



PRESENTS THE 2023 ANNUAL  
BLACK HISTORY MONTH NEWSLETTER



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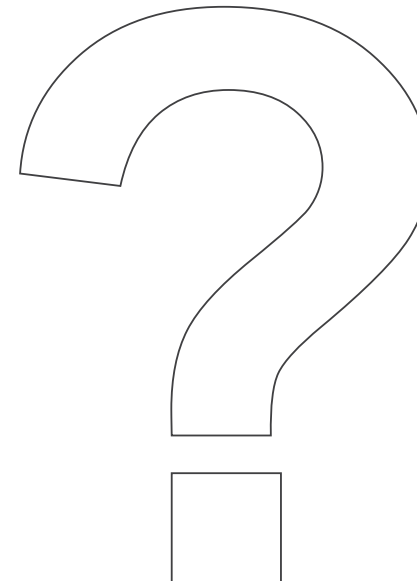
# What is Black History Month?

In 1926, in response to the lack of information on the accomplishments of Black people available to the public, historian Carter G. Woodson and the Association for the Study of Negro Life and History declared the second week of February as “Negro History Week” to recognize the contributions of African Americans to U.S. history.

Why this week out of all the others?

Because it includes the birthdays of both Frederick Douglass, an abolitionist—someone who wanted to end the practice of enslaving people—and former U.S. president Abraham Lincoln, who led the United States during the Civil War that was primarily fought over the enslavement of Black people in the country.

Eventually, this week-long event became Black History Month in 1976, as designated by U.S. President Gerald Ford.







# Significant Places & Times in Black History



## Selma, Alabama

On February 18th, 1965, activist Jimmie Lee Jackson of Marion, Alabama, was shot by former Alabama State Trooper James Fowler. Jackson had been defending his mother from being beaten by other State Troopers during a peaceful march in Marion for voting rights, and died eight days later from his wounds on February 26th, prompting the first march from Selma to Birmingham on March 7, 1965, led by John Lewis and Hosea Williams.

600+ demonstrators marched two by two for six blocks to the Edmund Pettus Bridge that crossed the Alabama River and led out of Selma. At the east end of the bridge, the marchers encountered a force of sheriff's deputies, deputized "possemen" (some on horseback), and dozens of state troopers, who told the marchers that they had two minutes to disperse. Williams asked to speak with the officer who had given the command, but the officer responded that there was nothing to talk about—moments later, he ordered the state troopers to advance.

In the tear-gas-shrouded melee that followed, marchers were spat upon, overrun by horses, and attacked with billy clubs and bullwhips. More than 50 marchers, including Lewis, were hospitalized. Television cameras recorded the brutal assault that became known as “Bloody Sunday,” and in the 48 hours that followed, demonstrations were held in some 80 U.S. cities in support of the marchers.

Also in the wake of Bloody Sunday, Martin Luther King, Jr. called on Americans to go to Selma to join the protest. On Tuesday the 9th, King led more than 2,000 protestors to Edmund Pettus Bridge and was met by State Troopers who had issued a restraining order and demanded that the demonstration be stopped, but there was no repeat of the same violence inflicted two days prior.

The third and last march from Selma occurred on March 21st—during this attempted journey to the Capital at Birmingham, the roughly 8,000 marchers were protected by 1,800 Alabama National Guardsmen that had been activated by President Johnson. Over the five-day trek, the number of marchers grew to 25,000+. Once they arrived in the capital, having walked 50 miles, King addressed the crowd, delivering what would become known as his “How Long, Not Long” speech.

Those tumultuous few weeks cemented Selma’s place in Black history. The marches served as a breakthrough in the American Civil Rights Movement, as less than three months later, the Voting Rights Act of 1965 was signed into law following President Johnson’s address to Congress.





## Detroit, Michigan a.k.a. Hitsville, USA

Music is widely considered mankind's first language—it's our first language out of the womb and a universal language, as it's embedded in every culture and connects all people. While numerous artists and record labels have had a significant impact on music and Black history, the biggest of these influences can be none other than Motown Records.



Founded by Berry Gordy in 1959, Motown Records achieved the bulk of its worldwide success during perhaps the most tumultuous time in black history—the 1960s and 1970s. But amidst racial injustice, social disparity, and meager beginnings, Motown Records produced what is easily the most identifiable set of associated artists any label before or since can claim—these include Jackson Five, Michael Jackson, Diana Ross, Stevie Wonder, Marvin Gaye, the Temptations, the Supremes, Smokey Robinson & the Miracles, Boyz II Men, the Four Tops, Mary Wells, Martha & the Vandellas, Gladys Knight & the Pips, Jr. Walker & the All-Stars, the Commodores, Lionel Richie, Rick James, Teena Marie, and DeBarge, some of whom remain relevant and are sampled today.

With Motown's backing, the music of these artists reached and influenced all races and groups of people worldwide. While civil rights protesters in the 1960s and '70s voiced Black demands for full equality, it was Motown's music that brought African American voices and faces into homes across the nation. Motown helped introduce baby boomers and their parents to Black culture while also articulating inequality and injustice in music, forging connections between people from all over the world.



## Washington, D.C

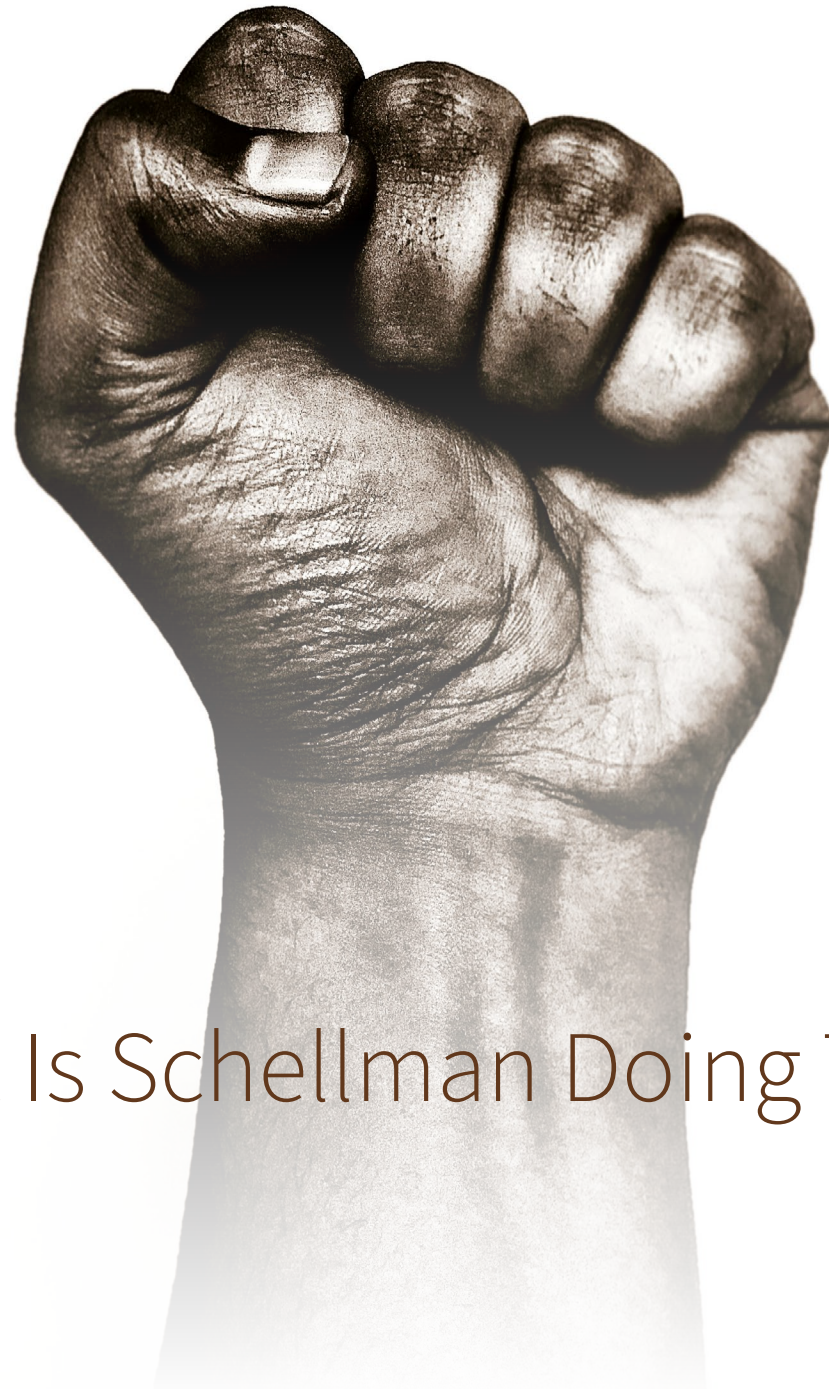
Representation matters in all areas, whether it's in music, school, TV, corporate America, sports, or politics—portrayal of minorities not only affects how others see them but also how they see themselves.

Regarding politics, black people have previously held several offices over the years; however, in 2009, when Barack Obama was elected the 44th U.S. President, he became the country's 1st African American president, reaching a milestone that previous living Black generations--those born in the 1920s and 1950s/60s—never thought would happen in their lifetime.

Obama ascending to the presidency gave Black people representation at the highest level of government—his election was a symbol of the progress America has made thus far and had a huge impact on the perception of people of color and their abilities, intellect, and opportunities.

Yes, Obama's impact went beyond politics. Among other factors attributed to his being in office and influencing people of color, the below was reported during his presidency:

- The high school graduation rate for African American students was at its highest point in history.
- College enrollment of African Americans and Hispanics increased.
- The number of people of color working in the justice system (as lawyers and judges) increased.
- Incarceration rates fell in each year of his presidency and were at the lowest rate since the late 1980s based on data available from the Department of Justice.



## What Is Schellman Doing Today?



Schellman has implemented several processes and strategies promoting Diversity, Equity, and Inclusion (DE&I) that include but are not limited to the below.

## Recruiting and Onboarding

When searching for new team members from the college ranks, the majority of schools targeted are the former schools of Schellman employees or located in cities with a large Schellman presence, so employees can help with recruiting efforts. As part of this process, once schools are identified, minority—for example, NABA—and non-minority groups are identified and engaged.

Schellman also uses several apps to reach students online and anyone via other recruiting platforms ([Glassdoor](#), [LinkedIn](#), etc.). If there are low recruiting numbers from those schools or a lack of involvement by the school/students, other schools are identified. During the hiring process, the best candidates are identified and hired and all new hires and current employees must allow complete required DE&I training courses.

## Employee Led Advocacy Groups (EAG)

Schellman also created several EAG groups under our Schellman Cares program to reflect the values, interests, and needs of our ever-growing and evolving diverse teams—see below:



Bringing **R**esources and **A**wareness to **V**eteran **O**pportunities



Peers **R**epresenting **I**nclusion **D**iversity and **E**quality



Promoting **R**acial **I**nclusion and **S**upporting **M**ulticulturalism



Schellman **P**artnerships **I**n **R**educing **R**isk in **I**nformation **T**echnology



Women's **I**nfluence **N**etwork

Note: For more information on SchellmanCARES and each EAG, search within “The Bay.”

A detailed, high-contrast image of a raised fist, rendered in a dark, textured style that resembles a sculpture or a close-up photograph. The fist is positioned in the upper left quadrant of the page, with the arm extending downwards. The background is a solid light beige color.

# Schellman Spotlight on the New Hire Program: How Did You Get Into IT and Why Did You Join Schellman?

## Jamarcus James, Associate

My first glance behind the scenes into the world of technology came from a grade-school magnet program. My class was selected to learn how to code our own video game, and though when looking back, I realize I didn't really create a game from scratch that day, we were given the tools to customize the shell of an already working game, including changing the colors of characters, stages within the game, and even the rules for winning. I took to it, and from then on I began to seek out further understanding of technology that would allow me to customize, starting with some old phones and computers that I eventually began customizing for friends and family—that love for customization eventually led to my interest in software development and my career path in IT. I still remember the feeling that day of being able to create through code, and my journey of learning about technology in all its capacities has continued ever since.

As I got older, I realized that not all technology is free from harm. Although software can be used to create video games and entertainment, there's also a faction that creates security. I chose IT Audit because we investigate the software and backend processing of a company, not just for functionality, but to promote a sense of security to the client and the end-user. I decided to grow my career at Schellman because of the culture here and the passion that exists for helping with integrity. For those unfamiliar with auditing, Schellman provides the training and resources you'll need to excel in the field, as well as an extremely knowledgeable community of advisors to help you succeed.





## JonDareo' Northington, Associate

Going into IT was not my first choice originally—I started in nursing, then Criminal Justice, and after that I chose Finance. Eventually, I realized that all these choices were things that interested me but I wasn't passionate about.

My true passion was IT, which I discovered in my second year when I took a class on VBA—it actually wasn't the subject itself but my teacher and the different possibilities that she opened up during the course. Those opportunities and the challenges she posed really pushed me—that's one of the things I love about this field the most, the innovative mindsets and problem-solving that keep pushing us further into a future where sustainability meets affordability.

Schellman came into the picture at a job fair. Initially, the banner listing the firm benefits made me walk up to them, but after my conversation with the folks at the booth I reached out to a few other employees of the firm and found that not only would Schellman be a great fit for me and my beliefs but they would continue to provide me the opportunities I seek to grow as an individual and professional.



## Zania Bell, Associate

Growing up I was always intrigued by technology but was unsure of the path I wanted to pursue. After completing graduate school, I accepted my first job and went into the contracting realm where I worked alongside subject matter experts to create IT policies and procedures. Although I enjoyed doing this type of work, I felt that I wanted my career to take a different turn. After much research and speaking with my mentors about my current interests within tech and what I was looking for in a career, I was introduced to Schellman and the field of IT audit through the Schellman-X program.

The reason I chose Schellman was because of the amazing leadership and culture of the company. From my initial interview, I was able to sense how Schellman values its employees and takes the time to ensure that we all know. In such a short time, I've been exposed to many opportunities for career development and a community that not only encourages your growth within the company but has created an environment that provides you with the tools to learn and thrive.





## Modern History Figure Trivia

1 Dr. Kizzmekia Corbett is a key immunologist who helped develop a vaccine for which virus?

- a) Flu (FluMist)
- b) COVID-19
- c) Shingles
- d) HPV

2 Jesse Collins became the first Black executive producer of the Super Bowl halftime show for which headliner?

- a) Prince, 2007
- b) Beyonce, 2013
- c) The Weekend, 2021
- d) Rihanna, 2023

3 Andrea Jenkins is the first openly transgender Black woman elected to public office in the U.S.—to which city council was she elected?

- a) Minneapolis, MN
- b) New York City, NY
- c) Raleigh, NC
- d) Tampa, FL

4 Robert F. Smith pledged to pay off student loans for every member of which HBCU's 2019 graduating class?

- a) Alabama State University
- b) Howard University
- c) Morehouse College
- d) Spelman College

5 Often considered the *Matriarch of the Civil Rights Movement*, Dorothy Height lobbied President Eisenhower in the 1950s to desegregate public schools, the last of which did not do so until when?

- a) 1965
- b) 1982
- c) 2004
- d) 2016

*Answers on following page*



## Answers

- 1 **b** – Dr. Corbett’s research led to the discovery of a key spike protein used as a key target for vaccines, treatments, and diagnostics. All vaccines listed were created after 2000.
- 2 **c** – Collins’ 20-year career in TV writing includes producing the Grammy Awards in 2019.
- 3 **a** – Initially elected in 2018, Jenkins has now served as Minneapolis’ city council president since 2022.
- 4 **c** – Smith made billions investing in software firms and now supports philanthropy efforts including a gift to the National Museum of African American History and Culture.
- 5 **d** – Cleveland, Mississippi’s high school system consisted of white-attended Cleveland HS and black-attended East Side HS. A judge ordered the district to desegregate in 1969—15 years after *Brown v. Board of Education*—but in 2011, a Justice Department review found that the district had “failed to make good faith efforts to eliminate the vestiges of its former dual school system.” In 2016, a federal judge ordered desegregation in 2016, resulting in a merger in 2017 creating Cleveland Central HS.



## Charities



The Thurgood Marshall College Fund (TMCf) is the nation's largest organization that exclusively represents the Black College Community. Its mission is to ensure student success by promoting educational excellence and preparing the next generation of workforce talent through leadership development.

Through scholarships, capacity-building and research initiatives, innovative programs, and strategic partnerships, the organization has awarded more than \$300 million in assistance to its students and member-schools since its establishment in 1987.

These programs allow talented students from diverse backgrounds to gain access to lifelong rewards from an affordable college experience to innovative leadership and career readiness development, exposure to exciting career fields in a challenging job market, and direct access to industry leaders.

TMCf member schools include the publicly supported Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs)—nearly 300,000 of those students enrolled in the HBCU/PBI network of schools are served by TMCf.



Celebrate Black History Month