"Get in good trouble, necessary trouble, and help redeem the soul of America." - Congressman John Lewis



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March 27 - April 2, 2025

DEI Rollback Costs Target Billions and Loyalty

By Stacy M. Brown BlackPressUSA.com Senior National Correspondent



Target Store/Photo Credit: NNPA Files

Target continues to face mounting financial and reputational fallout after reversing course on diversity, equity, and inclusion (DEI) initiatives. The retail giant has lost more than \$12.4 billion in revenue, seen its stock plunge by \$27.27 per share, and is grappling with multiple lawsuits linked to its shifting DEI policies. Separate but powerful ac-

izations and faith leaders have intensified pressure on the company. Rev. Jamal Bryant launched a national Target Fast, calling for continued community mobilization. Meanwhile, the National Newspaper Publishers Association (NNPA) and the NAACP initiated public education and selective buying campaigns. While distinct in approach, tions from Black-led organ- the collective efforts have mistaken."

amplified scrutiny and economic consequences for Target. "Black consumers helped build Target into a retail giant, and now they are making their voices heard," said Benjamin F. Chavis Jr., president and CEO of the NNPA. "If corporations believe they can roll back diversity commitments without sequence. they are

Early data from analytics firms Placer.ai and Numerator confirms a decline in consumer support. Numerator found that Black and Hispanic households are reducing their visits to Target at the highest rates. Placer.ai reported that on the national blackout day last month, Target saw an 11 percent decline in store traffic compared to average Friday

National Newspaper **Publishers Association: BLACK PRESS OF AMERICA**



January 24 DEI reversal, Placer.ai data shows Target's overall foot traffic has fallen every week. In contrast, Costco has gained ground. The warehouse chain rejected a shareholder proposal to weaken its diversity programs and stayed firm in its DEI stance. Analysts say Costco's consistency and longstanding commitment to high wages visits. Since the company's and strong employee bene-

*** SAVE THE DATE ***

Global Protests on April 5: Cities

Unite Against Trump and Musk

By Stacy M. Brown

fits may attract consumers frustrated with Target's retreat. Costco's shares have outperformed those of Walmart and Target over the same period. Walmart has also seen a dip in foot traffic, though not as sharp as Target.

While grassroots boycotts are not always financially damaging in the

Continue **Target** Page 7

Trump signs order seeking to overhaul US elections, including requiring proof of citizenship

By ALI SWENSON and CHRISTINA A. CASSIDY Associated Press

NEW YORK (AP) — President Donald Trump on Tuesday signed a sweeping executive action to overhaul elections in the U.S., including requiring documentary proof of citizenship to register to vote in federal elections and demanding that all ballots be received by Election Day.

The order says the U.S. has failed "to enforce basic and necessary election protections" and calls on states work with federal agencies to share voter lists and prosecute election crimes. It threatens to pull federal funding from states

where election officials don't comply.

The move, which is likely to face swift challenges because states have broad authority to set their own election rules, is consistent with Trump's long Photo Credit: NNPA Files history of railing against election processes. He often claims elections are being rigged, even before the rewaged battles against certain voting methods since he lost the 2020 election to Democrat Joe Biden and falsely blamed it on widespread fraud.

Trump has focused par-



ticularly on mail voting, arguing without evidence that it's insecure and invites sults are known, and has fraud even as he has shifted his position on the issue given its popularity with voters, including Republicans. While fraud occurs, it's rare, limited in scope

Continue **Proof** Page 5

ling the largest single day of protest since Donald Trump was sworn in for a second term. With more than 600 events planned across all 50

states, Washington, D.C., and multiple international cities, the message is unified and urgent: Hands off our rights, our resources, and our democracy. In London, demonstrators will gather in Trafalgar Square from 3 to 5 ment alongside Americans, Canadians, Brits, and others from around the world. "They're threatening to invade Canada, Greenland, and Panama—and daring the world to stop them.

Well, this is the world say-

ing NO," organizers said.



Protest, cardboard and black woman in crowd portrait with equality, women human rights and justice poster sign for change, politics and law (Photo Credit by **Armand Burger**)

time to act is now."

Back in the United p.m. BST, joining the move- States, the centerpiece protest is scheduled for Washington, D.C., thousands are expected to convene at the Washington Monument at noon for a massive rally on the National Mall. Organizers say the protests are a response to Trump and congressional

"This is a crisis, and the Republicans' efforts to gut essential programs like healthcare, Social Security, public education, and civil rights protections—moves that have sparked nationwide outrage. "This mass mobilization day is our message to the world that we do not consent to the destruction of our government

Continue **Protest** Page 8

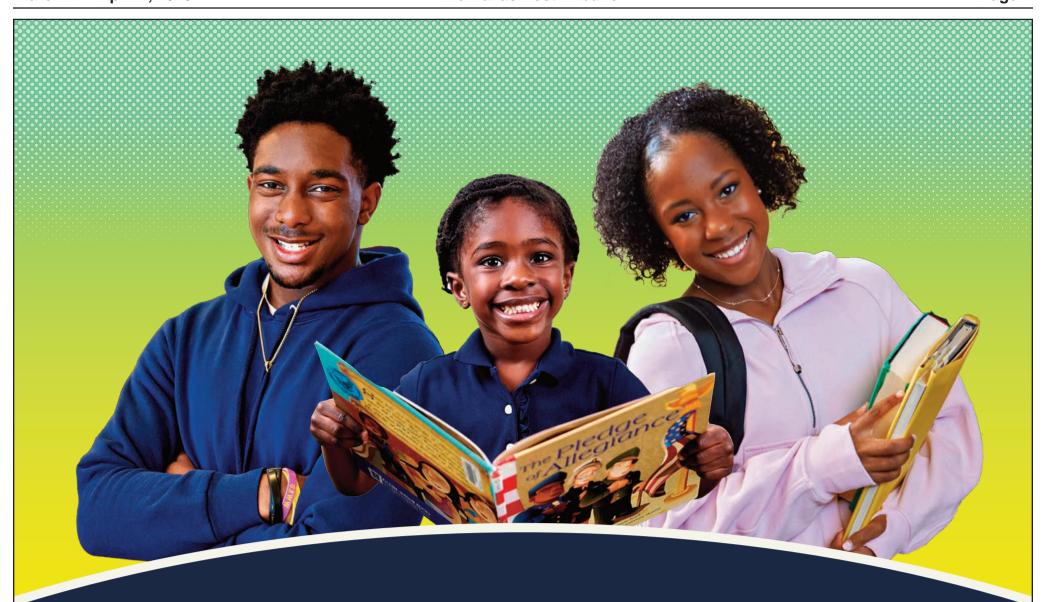
South Africa president says persecution of whites a 'false narrative' as Musk repeats genocide claim

By GERALD IMRAY Associated Press (ARTICLE PAGE 3)



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RELIGIOUS/NEWS

Jesus Christ's Sufficient Sacrifice

Hebrews 10:1-18



Thus far, the writer of this grand book of Hebrews has argued for the Superiority of Christ's Person (Hebrews 1:1-4:13), the Superiority of Christ's Priesthood (Hebrews 4:14-10:18). The writer contrasts the Superiority of Christ's Priesthood to the Priesthood established by the Mosaic covenant. Hebrews 10:1-18 may be outlined as follows: I. Limited Value of the Levitical Offerings before Jesus' Sacrifice - Hebrews 10:1-10; II. The

I. Limited Value of the **Levitical Offerings be**fore Jesus' Sacrifice - Hebrews 10:1-10

Efficacy of Jesus' Sac-

rifice - Hebrews 10:11-

18.

The explanatory "for"

refers us back to Christ's one sacrifice (Hebrews 9:28). The writer will stress the Superiority of the Cross to the Old Testament sacrifices and their limited value (Hebrews 10:1-4). In verse 1, God gave the Mosaic Law to reveal His Holiness and man's sinfulness (Romans 3:19-23). The Law itself was "holy, and the commandment holy, and just, good" (Romans 7:12). The Law is described as a "shadow of good things to come" (v. 1). The Law foreshadows the true image. image is the actual form or reality!

Hebrews 1:3 states that Christ is the "express image" of God; that is, He accurately reveals God to man. On the annual Day of Atonement (Leviticus 16:1-34), Israel made atonement for national sins. On this day each year sacrifice was offered. The author's use of the expression "make perfect" denotes to bring something to completion. Being made "perfect" or complete would result in a conscience free of guilt (v. 2). Those sacrifices of the O.T. presented by the priests year after year for the people were a testimony of the Law's inability to perfect or complete its worshipers. The yearly rituals of the Day of Atonement served as a kind of annual reminder of sins since animal blood has no power to take away sins (vv. 3-4).

In verses 5-7, because of the ineffectiveness of the Old Covenant sacrifices of completely tak-

ing away the sins of the people, it was imperative that Christ would come (Psalm 40:6-8). The purpose of Christ's earthly ministry is given in the statement "I come to do thy will, O God" (v. 7). The obedient Son was commended by the Father at His baptism and His transfiguration (Matthew 3:17; 17:5). The Son's perfect obedience reflected His Deity and His unity with the Father (St. John 10:30; 17:21-22).

In verses 8-10, due to the insufficiency of the Old Covenant and its sacrifices, it was set aside to establish the second; that is, the author meant that the Old Covenant sacrifices were set aside because it did not ultimately satisfy God. Because God's will was established, we were made holy through the sacrifice of the body of Christ once

Rev. Johnny Calvin Smith

Having discussed I. Limited Value of the Levitical Offerings before Jesus' Sacrifice - Hebrews 10:1-10, let us now observe II. The Efficacy of Jesus' Sacrifice - Hebrews 10:11-18.

II. The Efficacy of Jesus' Sacrifice -Hebrews 10:11-18

In verses 11-14, the author explains that the Leviticus priests could never sit down on the job since their sacrificial services were never completed. In verse 1 of Hebrews chapter 10, the emphasis was on the High Priests who ministered year after year continually on the Day of

Atonement. However, in verse 11, the focus is on ordinary priests who offered sacrifices daily. Instead of standing, Jesus Christ "sat down" (v. 12) because His sacrificial work was done! Christ who sits at the Right Hand of God is now waiting for His final victory over His enemies. By Christ's single sacrifice, He has made perfect forever those who are being made holy.

In verses 15-18, quoting from Jeremiah 31:33, the author drove home a point of the benefits of the New Covenant. The Holy Spirit testified that the New Covenant promised forgiveness and that there would be no future need for any sacrifice for sin.

May God Bless!

North Texas school district provides a world-class education, more choices for your child

Dallas ISD is where potential turns into purpose. With top-tier programs in fine arts, STEM, dual languages, and more, the district provides students with the tools to discover their passions and build successful futures.

Tinashe M. is a shining example. In 2014, as second-grader at Thomas L. Marsalis Elementary, he sat at a piano and played effortlessly,

leaving his teachers in awe. But talent alone isn't enough—it takes the right support system to transform potential into excellence.

Now a senior at Booker T. Washington High School for the Performing and Visual Arts, he has embraced jazz, a genre that allows him to express himself in ways words cannot.

"The thing I love about jazz is you can never go wrong," he said. "It's all about expression and playing what's inside of you."

That passion has taken him to new heights. Tinashe now tours with the prestigious Herbie Hancock Institute of Jazz, perfecting his craft while showcasing the power of opportunity. His story is a testament to what happens when talent meets the right support system.

Every child has a unique gift waiting to be unlocked. Give your child the opportunity to thrive in a district dedicated to excellence.

Explore the possibilities at the More Choice Expo on Saturday, April 5, 2025, from 9 a.m. to 1 p.m. at Fair Park's Automobile Building. To learn more, visit DallasISD.org/More-Choice.

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South Africa president says persecution of whites a 'false narrative' as Musk repeats genocide claim

By GERALD IMRAY **Associated Press**

CAPE TOWN, South Africa (AP) — South African President Cyril Ramaphosa said Monday the claim that white people are being persecuted in his country is a "completely false narrative." It was his latest attempt to push back against allegations made by U.S. President Donald Trump,

Elon Musk and some white minority groups in South

Africa. African-born South Musk, who has regularly accused South Africa's Blackled government of being anti-white, repeated a claim this weekend in a social media post that some of the country's political figures are "actively promoting white genocide."

Ramaphosa said in his weekly message to the nation that South Africans "should not allow events beyond our shores to divide us or turn us against each other."

challenge the completely false narrative that our country is a place in which people of a certain race or culture are being targeted

for persecution." Ramaphosa did not mention names, but his denial was a reference to the allegations by Trump and others that South Africa is deliberately mistreating a white minority group known as Afrikaners by encouraging violent attacks on their farms and introducing a law

designed to seize their land. The allegations were central to an executive order issued by Trump last month "In particular, we should cutting funding to South Africa to punish the government, while offering Afrikaners refugee status in the

Afrikaners are descendants of mainly Dutch and French colonial settlers who first came to South Africa more than 300 years ago. They were at the heart of the apartheid government that systematically oppressed non-whites, although South Africa has been largely successful at reconciling its many racial groups after apartheid ended in 1994.

In his post on X, influential Trump adviser Musk cited a political rally last Friday in South Africa where Black leaders of a far-left opposition party sang a song that has the lyrics "Kill the Boer, the farmer." Boer is a word that refers to an Afrikaner.

"Very few people know that there is a major political party in South Africa that is actively promoting white genocide," Musk wrote. He

linked to a video of the rally. Secretary of State Marco Rubio wrote on X late Monday that the song "is a chant that incites violence. South Africa's leaders and politicians must take action to protect Afrikaner and other disfavored minorities. The United States is proud

to offer those individuals who qualify for admission to our nation amid this continued horrible threat of violence."

The party in question, the Economic Freedom Fighters, is the fourth biggest in Parliament and a political opponent Ramaphosa's African National Congress. It won 9.5% of the vote in last year's national election. It has come under scrutiny for stirring racial tensions before and for singing the song, which was used during apartheid as a call to fight against government oppression.



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HEALTH

Help Shape the Future of Healthcare in Dallas County

Dallas County is getting a health check-up, and your voice counts! Please take time to complete an important

Every three years, Parkland Health and Dallas County Health and Human Services team up to take a close look at the overall state of healthcare in our county. The important review helps identify the biggest health challenges in our community and find ways to improve healthcare for everyone.

It's called the Community Health Needs Assessment (CHNA), and it looks at major health concerns such as cancer, diabetes, infectious diseases as well as access to doctors, mental health services and healthy food, among many others. The community input gathered through this survey helps local leaders decide the type of health programs and services needed, where to build clinics, and ensure everyone has access to quality healthcare. By understanding the community's needs, officials can make smarter decisions to improve the health of Dallas

How Does It Work?

The CHNA report gathers information by analyzing health data from sources like the CDC, Parkland Health, and the U.S. Census. It also listens to the community through surveys and focus groups, giving residents the chance to share their real concerns. By combining these research methods, the CHNA paints a full picture of the health challenges people in Dallas County face and helps create solutions that address them.

Why Should You Take the Survey?

- Your voice matters! What you share can influence the future of healthcare in your neighborhood.
- Your input can help bring more clinics, health programs, and services to the areas that need them most.
- · It's quick and easy! A few minutes of your time can make a big difference.

What Will the Survey Ask?

The questions are simple and focus on your experiences with healthcare, such as:

- How would you rate the overall health of your community?
- What are the top health concerns in your neighborhood and community?
- What are the services needed to improve the health of your neighborhood and community?

Your input will help create a healthier Dallas County for everyone. Go to www.parklandhealth.org/dallascommunity-health or scan the QR code below to make your voice heard.

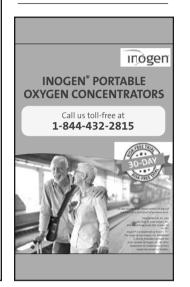


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Breathing easy: Managing seasonal allergies in kids with asthma

Parkland Health pediatrician offers tips for avoiding asthma triggers this spring

DALLAS – Spring has arrived, bringing with it more sunshine, warmer weather and those unpleasant allergy symptoms. If you're one of many North Texans suffering and sniffling through this season, a Parkland Health expert has some tips to help you find some relief.

Seasonal allergies, also called allergic rhinitis, are caused by an overreaction of the immune system to allergens in the environment such as pollen, mold and dust mites. For children with asthma, this immune response can lead to increased inflammation in the airways, making it harder for them to breathe and potentially leading to asthma attacks.

"Seasonal allergies can trigger that immune response, it can start with just a runny nose, conjunctivitis and then a cough that can lead to an asthma attack," said Cesar Termulo, MD, Associate Medical Director for Parkland's network of Community-Oriented Primary Care (COPC) health centers.

Common seasonal allergy symptomsinclude:

- Runny or stuffy nose
- Sneezing
- Red or watery eyes
- Swelling around the eyes
- Itchy nose, eyes, ears or

Common symptoms of allergy-induced asthma include:

- Shortness of breath
- Cough
- Chest tightness or pain
- Wheeze (a whistling sound when you breathe)

Dallas ranks 13th among the top 20 most challenging places to live with seasonal allergies, according to the Asthma and Allergy Foundation of America (AAFA). While it is nearly impossible to avoid seasonal allergies completely, there are some steps parents can take to help alleviate symptoms and keep their child's asthma under control.

Stay indoors during peak pollen hours: Pollen levels tend to be highest in the early morning and late afternoon. Keeping children indoors during these times can help reduce exposure.

Keep windows closed: Keeping windows closed, especially at night when pollen counts tend to rise, can help limit exposure.

Continue Asthma Page 5

Quinn Minute

Write your own memoir

By Rix Quinn

Not long ago, at a class reunion, I started talking to my crush from sixth grade. I had not seen her in years.

I reminded her of the time I took her bowling. My Mom drove us there. It was my first actual date. "No," she said, "I do not remember that."

A friend overheard this exchange, and he laughed no footprint on the sands of time." He was right.

For 40-plus years, I've

I've helped others make impressions in the sand. But I never wrote my

own memoir until recently...and I'm glad I did. Because I believe everybody's got a unique story to tell, and we need to verbalize it before we get too old.

Should we all write our life story? It's hard if we try to explain things on a timeline. It's much easier if we just tell stories about memorable things we experienced...or reply questions family members ask about us.

yourself? Do it today, so your descendants and friends will know more about your childhood, and adult your feelings, thoughts, and dreams.

Writing about yourself is easier if you first ask yourself questions. You can then answer them in the form of a story that explains what happened to you, the actions you took... and what you learned from the experience.

A memoir company can provide lots of questions to stir your memory. Go online for a list of specialists who offer this service. I think you'll be glad you did.

Next week, I'll try to be funny again. But this week I'm wearing a more serious look.

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that I had apparently "left

worked as a memoirist, writing short biographies for business magazines.

Have you written about





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Wednesday, Apr. 2



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L-64



H-72°



H - 82°









H-77

Texas fires coach Rodney Terry after Longhorns make another quick exit from **NCAA** Tournament

By JIM VERTUNO AP Sports Writer



Texas head coach Rodney Terry speaks during the first half of an NCAA college basketball game against the Tennessee in the quarterfinal round of the Southeastern Conference tournament, Friday, March 14, 2025, in Nashville, Tenn.

(AP Photo/Wade Payne)

AUSTIN, Texas (AP) - The University of Texas fired basketball coach Rodney Terry on Sunday after a disappointing first season in the Southeastern Conference and another quick exit

The move comes two years after Terry led Texas to the Elite Eight in the 2022-2023 season when, as an assistant coach, he took over the program at midseason after then-coach

Chris Beard was arrested on a felony family violence charge and was fired. The charge against Beard was later dismissed.

Terry's ability to keep thrive amid the turmoil saw I have decided it is in the

Texas win the Big 12 Conference Tournament, then make its deepest run in the NCAA Tournament since 2008. He was rewarded with the full-time job and a five-year, \$15 million contract.

But duplicating anything close to that success was a struggle, and he was fired with three years left on his deal. Terry was 40-29 in his two full seasons as head coach.

"My philosophy has always been to wait until the end of the season and review every facet of our program before making any final decisions, and we've been doing that since our heartbreaking First Four loss in the NCAA Tournament," athletic director Chris Del Conte said in a statement. "In looking at everything over the past three seasons, our first year in the SEC this past year, and where we're headed in the team together and the future, Coach Terry and

best interest of The University of Texas to move in a different direction."

Texas joined the SEC in 2024 and started this season ranked No. 19. But the Longhorns lost their season opener and were unranked by the following week. Conference play started with a 0-3 skid as Texas played three straight opponents ranked in the Top 10.

The Longhorns lost seven of their last nine games in the regular season and went 6-12 in league play despite having the SEC scoring leading Tre Johnson, who was named conference freshman of the year.

Texas still earned a bid to the NCAA Tournament behind two strong victories in the conference tournament but only as an 11-seed, forced to win a play-in game to join the final 64 teams playing for the national championship.

Texas' season ended

when the Longhorns blew a 13-point lead in a 86-80 loss to Xavier and finished 19-16 overall. Texas lost in the second round of the tournament last year.

"It was a dream of mine to be the head coach of the Longhorns, and I've been able to live that dream," Terry said in a statement released by the school. "I'll forever be a Longhorn."

Terry struggled to stitch together cohesive rosters in the new era of the open transfer portal and players earning money for their name, image and likeness. While he signed Johnson, who likely will be a high NBA draft pick this summer, other top recruits have not flocked to the Texas campus.

Before his first full season, top recruits Ron Holland and A.J. Johnson both turned pro instead of playing for Texas, and Terry had no top high school players set to join the Longhorns next season.

Continued **Proof** Page 1

from the NCAA Tourna-

and gets prosecuted.

The order's documentary proof of citizenship requirement signals that the president is not waiting for congressional Republicans to pass their long-anticipated Safeguard American Voter Eligibility Act, or SAVE Act, which has aimed to do the same thing.

Republicans have defended that measure as necessary to restore public confidence in elections. Voting in federal elections by noncitizens is already illegal and can result in felcharges deportation.

Voting rights groups have expressed concerns

that the requirement could disenfranchise people. An estimated 9% of U.S. citizens of voting age, or 21.3 million people, do not have proof of citizenship readily available, according to a 2023 report by the Brennan Center for Justice and other groups.

There are also concerns that married women who

have changed their names will encounter trouble when trying to register because their birth certificates list their maiden names. Such hiccups happened in recent town elections in New Hampshire, which has a new state law requiring proof of citizenship to register to vote.

Trump's order directs

federal agencies including the Department of Homeland Security, the Social Security Administration and the State Department to share with election officials federal data that could help them identify noncitizens on their rolls.

It also says the attorney general should "prioritize enforcement of federal elec-

tion integrity laws" in states that don't share information about suspected election crimes with the federal government.

The order aims to require votes to be "cast and received" by Election Day and says federal funding should be conditional on

Continue **Proof** Page 7

Continued Asthma Page 4

Monitor air quality: Keep an eye on local air quality and pollen counts to help plan your day. Most weather apps or websites offer pollen alerts, so you can be aware of days when your child's asthma triggers might be more frequent.

Follow your child's asthma action plan: If your child has a prescribed asthma action plan, be sure to follow it, especially during allergy season. "For children who have asthma and experience seasonal allergies, it's important to keep track of the symptoms that they have and match it to their asthma action plan, so you know when to use their medications, including their rescue inhaler, as needed," Dr. Termulo said.

Consider allergy treatments: For some children, allergy medications such as over-the-counter antihistamines, nasal sprays or even allergy eye drops can help reduce asthma triggers. "Antihistamines often need to be used throughout the entire season to make sure your allergies stay under control," Dr. Termulo said. "Consult with your child's doctor to make sure they are taking the right medication at the right dose."

If your child's asthma symptoms worsen or if they experience more frequent coughing, wheezing, shortness of breath or chest tightness, it's especially important to talk to your pediatrician.

"As the spring gets underway, we continue to see allergies trigger asthma attacks for children, so it's very important to follow your child's asthma action plan and reach out to your doctor if they have any symptoms of a worsening cough, or a cough that is persistent at night," said Dr. Termulo. While seasonal allergies can present a challenge for families with loved-one who have asthma, there are ways to minimize symptoms and ensure your child stays healthy and breathing comfortably. By staying informed, following an asthma action plan and staying in touch with your pediatrician, you can make allergy season a little easier for your child.

For more information on pediatric asthma please visit www.parklandhealth.org/asthma-inchildren. To find out about services at Parkland, go to www.parklandhealth.org.

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(Solution to March 20 Puzzle ~ VACATION DESTINATIONS)



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EDITORIAL PAGE

The Power of Mentoring Is Needed In These Days Ahead

By James B Ewers Jr. Ed.D



James B. Ewers Jr. Ed.D

The United States of America is the land of the free and the home of the brave. As one person said proudly, "It's a land where everybody is somebody." Since its founding, America has been a building block for its citizens.

Many have said that this nation is a land of immigrants. We can trace our roots to another country. Therein lies one of our strengths. We all come from somewhere with much to offer and much to learn.

We learn from each other and get to know different cultures and traditions. Our diversity of thoughts and ideas has kept us creative over the years.

We have always been on the mountaintop of innovation. The United States of America has never taken a timeout when it comes to producing new leaders and new minds. While we are a great country, we must always prepare for a bright and better future.

My first mentors were my parents. They served as role models for me. At the time of my youth, I didn't know it. I just followed their instructions and watched what they did.

My parents were respected in my hometown of Winston-Salem NC. I figured that out because people were always at our house. They were asking questions and seeking counsel from them.

As I grew older, there were men and women outside of my home that I admired. Some chose to help me in my high school and college days. I determined that I needed some help to gain some success along the way.

I never really thought about being on top. I simply didn't want to be on the bottom. So being mentored and being a mentor have been major parts of my life.

As I reflect, I have had some wonderful people help me to navigate a better life. They saw potential in me when I didn't see it in myself.

All of them had one common characteristic and that was they told me many times what I didn't want to hear. Their advice was steeped in reality and not some ideal that I might have had.

As I am trying to reach overtime, my need for a mentor is no more. However, I am serving as a mentor to some friends and colleagues. They are in different walks of life with different skill sets.

I believe that mentoring has always been important. Some say we are in challenging times thus the need for mentors has increased. Those with wisdom must step in and guide the way.

It is my opinion that you only gain wisdom if you have been around for a good period of time. It just doesn't come in your early years.

Now companies and organizations have coordinated mentoring programs. Enrolling in them helps you to understand better your work environment and expectations. Back in my day, these programs didn't exist.

For example, there are

some school systems that have veteran teachers serving as mentors to first- and second-year teachers. As we know, the teaching profession in some circles is under-resourced.

Retired teachers are also volunteering in schools to help the teacher shortfall. Help and assistance are both valued and needed.

Many of us spent our lives in the field of education and have watched it change over the years. If you are a retired teacher, why not help where you can.

If you are considering a career in education, seek out an experienced educator who can provide you with guidance and counseling.

A report says that a mentoring relationship can do the following: it can help you in personal development, it can help you to identify career goals, it can increase your network, and it can increase your confidence.

The power and privilege of helping the next generation cannot be overstated. Someone helped us so we must help them.

THE TRUTH CLINIC Let Us Rise Up and Build (Neh. 2-18)

Part 4

By James W. Breedlove

He did not tell anybody what his detailed plan was until he had personally determined exactly what needed to be done.

After the thorough inspection and analysis, he was ready to inform the people of the specific work that would be required to build the wall because he was going to need their help.

Shares His Plan

Nehemiah then convened a town meeting and said to them, "You see the trouble we are in: Jerusalem lies in ruins, and its gates have been burned with fire. Come, let us rebuild the wall of Jerusalem, and we will no longer be held in contempt and disgrace." He also told them how GOD had answered his prayers and how the king had favored him and supported the project. He reminded the people how strong and mighty their forefathers had been.

forefathers had been.

The people replied, "Let us rise up and build." So they began this good work.

(Nehemiah 2:17-18 NIV)

This is a wonderful example of good leadership. First, Nehemiah appeals to their pride: "You can see the ruin around you," he points out. The ruins had

been there for almost one hundred years.

He is saying, in effect, "That is long enough. It is disgraceful that nothing has been done until now. Let us begin to act." He puts it to them plainly that now is the time because, as he suggests, "God is with us." God had already helped them. He had moved the heart of the king, setting up the possibility of repair. Now was the time to act.

When leadership steps out like that, it is almost certain to find a following. Nehemiah galvanizes the Jews to action, to begin the process of rebuilding. He appeals to their sense of self-respect and supplies an encouraging motive to begin.

Read How The Work

Was Shared (Neh. 3:1-32)

The details of how each family in Jerusalem contributed to the rebuilding of the wall is provided in Neh.

3. They participated in accordance with their respective talents and resources. Some did and gave a lot. Some did and gave little. But the collective mindset of all the people was, "We are going to rebuild this wall." Nehemiah had given them a single well-defined

objective to focus on and a

detailed plan to accomplish the objective.

External Opposition

However, Nehemiah discovered that when you actually start to do something positive, there will always be some resistance.

Whenever anybody says, "I will arise and build," Satan always replies, "Then I will arise and oppose." You can count on it! It is an inevitable part of the process.

When you begin to move with God to change things in your life for the better, you will find that you are met first with derision, and if you keep persisting, someone is going to get very upset with you and attack you in a vicious, perhaps physical way.

But see how Nehemiah

But see how Nehemiah reacts. He still uses prayer as one of his tools.

But we prayed to our God and posted a guard day and night to meet this threat. (Nehemiah 4:9 NIV)

He augments his prayers by posting guards as well to prevent physical attacks. Prayer and preparedness! This blending of the resources of the spiritual life with those of the material world is a marvelous picture of how be-

lievers ought to face threats, recognizing that we need action on both

Meanwhile, the people in Jerusalem said, "The strength of the laborers is giving out, and there is so much rubble that we cannot rebuild the wall" (Nehemiah 4:10 NIV)

Internal Opposition

In Neh. 5, the Unseen Enemy tries yet another approach. Nehemiah has successfully handled the threatened external attack, but now he runs into a problem from within his own ranks. There are many internal conflicts that could derail the rebuilding.

Nehemiah carefully analyzes the concerns, arrives at a solution, and presents it to the people at a mass meeting. Nehemiah's God based power assuages those in conflict.

The whole assembly accepted. Said, "Amen," and praised the LORD. The rebuilding continued and the people did as they had promised. (Nehemiah 5:12b-13b NIV)

So, the wall was completed fifty-two days after the work started.

Continue Truth - 4/3/2025



DIVERSITY **EQUITY AND** INCLUSION

Here are some companies that NO LONGER SUPPORT

Diversity, Equity and Inclusion (DEI).

WHY ARI PPORT

US companies have announced they have scaled back or eliminated Diversity, Equity and Inclusion (DEI) initiatives

Their retreat from DEI began after a June 2023 U.S. Supren Court ruling against affirmative action in college admissions and accelerated after President Donald Trump's executive orders

Now longstanding programs to improve the hiring and promotion of African Americans and other minority workers in corporate America are now under serious

The attack on diversity has been After taking office on Jan. 20. President Trump issued a series of executive orders aimed at dismantling Diversity, Equity and Inclusion (DEI) programs across the federal gov nment and the

The attack on diversity is bad for

a multi-ethnic country and bad for business which needs a diverse workforce DEI programs seek to ensure

fairer representation for groups historically marginalized such as African Americans, women, LGBTQ+ community members, and disabled people.

Diversity helps businesses by boosting innovation, expanding talent pools, and enhancing brand reputation, ultimately leading to improved financial performance and a more competitive edge A diverse workforce opens

wider range of talent and to tap into a broader pool of potential employees with unique experiences and expertise.

A diverse workforce can better understand and meet the needs of a diverse customer base. This allows businesses to tailor their products, services, and marketing strategies to resonate with a wider range of consumers.

However, if companies retreat from committing to the principles and practice of diversity in a multi-ethnic America, why should they be supported? The Philadelphia Tribune's response to the Trump administration's attacks on diversity and democracy begins with reporting the truth and holding those in power

More specifically, we ask you to strongly consider whether you should continue to spend your ollars with compa publicly announced their decision to retreat from diversity. Here's a look at some co that have retreated from DEI:

Amazon

Amazon said it was halting some of its DEI programs, although it did not specify which ones. In a Dec. 16 memo to employees, Candi Castleberry, a senior human resources executive, said the company has been "winding down outdated programs and materials, and we're aiming to complete that by the end of 2024."

Target

The retailer said in January that it was ending a program it established to help Black employees build meaningful s, improve the experience f Black shoppers and to promote

Target, which operates nearly 2,000 stores nationwide and employs more than 400,000 people, said it also would bring to an end its diversity, equity and inclusion, or DEI, goals it

The goals included hiring and promoting more women and members of racial minority group suppliers, including businesses ed by people of color, women, LGBTQ+ people, veterans and ople with disabilities.

Meta

Meta Platforms Inc the parent company of Facebook and Instagram said it was getting rid of its diversity, equity and inclusion program, which featured policies for hiring, training and choosing vendors.

McDonald's

Four years after launching a push for more diversity in its ranks, McDonald's said that it is ending some of its diversity practices, citing the U.S. Supreme Court decision that outlawed affirmative action in college admissions McDonald's said on Jan, 6 that it will retire specific goals for achieving diversity at senior

leadership levels. It also intends to end a program that encourages its suppliers to develop diversity number of minority group

Walmart

The world's largest retailer confirmed in November that it would not be renewing a five-year commitment for an equity racial center set up in 2020 after the police killing of George Floyd.

Ford

CEO Jim Farley sent a memo to August outlining changes to the company's DEI policies.

Lowe's

In August, Lowe's executive leadership said the company began "reviewing" its programs following the Supreme Court's affirmative action ruling and decided to combine its employee resource groups into one umbrella organization. Previously, the company had "individual groups representing diverse sections of our associate population."

John Deere

The farm equipment maker said in July that it will no longer sponsor "social or cultural awareness" events, and that it would audit all training materials "to ensure the absence of socially-motivated nessages" in compliance with federal and local laws

Tractor Supply

The retailer in June said it was ending an array of corporate diversity. Tractor Supply said it would be eliminating all of its DEI roles while retiring current DEI

Unfortunately the list of companies retreating from diversity is growing. We will post this list in print, online and on social media when available. If new companies announce their rithdrawal from diversity we will add them to the list of companies whose practices we are no calling into question.

We must speak out and send a loud and clear message to corporate America that a retreat rom diversity means a withdrawal of our support and practices will be documented and provided to our readership.

Continued - DEI Rollback Costs Target Billions and Loyalty - Page 1

the long term, Target's situation may prove different. "Boycotts put a 'negative spotlight' on the company that can have reputational consequences," Brayden King, professor at Northwestern University's Kellogg School Management, told Forbes. He noted that consumer trust, closely tied to corporate reputation, plays a critical role in shopping habits. In addition to its woes, Target issued a string of recalls in 2025 involving products sold on shelves due to undeclared allergens and injury hazards. Affected items included Gerber Soothe N Chew Teething Sticks, Dorel Safety 1st Comfort Ride and Magic Squad

child car seats, Nuby stroller fans, Baby Joy highchairs, Chomps beef and turkey sticks, and Pearl Milling Company pancake mix. Rev. Bryant said Target Fast has now mobilized more than 150,000 participants and persuaded over 100 Black vendors to withdraw their products from Target. He urged continued focus and unity in holding the company accountable. "It is critical that Black people can't afford to get A.D.D; we can't taper off and lose synergy. It's important that people stay the course and keep amplifying our voices because it is being heard from Wall Street to Main Street," Bryant said. He added, "No, I'm now committed and grateful."

Continued **Proof** Page 5

state compliance. Currently, 18 states and Puerto Rico accept mailed ballots received after Election Day as long they are postmarked on or before that date, according to the National Conference of State Legislatures.

Trump's order is likely to face legal challenges, given that the Constitution gives authority over elections to the states. While Congress has the power to regulate voting — and has done so to pass such laws as the Voting Rights Act — the Constitution makes clear that states have primary authority to set the "times, places manner" for elections.

Colorado's Democratic secretary of state, Jena Griswold, called the order an "unlawful" weaponization of the federal government and said Trump is "trying to make it harder for voters to fight back at the ballot box."

Democratic Rep. Joe Morelle of New York, the ranking member of the House committee that oversees elections, said the executive order "is not just misguided — it is immoral and illegal."

At least one Democratic attorney on Tuesday threatened legal action. Marc Elias, who has been the subject of Trump's ire, said in a social media post: "This will not stand. We will sue."

The executive branch does have some authority over elections, said Justin Levitt, a constitutional law expert and former White House senior policy adviser during the Biden administration. He some federal agencies provide election support, including the U.S. Election Assistance Commission, which distributes federal money to states and runs a voluntary certification program for voting sys-

~ VACATION DESTINATIONS ~

(Solution, will appear on page 5, March 27)

ACROSS

- 1. Aladdin's find
- 5. Reggae precursor
- 8. "Lights out" signal 12. Not good
- 13. Flock's echo
- _ diet, a.k.a. caveman diet
- 15. Kind of jerk 16. *Southern and Southwestern U.S. re-
- gion: Sun
- 17. Financial backer 18. *Switzerland's skiing destination (2
- words) 20. Ivan the Terrible, e.g.
- 21. Clint Eastwood's "Play ____ for Me"
- 22. One in a pod 23. Wear out
- 26. Masculine
- 30. *Princess' turf 31. Makes a sum (2 words)
- _ You'' 34. "He's Just Not That _
- 35. Dionysus' pipe-playing companion
- 37. Choose
- 38. Provide food 39. Answer from a tunnel
- 40. Virtual you
- 42. **Scare** 43. Prickly plant
- 45. *Second ''National Lampoon's Vaca-
- tion" destination 47. Biblical Adam's partner
- 48. Cause and effect cycle?
- 50. Goals
- 52. *Jamaica and Cayman Islands location

58. Hay bundle

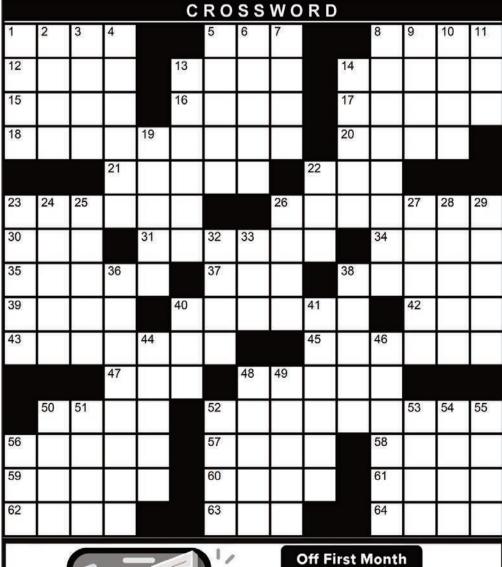
- 56. Bert's sidekick 57. Poet Pound
- 59. "The Great Gatsby" author 60. Billiards relative
- 61. Theories **62.**
- _-deaf
- 63. Boar's mate
- 64. Reason to cram

DOWN

- 1. Not more
- 2. Swear, not curse
- 3. Between mini and maxi
- 4. Bodily fluid
- 5. Small silvery fish
- G. of "SpongeBob SquarePants"
- 7. Aardvark's repast
- 8. *Serengeti National Park location 9. Aquatic plant
- 10. Pressure inducer
- 11. *Costa del _ ___, Spain
- 13. Humiliated
- 14. Eucharistic plate
- 19. Fretted instrument
- 22. OB-GYN test
- 23. Balance sheet item 24. *Coastal destination
- 25. Policeman's club in India
- 26. Cockapoo or Puggle, e.g.
- 27. Foreword 28. Make tea
- 29. Vast multitude
- 32. Peace symbol
- 33. *Rest and relaxation destination 36. *El Capitan and Half Dome location
- 38. Pigeon food?
- 40. Brewery order 41. Acrobatic move
- 44. Living room centerpiece? 46. Velveteen creature
- 48. Type of membranophone 49. Cupid's ammo
- 50. Gas station brand 51. Aware of a secret (2 words)
- **52. Porcinos**
- __, soldier'' 53. "At _ **54.** Charitable contribution
- 55. Hawk's aerie, e.g.
- 56. Time in NYC

MARCH IS WOMEN'S MONTH!

Statepoint Crossword Puzzle Theme: VACATION DESTINATIONS





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Just keep swimming at Dallas ISD

By The Hub



Photo Credit: THE HUB

Beyond the usual lessons taught in the classroom, Dallas ISD students are diving into something newlearning life-saving water safety

"Safety practices are taught to students in physical education. In partnership with school leadership, the health and physical education department determined that second grade was optimal to offer water safety classes," said Lisa Whitaker, director of health and physical education at

Chiniqua Varner-Busby, principal at William B. Miller Elementary School, said second grade is the perfect age to learn about water safety.

"Second graders are mature enough to understand the basic foundation, and understand it's not just play time in the pool," she said.

Miller is one of several schools chosen for the pilot program. So far, the curriculum has been rolled out to 10 campuses, including:

- and Technology Vanguard
- Harry Stone Montessori
- Academy • Pleasant Grove Elementary
- · John Quincy Adams Elementary School
- Mary McLeod Bethune Ele-
- mentary School • San Jacinto Elementary

School

- Charles Rice Learning Center
- L.L. Hotchkiss Elementary
- Arturo Salazar Elementary School

With a spring goal of reaching 500 students, the program will be introduced to more campuses throughout the school year, Whitaker said.

As part of the program, which was developed by the YMCA, students attend eight classes over a two-week period. They are bussed to a local pool where in addition to classroom instruction, they get the chance to apply what they learned by getting in the water.

"It's not a full swim class, but students do learn basic safety, like how to go to the edge of the pool and how to get in the water," Varner-Busby said.

program came at a good time, Varner-Busby said.

"It's important they get exposure to safety, especially as we prepare for summer," she said. "Students typically go to community pools over the summer, and they now will know how to be safe while on vacation."

At Miller, administration proactively met with parents to introduce the program. With the support from YMCA instructors, coaches are empowered to reinforce lessons taught at the pool.

"This is a great connection for physical education, and the coach is key in making sure kids are there, doing what they're supposed to do, and being their support system, Varner-Busby said.

The reception from students at Miller has been positive, and interest rose because students talked to each other about their experience, she Continued **Protest** Page 1

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and our economy for the benefit of Trump and his billionaire allies," organizers in D.C. said. "Alongside Americans across the country, we are marching, rallying, and protesting to demand a stop to the chaos and build an opposition movement against the looting of our country."

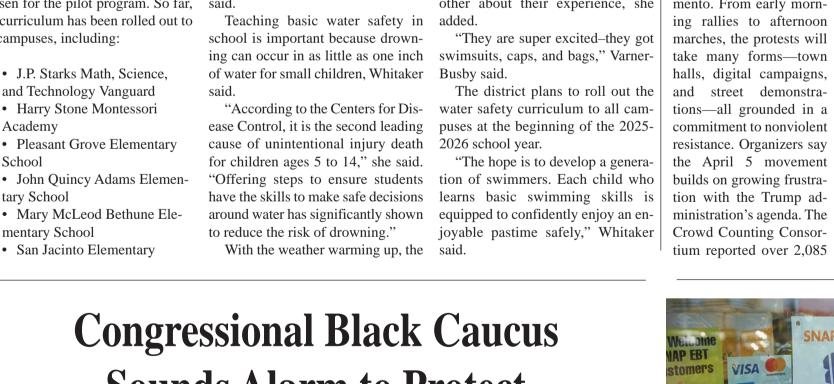
Demonstrations planned from coast to coast in cities including Buffalo, New York; Columbus, Georgia; Hollywood, Florida; Guilford, Connecticut; York, Pennsylvania; Ames, Iowa; Conroe, Texas; throughout California, where organizers are uniting for large-scale actions in Los Angeles and Sacramento. From early mornprotests nationwide in February 2025, a sharp rise from the 937 recorded in February 2017. During a recent week-long congressional recess, more than 500 events were held across the country, often in districts where elected officials avoided meeting constituents. At the core of the mes-

American

Standard

HOME SERVICES

sage is a defense of everyday Americans and the systems they depend on. "We stand with people of color and all those being stripped of their basic human and civil rights," Buffalo organizers stated. "We stand with our educational institutions, and the countless faculty, researchers, and students that are being subjected to arbitrary political litmus tests, uncertainty, and censorship in their work." From London to Los Angeles, from the National Mall to Niagara Square, April 5 is shaping up to be a defining day of resistance against what demonstrators call an authoritarian power grab that threatens the very fabric of democracy. "We're not waiting for someone to save us," D.C. organizers said. "We're taking action ourselves."



Sounds Alarm to Protect SNAP Benefits

By Lauren Burke

During a press conference outside the U.S. Capitol on March 25, members the Congressional Black Caucus spoke out with concern about budgetary threats to the federal Supplemental Nutrition Assistance Program (SNAP). CBC Chair Yvette Clarke spoke of "grave concerns" about the "Republican scheme to cut billions of dollars to cut SNAP benefits that held millions of American families."

CBC Chair Yvette Rep. Clarke, Sanford Bishop speaks at CBC press conference on SNAP

"Twenty percent of Black households have faced food insecurity compared to 7 percent of their white counterparts. Fortytwo percent of all SNAP recipients are children. In fact, 4 in 5 SNAP households include a child, an elder, or an individual with a disability," the CNC Chair added. The Supplemental Nutrition Assistance Program formerly known as the Food Stamp Program began during the Great Depression but has changed significantly over time. In 2008, the Food

Stamp Program was renamed SNAP. The 1980s saw budget cuts and stricter eligibility requirements under President Ronald Reagan. In the 1990s, a welfare reform push under President Bill Clinton led to the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996. That legislation mandated work requirements and restrictions on certain groups such as non-citizens.

Today with a push towards billions in cuts by President Trump and continuous talk of cuts to social programs by Elon Musk, Republicans in the U.S. House have been positioning to cut programs to free the budget up for a tax cut focused on the top 1 percent in the U.S. "It is outrageous that Republicans have spent all their time working to dismantle the social safety net including SNAP," Rep. Clarke said outside of the Capitol today. "SNAP is not a handout, it is a lifeline," she added. One of the lead members of the Appropriations Committee,



The Supplemental Nutrition Assistance Program (SNAP) is a federal program. Photo Credit: NNPA Files

Rep. Sanford Bishop (D-

"SNAP's effects go beyond just the people in need — it's also the farmers and the businesses that provide the food," Rep. Bishop said standing in front of ten of his colleagues as tourists and school groups listened nearby. If there are big cuts to SNAP, "over 285,000 jobs would be at risk" Rep. Bishop pointed out. "Real people are going to be hurt if the \$230 billion in SNAP cuts are forced upon the American people," Rep. Bishop added. In 2023, approximately 36.8 million people in the U.S. were living in poverty, representing an official poverty rate of 11.1%. This figure reflects a slight decrease from the previous year's rate of 11.5%, equating to about 37.9 million individuals in poverty in 2022.