

The Oklahoma Eagle

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OCTOBER 21 - OCTOBER 27, 2022

"WE MAKE AMERICA GREAT, WHEN WE AID OUR PEOPLE"

SERVING GREATER TULSA SINCE 1921

\$1.00

5,298 weeks, since the
**1921 Tulsa
Race Massacre**



ESSIE LEE JOHNSON BECK, was 5 when her family's home was destroyed during the Race Massacre.

It's long overdue for the criminals who destroyed the Greenwood community in 1921 to be held accountable. Each week we remember a departed member of our community who fought for reparations.

It's official THE OKLAHOMA EAGLE is 100 years old

By THE OKLAHOMA EAGLE

We published our first edition in the fall of 1922, just 15 months after the deadly attack by a blood-thirsty, deputized white mob – including many of Tulsa's leading citizens, members of the city and county law enforcement agencies and Oklahoma National Guard troops – against the African American residents of the thriving Greenwood community. It was an 18-hour blitzkrieg where as many as 300 people were murdered and more than 1,200 homes destroyed in the 40-square-block area. The violence caused an estimated \$200 million in damages in today's dollars. An overview of ownership of the Eagle starts with our pioneering founders, the Baughmans – the husband-and-wife team of Theodore and R.C. – who demonstrated courage in the aftermath of the 1921 Tulsa Race Massacre. They salvaged the remaining equipment from both their two-year-old newspaper, The Oklahoma Sun, and that of their former employer, The Tulsa Star – which was started in 1913 by Alabama-native Andrew J. Smitherman, a noted lawyer, a Justice of the Peace, a political strategist and a civil rights crusader.

1922

Our beginnings

The Baughmans – with the help of their daughter, Eunice – made the Eagle a family-owned business that chronicled our community's collective rebuild after the Massacre. They were like every business operating in Tulsa's Black community: family-owned, operated with a Black-majority clientele. And every week, the Baughmans made sure the Eagle celebrated the good of Greenwood's progeny through births, marriages, milestones, events, tragedies and deaths. After 14 years of the Baughmans' ownership, Edward L. Goodwin Sr. collaborated with Charles S. Roberts, a school teacher, to invest in the Eagle in 1936. The Baughmans had been struggling to keep the newspaper profitable and supplementing their income with other services – operating a sub-post office, selling almanacs and out-of-state Black-owned newspapers – were not enough. Goodwin was looking to expand his business portfolio and clean up a reputation. Though he was a successful businessman, a fight promotor and real estate investor, Baughman did not care for Goodwin's other vices: bookmaking (he was one of the leaders of Greenwood's popular underground and illegal lottery gaming system known both as the "policy wheel" and playing "the numbers") and liquor sales (he was a bootlegger before liquor was legalized in Oklahoma in 1933). Goodwin said he made it his goal to purchase the Eagle, because he was tired of being vilified by the white Tulsa "metropolitan press" that disparagingly labeling him as "the black mayor of the City of Tulsa... because of the fact that I had become involved in all of these illegal

ANNIVERSARY CONTINUED ON A2



Tax Commission ruling on tribal tax exemption could lead to federal lawsuit

By TRES SAVAGE AND JOE TOMLINSON
NonDoc

In what it calls a "precedential decision" that could apply to about 9,000 tribal citizen appeals, the Oklahoma Tax Commission ruled Oct. 4 against a Muscogee Nation citizen who had filed for an exempt tribal income exclusion. In its 19-page order

released Wednesday, the state agency said tribal citizens who live and work for tribes in eastern Oklahoma do not qualify for the income tax exclusion outlined in state code if they do not live on land owned by their tribe or held in

TAXATION CONTINUED ON A6

PHOTOS ADOBE STOCK



NURSING HOME WORKER SHORTAGE PUTS AGING OKLAHOMANS AT RISK

By WHITNEY BRYEN
OKLAHOMA WATCH

Daily nasal swabs and layers of gloves, masks and other protective equipment became the norm for nursing home staff at the height of the COVID-19 pandemic.

For some, these demands remain a reality and are part

of what's driving workers out of the industry leaving aging Oklahomans without proper care.

Low pay and high stress have left more than 30% of the state's nursing homes short-handed, according to the latest Centers for Medicare and Medicaid Services data.

NURSING CONTINUED ON A6

VOL. 101 NO. 42

THE OK EAGLE.COM

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#OKEAGLEPAPER

STATE

OK AG Race

Voters will elect one of two political newcomers this November. **A8**

OPINION

Hispanic Heritage

Los Angeles City Council serves as reminder of the value of knowing history. **A9**

EVENTS

The Weekend

Halloween & Festival Food, Music & Fun this weekend in Tulsa. **A14**



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PHOTO FILE

PUBLISHING
MILESTONES

1925

The Oklahoma Eagle (Tulsa, Okla.), Vol. 3, No. 30, Ed. 1 Thursday, August 20, 1925, Cover Page.



1954

The Oklahoma Eagle (Tulsa, Okla.), Vol. 34, No. 18, Ed. 1 Thursday, May 6, 1954, Cover Page



1978

The Oklahoma Eagle (Tulsa, Okla.), Vol. 60, No. 17, Ed. 1 Thursday, November 2, 1978.



2012

The Oklahoma Eagle (Tulsa, Okla.), Vol. 92, No. 45, Ed. 1 Thursday, November 8, 2012, Cover Page.



JAMES HENRI GOODWIN (right) and his son, EDWARD L. GOODWIN SR., teamed on many projects and business ventures to promote Greenwood's thriving Black community.

A profound past, present and FUTURE

ANNIVERSARY FROM AI

operations. ... So, the metropolitan press was so strong in their accusations against me, I said, 'Well, I guess this is a good thing for me to do. I'm going to buy one of these papers.'"

The Transition

After Theodore Baughman's untimely death in 1937, Goodwin and Roberts were stalled in taking control of the Eagle, because they were sued by the newspaper's assistant manager, O.B. Graham Sr., who sought to take control and did not want to relinquish it to Goodwin.

In the end, Goodwin and Roberts persevered in court, with Goodwin taking full ownership in 1938.

Goodwin said he was initially motivated to use the Eagle to help restore and reshape his image as a successful businessman. But he changed his motive when he saw that the real value of the Eagle was larger than his ego and discovered that his mission was far more consequential as a newspaper owner.

"... I decided that I would dedicate the rest of my life fighting for the things that I knew that Black people needed and never had in order to elevate them to a higher social level, a higher economic level, then that they'd been accustomed to," he said.

He stamped the Eagle's mission below our masthead, "We Make America Better When We Aid Our People."

Our Legacy

During his tenure, Goodwin assembled a team that included both his family members and local people, who jumpstarted their careers at the newspaper. Eagle alumni include a Pulitzer Prize winner (Carmen Fields), to university professors and administrators (Thelma Gorham, Edna Burke Jackson and Dr. Cornel West), a White House official (Robert K. Goodwin), daily newspaper editors (Eddie L. Madison Jr., Luix Virgil Overbea and Don Ross), authors (Rosalyn Story), civil rights activists, lawyers and judges (Carlos Chappelle), broadcasters and media executives (Galen Gordon), ministers (the Rev. G. Calvin McCutchen and Rev. Charles J. Jeffrey Jr.), legislators (Regina Goodwin, the Rev. Ben H. Hill and Don Ross), CEOs (Joi Gordon), entrepreneurs and many more professionals.

One of his longest tenured Eagle staffers was Goodwin's wife Jeanne, who split her time as a mother of eight, a school teacher and wearing many titles at the Eagle including managing editor, city editor, proofreader and most notably writing a popular weekly column "Scoopin' the Scoop!" under the pen name, Ann Brown, for more than four decades, making her column one of the longest running in Oklahoma history.

Three of the Goodwins sons have served as publisher – Robert Kerr Goodwin from 1973 to 1986; James Osby Goodwin from 1980 to present; and Edward L. Goodwin Jr. from 1986 to 2014.

In fact, every member of the Goodwin family – extending to five generations – has or is currently

involved in producing the Eagle.

But it has taken the entire Greenwood family to help the Eagle continue. As you look in our archives, there is likely not one Black family in Tulsa who has not had a relative either work for the Eagle, read the Eagle, appeared in an Eagle story, bought and sold the Eagle, researched their family history in the Eagle or have the Eagle champion for them when they faced an injustice.

Since our founding, we have maintained our mission through journalism and advocacy, which has led us to be nationally recognized as an award-winning newspaper. Through our existence, we have also published sister editions: The Okmulgee Observer, The Muskogee Independent (in the 1940s and later renamed as Eagle newspapers), The (Lawton) New Community Guide, The Wichita (Kansas) Observer and an Oklahoma City Eagle edition.

Our Mission

We continue to tell the story of Black Wall Street that originated in the Historic Greenwood District and is undergoing a revival today. We understand our mission as the last survivor of the original Black-owned businesses still operating within the historic Black Wall Street footprint.

After a century of existence, the Eagle remains the oldest, privately-held, African American family-owned business in Tulsa and one of the oldest in Oklahoma.

The Eagle is also America's 10th oldest black-owned newspaper still in operation, according

to our 166-member organization, the National Newspaper Publishers Association. Collectively, as members of the Black Press, we remain dedicated to the preservation of Black stories and amplification of Black voices.

During the next year, we will mark this historic occasion with stories and events that celebrate our past, our present and our future, and how the entire community continues to play an integral role in our successes.

Our Future

We will also introduce our new products – both in print and digital – and share how you can help us persevere and succeed in this evolving media landscape.

Some of our efforts continue to include,

- Providing you with content that is people-focused, issue-oriented and everyday events that are important to you;
- Creating opportunities for you to use the Eagle as your own media outlet to showcase your talents, share your thoughts and display your creativity;
- Strengthening our print legacy with a fresher newspaper design that links to our digital strategy;
- Launching a new membership campaign to expand our traditional subscription model and give you better value;
- Increasing the number of locations where you can purchase us;

ANNIVERSARY CONTINUED ON A3



SHORTLY AFTER THE REV. ROBERT K. GOODWIN received his master's in Christian ethics from the Graduate Theological Union in Berkeley, Calif., his father, Edward L. Goodwin Sr., asked him to return to Tulsa to become the Eagle's next publisher. He served in this role from 1973 to 1986 and led the Eagle's expansion in Oklahoma and nationwide.



THE OKLAHOMA EAGLE expanded its circulation in the 1970s, publishing editions in Muskogee, Okmulgee, Lawton and Wichita. This clipping is from a two-day staff planning conference.

PHOTO FILE

ANNIVERSARY FROM A2

- Expanding our digital footprint that includes a new website;
- Enhancing our social media presence to connect to where you get your information.

James O. Goodwin, 82, has been our publisher since 1980, though his career started in the early 1940s cleaning the Eagle's printing presses and as a newsboy hawking the 5-cent newspaper in the Greenwood community. He and his late brother, Edward L. Goodwin Jr., were co-publishers until his older brother's death in 2014.

"My father's advice to me was to keep this paper and you will always be a source of influence," James Goodwin said. "But as I reflect upon his instruction, it arises out of his experience as being a child of the Massacre and his witnessing not only the destruction of our community, but our rebirth. The Eagle was born out of this tragedy, and our triumph then and our survival today carries the same mission: to speak the truth and to remain a testimony through this grit to be of aid to our people."

Our managing editor is Tulsa native Gary Lee, who grew up in the Historic Greenwood District with his 10 siblings. He is a two-time Pulitzer Prize nominee with The Washington Post, where he served as its Moscow bureau chief, a travel and national

news reporter on social, political and environmental issues. He also worked at Time magazine, speaks five languages and is founder and CEO of Andes International, a nonprofit which promotes the careers of professionals from underserved communities.

"Working at the Oklahoma Eagle is the most challenging, engaging and ultimately most rewarding experience in the more than four decades I have been engaged in professional journalism," Lee said. "As we strive to be great, we are driven and inspired by an incredibly resilient community."

How You Can Help The Oklahoma Eagle

For the next year, we will share stories of our history and the important roles our entire community has played to help us chronicle the life of our beloved Historic Greenwood District community and her people.

We need your help to celebrate our 100th anniversary.

Archives: If you have past editions of the Eagle, we would like to see them to share with our audience.

Photos: We are looking for historical photos, from family reunions, birthday parties, local events, sporting events, concerts, speeches and other activities that tell our stories. Join our "We Are Tulsa," "We Are Greenwood" and "We Are Black Tulsa" photo-sharing campaigns on Instagram and Facebook.

Submissions: Share your stories about The Oklahoma Eagle. We are looking for community contributors, local cartoonists, freelance writers, poets, artists, students and retirees to help us tell our stories.

Events: Contribute and visit our interactive digital listing for Black Tulsa events.

Broadcast content: If you have audios, videos, home movies and other similar archives, please contact us.

2022

A Legacy of BLACK MEN & WOMEN committed to the *voices of our community*

We have long list of journalists and photographers who have worked at the newspaper. For the next year, we will highlight some of notable alumni. If you have others to include, please email us at news@theoklahomaeagle.net.

Edgar T. Rouzeau, editor, a former writer for the New York Herald Tribune and the first African American to be accredited to cover World War II.

Thelma Thurston Gorham, editor, who wrote a series of front-page editorials on integration in 1954-55, using the theme, "Are We Ready?" It garnered the Eagle national attention winning an award from the National Council of Christians and Jews. Gorham also served as executive editor of the Oklahoma City Black Dispatch, worked as a journalism professor at the University of Minnesota (her alma mater), Langston University,

Lincoln University in Jefferson City, Missouri; Florida A&M University, where she founded its journalism school; and was a reporter for Ebony and Jet magazines.

Luix Virgil Overbea, city and sports editor, who left the Eagle to become one of the first Blacks to work on a southern daily, the Winston-Salem Journal and Sentinel in North Carolina. He would later work at the St. Louis Sentinel, the St. Louis Globe-Democrat and the Christian Science Monitor.

The Rev. Ben H. Hill, editorial editor and columnist, one of Tulsa's leading religious figures, the national editor of the AME Church Review, and a state lawmaker, who served two terms in the Oklahoma House of Representatives.

Carmen Fields, staff writer, who was a part of the Boston Globe team that won a Pulitzer Prize for coverage

of Boston's school desegregation. She worked as a Globe reporter, the newspaper's first African American to be named as an assistant city editor and columnist before embarking on television career as a reporting/anchor stints at WHDH-TV and WGBH-TV.

Rosalyn Story, staff writer, now a nonfiction and fiction author and violinist with the Fort Worth Symphony Orchestra. In researching an assignment for the Eagle, she discovered there wasn't much written about black opera singers and pitched a story about these performers to Essence magazine. After that was published, Story pitched a book. And So I Sing: African American Divas of Opera and Concert was published in 1990 by Warner Books and became the inspiration for the PBS documentary Aida's Brothers and Sisters: A History of Blacks in Opera.

David Breed, managing editor, columnist and reporter, who worked

with us from 1973 to 1980, where his interest in history began conducting interviews, writing features and learning the history of Tulsa. For his column writings, he received first place journalism awards from the Oklahoma Press Association and the National Newspaper Publishers Association. He also received six first place journalism awards from the Tulsa National Conference of Christians and Jews.

Eddie L. Madison Jr., editor, reporter and newsboy, who chaired Lincoln University's journalism school, worked as a reporter or editor of the Chicago Defender, the Associated Negro Press, Chicago Tribune, the U.S. Department of Commerce Publications Office and the Washington Evening Star Broadcasting Co.

Don Ross, former columnist, editor, vice president and general manager, is a noted writer and columnist

since he started at the Eagle in the 1960s. After the Eagle, he became the second African American in management of a daily metropolitan newspaper, the Gary Post-Tribune in Gary, Indiana. He was named in Time magazine – along with humorists Art Buchwald and Erma Bombeck – as three of the most humorous journalists of their time. He served as State Representative from 1982-2002, where he led the state's efforts to uncover the truth about the Tulsa Race Massacre, got Oklahoma to be the first in U.S. to remove the Confederate flag from state buildings; helped establish the Dr. Martin Luther King Jr. state holiday; updated Oklahoma's child labor laws. After the Air Force, he was the first Black union baker for Wonder Bread in Oklahoma in 1963. He has written two books and appeared on "60 Minutes," the "Today" show and many other talk shows.

JAMES O. GOODWIN, 82, has been our publisher since 1980, though his career started in the early 1940s cleaning the Eagle's printing presses and as a newsboy hawking the 5-cent newspaper in the Greenwood community. He began his career in 1965 as a lawyer with his father, Edward L. Goodwin Sr., with their joint practice Goodwin & Goodwin. He and his late brother, Edward L. Goodwin Jr., were co-publishers until his older brother's death in 2014. BASIL CHILDERS





TOP. **CLARA LUPER** boarding a bus for a civil rights protest (20246.38.104.5, John Melton Collection, OHS). BOTTOM. **CLARA LUPER** (20246.38.282.2, John Melton Collection, OHS).

Educator and Civil Rights leader Clara Shepard Luper was born in Okfuskee County, Oklahoma. The daughter of Ezell and Isabell Shepard, she married Charles P. Wilson and had three children, Calvin, Marilyn Luper Hildreth, and Chelle Marie. In 1944 Luper received a bachelor’s degree from Langston University. She later attained a master’s degree from the University of Oklahoma in 1951 and was the first African American admitted to the graduate history program in the University of Oklahoma. Luper taught history and public relations at Dunjee High School in Spencer, Oklahoma, and at John Marshall and Classen High Schools in Oklahoma City. While teaching, Luper wrote, directed, and produced *Brother President*, a play based on the life of Martin Luther King, Jr.

Luper became the advisor for the Oklahoma City National Association for the Advancement of Colored People (NAACP) Youth Council in 1957. The following year the Youth Council decided to stage a “sit-in” at Oklahoma City’s Katz drugstore. On August 19, 1958, walking into the store and ordering Cokes, the youth, under Luper’s guidance, demonstrated their discontent with segregation and launched the nation’s sit-in movement. The Youth Council continued to conduct sit-ins throughout the early 1960s, helping to end segregation in public accommodations in Oklahoma. Maintaining her adherence to nonviolence, Luper participated in marches and demonstrations and was often jailed in her Civil Rights struggle.

From 1960 to 1980 Luper hosted her own radio show, and she chronicled her fight for Civil Rights in her autobiography, *Behold the Walls*. A member of Zeta Phi Beta sorority, the Oklahoma Education Association, and



CLARA LUPER (2012.201. B0366B.0547, Oklahoma Publishing Company Photography Collection, OHS)

the National Education Association, Luper received 154 awards, including the Langston Alumni Award, Zeta Phi Beta Woman of the Year Award, the Oklahoma Confederated Women’s Club Award, and the National Voter Registration Award. She died on June 8, 2011, in Oklahoma City. Stefanie Lee Decker, taken from the Oklahoma Encyclopedia of History and Culture.

THE OKLAHOMA HISTORICAL SOCIETY is an agency of the government of Oklahoma dedicated to promotion and preservation of Oklahoma’s history and its people by collecting, interpreting, and disseminating knowledge and artifacts of Oklahoma.

From 1960 to 1980 Luper hosted her own radio show, and she chronicled her fight for Civil Rights in her autobiography, Behold the Walls.

Clara Shepard Luper, Educator and Civil Rights Leader

BY OKLAHOMA HISTORICAL SOCIETY

The Oklahoma Eagle

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James O. Goodwin

Publisher 1980-Present

Robert K. Goodwin

Publisher 1972-1980

Edward L. Goodwin, Jr.

Co-Publisher 1980-2014

Edward L. Goodwin, Sr.

Publisher 1936-1972

Theodore B. Baughman

Publisher 1921-1936

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Principal

Ross D. Johnson

Principal

David W. Cole

General Council

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Featured Last Week



Tulsa Inventor Promotes Breast Health Through A Better Sports Bra



Following McLain shooting, TPS explores heightened safety protocols



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Letters to the Editor

Want to write a letter to be published in the paper and online? Email us online to submit.

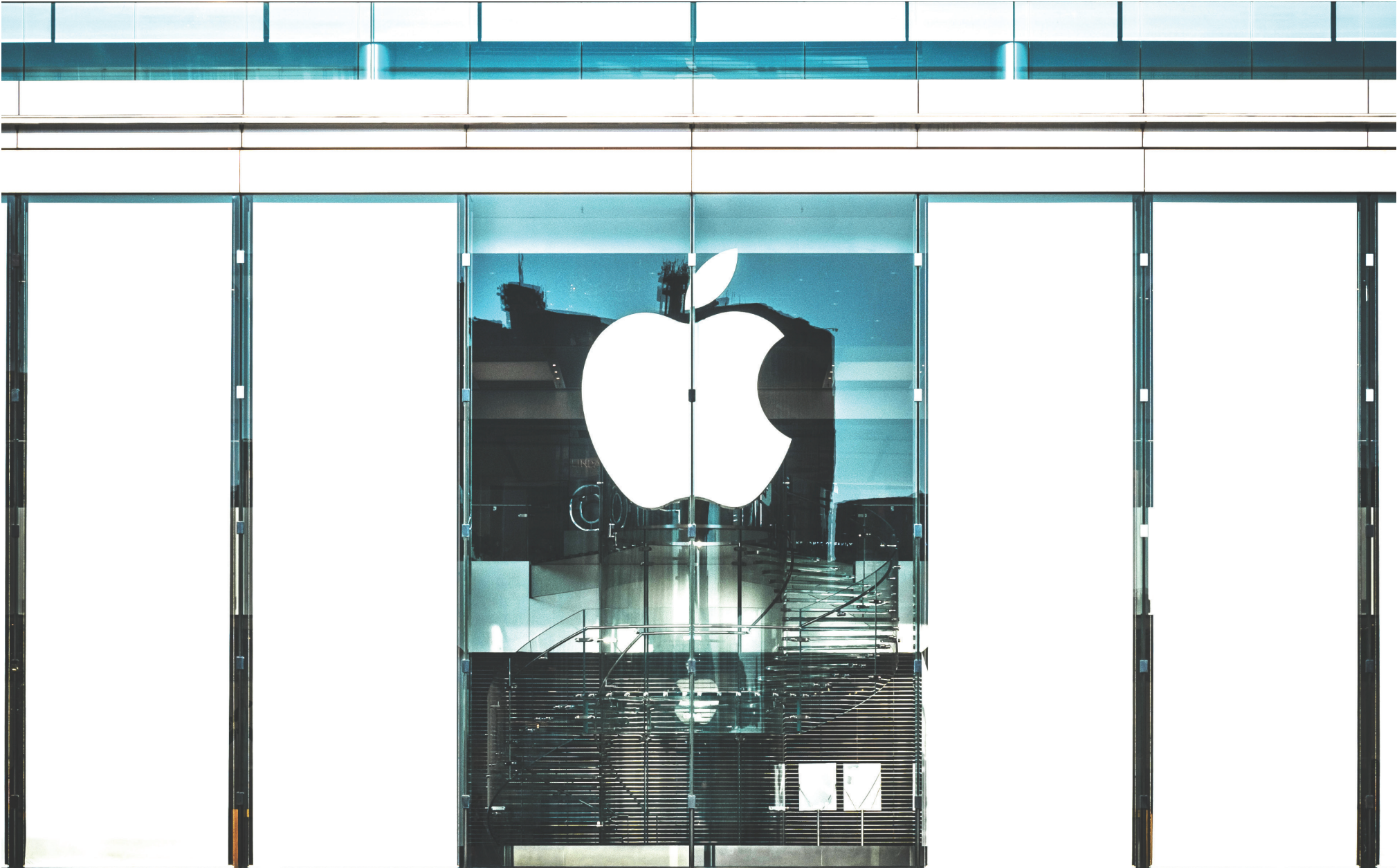
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PHOTO ADOBE STOCK



Apple Workers in Oklahoma Vote To Unionize in 2nd Labor Win

By ASSOCIATED PRESS

Workers at an Apple store in Oklahoma City voted to unionize, marking the second unionized Apple store in the U.S. in a matter of months, according to the federal labor board.

The vote on Friday signaled another win for the labor movement, which has been gaining momentum since the pandemic.

Fifty-six workers at the store,

located at Oklahoma City’s Penn Square Mall, voted to be represented by The Communications Workers of America, while 32 voted against it, according to a preliminary tally by National Labor Relations Board. The approximate number of eligible voters was 95, the board said.

The labor board said Friday that both parties have five business days to file objections to the election. If no objections are filed, the results will

be certified, and the employer must begin bargaining in good faith with the union.

The union victory follows a vote to unionize an Apple store in Towson, Maryland, in June. That effort was spearheaded by the International Association of Machinists and Aerospace Workers in Maryland, which is preparing to begin formal negotiations.

In a statement emailed to The

Associated Press on Saturday, Apple said, “We believe the open, direct and collaborative relationship we have with our valued team members is the best way to provide an excellent experience for our customers, and for our teams.” Apple also cited “strong compensation and exceptional benefits,” and noted that since 2018, it has increased starting rates in the U.S. by 45% and made significant improvements in other benefits, including new educational and family support programs.

The Communications Workers of America could not be immediately reached for comment.

Worker discontent has invigorated the labor movements at several major companies in the U.S. in the wake of the COVID-19 pandemic, which

triggered tensions over sick leave policies, scheduling, and other issues.

In a surprise victory, Amazon workers at a Staten Island warehouse voted in favor of unionizing in April, though similar efforts at other warehouses so far have been unsuccessful. Voting for an Amazon facility near Albany, New York, began on Wednesday and is expected go through Monday. Well over 200 U.S. Starbucks stores have voted to unionize over the past year, according to the NLRB.

The Oklahoma Eagle

“We Make America Better When We Aid Our People.”

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STATEMENT OF OWNERSHIP, MANAGEMENT AND CIRCULATION

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The Oklahoma Eagle, 624 E. Archer Street, Tulsa, OK 74120
James Goodwin, 624 E. Archer Street, Tulsa, OK 74120
Belinda Mitchell Price, c/o Steward Price, Charitable Foundation, 2002 E. 46th St., Tulsa, OK 74102

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15. Extent and Nature of Circulation

	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date:
a. Total No. Copies (Net Press Run):	1,600	1,600
b. Paid Circulation (By Mail and Outside the Mail)		
1. Mailed Outside-county Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	307	307
2. Mailed In-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above normal rate, advertiser's proof copies, and exchange of copies)	238	238

3. Paid Distribution Outside the Mails including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®

1,055 1,055

4. Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail®)

0 0

c. Total Paid Distribution

(Sum of 15b (1), (2), (3), and (4)):

1,600 1,600

d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)

1. Free or Nominal Rate Outside-County Copies included on PS Form 3541

0 0

2. Free or Nominal Rate In-County Copies Included on PS Form 3541

0 0

3. Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g. First-Class Mail)

0 0

4. Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)

0 0

e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3), and (4)):

0 0

f. Total Distribution (Sum of 15c and 15e):

1,600 1,600

g. Copies Not Distributed:

200 200

h. Total (Sum of 15f and g):

1,400 1,400

i. Percent Paid (15c/15f x 100):

100% 100%

16. Electronic Copy Circulation of Circulation

Average No. Copies Each Issue During Preceding 12 Months

No. Copies of Single Issue Published Nearest to Filing Date:

a. Paid Electronic Copies 0 0

b. Total Paid Print Copies (Line 15c) + Paid Copies (Line 16a) 1,600 1,600

c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a) 1,600 1,600

d. Percent Paid (Both Print & Electronic Copies) (16b divided by 16c x 100)

I certify that 50% of all my distributed copies (electronic and print) are paid above a nominal price.

17. Publication of Statement of Ownership. Publication required. Will be printed in the October 14, 2022, issue of this publication.

18. Signature and Title of Editor, Publisher, Business Manager or Owner James Goodwin, Publisher, October 14, 2022.

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including multiple damages and civil penalties).

PHOTO SOURCE



HEALTH CARE WORKER, facing increasing demands to provide care for more patients and longer shifts.

Without Workers FACILITIES ARE FORCED TO HIRE Temporary Staff AT NEARLY DOUBLE THE PAY

NURSING FROM AI

That means increased work for the remaining staff. Less time spent with each resident. And lower quality of care.

Staff shortages are affecting homes in rural, urban and suburban communities. Without workers, facilities are forced to hire temporary staff at nearly double the pay and cut back on residents, which reduces their income and has led to the closure of at least six nursing homes since 2021.

Two additional homes in Oklahoma City and Ardmore sit empty but have not officially closed, said Steven Buck, who represents the state’s for profit nursing homes at Care Providers Oklahoma.

Rural communities are hit especially hard by these closures, said Mary Brinkley, who represents nonprofit nursing homes at LeadingAge Oklahoma.

When Servant Living Center in Medford closed in the fall of 2021, it was the only nursing home in the town of 988 people near the Kansas border. The nearest alternative for local families who needed to find a new home for their loved one was more than 30 miles away. And if those beds were full, it would be even further.

Low pay and difficult working conditions have been building within the industry for years, but they intensified during the pandemic, Buck said.

Nurses, aides, cooks and housekeepers risked their own health

and the health of their families to care for nursing home residents as COVID ravaged group homes across the state, taking the lives of 2,594 residents and 65 staff, federal data shows.

Care Providers Oklahoma and LeadingAge Oklahoma, joined by the state hospital and nurses associations, asked lawmakers for \$500 million in federal pandemic relief funds to address “a debilitating healthcare worker shortage seriously exacerbated by COVID-19,” according to its funding application. The request was among 1,440 applications vying for the second phase of American Rescue Plan Act funding given to the state. Legislators have dolled out most of the \$1.87 billion in taxpayer funds. The worker shortage request was not among them. About \$85 million

remains uncommitted.

This spring, the legislature allocated \$4.5 million in COVID relief funds to Care Providers Oklahoma for workforce training and additional funding to nursing schools.

Buck and Brinkley warn that more is needed, and fast, as Oklahoma’s elder population continues to increase. Otherwise, families will be left to pay for expensive in-home care or may be forced to quit their jobs to stay home and care for their loved ones, they said.

Editor’s note: Federal data was updated after the conversation with OETA was recorded. This story reflects the most current available data from the week of Sept. 25, 2022.

WHITNEY BRYEN is an investigative reporter at Oklahoma Watch covering vulnerable populations. Her recent investigations focus on mental health and substance abuse, domestic violence, nonprofits and nursing homes. Contact her at (405) 201-6057 or wbryen@oklahomawatch.org. Follow her on Twitter @SoonerReporter.

OTC Ruling: Tribal Citizens Don’t Qualify For Income Tax Exclusion

TAXATION FROM AI

trust by the federal government.

As published, the anonymously written order redacts identifying information of the taxpayer who protested OTC’s original denial of the exempt tribal income exclusion, but it notes that they derive their income from the Muscogee Nation. The order emphasizes the nature of the taxpayer’s residence — a home they purchased from a bank — and claims “fee title” land does not meet the reservation definitions outlined in state code.

“The warranty deed provided by protestant demonstrates the land is not a formal reservation owned by the federal government. Protestant acquired fee title to the property in 2008, from a non-tribal grantor, the [Bank], as trustee for the [Trust],” the OTC order states. “Further, the deed does not indicate the land is held by the Muscogee (Creek) Nation or the federal government in trust for the Muscogee (Creek) Nation, nor is it subject to any restrictions, and therefore does not qualify as an informal reservation pursuant to Okla. Admin. Code § 710:50-15-2(a)(2).”



It is unclear whether the Oklahoma Tax Commission would grant the exempt tribal income exclusion to a Muscogee citizen who lived in public housing owned by the federal government or the tribe. (The petitioner in the case decided Oct. 4 plans to appeal to the Oklahoma Supreme Court, according to The Oklahoman.)

Nonetheless, the Tax Commission order bolsters Gov. Kevin Stitt’s argument that the historic 2020 U.S. Supreme Court decision in *McGirt v. Oklahoma* only affirmed the Muscogee Nation as a reservation for purposes of criminal jurisdiction, not civil jurisdiction.

“I am pleased to learn that today the Tax Commission released a decision reaffirming that every Oklahoma citizen is required to pay their fair share. This is a ruling in favor of certainty, fairness, and equality for all Oklahomans,” Stitt said. “We all drive on the same roads, send our kids to the same public schools and benefit from the same state services, so it is only right that every citizen of the state of Oklahoma, regardless of race or heritage, should contribute their fair share.”

But tribal leaders have said they believe their reservations — as affirmed in the *McGirt* decision — qualify their citizens who live and work within nation boundaries for the tribal exemption from state income tax.

Muscogee Nation Chief David Hill issued a statement casting doubt on

TAXES CONTINUED ON A7

DOUBTS CAST ON *Governor-* *Appointed Commission*

PHOTO THE OKLAHOMA EAGLE

OKLAHOMA TAX COMMISSION
2022-10-04-14 / PRECEDENTIAL

DISPOSITION: DENIED

McGIRT V. OKLAHOMA

GOV. KEVIN STITT, a proponent of the Oklahoma Tax Commission's Oct. 4 decision to deny the exempt tribal income exclusion appeal, has argued that the historic 2020 U.S. Supreme Court decision in McGirt v. Oklahoma only affirmed the Muscogee Nation as a reservation for purposes of criminal jurisdiction, not civil jurisdiction.

TAXATION FROM AG

the Tax Commission ruling.

"It is not surprising that a commission appointed by the governor ignored 50 years of established law and rendered a decision aligned with the governor's misguided political campaign against tribal nations," Hill said. "Tribal sovereignty benefits all Oklahomans. Tribal nations contribute billions to the state's economy. These issues are a long way from being over and settled. We look forward to challenging any threat to our inherent sovereignty every step of the way."

In June, the Muscogee National Council authorized the expenditure of up to \$500,000 in support of filing a federal lawsuit "seeking relief on behalf of the Nation and Muscogee Citizens against unlawful state taxation within the boundaries of the Muscogee (Creek) Nation Reservation," according to a report by Mvskoke Media. The suit has not yet been filed, but the Tax Commission's new ruling could lead to the tribe's authorized court challenge.

Cherokee Nation Principal Chief Chuck Hoskin Jr. has also voiced his belief that the tribal income tax exemption should apply to Cherokee citizens who live and work within their reservation boundaries.

"There's nothing new about the law out there on the ability of a state to tax a member of a federally recognized tribe on a reservation. What's new, of course, is the scope of the reservation (because) of the McGirt case," Hoskin said during an October 2021 panel discussion hosted by the Oklahoma Policy Institute. "So, we can look to existing law, and we can see that taxation doesn't attach to individual Native Americans who live on reservations."

On Tuesday, after an event where Hoskin, Hill, Chickasaw Nation Gov. Bill Anoatubby

and Seminole Nation Chief Lewis Johnson had joined him in endorsing Democrat Joy Hofmeister's campaign to unseat Stitt, Choctaw Nation Chief Gary Batton said he also believes the tribal income tax exemption applies to his citizens who live and work within the Choctaw Nation Reservation boundaries.

"Yes, that's our interpretation," Batton said. "However, I want to make sure that people understand that it's critical — we are Oklahomans. I keep saying, my kids went to a public school system, my wife is a non-Indian. We still have to figure out a way that we can support (the state). We do that currently. We give to all 85 school districts (in our boundaries). Currently, we have a summer program for Indians and non-Indians, that if they're behind in the third grade to help them get elevated and get caught back up."

Batton said he would be open to discussions about state-tribal compacts on income taxes if "the right governor" were leading Oklahoma.

"I'm going to stick up for our tribal members and believe in our sovereignty," he said. "But also, at the same time, I understand that this impacts us as a whole."

Asked after the five tribal leaders' endorsement press conference Tuesday whether she believes tribal citizens who live and work within the reservation boundaries in eastern Oklahoma are subject to the income taxation authority of the state, Hofmeister did not directly answer the question.

"So my position is that we need to have relationships to have the best outcomes," Hofmeister said. "We have seen a fail over the last four years with that, and I am committed to working so that we have a win-win for all Oklahomans, and with Gov. Stitt, there is always a loser."

Asked to clarify whether she believes the state of

Earlier this year, the Supreme Court ruled in Oklahoma's favor in the Castro-Huerta case, granting states authority to prosecute non-tribal citizens who commit crimes against tribal citizens on reservations.

Oklahoma retains income taxation authority in these situations, Hofmeister spoke of negotiation.

"It is always best to come together to negotiate any issue," Hofmeister said. "There are often differences with multiple partners, but it is always best when we can come together and negotiate, so that is what I'm committed to doing."

The next day, during a forum hosted by the Petroleum Alliance of Oklahoma, Stitt and Hofmeister were asked about the reservations affirmed in eastern Oklahoma by the U.S. Supreme Court. Stitt, a Cherokee citizen, cited himself and his wealth as an example of the inequity he would consider inappropriate if the state loses income tax jurisdiction over citizens of the Five Tribes who live and work on their eastern Oklahoma reservations.

"We won the tax case. (There were) 9,000 tax protests saying they didn't have to pay taxes in eastern Oklahoma," Stitt said. "That means Kevin Stitt, before he was governor and was CEO of a bank, doesn't have to pay taxes (...) but a single mom of a different race does? And our kids all go to Jenks High School and we all drive on the same roads? Preposterous."

However, the state code outlining the complicated income tax exemption specifies that the tribal citizen's income must be "earned from sources within 'Indian Country' under the jurisdiction of the tribe to which the member belongs" or be paid by a branch of the U.S. military. Stitt's bank is not under the jurisdiction of the Cherokee Nation, but tribes do control many businesses operating in the state.

After the forum, Stitt called the Tax Commission ruling "a fairness deal" and "a huge relief."

"I mean, you're talking about hundreds and hundreds of millions of state dollars that would be affected for state revenue," Stitt said. "Plus the

fairness aspect of it. You can't have one race not paying taxes and every other race paying taxes. That doesn't make sense in Tulsa, Oklahoma."

Stitt's own press release regarding the Tax Commission decision estimated the fiscal impact of potential tribal income tax exemptions to be lower, at about \$75 million a year. The release said that, between August 2020 and September of this year, 9,261 taxpayers claimed an exemption from state income taxation owing to the tribal income exclusion.

"Of those who disagreed with the Tax Commission's handling of the claimed exemption, 642 filed protests," the release stated.

SCOTUS denies cert on Oklahoma's request to define 'Indian'

The Tax Commission's released ruling was not the only major development regarding state and tribal affairs this week. On Tuesday, the U.S. Supreme Court denied certiorari in Oklahoma v. Wadkins, a case where Eric Wadkins, a Choctaw Nation citizen, was convicted of kidnapping and raping a woman in 2017.

At the time the crime was committed, Wadkins was not an official member of the Choctaw Nation. The Oklahoma Court of Criminal Appeals ruled, however, that Wadkins proved his Native American genetic heritage through means other than official membership.

Wadkins had a Certificate of Degree of Indian Blood — a document issued by the federal Bureau of Indian Affairs that indicates a blood degree by tribe — for most of his life and used it to receive benefits from the tribe. Additionally, several of Wadkins' family members were enrolled members of the Choctaw Nation.

The state appealed the OCCA's ruling in the case to the U.S. Supreme Court, seeking a ruling that tribal membership was required at the time a crime

is committed for the defendant to be deemed Native American in accordance with the Major Crimes Act and thus subject only to the jurisdiction of a tribe or the federal government.

By denying certiorari on the case, the nation's highest court declined to hear arguments over the definition of an "Indian," which could have led to even more fundamental changes to federal Indian law precedent.

Earlier this year, the Supreme Court ruled in Oklahoma's favor in the Castro-Huerta case, granting states authority to prosecute non-tribal citizens who commit crimes against tribal citizens on reservations. The decision was celebrated by Stitt but criticized by tribal leaders and some legal scholars for upending decades worth of established precedent.

(Update: This article was updated at 8:55 a.m. Friday, Oct. 14, to include additional information and clarify requirements for the exempt tribal income exclusion.)

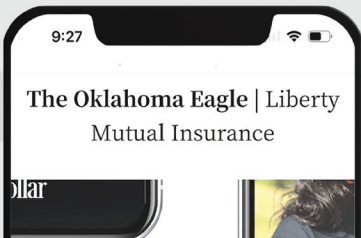
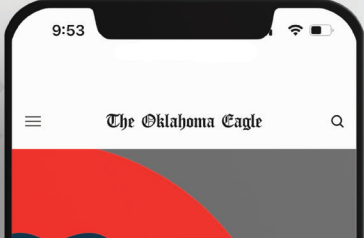
TRE SAVAGE has served as the editor in chief of NonDoc since the publication launched in September 2015. He holds a journalism degree from the University of Oklahoma and covered two sessions of the Oklahoma Legislature for eCapitol.net before working in health care for six years. He is a nationally certified Mental Health First Aid instructor.

JOSEPH TOMLINSON graduated from the University of Oklahoma with a journalism degree in 2021. After covering politics in Washington, D.C. for Gaylord News, he completed a NonDoc internship and joined the newsroom as a staff reporter in 2022, predominantly covering the community of Edmond, Oklahoma. He is a corps member of Report for America.

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To amplify our core value of equity, through journalism and editorial" is the cornerstone of our continued success.





REPUBLICAN CANDIDATE GENTNER DRUMMOND, LEFT, AND LIBERTARIAN CANDIDATE LYNDA STEELE, RIGHT.

Democracy Watch: *Previewing Oklahoma’s Attorney General Race*

By KEATON ROSS
OKLAHOMA WATCH

Oklahoma voters will elect one of two political newcomers attorney general in the Nov. 8 general election.

The attorney general acts as the state’s chief law enforcement officer and legal advisor. They represent the state in civil and criminal proceedings, issue legal opinions and oversee how state funds are allocated.

Like the governor and lieutenant governor, the attorney general is limited to two four-year terms in office. Tulsa native Gentner Drummond defeated current attorney general John O’Connor in the June Republican primary election.

Under O’Connor, the state has filed petitions asking the U.S. Supreme Court to reverse its *McGirt v. Oklahoma* decision on c. O’Connor successfully sought to resume capital punishment, with the state ending its nearly seven-year execution moratorium last October.

Compiled through publicly accessible materials, here’s a brief breakdown of the candidates and issues they’re running on:

The Candidates:

Republican Gentner Drummond, a former F-15 fighter pilot, attorney, rancher and businessman from Tulsa.

Libertarian Lynda Steele, former Oklahoma National Guard service member from Warr Acres.

No Democrat filed to run for the position.

What They’re Running On:

On his campaign website, Drummond states he will prioritize “fighting against federal overreach” and clearing a backlog of rape kits. In a June debate, he said the state should aim to cooperate with Native American tribes on issues like criminal jurisdiction.

Criminal justice reform and defending the state’s medical marijuana industry are among Steele’s top priorities. She opposes the state’s recently implemented restrictions on abortion care.

What They’re Running On:

Have any questions or story ideas as we approach election day? You can reach me by email at kross@oklahomawatch.org.

New Date Shows *Students Gaining Ground*, But Still Below Pre-Pandemic In Core Subjects

By JENNIFER PALMER
OKLAHOMA WATCH

Test score data for 2022 shows fewer students are on grade level in math and reading than in 2019, a stark sign of the coronavirus pandemic’s negative impact on student learning and the slow recovery ahead.

Statewide, 25% of students who tested demonstrated proficiency in math, compared to 32% before the pandemic, in 2019. In English language arts, 27% scored proficient or higher, compared to 34% in 2019.

In science, 31% of students scored proficient or higher, compared to 35% in 2019.

Oklahoma tests students each year in English language arts and math in grades third through eighth plus 11th. The state assesses science in fifth, eighth and 11th grades. The exams are required under federal law.

Testing was canceled in 2020 at the

onset of the pandemic. Though exams resumed in 2021, a participation waiver from the U.S. Department of Education meant fewer students tested.

Compared to 2021, students are showing signs of recovery. Of the 17 assessments given, students scoring at least proficient increased in all but two areas — 11th grade math (0.5% decrease) and eighth grade science (-2.58%).

Eleventh grade English language arts jumped nearly 8.5% and in several other grades and subjects, proficiency levels improved by 4% or more.

“In light of more than two school years of COVID-related instructional challenges and interruptions, these results show that local and statewide recovery and academic acceleration investments are clearly having a positive impact,” Joy Hofmeister, state superintendent of public instruction, said in a press release. “These are encouraging results representing the

hard work of our teachers, students and families.”

In the table below, school districts’ scores are displayed by grade and subject and indicate the percentage of students who scored proficient or advanced, defined by the state as on track for college or career success.

Asterisks indicate data withheld to minimize identifying individual students as required by federal student privacy protections.



PHOTO FILE



NATIONAL HISPANIC HERITAGE MONTH poster.

The Price of Not Knowing History During Hispanic Heritage Month

The implosion of the Los Angeles City Council serves as a reminder that we need to learn about Black and Brown solidarity

BY DAVID CARR
WORD IN BLACK

Well, the latest scandal to hit Los Angeles has everything you would want in a telenovela. We have racism, sexism, homophobia, disdain for cross-racial adoption, potentially illegal political redistricting, and above all else, a lack of understanding of history.

Let's take a look at our cast of characters and their actions. We have Nury Martinez, the Los Angeles City Council president who happens to be Latina, caught on tape chatting with two other city council members — Gil Cedillo and Kevin de León, as well as Los Angeles County Federation of Labor President Ron Herrera — who also happen to be Latino.

Martinez was recorded disrespecting Mike Bonin, a white gay colleague, and disparaging his adopted son, who is African American.

The boy in question is called a monkey in Spanish by Martinez, and de León even accused the adopted father, Bonin, of treating the boy like a handbag.

Also up for discussion? Limiting the power of Los Angeles County District Attorney George Gascón. “F— that guy,” Martinez is heard saying on the tape, adding: “He’s with the Blacks.”

All three L.A. politicians and the labor union head also seem to be at odds with the way the city has been divided up with regard to redistricting.

Martinez also made disparaging remarks about Latinos who have immigrated to Los Angeles from Oaxaca, Mexico.

At no time do the other council members chastise her for her words. They seem to be OK with it. All of this was caught on tape, and all of it was released to the public. End scene.

There is a lot to unpack here, but when I first read about the remarks and the scandal, my first thought was about the idea of redistricting.

Once you size up and redistrict

a community, you immediately pit neighborhood against neighborhood. They’re competing for the scarce resources they need. If it is done correctly, there can be a shared sense of ownership between the communities. If it is done incorrectly, then it can be seen as a combative competition for resources that are desperately needed.

That seems to be part of the anger Martinez had. In her mind, the Black districts were getting everything while her district was getting nothing. But then another layer was added to this already toxic issue when attacks were made on Bonin’s child.

By referring to his son as a “changuito,” Martinez went there with some serious anti-Black sentiment. She then took a left turn to call Oaxacan immigrants living in Los Angeles’ Koreatown neighborhood “short little dark people” and wondered why they were in Koreatown.

If the goal was to enrage a cross-section of Angelenos, then well done. Martinez has resigned from her position, and a coalition of L.A. residents want to see the other council members who were complicit in the conversation go, also. Los Angeles Mayor Eric Garcetti, California Governor Gavin Newsom, and the President — yes, President Joe Biden — have all weighed in on the issue.

The one other point that has yet to be discussed, however, is a lack of historical knowledge.

The Los Angeles Unified School District now has in place an Ethnic Studies requirement for all high school students. Maybe these politicians should have taken an Ethnic Studies class or two.

Yes, it’s true. There has always been tension between African Americans and Latinos in many parts of the United States, especially as it pertains to neighborhood politics. But more times than not, there have also been deep, meaningful coalitions, points of understanding, and a shared, common struggle for social justice.

Maybe it’s easy to romanticize

‘
More times than not, there have also been deep, meaningful coalitions, points of understanding, and a shared, common struggle for social justice.

the groundbreaking coalition work done by these two groups, but it has seemed easier just to forget about it and pretend it did not exist!

In 1967, Martin Luther King Jr. Reached out to Chicano civil rights activists Corky Gonzales and Reis Lopez Tijerina in the hopes of forming a new coalition to tackle the issues concerning the war in Vietnam and the issue of poverty. King was ready to unite African Americans from the North and South as well as Chicanos from the Southwest, along with Native Americans, Puerto Ricans, and poor whites.

Despite opposition from members of the SCLC, King was ready to make Gonzales and Tijerina co-leaders in this new movement.

When Cesar Chavez and Dolores Huerta founded the United Farm Workers union (UFW) in 1962, the Student Non-Violent Coordinating Committee (SNCC) had just opened an office in Berkeley, California. Once SNCC chairman Chuck McDrew became aware of the UFW, he immediately loved what he saw. He fostered dialog and conversation between the two groups.

A relationship between the two groups quickly followed, and in no time, SNCC was training members of the UFW on non-violent resistance. SNCC also published what was happening with regard to the farm worker struggle in their newsletter and, with The Congress of Racial Equality (CORE), even organized a nationwide boycott of grapes and Schenley products.

Elizabeth Martinez, a Chicana civil rights leader who worked for SNCC in their New York office, was quoted as saying, “It is necessary for Blacks and Chicanos to recognize that there is only one cause — Justice!”

And as Latino farm worker Eliseo Medina once said, “I think SNCC people were the only ones that really had any kind of concept about what to do. Particularly in things like marches and demonstrations and all those tools

of the Civil Rights movement, hell, we didn’t have a clue.”

In the fight against white supremacy and injustice, we’re stronger when Black and Brown people — and everyone else — work together. For example, we must remember that former mayor Tom Bradley, the first — and, so far, only Black mayor of L.A., would never have become mayor in 1973 had it not been for a coalition of African American, Latino, Asian American, and white voters in the city.

When he was elected, Bradley made sure to create a cabinet and city hall that looked like Los Angeles and paid tribute to the city’s diverse population that helped him get elected.

These are the cultural history lessons that are forgotten that need to be remembered if we are to progress as a city and a society.

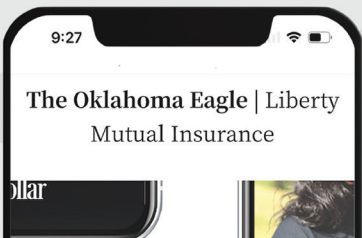
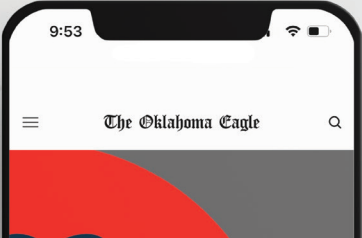
Nury Martinez has stepped down. A cross-cultural mix of Los Angeles residents wants Gil Cedillo and Kevin De León to do the same. If it happens, I hope the city can move forward and heal, and I hope these fallen politicians — as well as those who seek to serve going forward — are able to take a crash course in Ethnic Studies and look at the cultural and political connections that unify us.

It is sad that the revelations that have rocked Los Angeles had to take place during Hispanic Heritage Month. During these cultural observances, it’s easy to celebrate and look inward. But we must also look at and celebrate the ties that bind us together.

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Classifieds
The Oklahoma Eagle

NOTICE

Published in The Oklahoma Eagle:
October 21 and 28, 2022.

NOTICE TO BIDDERS
SEALED BIDS FOR
PROJECT NO. 2035X001Z

Notice is hereby given that pursuant to an order by the Mayor of the City of Tulsa, Oklahoma, sealed bids will be received in Room 260 of the Office of the City Clerk, City of Tulsa, 175 E. 2nd Street, Tulsa, Oklahoma 74103 until 8:30 a.m. the 18th day of November 2022 for furnishing all tools, materials and labor and performing the work necessary to be done in the construction of the following:

PROJECT NO. 2035X001Z BUILD/
LINK-ADA UPGRADES,
FIBER OPTIC INSTALLATION, AND
TRAFFIC SIGNAL UPGRADES

The entire cost of the improvement shall be paid from Account No. 2238FR0001.Capital. Infrst.2500.25003122-541103

A MANDATORY Pre-Bid Conference is scheduled for Monday, October 31, 2020 at 9:30 a.m. and will be held through video conferencing with Microsoft Teams, invitation presented on the City of Tulsa's website at this link: <https://www.cityoftulsa.org/government/departments/engineering-services/construction-bids/>

Attendance at the Pre-Bid Conference is MANDATORY. Bids will not be received from contractors who did not attend the Pre-Bid Conference.

Bids will be accepted by the City Clerk from the holders of valid pre-qualifications certificates from the City of Tulsa in one or more of the following classifications: A or C

Drawings, specifications and contract documents for construction of said public improvements of the said project have been adopted by the Mayor of said City. Copies of same may be obtained at the Office of the Director of Engineering Services at the City of Tulsa Engineering Services, 2317 South Jackson, Room 103, North Building, for a non-refundable fee in the amount of \$50.00 made payable to the City of Tulsa by check or money order.

Contract requirements shall include compliance as required by law pertaining to the practice of non-discrimination in employment.

Attention is called to Resolution No. 18145 of August 23, 1988, requiring bidders to commit to the goal of employing on the project at least fifty percent bona fide residents of the City of Tulsa and/or MSA in each employment classification.

Attention is called to Resolution 7404 of November 8, 2006, requiring bidders, their subcontractors and their lower-tier subcontractors to hire only citizens of the United States.

The City of Tulsa itself is exempt from the payment of any sales or use taxes, and pursuant to Title 68 O.S. Section 1356(10), direct vendors to the City are also exempt from those taxes. A bidder may exclude from his bid appropriate sales taxes, which he will not have to pay while acting for and on behalf of the City of Tulsa.

A Certified or Cashier's Check or Bidders Surety Bond, in the sum of 5% of the amount of the bid will be required from each bidder to be retained as liquidated damages in the event the successful bidder fails, neglects or refuses to enter into said contract for the construction of said public improvements for said project and furnish the necessary bonds within thirty days from and after the date the award is made.

The bidder to whom a contract is awarded will be required to furnish public liability and workmen's compensation insurance; Performance, Statutory, and Maintenance bonds acceptable to the City of Tulsa, in conformity with the requirements of the proposed contract documents. The Performance, Statutory, and Maintenance bonds shall be for one hundred percent (100%) of the contract price.

All bids will be opened and considered by the Bid Committee of said City at a meeting of said Committee to be held in the City Council Room of City Hall in said City at 9:00 a.m. on the 18th day of November 2022.

Dated at Tulsa, Oklahoma, this 14th day of October 2022.

(SEAL)
Christina Chappell
City Clerk

NOTICE

Published in The Oklahoma Eagle:
October 21 and 28, 2022.

NOTICE TO BIDDERS
SEALED BIDS FOR
PROJECT NO. SW-2020-01-05-TO1

Notice is hereby given that pursuant to an order by the Mayor of the City of Tulsa, Oklahoma, sealed bids will be received in Room 260 of the Office of the City Clerk, City of Tulsa, 175 E. 2nd Street, Tulsa, Oklahoma 74103 until 8:30 a.m. the 18th day of November, 2022 for furnishing all tools, materials and labor and performing the work necessary to be done in the construction of the following:

PROJECT NO. SW-2020-01-05-TO1
108TH STREET RCB EXTENSION

The entire cost of the improvement shall be paid from Account No. 2131F0003Z.StmwrtrPond. Flood.5600.56003122-541101 2231F00005.StrmSewer. Flood.5600.56003122-541101

A MANDATORY Pre-Bid Conference is scheduled for Tuesday, November 1, 2022 at 9:30 a.m. and will be held through video conferencing with Microsoft Teams, invitation presented on the City of Tulsa's website at this link: <https://www.cityoftulsa.org/government/departments/engineering-services/construction-bids/>

Attendance at the Pre-Bid Conference is MANDATORY. Bids will not be received from contractors who did not attend the Pre-Bid Conference.

Bids will be accepted by the City Clerk from the holders of valid pre-qualifications certificates from the City of Tulsa in one or more of the following classifications: A or D

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Contract requirements shall include compliance as required by law pertaining to the practice of non-discrimination in employment.

The overall aspirational Small Business Enterprise utilization goal for this project is ten (10) percent.

Attention is called to Resolution No. 18145 of August 23, 1988, requiring bidders to commit to the goal of employing on the project at least fifty percent bona fide residents of the City of Tulsa and/or MSA in each employment classification.

Attention is called to Resolution 7404 of November 8, 2006, requiring bidders, their subcontractors and their lower-tier subcontractors to hire only citizens of the United States.

The City of Tulsa itself is exempt from the payment of any sales or use taxes, and pursuant to Title 68 O.S. Section 1356(10), direct vendors to the City are also exempt from those taxes. A bidder may exclude from his bid appropriate sales taxes, which he will not have to pay while acting for and on behalf of the City of Tulsa.

A Certified or Cashier's Check or Bidders Surety Bond, in the sum of 5% of the amount of the bid will be required from each bidder to be retained as liquidated damages in the event the successful bidder fails, neglects or refuses to enter into said contract for the construction of said public improvements for said project and furnish the necessary bonds within thirty days from and after the date the award is made.

The bidder to whom a contract is awarded will be required to furnish public liability and workmen's compensation insurance; Performance, Statutory, and Maintenance bonds acceptable to the City of Tulsa, in conformity with the requirements of the proposed contract documents. The Performance, Statutory, and Maintenance bonds shall be for one hundred percent (100%) of the contract price.

All bids will be opened and considered by the Bid Committee of said City at a meeting of said Committee to be held in the City Council Room of City Hall in said City at 9:00 a.m. on the 18th day of November 2022.

Dated at Tulsa, Oklahoma, this 21st day of October 2022.

(SEAL)
Christina Chappell
City Clerk

NOTICE

Published in The Oklahoma Eagle:
October 14 and 21, 2022.

NOTICE TO BIDDERS
SEALED BIDS FOR
PROJECT NO. SW-2020-01-07-TO2

Notice is hereby given that pursuant to an order by the Mayor of the City of Tulsa, Oklahoma, sealed bids will be received in Room 260 of the Office of the City Clerk, City of Tulsa, 175 E. 2nd Street, Tulsa, Oklahoma 74103 until 8:30 a.m. the 18th day of November, 2022 for furnishing all tools, materials and labor and performing the work necessary to be done in the construction of the following:

PROJECT NO. SW-2020-01-07-TO2
OWEN PARK POND EROSION CONTROL MEASURES

The entire cost of the improvement shall be paid from Account No. 2231F00010.StmwrtrPond. Flood.5600.56003122-541101 2331F00020.StmwrtrPond. Flood.5600.56003122-541101 2131F0007Z.StmwrtrPond. Flood.5600.56003122-541101 2231F00009.StmwrtrPond. Flood.5600.56003122-541101

A MANDATORY Pre-Bid Conference is scheduled for Tuesday, October 25, 2022 at 9:30 a.m. and will be held through video conferencing with Microsoft Teams, invitation presented on the City of Tulsa's website at this link: <https://www.cityoftulsa.org/government/departments/engineering-services/construction-bids/>

Attendance at the Pre-Bid Conference is MANDATORY. Bids will not be received from contractors who did not attend the Pre-Bid Conference.

Bids will be accepted by the City Clerk from the holders of valid pre-qualifications certificates from the City of Tulsa in one or more of the following classifications: A or D

Drawings, specifications and contract documents for construction of said public improvements of the said project have been adopted by the Mayor of said City. Copies of same may be obtained at the Office of the Director of Engineering Services at the City of Tulsa Engineering Services, 2317 South Jackson, Room 103, North Building, for a non-refundable fee in the amount of \$50.00 made payable to the City of Tulsa by check or money order.

Contract requirements shall include compliance as required by law pertaining to the practice of non-discrimination in employment.

The overall aspirational Small Business Enterprise utilization goal for this project is ten (10) percent.

Attention is called to Resolution No. 18145 of August 23, 1988, requiring bidders to commit to the goal of employing on the project at least fifty percent bona fide residents of the City of Tulsa and/or MSA in each employment classification.

Attention is called to Resolution 7404 of November 8, 2006, requiring bidders, their subcontractors and their lower-tier subcontractors to hire only citizens of the United States.

The City of Tulsa itself is exempt from the payment of any sales or use taxes, and pursuant to Title 68 O.S. Section 1356(10), direct vendors to the City are also exempt from those taxes. A bidder may exclude from his bid appropriate sales taxes, which he will not have to pay while acting for and on behalf of the City of Tulsa.

A Certified or Cashier's Check or Bidders Surety Bond, in the sum of 5% of the amount of the bid will be required from each bidder to be retained as liquidated damages in the event the successful bidder fails, neglects or refuses to enter into said contract for the construction of said public improvements for said project and furnish the necessary bonds within thirty days from and after the date the award is made.


The bidder to whom a contract is awarded will be required to furnish public liability and workmen's compensation insurance; Performance, Statutory, and Maintenance bonds acceptable to the City of Tulsa, in conformity with the requirements of the proposed contract documents. The Performance, Statutory, and Maintenance bonds shall be for one hundred percent (100%) of the contract price.

All bids will be opened and considered by the Bid Committee of said City at a meeting of said Committee to be held in the City Council Room of City Hall in said City at 9:00 a.m. on the 18th day of November 2022.

Dated at Tulsa, Oklahoma, this 14th day of October 2022.

(SEAL)
Christina Chappell
City Clerk

I am
more
than
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on
paper.



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Medical Administrative Assistant,
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Press, Bicep Curl, Tricep Pushdown, Abdominal Crunch, Back Extension. OTHER

EQUIP: Deluxe 5 Stack Jungle Gym, Smith Machine, (2) Power Rack, Olympic

Plate Tree, (2) 2-Tier Dumbbell Rack, (2) Adjustable Bench, Decline Bench, (2) Flat

Bench, (2) Utility Bench, Preacher Curl, 45 Degree Leg Press, Plate Loaded Kalf

Raise, Roman Chair, Olympic Flat Bench, Olympic Incline Bench, Vertical Knee

Raise, (3) Olympic 7mm Bar, Trap/Shrug/Lunge. PLATES & BELLS: (30) 45 lbs,

(30) 25 lbs, (20) 10 lbs, (10) 5 lbs, Dumb-bells-5 lbs-100 lbs, Kettlebells 15 lbs-35

lbs. MISC: 1,500 sf 3/8" Rubber Flooring, 16 Bulb Solar Storm Tanning Bed, (10)

4x10 Commercial Mirrors (Owner will remove from all for pick-up), Lighted 24/7

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Church Of The Living God

1559 E Reading St. Tulsa OK
(918) 584-3206

Minister RJ Smith

Sunday school - 9:30am
Sunday Worship - 10:45am
Monday Worship - 6:00pm
Wednesday Bible Study - 5:00pm

CAPERNAUM MISSIONARY BAPTIST CHURCH
1962 N. Sheridan Rd.
(918) 834-4747

Pastor Ruthie I. Howard

Sunday School
10:00 a.m.
Morning Worship
11:00 a.m.
Bible Study & Prayer Wednesday 7:00 p.m.
For Transportation (918) 402-6027

Words of Wisdom Ministries FC

Temporarily meeting at the Courtyard Marriott 3340 S 79th E Ave Tulsa OK
(918) 230-3022

Pastors Wesley & Alfie Gray would like to invite you to come and experience the Word of God in action this Sunday! God has a word for you, He Guarantee's it! You'll be glad you did!!!

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GTOMi

Gospel Tabernacle Outreach Ministries, Inc.
Traveling Outreach Ministries

609 E. Zion Street
Tulsa, Oklahoma
Elder Julius W. Bland
Sr., Pastor
918-810-3882

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MOHAWK FIRST BAPTIST CHURCH

3329 E. 30th St. North • 834-0391

Sunday School
9:30 a.m.

Sunday Morning
Worship 11 a.m.

Bible Study
Wednesday
7 p.m.



Rev. Emanuel L. Collier, Sr.
Pastor

Gethsemane Baptist Church

727 East 56th St. North
(918) 425-6613

Dr. W. T. Lauderdale

Sunday School
9:00 a.m.

Church Services
11:00 a.m.

Zoe' Life Church of Tulsa

Rudisill Regional Library
1520 N Hartford Ave.
Tulsa OK 74106
(918) 409-4899

Pastor Richard and Cher Lyons

Sunday Worship: 1pm
Wed- Healing School: 6:30p - 8p

"The Righteous Are As Bold As A Lion." - Prov.28:1a

SOLID ROCK 7th DAY BAPTIST CHURCH

123 E. 59th St. North
Ph: (918) 425-2077

Pastor Rick Bruner

Sabbath School (Saturday)

9:30-10:45 a.m.

Praise & Worship 11:00 a.m.

Choir Rehearsal
Wednesday 6:00 p.m.

"The Seventh Day Is Still God's Sabbath"

Northside Christ Gospel Church

3101 N. M.L King Jr. Blvd.
Tulsa OK
(918) 625-2374

Sunday School -
10 am

Sunday Morning
Worship - 10:45

Sunday Evening Prayer - 7 pm
Sunday Worship - 7:30 pm
Wednesday Prayer - 7:30 pm
Wednesday worship - 8pm

Rev. John W. Anderson

VERNON AME CHURCH

307-311 N. Greenwood Ave.

P: 918-587-1428

F: 918-587-0642

vernonamechurch@sbcglobal.net

Sunday
Church School
8:30 am

Worship Service
10:00 am

Wednesday
Bible Study
6:00 pm

Rev. Dr. Robert R. Allen Turner

FIRST BAPTIST CHURCH NORTH TULSA

THE CHURCH WHERE THE HOLY SPIRIT LEADS US



Pastor Anthony L. & Mrs. Kelly Scott

Sunday
Sunday School - 9:30 a.m.
Morning Worship - 11:00 a.m.

Wednesday
Prayer Meeting - 6:30 p.m.
Bible Study - Noon & 7:00 p.m.

1414 N. Greenwood Ave.

Tulsa, OK 74103

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Senior Minister

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Sunday School
9:40 a.m.

Sunday TV
Worship
11:00 a.m.

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Sunday Morning Worship
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Warren Blakney, Minister

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Sunday Morning Worship.....10:00 a.m.

Sunday Evening Worship.....6:00 p.m.

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Bixby, 74008
Phone: (918) 366-8870

Rev. Robert Givens

Sunday School 9:30 a.m.

Morning Worship 11:00 a.m.

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Tulsa, OK 74106 - (918) 835-1525

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Wednesday Bible Study
- 6:30 p.m.

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Children's Church, CIP Praise Dancers, and CIP Praise Tem.

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Pastor Bukky and Wunmi Alabi

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918-584-0510

Fax:

918-584-1958

Prayer Line:

918-584-PRAY

Sunday School

9:30 a.m.

Morning

Worship 10:45

Wednesday

Bible Study

Noon and 7:00



In The Spirit Christian Church

"Come And Experience The Spirit"

1020 South Garnett
Tulsa, Okla., 74128
Phone: (918) 836-6823
Fax: (918) 836-6833

Eclectic Praise, Extraordinary
Worship, And Spirited Preaching.

Wednesday Services

10:00 a.m. Spirit Seniors

5:30 p.m. Support Groups

6:30 p.m. Community Dinner

7:00 p.m. Bible Study

Sunday Worship

Church School

9:45 a.m.

Worship

11:00 a.m.

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Rev. Sharyn Cosby-Willis,

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PHOTOS ADOBE STOCK



Here’s How We Recruit and Retain More Black Teachers

By MAYA POTTIGER
WORD IN BLACK

One of the recurring education headlines over the last year has been America’s unprecedented teacher shortage — especially as Black teachers quit at previously unseen rates.

Plenty of experts have ideas about how to end the mass exodus of educators from the classroom, but Eric Duncan, the assistant director of P-12 policy at The Education Trust, says there’s a solution we need to talk about more: If we had better recruitment success bringing and keeping Black educators in the classroom, the same shortage issues wouldn’t exist.

“If we want to address teacher shortages, teacher diversity is not only a key lever,” Duncan says, “it could be the key lever to addressing some of the long-term chronic shortages that affect some of our most vulnerable schools and student population.”

In the Education Trust and Educators for Excellence joint 2022 Voices from the Classroom report, results showed that 86% of teachers nationally said they would spend their entire career as a classroom teacher, but that number dropped to 52% when looking only at responses from teachers of color.

Unlike their white colleagues, Black educators don’t get to take for granted that they belong in the classroom. They don’t always have a peer, leader, or someone who will advocate for them or mentor them. Black educators also work in environments that aren’t necessarily welcoming, respectful, or culturally affirming.

“All those stresses contribute to their perception that this profession isn’t something that they can stay in and be successful,” Duncan says.

The Push for Nuanced Policy Solutions

Though boosting teacher diversity might seem like a new push, the idea’s been raised for the last 30-40 years, Duncan says. However, instead of simply saying that we need more teachers of color in the classroom, policy makers are now peeling back the layers to look at why the pipeline of new teachers isn’t sustainable.

“The conversation has become a little bit more nuanced,” Duncan says. “It’s been elevated as a priority.”

Research has proven that students of color who have teachers — and principals — who look like them achieve higher academic success, including higher reading and math scores. They also have higher high school graduation rates, and are more likely to enroll in college. But it’s not just students of color who benefit from having teachers of color — white students benefit socially, emotionally, and academically, too.

“If we grew our teachers at a faster rate, and teachers of color — specifically Black teachers, and even more specifically, Black male teachers — we would see a serious pivot in our American school system,” says Dr. Fedrick Ingram, secretary-treasurer of the American Federation of Teachers.

It’s Not as Easy as Raising Salaries

It’s no secret that teachers don’t get paid enough. But in most surveys of Black educators, earning a higher salary is not usually the top strategy for recruitment or retention.

However, the narrative shouldn’t be that Black educators don’t want to get paid more, Duncan says. Instead,



it shows that Black educators face so many challenges at work, that when given an opportunity to share, higher pay doesn’t land at the top.

For many Black educators, going to work every day puts them in a situation where they’re not looked at in a positive light, they can’t be themselves, and they have to take on roles and responsibilities that their colleagues don’t. “Of course, those are the things that I’m going to bring up as really important to change because they’re affecting my ability to even be a strong professional,” Duncan says. So instead of looking at it as Black educators don’t want to get paid, because they do, it’s more that “they have so many other challenges that are unique to being a Black educator— or the only Black educator in the classroom — that they are elevating those issues when they actually have an opportunity to share that.”

It also comes down to the reason that people go into teaching: They want to make a difference. And when they face obstacles like increased class sizes and secondhand books, they lose autonomy in the classroom. There needs to be less interference so there are more “lightbulb moments,” Ingram says, and more of the magic that happens between a teacher and a student.

“These are people who are marketable and who can do other things but want to be in our classrooms,” Ingram says. “So yes, they need the pay, but they also need the respect.”

Black Teachers Want Expanded Loan Forgiveness

In a 2022 study, RAND Corporation asked teachers of color about strategies to recruit and retain a more diverse K-12 workforce. The top practice Black teachers cited was expanding student loan forgiveness, with 67% prioritizing this strategy compared to 58% of all teachers of color.

Recruiters from school districts often make the mistake of assuming

everyone is starting on an even playing field, El-Mekki says. When they graduate from college, Black teachers often owe twice as much in student loans than their white colleagues. This means that when early-career Black educators are hired by underfunded districts with lower salaries — which they often are — they’re put in the position of using money they don’t have to pay for critical things, like classroom supplies, out-of-pocket.

Though the Biden administration helped ease the loan burden, there is still more work that needs to be done to help Black teachers become debt free and financially stable.

“Student loan and debt forgiveness is one of the things that we have really got to do to not only recruit new teachers, but to retain the teachers that we already have,” Ingram says. “We’re looking for more relief as we move along in this political process.”

Teachers of Color Value Professional Development and Mentorship Opportunities

In terms of things that would keep them in the profession, two of the areas where teachers of color most differed from the national average of all teachers were when it came to ways to further their careers.

While only 7% of all teachers said they value more professional development and support, 41% of teachers of color highlighted this as a retention solution. Similarly, 8% of the national average sought leadership opportunities while continuing to teach compared to 41% of teachers of color.

Teachers often want more decision-making authority and influence in schools. White teachers are more likely to get those opportunities because they’re more easily funneled into the pipeline through other instructional opportunities they have in the building. Black teachers are more likely to be tapped for positions that look at discipline issues or cultural competence or equity, so when principal and superintendent

positions open up, Black teachers aren’t in the running because they haven’t had instructional leadership roles.

“If you’re not provided the opportunity or seen as somebody who can bring intelligence in the traditional norm,” Duncan says, “you’re not necessarily tapped to be the next school leader or principal or whatever the sort of leadership position is.”

Among other popular strategies were a variety of mentorship and preparation initiatives.

For example, residency programs, where educators spend up to a year teaching in a high-need district and completing coursework, have been shown to lead to more racially diverse graduates who stay in the profession for longer periods of time.

In Pennsylvania, El-Mekki’s group worked with the Pennsylvania Educator Diversity Consortium to create a retention toolkit, and one of the more popular methods is using a cohort model to ease some of the initial loneliness and isolation. They also recommend creating opportunities for teachers of color to convene and be able to positively impact the school policies, ecosystems, and curriculums.

Another idea was creating more mentoring opportunities for teachers of color, especially a peer-to-peer strategy that matches new educators with veterans. And, encouraging districts to partner with diverse teacher preparation programs to diversify the group of prospective teachers, was popular among 51% of Black teachers.

“Those have been more successful in recruiting and preparing Black educators because of those built-in supports,” Duncan says.

More Recruitment and Retention Strategies

There are a lot of different efforts around the country to recruit and retain Black educators, and they take various forms.

A popular strategy is grow-your-own programs, which are community-

based efforts to support and encourage students through the process of becoming an educator. For example, the American Federation of Teachers runs a program in New York that creates a pipeline of students that are supported and nurtured throughout high school to get their education degrees from Montclair State University.

Not only are they surrounded by “master teachers,” Ingram says, but they’re given internships and proper resources to know what to expect when they go into the classroom.

“That’s a model that we are pushing across the country,” Ingram says.

And, of course, there’s providing more funding to the teacher preparation programs at HBCUs, which produce around half of the Black teachers who work in public schools.

“If we know that these students are there, then we need to cultivate that,” Ingram says. “We need to add resources to that, and we need to build these students up so that they are the next generation and wave of young people who teach that next generation behind them.”

The Education Trust and Educators for Excellence joint 2022 Voices from the Classroom report also highlighted that teachers of color cite housing support as a key way to both recruit and retain teachers, with 73% of teachers of color saying this compared to the 32% national average.

This is working in Connecticut, which has a teacher mortgage assistance program that’s targeted toward teachers of color. Though it’s still relatively new, there are signs that it’s working, Duncan says, by slowly driving up the diversity of the workforce.

El-Mekki, who works with early-career teachers, says programs like this are critical. He’s heard of teachers who are essentially reliving their college dorm experiences by having to have multiple roommates to afford rent in or close to the communities they teach in.

“That is deeply maddening,” El-Mekki says. “Teachers are committed to working in this community, but they can’t afford to live there.”

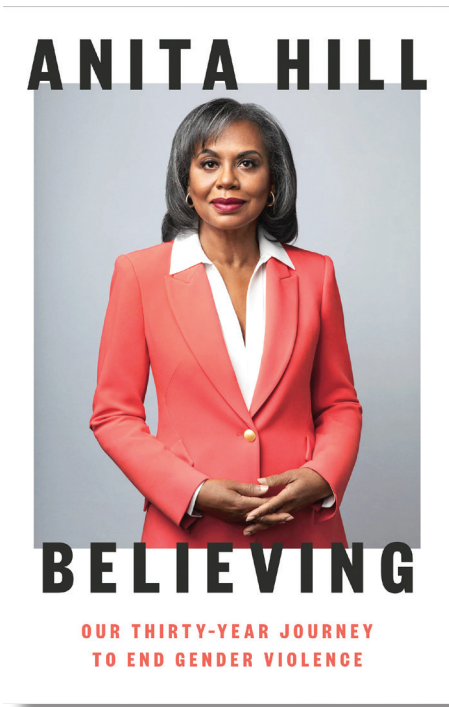
Overall with years of training needed to work in a constantly evolving profession, teaching is tough. But many organizations are investing in resources to grow talent and create pipelines into the classroom and ensure people have what they need to stay.

“There’s no panacea out there to fixing the diversity in our classrooms,” Ingram says. “Teaching is the noblest profession, but it is also the hardest profession to master and to craft, to educate our most precious commodity and those are our children.”

MAYA POTTIGER, is a data journalist for Word in Black. She was previously a data journalist for the Howard Center for Investigative Journalism at the University of Maryland, where she earned both her BA and Master of Journalism. Her work has been featured in publications across the country.



PHOTO PBS



Our Thirty-Year Journey to
End Gender Violence
Penguin Books
2022
368 pp.
ISBN 9780593298312

OKMULGEE NATIVE ANITA HILL appeared with Henry Louis Gates Jr., a historian and Harvard University professor, on “Finding Your Roots,” on Tuesday, Jan. 11, on PBS. The youngest of 13 siblings, Hill learns of her great-great-grandfather, who resided in Bowie County, Texas, in 1850. At the time, Bowie County was one of only three known counties — including Utah County, Utah, and Scott County, Tennessee — that documented the names and information of its enslaved residents. “This is like winning the lottery here,” Hill said on the show.

Our Thirty-Year Journey to End Gender Violence

By JOHN NEAL

Oklahoma native Anita Hill is best known by older generations as the person who testified Clarence Thomas had sexually harassed her at his Senate confirmation hearings for appointment to the U.S. Supreme Court. Her book BELIEVING recaptures some of that 1991 history but undertakes a much broader examination of gender-based harassment and violence.

Anita Hill is not just noteworthy for her courageous testimony at the Thomas hearings nearly thirty years before the #MeToo movement. Her own life bears witness to a modern Black woman’s accomplishments. A native of Lone Tree, Oklahoma, she is the decedent of a maternal grandfather and all of her great grandparents who were born into slavery. Her parents were poor farmers who bore twelve children, scratching out opportunities for them. In 1989 Hill became the first African American tenured professor in the University of Oklahoma’s history. She is currently a professor of social policy, law, and women’s studies at the prestigious Brandeis University.

The book’s preface states, “I wrote BELIEVING to bring together the real-life experiences of people who have suffered gender-based violence with everything we have learned from the research and advocacy of the past three decades.”

For younger generations, she recounts her highly credible testimony against Thomas for sexual harassment in the workplace. Ironically it occurred while she was his subordinate in the Equal Employment Opportunity Commission. The all-white, all-male Senate Judiciary Committee members who held the hearings were dismissive of her claims by either minimizing the harm she had endured or hosteling questioning why she did not just leave. It was not commonly recognized then, as Hill narrates, that women often must try to maintain some sort of relationship with their abuser while continuing to resist because their male superior controls the fate of their careers.

“Perhaps the biggest impediment to eliminating gender violence are our assumptions, rooted in ideas about race, ethnicity, sexual and gender identity, and who is credible and worthy of protection,” Hill writes. The “oceans of violence” are “deeply entrenched in our culture and in our systems.” While sexual harassment has been a permanent fixture in the human workplace, the first national attempts to document its prevalence came not from federal agencies but from Redbook Magazine in 1976, Hill observes.

In a particularly insightful chapter, each generation thinks the next generation will do better. Hill describes how increased diversity today may have affected younger generations’ attitudes on questions of gender, but the evidence reveals it hasn’t changed behavior. Instead, technological advancements have given men and boys known ways of trolling and harassing women and girls. Throughout the book, the author notes disproportional frequencies of gender-based treatment of Black females, but that is not a central thesis in her book. Instead, she writes, “At the root of the collective disbelief in women is the idea that we are inherently underqualified, and of limited value, socially and economically, despite all evidence to the contrary.”

She tracks the resultant shaming and blaming of women victims throughout all sectors of society. She documents this practice in fraternities and sports teams, protecting high-profile professors and industries ranging from food service to high finance. To demonstrate its ubiquity and timelessness, she draws a straight line from the Thomas hearings to the Brett Kavanaugh confirmation in 2018. There, an FBI investigation was cut short, and Kavanaugh was confirmed despite first-hand testimony from an alleged victim of his sexual assault.

Does it matter that we have two credible allegations of sexual misconduct against two Justices of the Supreme Court? How about the unsuccessful impeachment of a President for sexual misconduct he later lied about? Or the fact that the nation would elect a man as President who bragged about his ability to sexually assault women and get away with it? How do parents protect their children? How does the female gender defend themselves? These are some of the questions Hill asks. “Our tendency to deny well-documented abuse is one of the most vexing aspects of the fight against gender violence.”

“If the United States is to continue to claim its existence as a country founded on freedom, equality, and justice, our political leaders must squarely address gender-based violence, one of our country’s biggest problems,” Anita Hill concludes.

JOHN NEAL is a former resident of Sand Springs. He is well versed in urban renewal, its uses and abuse, as a former city manager in Oklahoma and departmental consultant for the city of El Paso, Texas. In 2008, he was that city’s planning director when the city won multiple awards for its planning accomplishments. He is now retired and resides in Austin, Texas.

Anita Hill is not just noteworthy for her courageous testimony at the Thomas hearings nearly thirty years before the #MeToo movement. Her own life bears witness to a modern Black woman’s accomplishments.

The Oklahoma Eagle

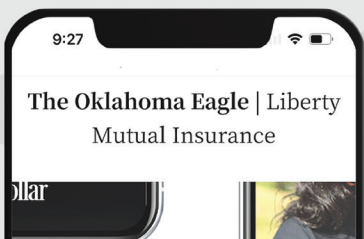
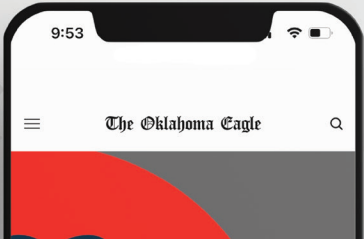
MOST
PEOPLE
DON’T
GET IT,
BUT
YOU
CAN.

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The Oklahoma Eagle

Our Mission

To amplify our core value of equity, through journalism and editorial” is the cornerstone of our continued success.



FRIDAY

21 **Tulsa Oktoberfest**
RIVER WEST FESTIVAL PARK



The Experience: Imagine
AHHA TULSA



Haunted Trails
TURKEY MOUNTAIN URBAN WILDERNESS AREA



TO LEARN MORE ABOUT THE
PEOPLE FIRST MOVEMENT
VISIT [FWD.US/PEOPLEFIRST](https://fwd.us/peoplefirst)

~~criminal~~
~~felon~~
~~offender~~
~~inmate~~
~~convict~~

On any given day, nearly 2 million people in the U.S. are incarcerated in jail or prison and rates of incarceration are highest for Black communities. **These are our neighbors, and they are mothers, fathers, sisters, brothers, sons, and daughters** - but far too often, those aren't the words media outlets use to describe them. Instead, they're given harmful labels like criminal, felon, offender, inmate and convict.

Words matter - Research has shown that when we transform the language we use to describe people who have been convicted and incarcerated, we can help change how society treats them. There's no better time for news organizations to join this language evolution.

It's well past time to drop the harmful labels and put **#PeopleFirst**.

21 **Frankie Valli & The Four Seasons**
RIVER SPIRIT CASINO

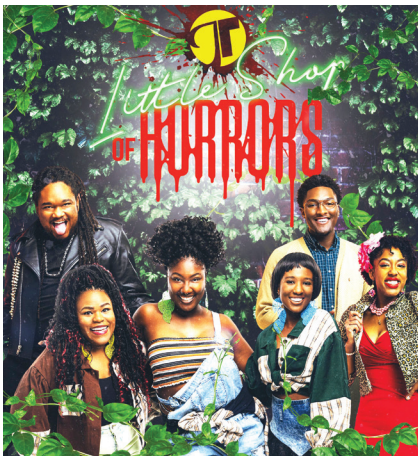


Hellerween
AHHA TULSA



SATURDAY

22 **Little Shop of Horror**
TULSA PERFORMING ARTS CENTER



Tulsa Farmers' Market
KENDALL WHITTIER SQUARE

2022 BOOHAHA
BROOKSIDE DISTRICT

Fall Carnival
TULSA DREAM CENTER

SUNDAY

23 **Frozen**
TULSA PERFORMING ARTS CENTER



Live Jazz Brunch
DUET RESTAURANT

Tulsa Oktoberfest
RIVER WEST FESTIVAL PARK

The Oklahoma Eagle

Arts
Culture
History
Education
Business
Faith



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