

Dr. Shavon Arline-Bradley Named First President and CEO at NCNW



Shavon Arline-Bradley

(Courtesy of the National Council of Negro Women)

By Stacey Brown
January 26, 2023

When President Joe Biden nominated Judge Ketanji Brown Jackson to the U.S. Supreme Court, Dr. Shavon Arline-Bradley counted among the first to cheer the nomination.

She asserted that Judge Jackson “embodied the principles of our communities and brings lived experience.”

Further, Arline-Bradley predicted that the nomination would “make an indelible mark on the Supreme Court for generations to come.”

Now, the National Council of Negro Women, Inc. (NCNW) has expressed its confidence that Arline-Bradley would also make an indelible mark on its organization.

They’ve tapped her as the first president and CEO of the 88-year-old organization.

Dr. A. Lois Keith, the new board chair of NCNW, predicted that Arline-Bradley would do better than expected because “these are the areas in which NCNW would like to continue, as we bridge the generational gap.”

In a press release, the organization said that Arline-Bradley co-founded The Health Equity Cypher Group because she wanted to advance DEI (diversity, equity and inclusion) and improve the health and social outcomes of the most vulnerable people.

That group is made up of health leaders who work to advance DEI and executive leadership in all sectors, officials stated.

As president and chairman of Delta for Women in Action, a 501(c)4 organization, Arline-Bradley works as a community advocate.

Arline-Bradley is also a member of the advisory board for the Oprah Winfrey Network initiative “OWN Your Health.”

A southern New Jersey na-

tive, Arline-Bradley attended Tulane University where she received a bachelor’s and master’s degrees in public health.

Later, she earned a Master of Divinity from Virginia Union University’s Samuel Dewitt Proctor School of Theology and became a minister.

Additionally, Arline-Bradley obtained an Executive Certificate in Business Management from Howard University and an Executive Certificate in Diversity and Inclusion from Cornell University.

“This is an exciting time for NCNW. Shavon is a person

of vision, with tremendous ideas, a broad outreach, and a flawless work record that will be recognized for years to come,” said Dr. Thelma T. Daley, NCNW immediate past president and chair, the last individual to hold the combined position in the organization’s history.

At the 60th Biennial National Convention of the NCNW, which was held in December 2022, officials said that Daley “skillfully led the assembled delegates in passing the bylaws to allow the organization founded in 1935 to be restructured.”

In a news release, officials said, “This is the first time NCNW has designated separate leadership roles electing a board chair and hiring a president/CEO serving in a salaried position.”

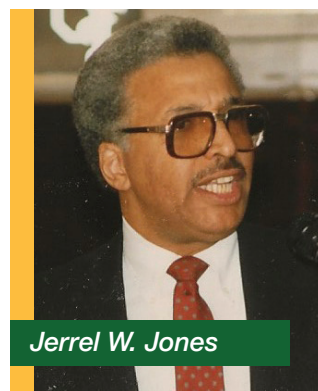
Dr. Johnnetta Betsch Cole suggested a new structure for NCNW where the chair would oversee bringing the board together to do its work, which will be focused on governance and making big decisions “to set a tone for carrying out the vision and mission of NCNW.”

“With this structure, NCNW will be an even better civil

rights and women’s rights group,” Cole said in the press release.

“We are in an intensely difficult time in our country. A time when there are constant challenges to the fundamental rights of women, people of color, and all marginalized communities. She went on to say, “At such a time as this, a deep challenging time such as this, NCNW is so fortunate to have Shavon Arline-Bradley as our president and CEO; for she is a deeply admired and affective leader in our ongoing struggle for justice and equity.”

Honorary Degree Recipient Doctor of Humane Letters



Jerrel W. Jones

Jerrel W. Jones, a civil rights pioneer and unparalleled media pioneer, is the recipient of a 2022 honorary doctor of humane letters degree from Cardinal Stritch University.

A Milwaukee native, Mr. Jones’ business accomplish-

ments include The Milwaukee Courier (1964-present) and WNOV (1972-present). He was the first Black owner of a newspaper and radio station in the United States.

Mr. Jones became interested in print media through his mother, Dr. Mary Ellen Strong, who owned the Milwaukee Defender weekly newspaper — the only newspaper “of and by” the African-American community. He credits much of his success to his mother and his mentor S.B. Fuller, a renowned African-American entrepreneur who owned a national newspaper chain.

presidency for decades. He also generously shared his

insight and perspective with leaders from every business sector and civic and social organization.

Although he had to abandon his goal of completing college due to the demands of running multiple businesses and raising a family, education has always been of the utmost importance.

In addition to his business and personal accomplishments, Mr. Jones has held international titles for chess and a black belt in taekwondo. Although he had to abandon his goal of completing college due to the demands of running multiple businesses and raising a family, education has always

been of the utmost importance to Mr. Jones. He and his wife of 63 years, Earnestine, have five children all of whom graduated from prestigious schools.

When asked to share a message with members of the Cardinal Stritch University Class of 2022, Mr. Jones remarked, “Graduating is your first step into the world. You still have so much to learn, but you now have a degree from a fine school.”

Cardinal Stritch University is proud to recognize Mr. Jerrel W. Jones, a humble pioneer who has focused his life’s work on building up the Milwaukee community and its members.

Unlocking HISTORY

Joshua Glover's Journey to Freedom and the Legacy of Courage



In 1852, Joshua Glover, a fugitive slave from Missouri, sought freedom and safety in Racine, Wisconsin. The slave owner Benammi Stone Garland attempted to use the Fugitive Slave Act of 1850 to recapture Glover. While awaiting trial, Glover was held in a jail in what is now known as Milwaukee’s Cathedral Square. On March 18, 1854, a group of 5,000 strong, including abolitionist Sherman Booth stormed the jail and freed Glover. Spirited away through southeastern Wisconsin on the Underground Railroad, Glover was able to find freedom in Canada.

It was Joshua Glover’s story that led to the gathering of abolitionists in Ripon, Wisconsin on March 20, 1854, to form the Republican Party, an institution committed to freedom and equality for all.

Founded by abolitionists, the Republican Party of Wisconsin salutes Black History Month and welcomes home the delegates of the national Republican Party as they convene in Milwaukee this July, 2024.

Emory's Department of Medicine gets intentional about increasing the number of **Black Female Professors**



(DOM Black Women Full Professors from right to left: Dr. Modele Ogunniyi, Dr. Jada Bussey-Jones, Dr. Kimberly Manning, Dr. Jennifer Christie*, Dr. Stacy Higgins, Dr. Janice Lea, Dr. Ugochi Ohuabunwa. Note: Dr. Jennifer Christie recently transitioned to a GI leadership position in Colorado. Photo credit: @designshowmarketing.com)

Over the last ten years, Emory University has become more focused on creating an inclusive and diverse atmosphere for our students, faculty, and staff members. The Department of Medicine (DOM), the largest department within Emory University, has taken this work to heart with a goal of not only intentionally recruiting more diverse faculty members and trainees but by also eliminating barriers and offering more opportunities for promotion to faculty who have been historically underrepresented in medicine to become full professors.

The medical field in the United States has historically been predominantly white and male. While Black Americans make up about 13% of the U.S. population they comprise only 5.4% of the physician workforce, and of these only 2.8% are Black women. There are even fewer Black women in academic leadership roles: only 0.8% of full professors at U.S. medical schools in 2020 were Black women. Consideration of these statistics shows that a change is long overdue to address this inequity. Emory's DOM is working to change that one mentee, sponsor, and person at a time.

Over the last decade, Emory's DOM has intentionally made strides to increase the number of full professors, and in particular those that identify as Black women, a group that, even as the diversity of medical students grows, has yet to see percentages commensurate with the U.S. population. While Black women are not the only racial and ethnic group that is underrepresented in medicine, we do recognize the complex history and unique barriers experienced by Black people in America, particularly those with intersecting identities. The department took a unique long-term approach to this problem with notable success. Because of their work, the number of Black female full professors has doubled from three to seven since 2019, resulting in seven out of 104 of the DOM's full professors identifying as Black women, just under 7% of the department, high above the national average that hovers around 1%. This is only the beginning as nearly twice that number of associate professors identify as Black women, a step just below full professors, and are very likely to be promoted to full professors over the next few years.

Through intentional work such as this, the department aims to be a destination and model for promoting and celebrating faculty who are considered underrepresented in medicine. In addition, the department purposefully encourages a culture of support and community that hopes to nurture a sense of belonging in spaces where Black women have tradition-

ally felt alone, alienated, or unaccepted. This work was the focus of a recent publication in the Journal of Hospital Medicine by a group of DOM faculty members, including Danielle Jones, MD, Shelly-Ann N. Fluker, MD, Tiffany A. Walker, MD, Kimberly D. Manning, MD, FACP, FAAP and Jada C. Bussey-Jones, MD.

While Black Americans make up about 13% of the U.S. population they comprise only 5.4% of the physician workforce, and of these only 2.8% are Black women.

As outlined in this article, several barriers to the retention and success of women and URiM faculty perpetuate the systems within medical school faculties across this country. When URiM are recruited to academic institutions, multiple factors, including less mentorship and fewer opportunities for advancement, affect both their promotion to senior ranks and retention in academia. The Association of American Medical Colleges (AAMC) recommends "leaders must focus their efforts on developing inclusive, equity-minded environments" to effectively

advance diversity in medical education.¹ Despite these recommendations, reports of successful interventions and actions are limited mostly to national career development programs (e.g., ELAM, AAMC).¹³ Many US medical schools have no programs supporting gender equity among faculty, and existing programs primarily target individual or interpersonal

power of traditional mentorship (longitudinal general and project-related guidance) with a departmental promotion committee (one-time, retrospective review for promotion), the FRC provides individualized, actionable reviews early enough to impact faculty's promotion timeline and career trajectory. This innovative approach has resulted in additional promo-

tions of all faculty, but most notably the number of Black women promoted to full professors has doubled since the creation of the FRC. We know that representation matters when inspiring future physicians and aspiring medical school faculty members. While the voice and agency of Black women health professionals have been historically overlooked, by promoting Black women to leadership roles within the department, more rising women of color are inspired to strive to attain the same rank, hopefully ending the perpetuation of systemic racism and inequality in medical school faculties. Through innovative and thoughtful ways like the FRC, encouraging mentorship, and a welcoming culture we hope the number of Black and other underrepresented female professors continues to rise at Emory's Department of Medicine. One of these Associate Professors, Zanthia Wiley, MD, FHM, FIDSA, a rising star in the

department likely to be promoted to full professor over the next few years, shares just how important the culture of acceptance is for her career. "Representation is everything. I have witnessed each of these amazing Black women Professors attain levels in their career to which I aspire. They teach me, mentor me, sponsor me, and cheer for me. They are my motivation to be to the next generation what they have been to me. In seeing them, I see myself."

While we celebrate that we currently have the largest

group of Black women full professors to date, it is clear that this progress is long overdue, and more work needs to be done. We are encouraged to see the growing diversity of leadership within the DOM, a clear result of this innovative approach. The department hopes others, like Dr. Wiley, will follow to create a brighter, more diverse future among Emory's DOM and inspire other American medical school professors and leaders to do the same. Source: Lancet vol 402, no. 10410

While we celebrate that we currently have the largest



Meet Opel

Opel is a loving husband and dedicated father of three, running for re-election for County Council. Dedicated to the community, Opel mentors, tutors, and volunteers in his free time through his fraternity, as well as with the Howard County Democratic Party. He has a background in mathematics, higher education, computer science, and engineering, and recently became a published author. He served formerly as Second Vice President of the Howard County Democratic Central Committee as well as Human Rights Commissioner for Howard County, appointed by then County Executive, Ken Ulman.

Throughout the years, Opel has worked as an engineer, mathematics lecturer, development officer, and computer scientist, at Lockheed Martin, Hampton University, Bowie State University, and the federal government, respectively. He also served as Director of the Leadership Institute for several years at Hampton University, teaching leadership studies and developing leaders in addition to teaching mathematics and honors seminars. Currently, he is a faculty member at Towson University.

Opel graduated from High Point High School in Prince George's County, earned the B.S. in mathematics from Hampton University, the M.S. in mathematics from Howard University, and the Ph.D. in mathematics also from Howard University. He is a Life Member of Alpha Phi Alpha Fraternity, Inc., initiated at Hampton University, and past president of the local Howard County chapter. His professional associations include the American Mathematical Society, the Mathematical Association of America, and the National Association of Mathematicians. Opel loves music, football, Sudoku, and studies martial arts as he is a black belt in Okinawan Shorin-Ryu karate and a certified judge with the United States National Karate-Do Federation. He and his wife, Shaundra, are extremely proud parents of two boys and a girl: Opel II, Ivan, and Whitley! Source: Facebook: Friends of Opel

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BLACK HISTORY MONTH

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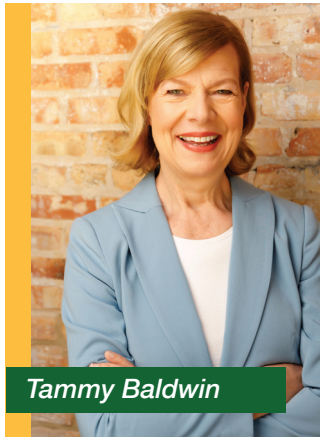
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Commemorating Black History Month



Tammy Baldwin

By Tammy Baldwin

This February, we mark the 48th anniversary of Black History Month, a month in which we honor the achievements and sacrifices of Black Americans throughout our nation's history.

Black History Month in 2024

Long before the federal recognition of Black History Month, Black Americans were spearheading efforts to celebrate Black history in America. Beginning in 1926, historian Carter G. Woodson and minister Jesse E. Moorland who founded the Association for the Study of Negro Life and History, sponsored the first-ever national Negro History Week. Choosing the second week of February to honor the birthdays of Abraham Lincoln and Frederick Douglass, two critical figures who contributed to the emancipation of Black Americans, this week was the predecessor to the now-celebrated Black History

Month. It is also important to note the civil rights movement's role in creating an unofficial Black History Month and increasing Black history courses and curriculum in schools across the country.

Since its federal recognition, every Black History Month has a different theme for celebration and in 2024, this year's theme is "African Americans and the Arts." From Grammy-winning musician Al Jarreau, multi-talented Oprah Winfrey, Oscar-winning actress Hattie McDaniel, Broadway screenwriter Lorraine Hansberry, Oscar-winning screenwriter John Ridley IV, and more, Wisconsin has been the home to many prominent Black artists who have utilized art to empower

our Black communities and preserve Black history.

Black History is Wisconsin History.

We can't talk about the history of Wisconsin without talking about our Black communities here because Black history is Wisconsin history.

In the early years of our statehood, Black Americans came to Wisconsin in the search of freedom and opportunity. They created anti-slavery establishments in Grant and Vernon County and started settling in southeastern cities like Racine, Milwaukee, and Beloit. Wisconsin also served as a critical role in the Underground Railroad and took a stand against the Fugitive Slave Act following Joshua Glover's rescue.

Since then our Black communities have grown in size and have brought so much culture, vibrancy, and history to Wisconsin. We have had Black Wisconsinites who have gone on to change the world including Joshua Glover, Vel Phillips, Rep. Gwen Moore, Dr. James Cameron, Porche Bennett-Bey, and of course Jerrel Jones, the first Black owner of a newspaper Milwaukee Courier— and radio station—WNOV— in the United States.

Black history will always be a part of the past, present, and future of Wisconsin.

This month, I am reminded that because of the strength of our Black communities who have been committed to organizing and creating lasting change, Wisconsin establishes itself as the hub of political movements and social change, moving the rest of the nation forward.

A Look to the Future

While this month is a celebration, it is also a time to recognize that Black history is under attack right now even in 2024. From school boards

banning books by Black authors like Toni Morrison to Florida's government banning African American history courses from their schools, there are active efforts today to censor and suppress Black history.

In order to beat back on this hatred, it's going to take all of us, from the community to the government level, working together to ensure our country is a place of fairness, equality, and opportunity for all. This Election Year, in Wisconsin and across the country, so much is going to be on the ballot. Whether it's your local or statewide elections, getting out to organize and get your friends and family to the polls will be critical in electing candidates who are determined to work for all of us, not a select few. We've got some work ahead of us but you have my word that as your Senator, I will always work hard to amplify and empower Wisconsin's Black communities.

Happy Black History Month!

Championing Change: The Legislative Legacy of Hakeem Jeffries in Congress



Hakeem Jeffries

Hakeem Jeffries represents the diverse Eighth Congressional District of New York and is serving his sixth term in the United States Congress.

Rep. Jeffries is the Democratic Leader, having been unanimously elected to that position by his colleagues in November 2022. In that capacity, he is the highest-ranking Democrat in the House of Representatives. He is also the former Chair of the Democratic Caucus, Whip of the Congressional Black Caucus and previously co-chaired the Democratic Policy and Communications Committee where he helped develop the For The People agenda.

In Congress, Rep. Jeffries is a tireless advocate for social and economic justice. He has worked hard to help

residents recover from the devastation of the COVID-19 pandemic, reform our criminal justice system, improve the economy for everyday Americans and protect our healthcare from right-wing attacks.

In 2022, Rep. Jeffries was able to secure \$21.9 million for projects in Brooklyn to provide food for the hungry, fund overdue improvements to medical centers, support organizations working to uplift our neighborhoods, deepen our cultural understanding and more through the 2022 Community Project Funding process. In the spring of 2022, he succes-

fully fought against the splitting of Bedford Stuyvesant into multiple Congressional Districts during the broken and gravely flawed redistricting process unleashed by partisan Republicans and their judicial co-conspirators in New York.

Last Congress, Rep. Jeffries was one of the most effective legislators, passing multiple bills through the House of Representatives and into law with substantial bipartisan and stakeholder support. These measures touched on diverse subject matters and were drafted with the intention of making meaningful improvements to

our federal laws and programs. Such bills included measures to ensure veterans and their families have access to benefits information (H.R. 2093, Public Law No. 117-62), to measure the progress of recovery and efforts to address corruption, rule of law and media freedoms in Haiti (H.R. 2471, Public Law No. 117-103), to protect attorney-client privilege for incarcerated individuals corresponding electronically with their legal representatives (H.R. 546) and to eliminate the federal sentencing disparity between drug offenses involving crack cocaine and powder cocaine

once and for all (H.R. 1693).

In the 116th Congress, Rep. Jeffries was similarly active in the legislative process, with many of his bills passing the House of Representatives and becoming law. They included bills to create a copyright small claims board allowing the creative middle class to protect their works (H.R. 2426, Public Law No. 116-260), to expand scholarship opportunities available to Pakistani women (H.R. 4508, Public Law No. 116-338) and to provide entrepreneurship counseling and training services to formerly incarcerated

Continued on page 11

WISDEMS
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BLACK COALITION

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LLOYD AUSTIN

First Black Female US Supreme Court Justice
KETANJI BROWN JACKSON

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Celebrate Black History Month!

**Black History Month
celebrates the
achievements and
contributions of
Black Americans.**

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create a society where
everyone has access to
the tools and resources
they need to participate,
prosper, and reach their
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Milwaukee Elects Historic Mayor: Cavalier Johnson Leads the City Towards Safety and Progress



Cavalier Johnson

Mayor Cavalier Johnson took office as Acting Mayor of the City of Milwaukee in late 2021 and set out immediately to build a safer city. He has prioritized violence reduction, economic development, and roadway safety. Before taking on his role

as Acting Mayor, Johnson served as Common Council President while representing the city's 2nd Aldermanic District.

In April of 2022, Mayor Johnson was elected as the forty-fifth chief executive of the City of Milwaukee, winning with more than seventy percent of the vote. He is the first Black Mayor elected in the city and only the fourth elected mayor in the past sixty-two years.

Mayor Johnson's commitment to public service began at an early age when he was selected by the YMCA to participate in a pre-college program for low-income Milwaukee Public School students. That program, Sponsor-A-Scholar, instilled in him a passion to make Milwaukee

better for future generations.

Mayor Johnson was born on November 5th, 1986, in the 53206 zip code of Milwaukee. Growing up, his family moved frequently until middle school. Mayor Johnson attended a different Milwaukee Public School almost every year. He has seen violence, evictions, and food insecurity — challenges common in urban poverty. He brings that lived experience to his work as Mayor.

After graduating from Bay View High School, Mayor Johnson earned a bachelor's degree from the University of Wisconsin-Madison and returned home to work for the Milwaukee Area Workforce Investment Board (MAWIB), now Employ Milwaukee. His focus included working with

at-risk youth, youth entering the workforce for the first time, and adults retooling to enter the workforce.

Before his election as Alderman, he served as a staff assistant in the Mayor's Office, where he worked with community and faith leaders to find creative solutions to pressing issues facing families.

Mayor Johnson remains deeply committed to the community, having served on the boards of the Milwaukee YMCA, ACLU-Wisconsin and Milwaukee Community Brainstorming Conference.

He and his wife, Dominique, have one son and twin daughters and live in the Near West Side Neighborhood of Milwaukee. **Source: City of Milwaukee**



David Crowley

Bridging Communities: The Journey and Leadership of Milwaukee County Executive David Crowley

As a lifelong Milwaukee resident, County Executive David Crowley knows as well as anyone that Milwaukee County is truly a tale of two counties. He has lived the pain and struggle that many in our communities face every day, and he knows the joy of bringing people together to conquer those struggles. The fundamental tenet of Executive Crowley's administration is to build bridges to bring people together, not walls that keep them apart.

Sworn into office in May of 2020, David became the youngest county executive in the history of Milwaukee County and the first Black leader elected to serve in the role. Since being sworn in, County Executive David Crowley led the implementation of the first county-wide strategic plan in 20 years, focusing the County on a vision of achieving racial equity and by doing so becoming the healthiest county in David the state. Under his leadership, Milwaukee County has diversified positions at the cabinet department level as well as boards and commissions. In addition, he has also streamlined government to improve access and quality of services for residents.

Growing up in a working-class family in Milwaukee's 53206 neighborhood, David was no stranger to hardship. As a child, David's family moved frequently, often as a result of evictions. He lived in a home with multiple family members who suffered from mental illness and drug addiction, and saw first-hand the impact that these issues have on our community. This is personal to David.

David credits the Milwaukee youth organization Urban Underground for saving his life. He found a support network and a community of people that cared about him, and helped guide him to public service.

While still in high school, David served as a community justice coordinator with Urban Underground, giving him his start in community organizing. He joined AmeriCorps when he turned 18, and worked with several other community organizations including Project Return, Safe & Sound Inc., and COA Youth and Family Centers.

His passion for service and supporting community organization continued as an adult. David is a member of numerous community organizations including the ACLU, Milwaukee Urban League Young Professionals and the Milwaukee NAACP. He attended Bay View High School, UW-Milwaukee, and currently lives in Milwaukee with his wife, Ericka, and his three young daughters. **Source: Milwaukee County**

In 2010, Rep. Jeffries successfully led the first meaningful legislative reform of the NYPD's aggressive and controversial stop-and-frisk program. His legislation prohibits the NYPD from maintaining an electronic database with the personal information of individuals who were stopped, questioned and frisked during a police encounter but not charged with a crime or violation.

In the same year, Rep. Jeffries sponsored and championed groundbreaking civil rights legislation to end prison-based gerrymandering in New York State. This archaic practice of counting incarcerated individuals at the location of their imprisonment, rather than their homes, undermined the fundamental democratic principle of one person, one vote. After passage of Jeffries' legislation, New York became the second state to count incarcerated individuals in their home districts in census calculations.

Congressman Jeffries obtained his bachelor's degree in political science from the State University of New York at Binghamton, where he graduated with honors for

outstanding academic achievement. He then received his master's degree in public policy from Georgetown University. Thereafter, Rep. Jeffries attended New York University School of Law, where he graduated magna cum laude and served on Law Review.

After completing law school, Rep. Jeffries clerked for the Honorable Harold Baer Jr. of the United States District Court for the Southern District of New York. He then practiced law for several years at Paul, Weiss, Rifkind, Wharton & Garrison LLP, an internationally renowned law firm and served as counsel in the litigation department of Viacom Inc. and CBS. He also worked as of-counsel at Godosky & Gentile, a well-regarded litigation firm in New York City.

Rep. Jeffries was born in Brooklyn Hospital, raised in Crown Heights and is a product of New York City's public school system, having graduated from Midwood High School. He lives in Prospect Heights with his family. **Source: US Government**

The Legislative Legacy of Hakeem Jeffries in Congress



Continued from page 9 individuals (H.R. 5065).

In January 2020, Rep. Jeffries was selected by Speaker Nancy Pelosi to serve as one of seven House Impeachment Managers in the Senate trial of President Donald Trump, becoming the first African American man to serve in that role. During the nearly three-week trial, Congressman Jeffries argued that President Trump should be removed from office for abusing his power by pressuring a foreign government, Ukraine, to target an American citizen as part of a corrupt scheme to interfere in the 2020 election. The House Impeachment Managers established with a mountain of evidence that crimes against the Constitution were committed. Nevertheless, the Senate failed to remove the President without hearing from a single witness during the trial.

On March 9, 2021, the House of Representatives passed H.R. 1280, the "George Floyd Justice in Policing Act" for the second time through the House. During both pushes, Rep. Jeffries helped lead the charge with respect to passage of this historic police reform bill, which included legislation authored by the Congressman to criminalize the chokehold and other inherently dangerous tactics such as a knee to the neck. Rep. Jeffries remains dedicated to working with his colleagues to make transformational police reform a reality and breathe life into the principle of liberty and justice for all.

Rep. Jeffries has played a major role in shaping the Congressional response to the COVID-19 pandemic. He has fought hard to assist state and local governments whose budgets have been devastated by the virus, pushed for an extension of the emergency unemployment

benefit and supported efforts to keep everyday Americans in their homes. Rep. Jeffries also worked across the aisle with Rep. Peter King (R-NY) to secure billions of dollars in funding for the Metropolitan Transportation Authority in the CARES Act (H.R. 748, Public Law No. 116-136), which became law in March 2020. At home, Rep. Jeffries partnered with the Governor to expand testing in hard-hit communities of color by establishing walk-in sites at houses of worship throughout New York City. He denounced discriminatory social distance policing that targeted communities of color and helped bring about a change in policy. In the community, Rep. Jeffries continues to personally distribute food, masks, gloves and hand sanitizer to residents in need.

In the 115th Congress, Rep. Jeffries worked across the aisle as the lead Democratic sponsor of the FIRST STEP Act (S. 756, Public Law No. 115-391), a strong, bipartisan criminal justice reform bill that the President signed into law in December 2018. Rep. Jeffries partnered with Congressman Doug Collins, a conservative Republican from rural Georgia, on the legislation, which is widely viewed as the most meaningful criminal justice reform effort in a generation.

The FIRST STEP Act provides retroactive relief for the shameful crack cocaine sentencing disparity that unfairly destroyed lives, families and communities. The law shortens sentences by ensuring inmates can earn the 54 days of good time credit per year. Congress intended to apply the change retroactively, to the benefit of thousands of currently incarcerated mothers, fathers, daughters and sons. It provides \$375 million over five years to expand re-entry programming, including education

and vocational training, which is proven to dramatically reduce recidivism and help prepare for a successful transition back into society. In order to strengthen and preserve family relationships, the bill requires the Bureau of Prisons to house incarcerated individuals within 500 driving miles of their relatives and permits the transfer of lower-risk inmates to home confinement. In addition, the FIRST STEP Act bans the immoral practice of shackling women throughout the duration of their pregnancy, during childbirth and for three months postpartum.

Rep. Jeffries also played a key role in the House passage of the historic Music Modernization Act (MMA) (H.R. 5447, Public Law No. 115-264), which became law in 2018. Heralded as a sweeping update to our copyright laws, the MMA will improve the licensing process so that songwriters, artists and musicians can continue to share their creativity with the world. Because of the MMA, songwriters are more likely to get paid a fair price for their work, and digital music providers like Spotify and Pandora will be able to operate more efficiently. In an era of crisis and dysfunction in Washington, the power of music brought Democrats and Republicans in Congress together to collaborate on groundbreaking legislation, ushering our music copyright system into the 21st Century.

In April of 2018, the President signed the Rep. Jeffries-authored Keep America's Refuges Operational Act (H.R. 3979, Public Law No. 115-1689) into law. Each year, 47 million Americans visit wildlife refuges, generating almost \$2 billion in local economic activity. This law will keep America's refuges operational by supporting the volunteers who dedi-

cate thousands of hours to maintain our public lands. Passage of this bill was part of a bipartisan, bicameral effort to ensure Americans can visit, explore and study wildlife and experience our nation's vast natural beauty for generations to come.

Several other pieces of Rep. Jeffries-authored legislation passed the House of Representatives in the 115th Congress, including bills to investigate the public health impact of synthetic drug use by teenagers (H.R. 449, Public Law No. 115-271) and updating federal regulations to remove racially offensive terminology from use (H.R. 995). Rep. Jeffries' H.R. 3229 (Public Law No. 95-521), which helps protect judicial officers from threats, harm and harassment by those who would seek to compromise the integrity of our judicial branch, also passed the House in 2017 and was signed into law in March 2018. Additionally, Rep. Jeffries authored H.R. 3370 (Public Law No. 95-921), the Fry Scholarship Enhancement Act, which became law as part of the Harry W. Colmery Veterans Educational Assistance Act of 2017. It will expand the availability of education benefits to the children and spouses of service members killed in the line of duty.

In the 114th Congress, Rep. Jeffries teamed up with Congressman Peter King to pass the Slain Officer Family Support Act of 2015 (H.R. 1508, Public Law No. 113-227), which President Obama signed into law. That law extended the tax deadline so that individuals making charitable donations to organizations supporting the families of assassinated New York Police Department (NYPD) Detectives Wenjian Liu and Rafael Ramos, could apply such tax deductions to the prior year's tax return.

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