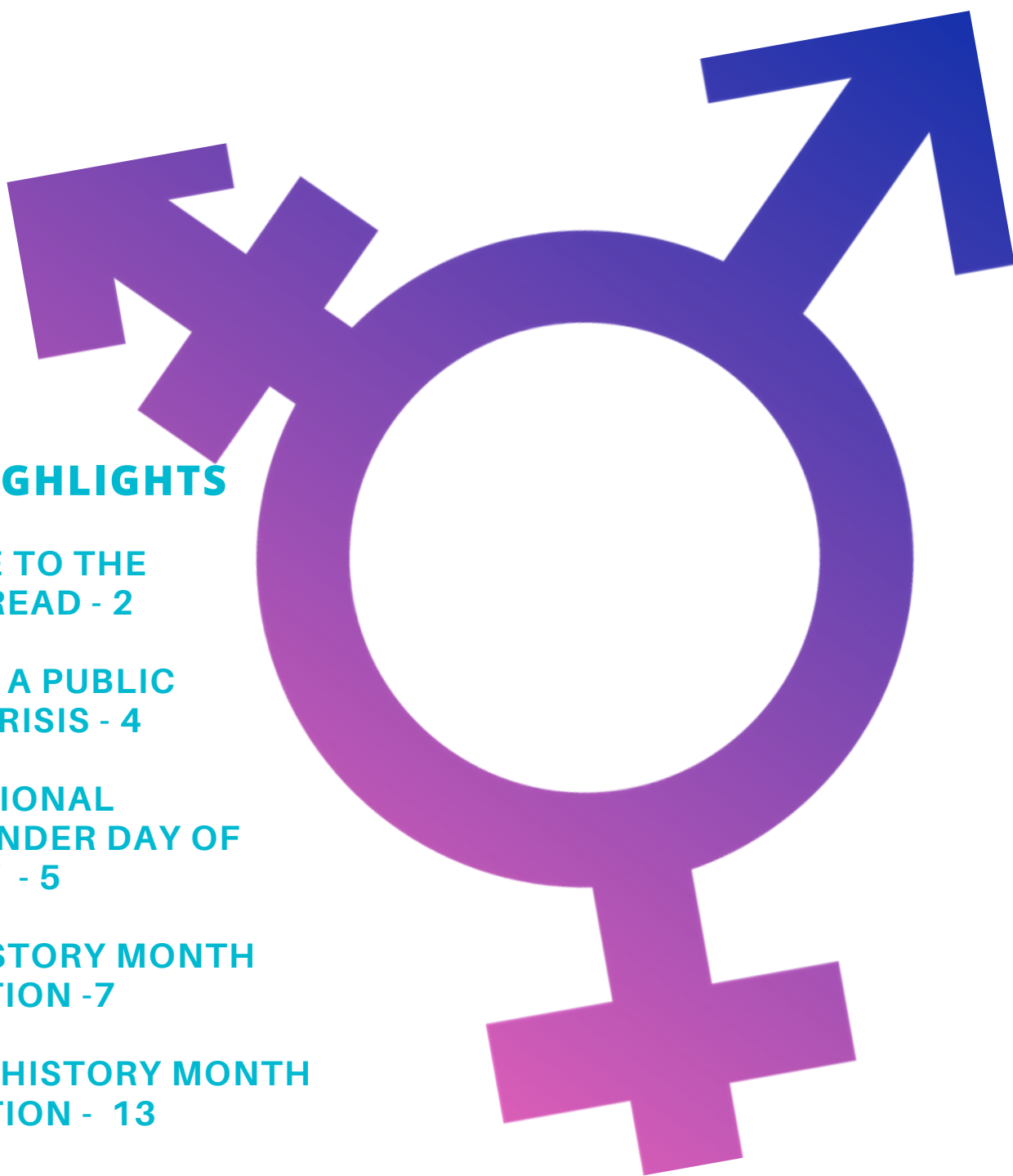




THREADS

Quarter 1 2021 NEWSLETTER



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WELCOME BACK!



MULTIETHNIC ADVOCATES
FOR CULTURAL COMPETENCE

WELCOME TO THREADS

BY TRACY MAXWELL HEARD

And we're back!

Welcome to our new and returning MACC quarterly newsletter – THREADS!

We will be bringing you articles and information to educate, empower and engage you and hopefully support you in becoming a more culturally competent citizen.

You will hear from me about the work MACC is doing. We will share issues we are advocating on, ask for your support and teach you how to be a champion. We will share articles of interest and some of concern on things happening in the state, country and world we want to celebrate and some we want to speak to and correct. We will explore different cultures and communities from a point of humility – letting them tell their story. We will recognize special days and holidays and share with you how to best support these communities in celebration. We will of course let you know about our upcoming trainings and events. We will even share recipes!

There will be a special column “From the Good Doctor.” Dr. Karin Small Wurapa, will bring us information to keep us safe and healthy. Dr. Wurapa is a passionate advocate for wellness - mind, body and soul. She is a Family, Lifestyle, and Preventive Medicine Physician who also specializes in Public Health Policy. She recently completed a special assignment as a consultant to the Medical Director and COVID Response Team at the Ohio Dept of Health. Dr. Wurapa is a graduate of Case Western Reserve University School of Medicine and The Johns Hopkins University School of Hygiene and Public Health. Her rich cultural heritage, life overseas, and respect for others have greatly influenced her practice and perspective that healthy families are necessary pillars to build healthy communities and citizens. Dr. Wurapa is honored to be a wife and mother of three amazing children. The family has called Columbus, Ohio home for the past 20 years.

Each edition we will share, learn and grow together.

If you have something you would like to share with our readers, please submit to info@maccinc.net

Yours in service,
Tracy Maxwell Heard
Executive Director
Multiethnic Advocates for Cultural Competence, Inc. (MACC)

THANK YOU TO OUR CONTRIBUTORS

KARIN SMALL WURAPA, MD, MPH

DIANE KILIVRIS

CHEF COBRE' GORDON

THE EXECUTIVE DESK



By Tracy Maxwell Heard

Racism Is A Public Health Crisis



According to Greater Ohio Policy Center, Milwaukee County in Wisconsin was likely the first local government entity in America to declare racism a public health crisis in April of 2019, citing the health gap between Black and white Americans.

2019?

Did we just become aware? No.

Did we just recognize the disparity in health outcomes? No.

Did we just become aware of the pervasiveness of racism in the United States and its presence in every system and institution of this nation? No.

Did we just become aware of the inequity and challenges marginalized communities have been facing? No.

So why now? And what does it even mean? How do we as community respond to that? Is there an expectation for change? If so, change what, and how?

These are real questions because it is concerning that it has taken this long for this declaration to manifest.

Are we responding to the call to action of the Black Lives Matter movement? How does this declaration prove Black Lives Matter?

How is it any more impactful than the black box that showed up on so many company website banners, commercials, billboards and t-shirts?

Racism IS a public health crisis and has been since the inception of this country and the response must be intentional, systemic, dismantling, and yes, likely awkward and painful.

We cannot expect a disease as pervasive and invasive as racism that has been festering for 400 years to be eradicated by a slogan.

This disease is more deadly than the Corona virus pandemic we have been battling for almost a year.

Continued on Page 4

Racism Health Crisis - Continued from page 3

The vaccine required for this pandemic must meet threshold inoculation levels as well or we will, like Corona, bring forth mutations likely stronger than the initial virus. Mutant strains like The Proud Boys, The KKK, Asian haters, and gay-bashers. This racism virus has been mutating for centuries. Each time there is a correction – Reconstruction, Reparations, civil rights, desegregation, affirmative action, gay marriage – there is a mutation of hatred and violence against progress, humanity, and equity.

Under guidelines from the Centers for Disease Control and Prevention, cities that declare a crisis are required to act to eliminate disparities in Public Health. Supporters of resolutions declaring racism a public health crisis argue that the resolutions set the tone for local leadership. Many of the ordinances/ resolutions identify the need to address generational disparities in education, jobs, housing, health care, home environment, transportation and quality of life. However, immediate action isn't the primary intention of these declarations. (Greater Ohio Policy Center)

If not now...when?!?

The Word says, "Faith without works is death"
James 2:20 - I say words without works is death!

A public health crisis by definition is a difficult situation or complex health system that affects humans in one or more geographic areas, from a particular locality to encompass the entire planet. Health crises generally have significant impacts on community health, loss of life, and on the economy.

The cost is all-encompassing and spares no one. For those who believe you are not impacted and not suffering because you are not in what is considered a marginalized or oppressed

population, that you will not be affected...you are as lost and vulnerable as those refusing to wear a mask and get vaccinated in the face of a global pandemic.

Just as it requires us all to participate in fighting the Coronavirus, it requires the same commitment, the same call to arms, the same global leveraging of resources and effort to eradicate.

No further studies are required. The virus has been identified. We have the resources to confront and begin the inoculation process. The first part is exactly why MACC exists. We must have the difficult conversation in spaces that allow for sharing, learning, understanding and growth for the benefit of all. We must gain the tools and skills to begin to interact with one another in respectful and inclusive ways that create an environment for all to thrive.

We must dismantle and rebuild the systems and institutions of this nation with as much intention as they were originally constructed – but this time with a commitment to access and equity for all.

We must strive for love and accept no less than tolerance and acceptance.

We must do more than declare. We must DO!

We lack no knowledge or information.

But do we finally have the will?

Will, we beat the virus of racism and hate or will we stand neutral or worse knowingly complicit?

We are in a moment that has become a movement and this movement is an opportunity. Be the butterfly wing that starts the ripple that changes the world.



PHOTO BY MARTIN R. SMITH

International Transgender Day of Visibility

By *Diane Kilivris*

The 12th annual International Transgender Day of Visibility (TDoV) will be celebrated on March 31, 2021. The day of awareness is dedicated to two main goals: first, recognizing the resilience and achievements of transgender and non-conforming people; and second, shining a light on the bigotry and prejudice still faced by this community while promoting civil rights. There are currently about 40,000 transgender citizens in Ohio. This year, the Ohio Transgender community truly has an achievement worth celebrating.

On December 16, 2020, the U.S. District Court for the Southern District of Ohio struck down the discriminatory policy that prevented transgender Ohioans from changing their sex on birth certificates. The case *Ray vs McCloud* was a lawsuit filed in 2018 through Lambda Legal, ACLU, the ACLU of Ohio, and Thompson Hine for three plaintiffs including the lead, Stacie Ray. This is a major victory for the transgender community.

Attorneys in the case argued that the law was “archaic, discriminatory and unconstitutional,” according to Lambda Legal’s website. Correcting gender identity on birth certificates is crucial for a transgender man or woman because it not only legitimizes their gender identity but also improves their ability to access benefits such as housing and employment. (Ohio and Tennessee were the only two remaining states that did not allow birth certificate markers to be changed.) Forced to cancel most TDoV events last year due to Covid-19, LGBTQ groups and supporters are planning limited celebrations this year.

Ten Things You Can Do For Support of Transgender Day of Visibility

1. Go to local TDoV Events – virtually.
2. Learn about trans history.
3. Support trans-led organizations.
4. Don’t out your trans friends.
5. Know the differences between gender identity, gender expression, sex assigned at birth, sexuality, and emotional attraction.
6. Recognize the intersections of transness and other identities.
7. Make women’s spaces encompassing of trans women.
8. Learn trans terminology.
9. Tell people when they say something transphobic or cissexist.



RX 2 THRIVE

by Karin Smalls Wurapa

Today I honor all the unsung superheroes of the past year ...the moms, the dads, the aunts, the uncles, the grandparents, the teenagers, the small business owners, and entrepreneurs who simply survived! Survived the lockdowns, shutouts, information overload, partial truths, whole untruths, murders, violence, daily threats to our dignity, silencing of our voices, dehumanizing moments, and inequity at every turn. You survived the unsolicited tasks of being home-school teachers, chefs, caregivers, psychologists, tech specialists, budget magicians, innovators, investigators of disease, and searchers of truth. I salute you because you continue to get up each day knowing that the one(s) you love or lost to "the virus" continue to breathe through the life you lead. You survived by going "back to the basics" and facing fear and uncertainty with the most powerful weapon on the planet...Agape Love. We must return to the teachings of OUR forefathers and mothers to live a communal life of responsibility for and relationship with each other; to eat foods close to the ground; to physically move each day in step with nature's beat, and to honor the divine spirit. Love of God, love of neighbor and nature, and love of self...this was and is our cultural heritage.

THE CHALLENGE

So now I challenge you to THRIVE, not just survive! Make that SMART goal today. Will it be –*

- drinking 2 more glasses of water each day
- eating green veggies with every meal
- identifying credible, trusted resources for information
- Turning off the false information that feeds your fears
- spending 5 mins in quiet meditation or prayer each day
- weeping a cathartic cry
- singing or laughing out loud
- listening, learning and making friendships outside of your homogenous bubble
- contacting state senators about your expectations*
- walking a few more steps
- listening to yourself breathe
- loving your neighbor as yourself - look in the mirror and be kind, be honest, be forgiving and be patient, and extend that same grace to others each day.



Karin Small Wurapa, MD, MPH



BLACK HISTORY MONTH

DO YOUR HOMEWORK

MORE THAN A MONTH!



BY TRACY MAXWELL HEARD

By this point, I am trusting that all know not only that there is Black History Month, but understand why there was a need to create the celebratory month. (If not, homework).

As we celebrate black history month in February, it is our desire to continually remind that we are not separate from American History, but woven into the fabric of it. We are an essential thread. If any thread in a fabric is diminished it weakens the integrity of the whole. Eventually it will unravel and fray. Ultimately the tatters will come apart all together and decay.

It is necessary that we continue to make black history a fully integrated part of the story from beginning to present. Otherwise, it is incomplete, inauthentic and disrespectful to those who have literally built this nation.

Some argue that the creation of Black History month gave a pass to not correct the errors of the past, to not correct the text books, to not recognize the past, present and continuing contributions of African Americans in this country. Others believe there would be no recognition or pressure at all to have more inclusion if not for this annual focus.



Continued on Page 8

More Than A Month Continued from page 7

The Importance of Communicating the Contributions

What is certain is that the necessity of a special month demonstrates a lack of cultural awareness and a continued incomplete education in American History classes around the country.

There are textbooks that still portray a pollyannish depiction of happy slaves singing as they pick cotton. There are textbooks that only offer one page to the subject of slavery in total. None fully recognize and include the contributions of African Americans from inventions to medicine, technology and space exploration, government to industry.

As long as we fail to be inclusive and respectful of the entire American community, we show our ignorance of self, loathing for self and weakness as a whole community.

We at MACC encourage you to follow our social media posts in February and learn about some people you may not have traditionally been introduced to.

Further, educate yourself. There are more books than you could likely read in a lifetime about the contributions of African Americans to this nation.



Dr. Kizzmekia Corbett was instrumental in developing the Moderna COVID-19 vaccine.

Teach your children. Show them that inclusiveness is a priority to you because you are teaching them even if it's not in school.

Be an advocate for more updating and correctly presenting American History in our classrooms.

Let's work together to strengthen the fabric of our nation by ensuring all threads are present and securely woven together for a true and enduring representation of us all...together.

Black History is American History too.



THE HISTORY OF SOULFOOD

Diane Kilivris and Tracy Maxwell Heard

Many people believe Soul Food is a strictly African American originated cuisine, but it is not. Others believe it is the food of the slaves. True – but not just.

The term soul food became popular in the 1960s and 1970s in the midst of the Black Power movement. One of the earliest written uses of the term is found in “The Autobiography of Malcolm X”, which was published in 1965. LeRoi Jones (Amiri Baraka) published an article entitled "Soul Food" and was one of the key proponents for establishing food as a part of the Black American identity. Those who had participated in the Great Migration found within soul food a reminder of the home and family they had left behind after moving to unfamiliar northern cities. Soul food restaurants were Black-owned businesses that served as neighborhood meeting places where people socialized and ate together.

Many of the foods integral to the cuisine originate from the limited rations given to enslaved people by their slave masters. Enslaved people were typically given a peck of cornmeal and 3-4 pounds of pork per week. Beyond that, they added scraps they were able to salvage from garbage and butchering remains. From those rations come Soul Food staples such as cornbread, fried catfish, barbecued ribs, chitterlings, pigs feet, pigs ears and neckbones.



“Soul Food is the memory cuisine of the great-grandchildren of the enslaved.” - Michael W. Twitty

Continued on Page 10

Soul Food Continued from Page 9

According to Afroculinaria.com's Michael W. Twitty, an African-American Jewish writer, culinary historian, and educator, "Soul Food is the memory cuisine of the great-grandchildren of the enslaved." (What a beautiful turn of phrase).

Twitty is the author of "The Cooking Gene", published by HarperCollins/Amistad, which won the 2018 James Beard Foundation Book Award for Book of the Year as well as the category for writing.

He says, though Soul Food originated in the Deep South it evolved through thousands of diverse cooks. Soul Food is the evolution of some 80+ diverse cultures and thousands of cooks. Some of those cultures include African, French, Native American, Sephardic Jewish, Scots-Irish and Canary Islander.

Later influences came as slaves struggled during the American Revolution where a diet consisted mainly of corn, salted pork and fish and other hunted and foraged foods. Salted fish, for example, was familiar to slaves because it was also a West and Central African tradition where it was included in stews with leafy greens, vegetables, onions and lots of spices.

Native Americans contributed their traditional Hominy to the mix, replacing European and African grain porridges. Twitty says it "became an important factor in Black reproduction and normative improvement in health." Salted pork seasoned many a dish with its bits of meat and salty, spicy flavor. Whole ears of native and abundant corn was roasted in ashes, as were tasty sweet potatoes.



Continued on Page 11



The History of Soul Food - Continued from page13

Other Soul Food superstars derived from native southern gardens include cymling squash, cowpeas, hot peppers, okra, tomatoes, beans, onions, muskmelon, watermelon, and collard turnip greens.

Soul Food is yet another example of the African American community making lemonade out of lemons and the society as a whole reaping the benefit. It further exemplifies that no one, no man, NO-thing – not even food in this great melting pot stands without influences from all the people who touch it. That's America.

Get Featured

The MACC Team is putting together a cookbook for your enjoyment, expansion, and education. In each edition of THREADS, you will see a recipe with a history of that dish and community.

Of course, the "flavor" is multiethnic and multicultural because that's who we are.

So join us in our culinary exploration around the world.

We would love to have you share your favorite family recipe with us and tell us the story of what it means to you, your family, and your community.

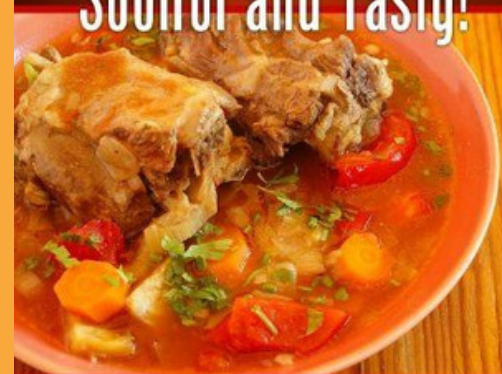
Please make your submissions to recipes@maccinc.net
This cookbook will be available for purchase to benefit MACC and other community endeavors!

Our first recipe...SOUL FOOD!

**COMING
SOON**

CULTURED CUISINE

Soulful and Tasty!





By Chef Cobre' Gordon

RECIPE SPOTLIGHT JAMAICAN OX TAILS

Finish: Remove the bay leaves and thyme sprigs. Whisk the cornstarch with 1 tbsp water to create a gravy. Stir the gravy into the pot and increase the heat to medium, stirring until the mixture thickens.

Storage: Transfer your leftovers to an airtight container and store them in the fridge for 3-4 days. You can reheat in the microwave, or on the stovetop. In a skillet, saucepan, or pot, heat the stew over medium heat. You can add more beef broth if needed. Let everything simmer for 5-10 minutes or until the oxtails are warmed through.

Braise: Add the oxtails back to the pot. Stir in the beef broth, thyme, bay leaves, and bring the pot to a boil. You want to have enough broth to cover most of the oxtails, so start with 4 cups and add more as necessary. Turn the heat to low and cover with a lid slightly cracked. Simmer for 2 hours, remove the lid and stir in the butter beans, then simmer for another 30-45 minutes uncovered.

Ingredients

- 2.5 lbs oxtails
- ¼ cup brown sugar
- 1 Tbsp soy sauce
- 1 Tbsp Worcestershire Sauce
- 1 Tbsp salt
- 2 tsp garlic powder
- 1 tsp black pepper
- 1 tsp all-spice
- 1 tsp browning
- 2 Tbsp vegetable oil
- 1 yellow onion chopped
- 4 green onions chopped
- 1 Tbsp garlic chopped
- 2 whole carrots chopped
- 1 scotch bonnet or habanero pepper seeds and membrane removed and chopped
- 1 cup beef broth
- 1 Tbsp ketchup
- 1 tsp dried thyme
- 2 Tbsp water
- 1 Tbsp cornstarch
- 1 16 oz can Butter Beans drained

Sear the oxtails: Heat the olive oil in a large braiser or dutch oven over medium-high heat. Season the oxtails with salt and pepper, and sear them on all sides until browned. You may need to do this in batches. Transfer the oxtails to a plate and set the oxtails aside.

Sauté: Add the onion to the pot and cook until translucent and softened 3-5 minutes. Add the garlic, ginger, and habanero, then stir and cook for 1 minute. Stir in the allspice, smoked paprika, soy sauce, tomato paste, and cook for 2-3 minutes until the paste browns slightly.

Calories: 729kcal (36%)
Carbohydrates: 23g (8%)
Protein: 80g (160%)
Fat: 35g (54%)
Saturated Fat: 13g (81%)
Cholesterol: 249mg (83%)
Sodium: 1196mg (52%)
Potassium: 865mg (25%)
Fiber: 6g (25%)
Sugar: 5g (6%)
Vitamin A: 356IU (7%)
Vitamin C: 10mg (12%)
Calcium: 80mg (8%)
Iron: 11mg (61%)

WOMEN'S HISTORY MONTH

1st But Not Last

KAMALA HARRIS

BY TRACY MAXWELL HEARD AND DIANE KILIVRIS

March is Women's History Month and who better to highlight this year than Kamala Harris, the woman who made history in so many ways when she was sworn in as Vice President of United States on January 20, 2021.

Among her historic titles are: first woman Vice President, first African American Vice President, first Asian Indian American Vice President, and first graduate of a historically black college or university (HBCU) to be Vice President. And those are just her national firsts.

Being a "first" is something Harris gotten used to. Throughout her career, almost every new position broke a glass ceiling.

Born in Oakland, California to two immigrants — her father from Jamaica and her mother from India — Harris was raised to appreciate her multi-ethnic heritage. After her parents divorced when she was young, her strong, single mother also taught her to appreciate freedom and prosperity she enjoyed as a U.S. citizen, and to participate. Her mother was a civil rights activist and wasn't afraid to bring little Kamala and her sister along on a protest march.

Continued on page 14



"Women who fought and sacrificed for liberty, for justice, for all, including the black women who are often to often overlooked, but so often prove that they backbone of our democracy"

Vice President, Kamala Harris

1st But Not Last - Continued from page13

It can't be forgotten that Harris' achievement is the result of a long-fought battle for women. It's only been 100 years since white women have won the right to vote and only 56 years for African American women.

This moment brings great expectations. Great hope and great opportunity. We are hopeful this moment will demonstrate why it matters that we are in the room, at the table, informing the conversation and shaping policy.

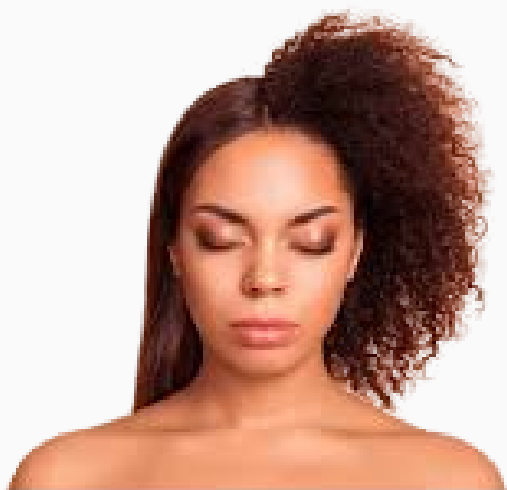
She has made the commitment to be brave, vocal, inclusive and fully representative of all she brings with her presence as well as show up for all those who not only do not look like her but may not even want her there.

In this moment of a first - it is not just her moment - it is ours. We must feed this moment and lift it up. We must have her back and hold the door open to position for next. First cannot be only. There must be a next. In the now, there must be more than just Madam Vice President.

We who are so proud of her presence cannot allow her to be an island. It doesn't require us to be in Washington working with her side by side. It does not even require her to know who we are. It simply requires us to do our part.

Get involved, advocate on issues that matter to us - to women. Testify in committee, support the campaign of a woman you believe in. VOTE! Take advantage of the moment, the movement that made space for a Kamala to come forward. She was ready, but many laid the path and pushed open the door.

We need more than Madam Vice President - we need you.



THE CROWN ACT

BY DIANE KILIVRIS AND TRACY MAXWELL HEARD

"Eight down, 42 to go," is the new battle cry for the CROWN coalition, the leaders of the CROWN Act.

The CROWN Act is a law that prohibits race-based hair discrimination which is the denial of employment and educational opportunities because of hair texture or protective hairstyles including braids, locs, twists or Bantu knots. CROWN stands for Creating a Respectful and Open World for Natural hair.

Having only started in 2019, the Act has already passed in eight states including California, New York, New Jersey, Virginia, Colorado, Washington, Maryland and Connecticut.

Twenty-five other states considered the Act in 2020 but it did not become law. While Ohio is one of them, several cities in Ohio have passed the law locally including Columbus, Akron, Cincinnati and Newburgh Heights.

"No you
can't
touch my
hair."

WWW.THECROWNACT.NET



**ROCK YOUR
C.R.O.W.N.
AND KEEP YOUR
HEAD HELD HIGH**



The **CROWN** Act

Continued on page 16

Crown Act - Continued from page 15

So, why is the Crown Act necessary?

Hair is a very complicated subject in the African American community. It is also a point of fascination for those looking in. The texture, the styles...the pride. A woman's hair is considered her crown in many cultures, but whether, European, Asian, LatinX, Native American...the black woman stands out because her hair has always been so...different.

The fascination is the variety. The fascination is the texture. It is the understanding that "No, you cannot touch my hair!" It is the controversy within the African American community around "good hair."

It is the requirement that as we were allowed more and more "rights" and access as Americans, as citizens, these rights required assimilation. To look more "acceptable." To make mainstream culture feel comfortable.



That requirement, desire to assimilate to be seen as acceptable has been a dangerous journey for African American women. The products we have used to make our hair "act right," such as sodium hydroxide, can literally burn our hair or at best, break it down and change the natural pattern. It can cause 3rd degree burns to the skin.

So here's why it is necessary.

It is about health and safety. It is about authenticity and being free and respected enough to be a genuine reflection of what comes naturally - or just what we choose. Ultimately, it is about reclaiming our culture and wearing the crown we were born with with pride in self and lineage.

It is about being free to be unapologetically black.

The Crown Coalition was founded by Dove, National Urban League, Color of Change, and Western Center on Law & Poverty. The inaugural CROWN Act was signed into law in July of 2019 in California. It was significant because it expanded the definition of race in the Fair Employment and Housing Act (FEHA) and state education code. The protections apply in workplaces and in K-12 public schools.

The Act is quickly gaining momentum and support from state and federal lawmakers across the country. To help end hair discrimination nationwide, join the movement and sign the CROWN Act petition by visiting their website thecrownact.com

Create a Respectful and Open World for Natural hair.

Bipolar Butterfly Project

By Diane Kilivris



PICTURED - ARTIST, KIMMIE HENDERSON

It can be argued that few health issues carry the level of stigma as mental illness. It is so discriminated against that half of those who have symptoms don't even seek treatment, according to the American Psychological Association.

The Bipolar Butterfly Project is designed to change that. While other causes have ribbons and rainbows, artist Kimmy Henderson hopes her butterfly will become a symbol of awareness for Bipolar Disorder and mental illness in general.

Henderson certainly didn't set out to create a symbol; in fact, when she first painted the butterfly a few years ago, she hadn't yet been diagnosed. At 35, she was a successful artist with an established brand, shipping worldwide and enjoying life. Then, over a period of a few months, she began having symptoms of mania and experiencing delusions. She sought help and was diagnosed with Bipolar 1 Disorder.

"One side is destructive, and one side is beautiful. T

To me, that's depression vs. mania," Henderson describes.

"I also got to thinking about how it represents all mental illness because on one side we try to present our best, most beautiful selves, even though we might be hurting on the other side, which is unseen," she added.

In 2019 Henderson was chosen to paint a mural of a tree design at a local mall. She asked the exhibitors if she could share her story of mental illness and butterfly as well. They allowed it. "That was pretty much the launch of the whole thing (Bipolar Butterfly Project.) I got an outpouring of support from the mental health community," she said.

Word was spreading and Henderson was invited to do more installations. As part of a sculpture contest at Stan Hywet Hall and Gardens in Akron, she was able to have all materials and labor for her butterfly sculpture donated by Falls Metal Fabricators. "They wanted to be part of the movement," she said.

The movement, as Henderson describes it, is simply for the butterfly to act as a visual representation that will start conversations around mental illness.

Bipolar Butterfly - Continued from page 17

She's especially concerned about the level of violence and suicide caused by mental health disorders. "If we normalize it by talking about it without shame or embarrassment, all of these things people do out of desperation could stop. A lot of it is due to unchecked mental health," she believes.

Henderson said others often reach out to her with their stories, and many are afraid to talk about their mental illnesses, both at work and socially, because they fear discrimination. And research show that while the public can generally accept a diagnosis of mental illness, they still maintain a negative view of those who have it.

While news and statistics can often be depressing, Henderson is not discouraged. "This is bigger than me. I don't want it to be an extension of my art any more... I feel like it was meant to be, everything I went through, I just feel kind of a calling and this is what I'm supposed to do."



Diane Kilivris is a freelance writer and podcaster from Akron, OH. When she is not working she's on the tennis court or knitting in a comfy chair.

By Diane Kilivris



KIMMIE HENDERSON ARTWORKS

"What the caterpillar calls the end of the world the Master calls a butterfly"

Richard
Bach



Cultural Conversation Calendar

[Register & Review](#)



JANUARY

January - "Just the Facts, You Decide: Covid Vaccine and the African American Community" (Watch the video presentation here!)

MARCH

25TH

6P-7:30P

"Cultural Competence in Corporate America: Leveraging your organizational culture to build cultural competence"

MAY

27TH

6P - 8P

"Cultural Tragedy: Violence Against the Asian Community"

JULY

22ND

6P-8P

"Cultural Miscarriage: The Criminal INJustice System"

SEPTEMBER

23RD

6P-8P

"Cultural Adaptation: Differently Abled"

NOVEMBER

18TH

6P-8P

"Cultural Finance : Economic INJustice"



Cultural Conversation Podcast



APRIL

22ND

6P-7P

Melissa Crum -
"Race - A False Premise"

JUNE

24TH

6P-7P

Mental Health

AUGUST 26TH

6P-7P

Politics & Policy

OCTOBER

28TH

6P-7P

Environment
al INjustice

DECEMBER

16TH

6P-7P

Religion

Proud Sponsor

For sponsorship information contact
MACC Today!





SPRING / SUMMER TRAINING SCHEDULE

The Trainings Below Reflect: The Culturally Competent Opiate Interventions for African American and Latinx Communities in Ohio Project addresses the racial/ethnic disparities related to COVID-19 and opiate crises in the African American and Latinx communities.

Free CEU's available.

POVERTY IN OUR COMMUNITY

This training is a 90-minute interactive online experience, designed to give your organization a glimpse into the lives of low-income families living in your community.

RACISM, WORKPLACE & IMACT!

Attendees will learn what can and should be done now to advance racial equity in the areas of hiring and promotion, patient/customer care, and the workplace environment.

This training will update attendees of the latest research on the impact of racism on the health and well-being of (Black/Latinx) people, relative to the opiate and COVID-19 crises.

JUST THE FACTS: "COVID-19, OPIOIDS, AND COPING WITH YOUTH MENTAL HEALTH ALL OHIO YOUTH SUMMIT

In this training we will address ways to "cope during COVID-19" we address opioid use and the implications, but also the importance of identifying negative emotions, the root to negative emotions, and how to address negative emotions as oppose to numbing and ignoring.

[VISIT OUR TRAINING CALENDAR](#)

GET READY FOR OUR ANNUAL FALL EVENTS

**ANNUAL MEETING
SEPTEMBER
22ND**

The Multiethnic Advocates for Cultural Conference Annual Meeting.

**COMPASS CONFERENCE
SEPTEMBER
22ND-23RD**

The Multiethnic Advocates for Cultural Competence Compass Conference.

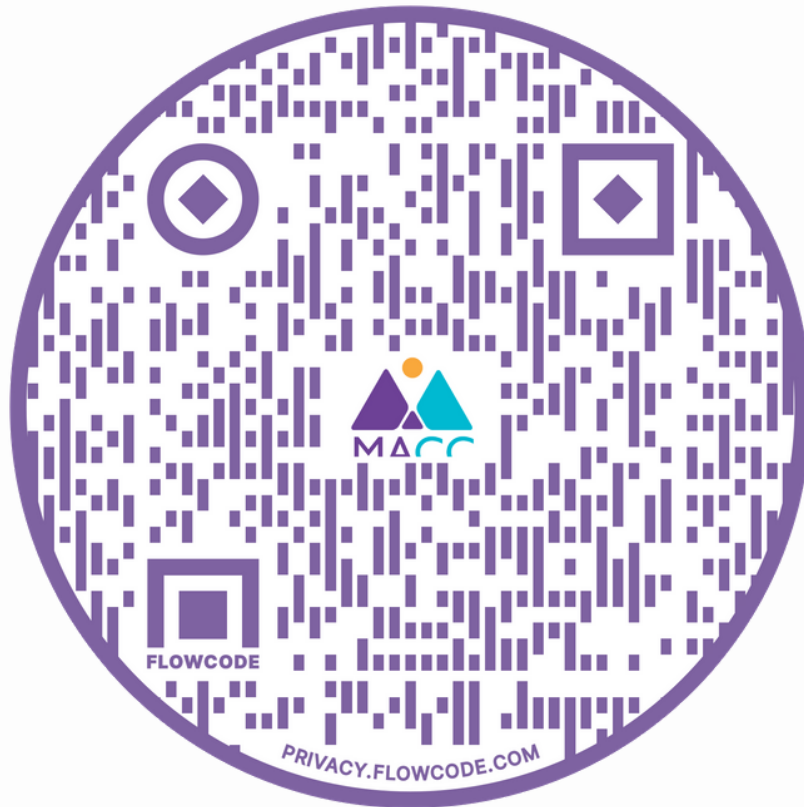
**THE MACC CLASSIC
SEPTEMBER
24TH**

The New MACC Classic is an annual golf outing. At the close of the 2021 Annual Meeting and Compass Conference we will celebrate with a golf tournament.

SAVE THE DATE!



MULTIETHNIC ADVOCATES
FOR CULTURAL COMPETENCE



Leave Us A Video Tetimony of Your MACC Experience

STAY CONNECTED!



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