. "One of these steps is to provide updated training regarding the legal requirements concerning confidential student records and techniques for ensuring effective redaction of records."

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Frank Jackson: Continued from Page 1

redefines what it means to be brief. We have on several occasions observed him step to a microphone to deliver a word of welcome to a visiting dignitary or a municipal blessing at a community event. o remarkably terse is he on such occasions, we began to time his remarks. 74 seconds, 58 seconds, 45 seconds. So plain is his speech that careless listeners think he's inarticulate, not very smart, or both.

Of course, nothing is further from the truth. But he has no need to parade his smarts, and whatever eloquence may occasionally escape his lips comes from a clear and concise analysis expressed with maximum economy.

Accompanying this steely surface is a rigid hold on any public display of emotion, although one can see his deep loyalty to friends and the old neighborhood where he still lives. He sees himself as pragmatic, the likely reason he stubbornly refuses to offer an angry and bewildered citizenry the heads of his safety director and other long-entrenched top officials in Cleveland's execrable public safety ranks. He knows it wouldn't solve our horrendous problem, believes it would be a distraction, and at base is looking for what can produce systemic change.

Appearing to refuse to act in these circumstances makes him seem to many Clevelanders some intolerable combination of clue-

less, indifferent, stubborn, and weak. He might confess to being stubborn, though he would define it his way.

All of this made the mayor's recent performance before a discreet gathering of mostly but by no means exclusively young black professionals a stunner. He had been invited to deliver a few remarks to Cleveland's relatively large cohort of former National Urban Fellows on the occasion of the national program's forty-sixth anniversary. Fellows are mostly black and brown citizens who go through a rigorous 15-month academic and field placement protocol that exposes them through carefully selected nine-month internships to the nitty-gritty of management challenges in urban public and nonprofit settings. The internships are bookended with summer resident study at Baruch College in New York City. Successful Fellows emerge with master's degrees in public administration, some real-life experiences that generally presage successful careers in some form of public service.

Several members of Jackson's administration are program graduates, including Natoya Walker Minor and Barry Withers. It was likely these connections that played a role in Jackson's seemingly impromptu decision to relax and tell it as he saw it.

Jackson said he was given four touchstones — economic development,

entrepreneurship, community engagement, and education — for what were expected to be brief remarks. Yet it seemed the impressive-looking young talent in the room made him decided to shift course. He talked principally about leadership, its costs, and the enemies one makes when a leader is truly on doing his job. In describing his own approach to leadership, Jackson said he preferred to focus on the five or so most important decisions a mayor has to make, and noted how that drove results for what would otherwise be a series of 25-30 other decisions he would have to make. Setting the course made some of the lesser decisions go away.

Jackson went uncharacteristically deep in his public remarks when he talked about community engagement. Poking at would-be community leaders, he said that, "People are truly afraid of true engagement with the real community. They talk about the community as if it does not exist."

Jackson described the role of government as assuring fairness in public process. He noted the inequities in modern society that privilege some and punish many irrespective of individual merit. He talked about his commitment to expanding the quality of life for Cleveland's citizens and pronounced his opposition to those whose focus is solely on accumulating and consolidating their individual or group power.



Top: CSU Urban Studies chair, Dr. Mittie Davis, with Angela Jones, president, National Forum of Black Public Administrators, Cleveland chapter; Bottom: Lynda Perez, in town to visit her daughter, Sylvia Pérez, a NUF alumna and a vice president of the Cleveland Foundation, with Tim Tramble, executive director of Bell Burten Carr Development Corp. Photos by Mary Boone

In yet another revealing moment, Jackson encouraged black people to become better capitalists, saying the true measure of success for some of his policies will not be just when people are able to apply for and secure a job, but when they have the ability to give the job rather than seek the job.

Jackson spoke expansively for nearly half an hour, even uttering a mild profanity, and then took questions. The net result was that an assembled panel was left with little time to engage in true discussion. Among the panelists was Cleveland State professor Mittie Jones, who made sure that

any self-trumpeting talk of Cleveland's latest renaissance would not sidestep real and continuing issues around inequities in health care, housing, education, and employment.

Many in the crowd of nearly 100 were in attendance thanks to the collaborative efforts of the Cleveland Chapter of the National Forum of Black Public Administrators. Also a major draw was the attendance of NUF president and CEO Miguel A. Garcia, Jr.

The event was held Nov. 12 at the Cleveland Foundation. Event coordinators were NUF alumni Grace Scales and Diane Audrick Smith.

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