

## World Bank Staff African American Association

Minutes of the Meeting – Tuesday, October 26, 1999

**Attendees:** Yesmeana Butler, Sandra Ginyard, Thelma Jones (Chairperson) Theresa Lee, Sarah Lipscomb, Phyllis Muhammad, Fred Nunes, Olufumilayo Orisadipe, Elaine Wylie.

Thelma Jones called the first meeting of the World Bank Staff African American Association to order on Tuesday, October 26, 1999 at 12:15 p.m. in G-2220. Jones provided an overview and short history of the Association and acknowledged its charter members who generously helped to provide start-up funds for the Association. The current charter members are: Aklog Birara, Colin Bruce, Richard Cambridge, Eric Chinji, Laurence Clarke, Grace Gabriel, Yvonne Jones, Callisto Madavo, Darius Mans, Mwaghazi Mwachofi, Frederick Nunes, Ngozi Okonjo-Iweala, Olufumilayo Orisadipe, Lois Robinson and Thelma Jones. The charter membership drive, which includes a contribution of \$150 or more, will continue through the end of this year. Jones noted that special privileges are awarded to charter members. With respect to the Association's regular membership, the amount will be determined after the elections later in November. The proposed membership fee is \$25, as stipulated in the by-laws which were previously circulated to potential members of the Association.

The Bank/IMF Africa Club is serving as custodian of the Association's fund until the elections have occurred. (Charter membership fees should be payable to the World Bank/IMF Africa Club and mailed to the attention of Africa Club Treasurer Michael Ochieng in MC6-615).

Several attendees of the meeting mentioned that they were unaware of the Association and its functions even though desk-to-desk circulators were provided on the Association's primary annual activities (African American History Program and Kwanzaa programs and launching event). Similar comments were also made about the Office on Racial Equality. Jones agreed to make a greater effort in raising the awareness of the two entities. She also acknowledged that the visibility would be increased in part because of a more up-to-date listing of potential members which she recently received.

Overview: The Association began in 1993 with four members (Philippe Benoit, Fitzroy Thomas, Carol Dreyfus and Thelma Jones; Talfourd Pierce, graphic artist, joined shortly thereafter) and has hosted the annual Black History Program among other activities such as:

- the **Justice Thurgood Marshall Exhibit** on May 17-June 24 in the H Mezzanine, which received rave reviews from Mmes. Thurgood Marshall and Wolfensohn and Bank staff at large;
- the Kwanzaa Celebrations;

- ensuring that employment and career development opportunities are shared to the Association's distribution list;
- collaborating with the Office on Racial Equality, the Africa Club and Caribbean Association on various activities and projects; and
- assisting EXT in preparing a briefing for Mr. Wolfensohn on the occasion of his luncheon with H. Patrick Swygert, President, Howard University.

The Association has also participated in several DC Community Outreach programs: Principal for a Day (Darius Mans lent his support); Groundhog Day Job Shadowing, where Cardozo High School students shadowed Bank staff for a day (Philippe Benoit, Eric Chinje, Grace Gabriel, Thelma Jones, Darius Mans, Ngozi Okonjo-Iweala); Junior Achievement Program, (Thelma Jones and Fred Nunes visit public schools to encourage entrepreneurship); summer employment program for Cardozo High School students (Darius Mans, Lois Robinson, Cathy Towobola and Lisa Wood), Cardozo High School Net Day (Egbe Osifo and Talfourd Pierce) and a host of other activities. Jones praised the Association's efforts and encouraged continued support, especially for the regular career day visits of the Cardozo High School students where approximately 20 members of the African American and Caribbean Associations and the Africa Club have participated.

Jones mentioned that the Corporate Office of DC Public Schools had sent a letter requesting for staff members to speak at public school career day programs. Speakers are needed on December 8, February 16, 2000 and May 24, 2000 from 9 am to 12 noon. Please consider volunteering for this.

The Association's focus: The focus of the Association runs parallel to the Bank's mission and is to improve the quality of life for its members at the grassroots level. It is envisioned that this can be done by finding projects that make a sustainable difference in a neighborhood, a village or even a family as raised by Nunes and Lee. Some of these efforts have already been made at Cardozo High School, the Bank's official partnership school. The Association could take on something similar and see our efforts effect positive change and enlightenment.

Presentation of Slate of Officers: Frederick Nunes, Chairperson, Nominating Committee, presented the list of nominations as follows:

President:	Thelma Jones
Vice President:	Hilda Emeruwa-Greppy Olufumilayo Orisadipe
Correspondence Sec:	Roboid Covington Debbie Wright Angelita Coleman

Recording Sec: Pat Braxton  
Stephanie Smith  
Gerald Brown

Treasurer:

Assistant Treasurer: Yesmeana Butler

Members-at-Large (4): Sarah Lipscomb  
Sandra Ginyard

Newsletter Editor: To be appointed with the approval of the Executive Committee

Committee & Task Force Chairpersons: To be appointed with the approval of the Executive Committee

Nunes is still accepting nominations for all positions, especially the vacant ones. Attendees agreed to tap their networks for potential candidates and confirm their interests before submitting their names. The elections will be held in November. Everyone on the African American Association mailing list is eligible to vote in the 1999 elections. However, the Association would eventually develop a cut-off date for membership in good standing in order to vote in future Association elections and activities.

Jones praised Nunes for accepting the role of Chairperson, Nominating Committee, and for being a guest speaker for the recent visit of the Cardozo students. She also praised the following: Talfourd Pierce for designing the beautiful desk-to-desk fliers announcing the Association's events; Sandra Ginyard for volunteering to record the minutes of today's meeting and for greeting and chaperoning the visit of Banneker Senior School students to the Kofi Annan Dialogue on October 19 and Lisa Wood, EXTUN, who arranged priority seating for the Banneker students, among other things. The Annan event was the largest of its kind in the Bank's history.

Suggestions for FY2000 Programs and Activities: The suggestions submitted by staff for FY2000 programs and activities were reviewed. Attendees were asked to consider volunteering for one or more of the projects. They are as follows:

- Development of mission, mission statement, vision, values, guiding principles;
- Collaboration with Office on Racial Equality and other Bank clubs and Associations (e.g., Africa Club, Caribbean Association, Jazz Society);
- Institutional Volunteer Projects (Cardozo High School visits, Help the Homeless Walkathon, Happy Hour/Disco, United Way);

- Outreach (Junior Achievement, Groundhog Day Job Shadowing, Africa Business Forum, Participating in Public Schools Career Awareness Day, Adopting a school, village or program) (Fred Nunes and Theresa Lee);
- Staff Week (held annually in June);
- Seminars and Guest Speakers (Stress Management, Financial Management, Career Planning, Training, Mentoring) (Dr. Kennedy, HSDHS);
- Annual Programs (African American History and Kwanzaa programs) (Sarah Lipscomb);
- Temple University's African American Family Reunion Conference;
- Victims of Hurricane Floyd (North Carolina); (Grace Gabriel, Debbie Wright and Sarah Lipscomb); and
- Involvement with Charitable Causes

Member Comments and Concerns: It was suggested that "Lift Ev'ry Voice and Sing," the African American National Anthem, be a regular part of each meeting. Copies would be provided for attendees.

There were some concerns that this Association's mission would duplicate some of the efforts of the Senior Adviser on Racial Equality (SARE). Although the Association will work with SARE, our objectives are different yet highly complementary. The Association will also continue to work closely with the Africa Club and the Caribbean Association, External Affairs and other Bank entities in meeting our objectives (see proposed by-laws).

Next Meeting: The next meeting of the Association will be Tuesday, November 30, at 12 noon in MC9-W150 (seating capacity 30).

The meeting was adjourned at 1:45 p.m.

Recorded by Sandra Ginyard