

LOVICK

DIVERSITY CAREER JOURNAL

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JAN PERRY

General Manager Economic & Workforce Development Department



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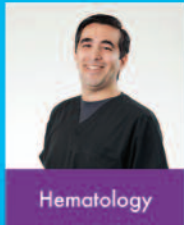
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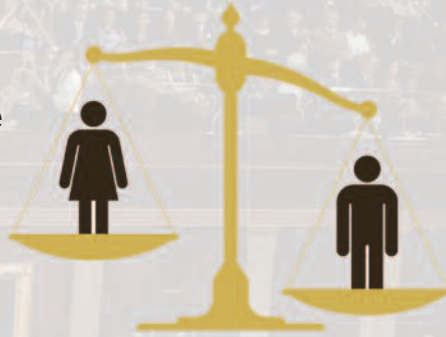
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■
Lovick Career Journal (LCJ) is a quarterly publication designed to give unique access to the professional job seeker and those who wish to explore current and available employment opportunities in these high-levelled positions that are often missed in other advertising circulars. This quarterly publication of 40,000 is uniquely targeted to increase awareness to diversity concerns and exposing opportunities to the best qualified. Its distribution to colleges, universities, employment office centers and other pertinent demographics, maximizes our ability to reach the right individual.

VETERANS TREATMENT

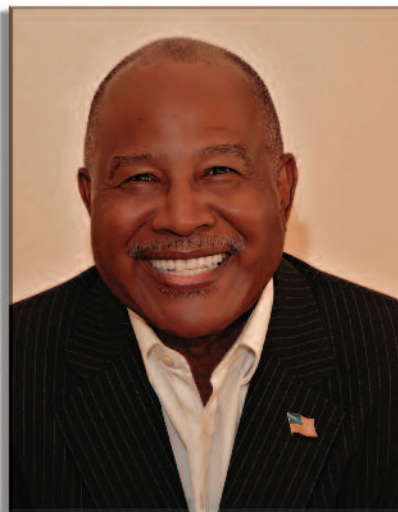
There are many segments of the United States population that have legitimate reasons to gripe about the way they're treated: African-Americans, women and disabled individuals, for example.

But veterans are another group that certainly has been mistreated in this country – woefully so, as a matter of fact.

Consider this: You spend time in the military knowing there's a risk you could lose your life or get badly injured while being deployed overseas. Yet when you return to the states, you have trouble finding a decent job, obtaining a home loan or even getting proper medical care.

I'm a former member of the United States Air Force, having served during Viet Nam. I know how hard it was to be away from my family and friends, fighting for my country. When I returned to the U.S., I was fortunate enough to find employment. Sadly, not everyone who served was so fortunate.

Years ago when I owned a recruitment firm, I made it a point to host a recruitment job fair exclusively for veterans each year in November. You could tell by the looks on the faces of the veterans in attendance that they were grateful someone was trying to help them land gainful employment.



According to statistics from Trading Economics, the U.S. unemployment rate in November was 4.1 percent. According to information on their website, Trading Economics “provides its users with accurate information for 196 countries including historical data for more than 20 million economic indicators, exchange rates, stock market indexes, government bond yields and commodity prices.”

According to information from the United States Department of Labor's Bureau of Labor Statistics, the unemployment rate for November 2017 was 4.1 percent. Also according to information from the Bureau of Labor Statistics, in 2016, the unemployment rate of veterans varied across the U.S., ranging from a low of 1.8 percent in Indiana to a high of 7.6 percent in Washington, D.C.

I maintain that any veteran who wants a job should be able to find

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Published by
Calvin Lovick
&

Angela M. Cranon-Charles, M.A.

HAMPTON UNIVERSITY

DR. WILLIAM R. HARVEY

Hampton University President

Celebrating a Legacy and a Legend of Excellence



(HAMPTON, Va.) – Hampton University, a dynamic, progressive institution of higher education and a leader among the nation’s Historically Black Colleges and Universities has begun preparations for twin celebrations in 2018 – the University’s 150th anniversary of its founding as Hampton Institute in 1868, and a celebration of the unparalleled executive tenure of Dr. William R. Harvey, HU’s president for the past 40 monumental years. “Celebrating a Legacy and a

Legend of Excellence” is the theme of a combined series of events and observances over In the coming year. The celebration, with planning and preparation led by Hampton University students, administrators, faculty, alumni, sponsors and the Hampton community, beings this month.

“We look forward to celebrating with the global community, residents of the Commonwealth, and anyone who values educational excellence,” said Dr. William R. Harvey, Hampton University President. “As we embark upon the university’s 150th anniversary and my 40th anniversary as president of Hampton, we’ll reflect on the stellar achievements and undeniable progress that this university has accomplished.”

“We welcome the participation of businesses, organizations and other partners who wish to support this once-in-a-lifetime observance,” Harvey said. “We look forward to producing leaders who will change the world in the next 150 years.”

About Hampton University

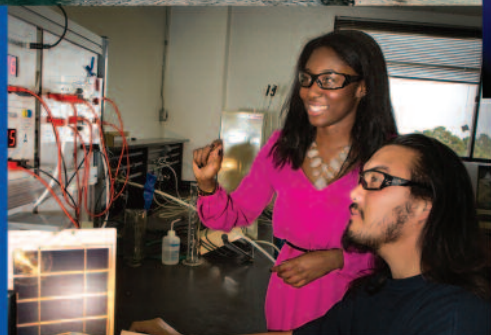
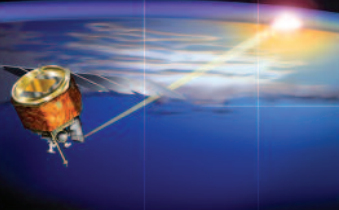
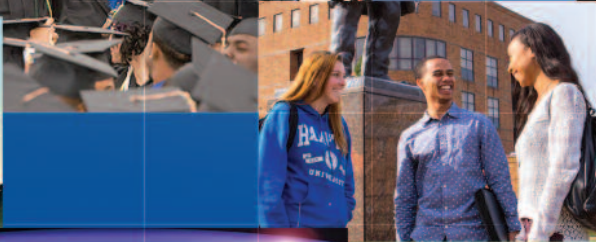
Rich in history, steeped in tradition,

Hampton University is a dynamic, progressive institution of higher education, providing a broad range of technical, liberal arts, and graduate degree programs. Since its founding in 1868 as Hampton Institute by Brigadier General Samuel Chapman Armstrong, this educational institution has consistently pushed the boundaries of its success. At Hampton University, opportunity for success is the theme of every day, and success is the expectation of everyone. Our central keystone values are innovation, aspiration and competitive success, and those values transform the lives of students, faculty, and the administrative leadership of our University.

HAMPTON, Va. (Aug. 25, 2017) — Brian Culbertson electrified concert goers at the 2017 Hampton Jazz Festival, and he's back! The international award-winning multi-instrumentalist returns to celebrate the 150th anniversary of Hampton University and Hampton University President, Dr. William R. Harvey's 40 years of unparalleled leadership. This can't miss event will be at the Hampton University Convocation Center, Oct. 20 doors opening at

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from
INSPIRATION to
IMPACT



For 150 years Hampton University has been THE Standard of Excellence in higher education. Founded in 1868 by General Samuel Chapman Armstrong, Hampton has a long successful history of offering a strong academic program of educating the 'head, heart and hand,' and emphasizing the development of character. This foundation has been built upon by Dr. William R. Harvey, who has served as Hampton's president for 40 years, during which time the university has experienced accelerated growth and achieved notable accomplishments.

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FOUR REASONS WHY BABY BOOMERS ARE WORKING TO AGE 65 AND BEYOND

There's no doubt that many in the Baby Boomer generation, those born between 1946 and 1963, have retirement on their mind. According to marketrealist.com, more than four million Boomers have retired since 2008 and that number is steadily rising each year.

However, there are still a fairly high percentage of Boomers who are continuing to work to age 65 and beyond. According to a recent Bloomberg article, some 32 percent of Americans 65 to 69 were employed as of mid-2017. Looking at those past age 70, a growing number of these seniors are deciding not to retire or are unable to retire. As of mid-2017, 19 percent of 70-to-74-year-olds were working, which is an increase of 11 percent compared to 1994.

Why is this?

While there are several reasons why some Boomers continue to work into their "golden years," here are four of the more common ones.

Reason one: Residual fallout from the severe stock market declines in 2008, 2009, and 2011.

Most Boomers can't forget the market crashes of these years that resulted in steep drops in the Dow Jones Industrial Average. Market declines during these years resulted in many investors losing high percentages of their retirement savings. Let's say a working investor had \$250,000 in a 403(b) or 401k and that portfolio experienced even a 20 percent loss or \$50,000. It would take that same investor who is saving six percent of their annual salary of \$100,000 or \$6,000, roughly eight years to recoup the loss not

factoring in any gains or additional losses during that same period.

As the market tumbled during these years, many decided to "ride it out" only to find that a new bottom or correction was about to happen. The mantra, "you can't time the market," is certainly true for most of us average investors, at least. However, some of the cleverer investors decided to reduce their holdings in the riskier stock portfolios and put that money into bond funds and, in some cases, precious metals or

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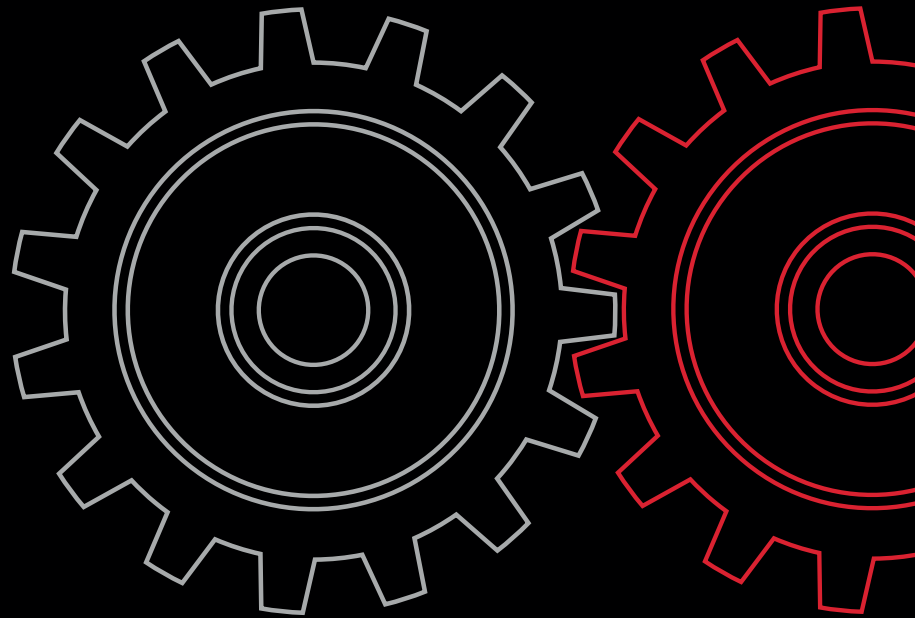


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Editorial Page

CAN'T FIND EMPLOYMENT OR A NEW CAREER?

by Angela M. Cranon, M.A.

It's a new year and many of you want to find a job or change a career. You might be tired of the same process of looking for a job or even tired of being rejected. No matter what the case, you might be blocking your own chance to succeed, simply because your qualifications may not have changed.

Along with the normal process of finding a new job or changing careers, seriously think about upgrading your skills. Just because you are already employed, educated, or highly skilled, employment is not just around the corner. And if it is, the salary might be the same. Why? Because you are the same. With no new skills, no new certifications, and no upgrade with your education, why should anything be different?

Don't fret, you are not alone. However, to solve this problem, if you want a change in your life, especially financially, and with a new career, prepare for it ahead of time. Don't just wake up one day and look for a job. Have a strategic plan to land employment. This plan is

set in advance before searching for a job. If you know that the job you have is not your career choice or you want to make more money, or you just need to find employment, ask yourself the following questions.

- What career would be long-term fulfilling?
- Think hard and long so that you don't keep changing careers.
- What skills are needed to find a desired career?
- List them one by one. This is where researching plays a major role with your preparation of find the most desirable job.
- What do I need to accomplish to obtain those skills?
- Seek ways to improve and expand your skills. What does the job require and what do you lack?
- How do I know how to enhance my skills?
- Always research what the career entails and what you can do



Photo Credit: Jeremiah Charles

extra to stand out from the hundreds who are also looking for the same job. This might mean going back to school, taking a few certification programs, or receiving more training. This can be done through accelerated college programs, adult schools, online companies, and through your current employer.

- How can I become more focused on what I want to do?
- Along with researching for the type of career you want and the skills you need to land a job, you can also specifically focus on individual companies where you could spend the next decade or more working. Those

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by Laurie D. Willis

A week hardly goes by without another well-known journalist, entertainer, politician or businessman being accused of sexual harassment or sexual assault. Some weeks, so many men are linked to such allegations that it's hard to keep up.

As a woman who has experienced her share of lewd comments in the workplace over the years – though never any unwanted touches or requests – I'm glad women are speaking out about sexual harassment and sexual assault, which have gone on for far too long in the United States.

Equally important to the fact that women are now speaking out, I

Sexual Harassment and Assault in the Workplace



think, is the fact that some men are starting to more closely examine their workplace actions.

A few weeks ago I was listening to a segment about sexual harassment and sexual assault on NPR. Once the phone lines were opened, a man called in and questioned how he would know whether he's doing or saying something that could be construed as sexual harassment.

As I continued driving, I remember thinking that a grown man should

know whether he's committing sexual harassment and certainly sexual assault, which is a criminal offense. I mean, if the speed limit's 55 and you're driving 70 miles per hour, you know you're breaking the law and subjecting yourself to a traffic ticket and increased car insurance premiums.

Likewise, if smoking marijuana is illegal in your state and you get caught in an alleyway smoking pot, you know you're breaking the law and may face jail time.

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Riverside County Sheriff's Department



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Making It...

TOYOTA

ANNA BARRAZA

Organizational Development Consultant

By Laurie D. Willis

Anna Barraza considers the way she's been able to grow in her career at Toyota Financial Services a blessing. And she wants to help others grow as well.

By all accounts, that's exactly what Barraza, an organizational development consultant, is doing.

"At Toyota, we ask team members to challenge what's possible," said Tatsumi Paredes, director of diversity and inclusion. "Anna does that by thinking of innovative ways to continue shaping the experience team members have every day."

Paredes met Barraza five years ago when they worked together in Human Resources, and said Barraza's always thinking of ways to make Toyota a great place to work – such as creating a newsletter titled *GPS Spotlight*.

"GPS is our team member development program and stands for grow, perform and succeed,"



Paredes explained. "In the *GPS Spotlight*, Anna features team members of varying levels, company locations, years of service, etc., who share great career development tips, tools and resources. By providing a channel for them to share their authentic stories and experiences, team members are able to pay things forward and share meaningful advice to over 3,000 colleagues across our company. Anna is absolutely an asset to Toyota."


Barraza has a bachelor's degree in business administration from the University of Arizona, and a master's degree in human resources management from Ottawa University. She has worked for Toyota Financial Services since 2008, and said trying to assist others comes naturally.

"I'm passionate about helping others grow their careers and achieve professional/personal success," Barraza said. "I'm in a position where I can create programs and resources to help team members achieve those

goals, while helping the organization meet critical business objectives."

As an organizational development consultant, part of Barraza's challenge is ensuring people perform well at work. But for her it's much deeper than that because she realizes how vitally important it is for individuals to find purpose in what they do.

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across every facet of our business to drive results.



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Making It. . .

ANNA BARRAZA

“We spend most of our waking hours at work, often more time than we spend with our own families,” Barraza said. “When we find fulfillment and purpose in our work, this manifests positively into other aspects of our lives. Because I’m motivated, challenged and feel accomplished at work, this makes me a better spouse, mother, friend, etc.

“In my current role, I have the opportunity to build programs to increase engagement through career development resources, mentoring and developing managers to be stronger leaders,” she continued. “This is more than a ‘feel good’ strategy. By creating programs that increase employee engagement, this results in greater performance and helps Toyota to deliver stronger business results.”

Paredes said one reason Barraza is so successful at Toyota is her ability to connect well with co-workers.

“Anna’s strength is being open to feedback and input from others,” Paredes said. “By maximizing diversity of thought and experiences, she’s able to think about solutions that are impactful for a wide audience. She’s a leader with a vision. She’s able to help people see what the ideal future

state could be like.”

With that vision, Barraza recently created a program called Driving Great Leaders, which will create a development culture at TFS where managers prioritize developing future leaders to be ready to take on tomorrow’s business challenges. This new program recognizes that competition for talent in the marketplace is fierce, and for Toyota to remain competitive, leaders must drive business results by attracting, developing and retaining top talent. “We want Toyota to be known as a place where team members can grow a rewarding career and work with amazing leaders,” said Barraza. “This will be our competitive advantage.”

Barraza said it’s important to listen to others and to be “flexible to next ideas,” which creates an inclusive work environment where diversity of thought is valued. Getting “buy-in” from employees regarding Toyota Financial Services’ vision doesn’t happen without effective management, she said.

“Employees want a manager who cares about them as a person,” Barraza said. “Once an employee knows that their manager cares about them, the manager will be in a better position to influence and share their vision. Communication is also key. Managers must know how to effectively communicate and tailor their coaching style to each employee and scenario.

Ultimately, managers must help employees understand how their role contributes to the organizational strategy, a higher purpose to create greater engagement and stronger work performance.”

Perhaps Barraza got her caring nature and strong work ethic from her role models, which include co-workers, former supervisors, friends and her mother. “Each has unique traits that I hope to emulate in my life,” she said. “But all of my role models do share some similar traits – they’re all incredibly kind, hardworking and intelligent, and they do good things for others.”

Barraza, who’s married and has a 2-year-old daughter, considers her current position at Toyota her dream job. She said she aspires to work for the company for a very long time.

When she’s not hard at work, Barraza enjoys traveling, spending time with family and friends and watching a certain basketball tournament once a year.

“I really love college basketball, especially March Madness,” she said. “I can sit and watch every single game of the tournament without getting bored.”

Fortunately for Toyota Financial Services, Barraza also never tires of working hard to improve the company and its team members.





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across every facet of our business to drive results.



GENDER POLITICAL GAP

Theories, Ideological Views, and Certainly Controversial

by Angela M. Cranon, M.A.

Why aren't there more women politicians in America? When the word politics is normally brought up in a conversation usually the talk is about Republicans and Democrats, or today, of course, President Donald Trump. The talk of gender political gap is rarely discussed, which should be, considering the fact that, there are more women than ever serving as Senators and House of Representatives, and America has a 51 percent population of women, yet, men still dominate election wins.

members; 21 women (21%) serve in the United States Senate, and 84 women (19.3%) serve in the United States House of Representatives. Five women delegates (3D, 2R) also represent American Samoa, the District of Columbia, Guam, Puerto Rico and the Virgin Islands in the United States House of Representatives”.

This boils down to approximately 38 women serving in Congress in 2017. Of that number there are 18 African-Americans, 10 Latinas, nine Asians, including American/Pacific Island, and one multiracial.

female into Congress.

According to the Business Journal on politics, women are more likely to bring transparency to government, and new issues and perspectives to policy agency, and yet, either American voters do not vote for women or women are just not interested in running for Congressional seats. To top it off, Hillary Clinton, one of America's most popular females in the country, could not capture the win for president in 2017, a move that many foreign countries have already made.



According to Centers for American Women and Politics in its Rutgers publication, “In 2017, 105 (78D, 27R) women hold seats in the United States Congress, comprising 19.6% of the 535

And even though California leads the way of electing women into the House and the Senate than any other state at 41, followed by New York at 28, Mississippi and Vermont voters have never put a

A World Economic Forum study of 2014 and 2016 reveals that today there are 15 female world leaders, a number that has doubled since 2000, and yet they still represent less than 10 percent of 193 United Nation member states.

In the United States and in Mexico there has never been a woman to serve as Chief Executive, and Canada broke its record by putting into office a female prime minister, but she served just four months.

When the statistics are examined, it almost doesn't make sense,

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Jan Perry

Champion for Building L.A.'s Workforce

By Veronica Mackey

The glitz and glamour of Hollywood is the proverbial carrot stick that draws people to Los Angeles from around the world. The obvious wealth of the city, with its celebrities and fancy cars, can make it appear that money literally falls from the L.A. sky line.

But as Jan Perry knows full well, economic success is a planned result. It happens when leaders have the will, vision, tenacity and resources to create a strong, healthy local economy. That means a vibrant work force of well trained men and women of all ages, cultures, education levels and backgrounds.

Jan Perry is General Manager of the Los Angeles Economic & Workforce Development Department (EWDD), who leads an agency of 168 employees. Los Angeles Mayor Eric Garcetti selected Perry to run EWDD shortly after his election in 2013—the same year she left the Los Angeles City Council due to term limits.

With a 12-year track record as a councilwoman leading the “Great

Ninth District,” one of the largest, most culturally and economically diverse areas of L.A., Perry was a



natural fit to run EWDD. While in office, she led major projects which significantly transformed the landscape and improved the local economy from South L.A. and Little Tokyo to the downtown business district.

Known for her ability to successfully revitalize neglected neighborhoods, she led catalytic projects such as L.A. Live, Our Lady of Angels Cathedral and the new Police Administrative Building. More than 1,000 units of

supportive housing were developed to shelter the homeless and people suffering from mental illness and substance abuse under her leadership.

At the same time, she brought in \$15 million in investment, \$40 million in new tax revenue for the City of Los Angeles, and an estimated 90,000 full-time jobs. Today, Downtown L.A. is becoming one of the most desirable and sought-after residential and commercial destinations in the nation.

Long before she took over EWDD, Perry was passionate about making employment opportunities equally accessible—for the college educated to ex-convicts and at-risk youth.

“I was very keen in making sure people were hired from South L.A., Pico Union and East L.A.,” she said. “We’ve made deeper connections to getting at-risk people back to work. Federal funding has been one of the most strategic ways to get people retrained. Employment Workforce Centers have a very active re-entry

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City of Los Angeles

Economic and Workforce Development Department



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ewdd.lacity.com

Continued from page 24

Jan Perry

component, and we work actively with the Mayor's Office to assist people in expunging their records, getting up-to-date training and advocating for people who come through the criminal justice system."

Through partnerships with local government, small businesses and nonprofits, EWDD is working to create employment opportunities for those whom society has written off as "unemployable."

EWDD provides a broad range of programs offering assistance to businesses, job seekers and disconnected youth. The department, through its contractors, runs 16 WorkSource Centers and 14 YouthSource Centers in areas of high unemployment.

EWDD also administers nine BusinessSource Centers offering entrepreneurs informational workshops, access to capital and help with loan packages. The department assists with microloans and small business loans. Real estate experts on staff help position city-owned properties for economy-boosting development.

"We post a lot about expungement centers," Perry said. "We are administering a grant for a program called LA:RISE. It focuses

on the development of social enterprises."

One of EWDD's partners is Homeboy Industries, a nonprofit that provides resources to former gang members, substance abusers and domestic violence victims, to redirect their lives and find gainful employment.

More than a resource for employment, EWDD is in the redemption business—restoring positive self image and dignity that comes with being a productive member of society. Offering a hand up to the formerly incarcerated and downtrodden is an important component in the overall mission of growing and improving L.A.'s economy while building a well-trained and job-ready workforce.

EWDD is working to meet L.A.'s workforce demands for today and tomorrow. Perry said the push now is to get more women involved in technology. "We sponsor Girls Who Code, so they can go and get jobs in the higher paying tech industries," she said.

EWDD is also working to meet the challenges brought on by an older work force. "Our senior population is living longer," Perry said. They either need to keep working or go back to work. That is going to be a very, very big issue—how to balance that group against

Millennials without pitting those two groups against each other. We'll need to figure out how both groups are able to work."

The proliferation of Boomers in the work force has expanded the demand for workers in careers related to healthcare and aging. This is good news both for older people who need healthcare services and those who still want or need to work.

Another growing industry, Perry said, is culinary arts. "It allows one to be part of a growing industry, to work in hotels and restaurants or start your own business with a mobile food truck. You can get steady employment and control your destiny."

She added, "Careers in advanced engineering, mathematics, and high-tech industries are in demand, as well as opportunities in transportation, which connects to jobs in the retail sector, and that goes along with housing."

Although methods have changed to finding employment, Perry says old fashioned initiative and enthusiasm are still impressive to potential employers. "It's important to show the employer that you care enough, that you did your research and understand the organization, and nature of the job," she said. ■

For more information about EWDD, call 213-744-7300 or visit ewddlacity.com



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Photo credit: CaughtintheMoment.com and the Long Beach Police Department

GENDER PAY GAP - Does it still exist?

By Angela M. Cranon, M.A.

The gender pay gap still exists today, even though there are more women working than men outside of the home, not to mention, more women have gone back to college to earn higher education degrees compared to men over the past decade. But, that gender wage gap is narrowing, according to a Pew Research Center analysis. This is based on the median hourly earnings for both full-time and part-time employees.

According to the Census Bureau, 2015 showed a remarkable increase of women pay scales, where women working full-time, year-round, earned 80 percent of what men earned in that same year, a 20 percent gap in earnings for women. This means that if a man earned \$50,000 a year, the woman for the same job earned \$40,000. Interesting, however, working adults ages 25 to 34 in 2015 earned 90 cents for every dollar that a man earned in that same age group. Also, in 2016 the gender pay gap shrunk even further, equalizing salaries a bit more, but not fully.

However, one of the main reasons this gender pay gap still exists is largely due to the fact that women,

more likely than men, take a career break or work part-time to raise a family. This reduces the on-the-job experience a woman would have competing against her male counterpart when seeking the same job. Even though a woman may have the same education and skills, the man would have the most experience. These career interruptions can last up to five years, until a child enters kindergarten.

However, women will more than likely continue to make less than men for the fact that there are more males who serve as presidents, vice presidents, executives, directors, and supervisors in the workforce. According to payscale.com, males dominate these upper job levels 85 percent over women by mid-career. This, of course, reduces the chance of a female making as much as male, even with no career interruptions, and the gender pay gap widens as workers continue in their late-career years.

However, this gender wage gap is not designated to one type of job, but the pay gap affects all industries. Careers in finance and insurance have been identified as the largest industries to statistically

show a gender pay gap. However, the wage gap decreases in careers in education, where women make about half-a-percent less than men for doing the same job.



Meanwhile, there are recent trends that have made a turn to close the gender wage gap. For example, women make only seven percent less than men in what's been considered to be historically male-dominated jobs for careers in Oil, Mining, Quarrying, and Oil and Gas Extraction industries. According to *The New York Times*, more women are choosing to work in these historically male-dominated jobs, as a result, this decreases gender pay gap for median salaries. On the other hand, as males move into more traditionally female-dominated careers, the median salary for men, actually increases, a reverse affect that still proves the point that gender pay gaps still exist. ■



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Children's Hospital Los Angeles is one of only 10 children's hospitals nationwide to earn a ranking in all 10 pediatric specialties evaluated by U.S. News & World Report. The

publisher's prestigious Best Children's Hospitals rankings also included CHLA on its exclusive Honor Roll for the ninth straight year. CHLA has been selected for the esteemed list every year since the list was introduced in 2009.

Nursing is another area in which Children's Hospital Los Angeles stands out for providing exceptional care. The American Nurses Credentialing Center has conferred Magnet recognition on CHLA every year since 2008 for the hospital's high-quality patient care and nursing excellence. Magnet recognition is the ultimate benchmark for measuring the quality of care that patients can expect to receive. The Magnet designation process appraises both qualitative and quantitative factors in nursing, and awards hospitals

that provide the very best in nursing care and uphold the tradition of professional nursing practice.

To deliver this level of award-winning care, it takes a highly skilled and passionate team, as noted by James E. Stein, MD, senior vice president and chief medical officer at Children's Hospital Los Angeles. "Quality of care and patient safety are ingrained into our organizational fabric," Stein says. "We are devoted to our patients and families, and we believe this work takes everyone prioritizing safe patient practices, from our CHLA medical team to the ancillary staff." At Children's Hospital Los Angeles, professionals are empowered to deliver the highest quality care and create more special moments for children. ■

Learn more: jobs.chla.org

Continued from page 6

PUBLISHER'S PAGE

VETERANS

TREATMENT

one in the United States of America. Likewise, I truly believe veterans should be able to obtain good-paying jobs.

It breaks my heart when I see a man or woman standing on a street corner holding a sign proclaiming status as a homeless veteran. In the richest country in the world, with a President who claims to care so

much about veterans, we absolutely must do better by our veterans.

I know heads rolled within Veterans Administration after it was revealed that some veterans were dying, literally, while waiting to be seen by doctors. But firing a few bigwigs here and there isn't a panacea. Nor does that do anything to solve the problem of veterans who can't find decent jobs, or of veterans who aren't getting proper medical attention.

It's time for us to step up to the plate in this country and to do right by our veterans.

Enough is enough. The freedoms we enjoy in this country come at a high price to others – at a high price to our veterans. So the next time you're at Starbucks and you see a man or woman with a VFW cap on, purchase a cup of coffee for him or her. The next time you pass a veteran while you're walking down the street, take a minute to stop and thank him or her for the service that's been rendered to this country.

And, especially important, if you really want to help our veterans write your congressman or congresswoman and implore them to help them, too. ■

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Continued from page 8

HBCU News Hampton University

8 p.m. show beginning at 8 p.m.

Guests will enjoy live entertainment from Culbertson and special surprises throughout the evening. The festivities will honor both the 150-year legacy of our extraordinary institution and the decades of service of its visionary leader and president.

"He was mesmerizing at the 50th Hampton Jazz Festival," said President Harvey. "There's no doubt he will rock the house launching our Anniversaries' Kick-Off Celebration, the same way he left people buzzing in June."

Heralding from the musically rich city of Chicago, Culbertson began his musical studies at the age of 8 on piano and quickly picked up several other instruments by age 12, including drums, trombone, bass and euphonium. Inspired by the great R&B/Jazz/Pop artists of the 70's like Earth Wind and Fire, Tower of Power, Chicago, David Sanborn and others, Culbertson

started composing original music for his 7th grade piano recital and hasn't stopped. He has self-produced 17 solo albums, most of which have topped the Billboard Contemporary Jazz charts, including 28 No. 1 smooth jazz radio hits.

He has worked and performed with industry all-stars like Michael McDonald, Chris Botti, Ledisi, Barry Manilow, Herb Alpert, Natalie Cole, Chuck Brown, and Bootsy Collins. He has received numerous awards including being nominated for a 2012 NAACP Image Award and a 2012 Soul Train Award. He won the 2010 Canadian Smooth Jazz Award for Best International Artist and the 2010 American Smooth Jazz Award for Best Keyboardist. In 2012, he founded the Napa Valley Jazz Getaway, now in its 7th year.

Brian is always striving to push the boundaries of the jazz scene, which is evident by his latest album, Funk!. This new set is a throwback to the stanky P-Funk records from back in the day combining infectious bass lines, greasy horn licks, sing-a-long hooks and of course, landing hard

on the 'One.' This record is also a follow-up to his widely successful Bringing Back The Funk album from 2008, which was co-produced by the late Maurice White of Earth, Wind & Fire.

Over the past few months, Brian has been back in the studio working on a very romantic album, Colors of Love. The album will feature 12 original tracks and is due out Valentine's Day 2018. Fans can rest assured that, with 17 albums and counting, Culbertson always brings his very best – and brings out the best in others – in his broad-ranging musical endeavors.

Tickets for the Anniversaries' Kick-Off Celebration start at \$50 upper level general admission, \$65 mezzanine level, \$75 lower level (no VIP) and \$150 floor (VIP reception access 6pm-7:30pm). Tickets are available at the Hampton University Convocation Center and Ticketmaster. For more information contact the Hampton University Convocation Center box office at (757) 728-6800. ■



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CORPORATE NEWS

BABY BOOMERS

real estate. It's doubtful, however, that they completely escaped the market losses.

Since January of this year, the market has fortunately reached all-time highs more than 30 times, as of press time. If that impressive performance keeps up, those still in the market should fare quite well, at least for the time being.

Reason two: Assisting aging parents with in-home care and housekeeping expenses while still raising their own children.

Boomers who were born near the tail end of this generation fall in what has been termed, "the sandwich generation." The term aptly describes those Boomers who are taking care of an aging parent or parents while supporting their own children. According to the Pew Research Center, more than one of every eight Americans ages 40 to 60 is both raising a child and caring for a parent. Needless to say, that's not easy on the pocket book.

These Boomers may now be assisting their aging parent(s) by helping offset expenses associated with housekeeping and home maintenance and repairs. While these costs may add up to more manageable amounts of say, \$1,000 to \$5,000 annually, there are often much higher expenses the Silent Generation, those born

between 1923 and the 1940s, did not anticipate and may need help with. Couple these smaller financial needs of the older generation, who may not have anticipated living into their 80s and beyond, with the fact that only a minority of these aging parents have purchased long-term care insurance. This leaves the majority of Boomers' parents without a way to cost-effectively cover the expenses incurred by hiring in-home care for even minor medical occurrences such as a broken bone or while recovering from surgery.

According to the Forbes article "Boomers, Millennials And The Long-Term Care Divide," 70 percent of Americans who reach age 65 will need some long-term care for an average of three years.

The stakes get even higher when there is a need for a family member to enter an assisted living facility or nursing home. The same Forbes article cites an Aging.Care.com survey that finds 25 percent of Alzheimer's caregivers spend more than \$4,000 each month (that's close to \$50,000 annually) on their loved one's care.

The article also points to a Cost of Long-Term Care Survey performed in 2015 by the financial company Genworth Financial that lists the staggering and ever-increasing costs of a variety of elder care services. According to the survey, homemaker services and home health aides were charging \$20 an hour, adult day care was \$69 a day, assisted living facilities were

charging \$43,200 annually, and nursing home costs were running a staggering \$91,250 a year. Those costs are only expected to rise in the years ahead.

Millennials, the survey found, are the most likely to say they felt the burden of providing long-term care for their parents or grandparents will be their responsibility.

Reason three: Some adult children of Baby Boomers are not moving out of their parent's home or they are returning home due to the high cost of living, loss of a job, or need to begin or complete their college education.

There's no doubt the job market has become increasingly competitive with respect to education demands. Millennials are those most likely to still live at home with their Boomer parent(s) given their place on the generational ladder.

For younger Boomers this can translate to not only covering or helping cover the cost of college but perhaps even post-graduate studies. While these same students may be able to work part-time as they pursue their education, it's their Boomer parents who are shouldering a majority of the expenses.

Only about half of first-time college freshmen who enrolled in 2006 have graduated by 2012, according to the National Student Clearinghouse cited in a 2013 article in the New York Times. It's

continued on page 36



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EDITORIAL PAGE

Can't Find Employment

under 50 could switch to another company when an opportunity arises, if necessary. However, the more matured adult, in age, who is getting ready for retirement, should focus on researching a company based on retirement benefits as well as career goals, and plan to stay there until the time of retirement.

- When do I want this to occur in my life?

- Put together a realistic timetable that is detailed of what needs to be accomplished to get the job. Some might believe that a monthly plan should be sufficient, however, creating a daily or weekly schedule could keep your momentum going in order to achieve your goals sooner than later. Equally important is to avoid making the timetable too far out so that you don't lose confidence, momentum, or simply give up.
- What to do with my timetable?
- Follow it day after day, tirelessly. Take action. Make it happen.

So when all is said and done, do more than just the process

of finding a job, but be prepared before you begin the search. These tips are simple, yet effective in an effort to assist with changing your unemployment status to employed, and creating a plan that will push your career in the right direction, and make your work days more profitable and rewarding. Taking the first step is the hardest, but once you get started, and see results, there will be no stopping you from succeeding. Stay confident, diligent, and positive.

■
Now, go make it a great day!

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CORPORATE NEWS

BABY BOOMERS

taking undergraduate students a lot longer to complete their degrees often times due to overcrowded campuses where students have a tough time getting the classes they need to complete their course of study.

Reason four: The opportunity to pursue a new career field or interest whether there's a paycheck or not. Let's be honest, how many of us have actually been able to pursue the career path we dreamed about? Sure, there are those out there who were inspired by that certain fifth-grade teacher or the family doctor who

were able to follow in their role model's footsteps.

For those of us who couldn't, for one reason or another, work in our preferred career field, retirement may be the perfect time to at least get a taste of it. Maybe you're not interested in going back to college to get that teaching credential but working as a teacher's aide or even a school volunteer would give you a sense of purpose and fulfillment that you've been longing for and that you didn't get from your nine-to-five job over the past three decades.

As far as the doctor scenario is concerned, we know that going back to school to earn that medical degree may not be

feasible at this stage of life. However, there are other options in the medical field such as office assistant or hospital volunteer where your passion for helping others will shine through. You may not be able to use a stethoscope, but you will be able to offer others a warm smile and a caring heart.

Kimberly Durment Locke is a freelance writer living in the Los Angeles area who enjoys writing about a variety of topics and issues. Her articles have appeared in the Cherokee Phoenix newspaper, Winds of Change magazine, and Pasadena magazine. She is a registered Cherokee Nation citizen, and also is of Hispanic and European ethnicities. ■

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COMENTARY PAGE

Sexual Harrasment

I guess what I'm saying is some things are clear cut, so while I was glad the man thought enough to call in and pose his question, I was nonetheless struck by his need to do so. At any rate, I gave him props for making the call and for acknowledging that, perhaps in years past, he inadvertently said or did something to a female colleague that constituted sexual harassment or sexual assault.

But that man, sadly, won't be joined by every man in America. Not by a long shot. You see, a lot of men are too arrogant to even think about their actions. That's right. Even in the wake of this "sexual-harassment-in-the-workplace-revolution," there are still many men who will continue saying inappropriate things to women on the job, asking them to do things they know they shouldn't and engaging in inappropriate acts in women's presence.

It's just like drinking and driving. Everybody knows the two don't mix. Yet, according to statistics, 10,265 people died in alcohol-impaired driving crashes in the U.S. in 2015. The same can be said for the dangers of texting and driving. Yet every day teenagers – and adults – are seen weaving down the highway because they're text and driving, and I don't have to tell you that some of them end up in the hospital –

or the morgue.

But back to my assertion that many men will continue conducting themselves in ill-advised ways on the job despite the fact that politicians have resigned – or suddenly "retired" – as a result of sexual harassment or sexual assault allegations levied against them; despite the fact that a two-time Oscar winner has checked into treatment for an unspecified reason after numerous allegations surfaced against him; and despite the fact that the man who is, arguably, the most famous "dad" in American history has been in and out of court for allegations against him that go back decades.

It's my firm belief that some men won't stop their harassing ways until they're caught. They know better, but as long as they can get away with it they'll continue. To me it's no different than dirty, racist cops who commit acts of police brutality and murder against African-Americans and other minorities. They know it's wrong, and they also know given technology today chances are somebody's videotaping them on a cell phone while they're committing their heinous acts. Even so, they don't stop until they're caught and brought to justice – if they're brought to justice.

I suppose if anything good has come from all of the sexual harassment/assault allegations that have surfaced, and the

subsequent firings and resignations that have followed in their wake, it's that women are no longer affording men the benefit of their silence. Likewise, it's good that some men are finally realizing they cannot continue treating women in the workplace – particularly those over whom they're in positions of power – like mere objects with whom they can do as they please.

I also think it's good that some corporations and businesses are being forced to admit that for years or decades they've looked the other way when men on their payrolls were acting unscrupulously or criminally – just because those men were raking in the dough for the shareholders and CEOs.

Maybe now that women across America are taking a cue from actor Peter Finch, who in the 1976 Oscar winning movie "Network" famously stuck his head out a window and shouted, "I'm mad as hell and I'm not going to take this anymore," perhaps men across America will get their acts together, too.

Perhaps men across America – and across the globe for that matter – will start treating women with the respect, dignity and professionalism we deserve – just as they'd want their wives, daughters, mothers, sisters, aunts and female cousins and friends to be treated. ■

Continued from page 22

Gender Political Gap

considering the fact that since 1980, women have outvoted men by at least four percent in presidential elections in America. In 2000, the gender-gap-voter-turnout averaged 16 percentage points, indicating a wider voting gap than previous years between women and men, with women being the dominate voter, and yet, America has never put a female in the presidential seat. Overall, in other elections, women outnumber men at the voting polls as well.

So why aren't there more women politicians, especially since statistics show that there are more women voters than men? There are a few reasons, in theory, that will surely rub some the wrong way. One speculation is that women vote for men instead of their own gender because they do not trust women. Women are still leery of a woman running the country, and even taking on powerful government positions. Second, men do not trust women to lead such a powerful country either, so some men will never vote for a woman to serve in politics.

Third, women do not like to be ruled or told what to do by another woman. Ideological views that the head of the house is run by a male, also applies to the head of the White House. The idea of a

male should be in charge still carries weight with some women, especially in powerful leadership positions. A government job is seen as one that is not only powerful, but psychologically intense and dominate.

Fourth, the stereotype or medical findings that women are more emotional than men, also plays a role to determine if a woman should be a politician, and especially serve as a president of the United States, even though women in other countries have lead successfully. Is this really a stereotype or a fact? This one will surely set someone on fire and disagree. While some may believe this theory, others contend that the same sensitivity of a woman is what's lacking in politics to solve some of the major issues in Washington, D.C. today, including world peace, domestic violence, child abuse, poverty, and so forth.

Finally, fifth, the stress of the job intellectually would be too tasking on a woman, mainly because duties as a mother and wife usually continue, therefore giving a woman much more to focus on than just the country, that might interfere with the "job".

These speculations also lead to another factor about the gender gap in politics. Although there are some successful women politicians, there are fewer women of color serving in these careers as

well. This means anyone who is not White American. The obvious reason women of color do not dominate this field are some of the same reasons why men of color do not. There are fewer supporters of people of color in such powerful positions, and some voters believe that people of various ethnic groups lack the educational background and experience to earn such authoritative political positions.

However, one political theory that might change the face of government and close the gender gap is to lure more people to the polls, especially and particularly, people of color. For example, President Obama had the highest number of minority votes in the history of a presidential election, which was 68 percent, and he became the first Black president of a country that is more than 200 years old.

This very controversial issue, especially the theories explaining why there is still a gender gap in politics in America has driven some to anger, disappointment, or awareness. Nonetheless, this is the profile of America and a change is yet to be seen to close this gender gap. Before judging, take a factual look at the number of women in office; there has to be a firm reason why, in this century, the gender gap from the outside to get into the White House is still too wide. ■

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