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- What We Miss When We Talk About The Racial Wealth Gap
- African American Women and Breast Cancer
- Meet The Chef And Owners of African Dream Cuisine
- And More!

Urban Neighborhood Initiative (UNI)

Sakina Moore

TAKING

### LEADING WITH EQUITY

**Sakina Moore's Vision For UNI** 

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# TAKING CARE OF BUSINESS

Servicing the Greater Kansas City Area

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#### **TAKING CARE OF BUSINESS**

A Foreword From Our Editor Saleem Rasheed, Jr.



#### **FINANCIAL LITERACY**

What We Miss When We Talk About The Racial Wealth Gap



#### **HEALTH & WELLNESS**

African American Women and Breast Cancer



#### **ON THE COVER**

Leading With Equity: Sakina Moore's Vision For UNI



#### **BUSINESS SPOTLIGHT**

Meet The Chef And Owners of African Dream Cuisine



## Taking Care of Business.

(Hs the Executive Director of Rasheed Communications and Editor of Taking Care of Business, a new innovative bi-monthly business news magazine, our hope is to bring to you local and national news coverage from the African American community. Our focus is on premier black-owned businesses, powerful women in business, minority small business owners, and startup companies. We discribute this bi-monthly publication commercially and residentially with a target circulation of 5,000 copies six times per calendar year.

We highlight corporations that reinvest in our communities and further advance African Americans and women up their corporate ladder. We also intend to expose those comapnies which do not. We would like to provide your business with the opportunity to expand your marketing and advertising promotions for the Summer. Our goal is to build bridges so that the businesses in our community will support each other more. We will continue to foster an environment that encourages customers to shop locally for goods and service as we work to strengthen our community.



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Sincerely,



Saleem Rasheed, Jr. **Executive Director** 

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The Urban Neighborhood Initiative is a community development corporation that serves residents in the urban core of Kansas City. We believe in building communities with purpose on purpose.











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In mathematics, you often have to deal with the problem of division by zero—an undefined gesture toward infinity. Charting the wealth gap between white and Black Americans over time poses a similar problem. It's not that African Americans arrived with almost no property; it's that they arrived as property themselves. The whole calculation is a category error. For two centuries—first under British rule, then under an American flag that proclaimed liberty and justice for all—Black people in the United States were enslaved. The Revolution's soaring promises of inalienable rights and universal equality were never meant to include them. It took a civil war before African Americans were finally recognized as citizens.

Only after the abolition of slavery does it become possible to begin a meaningful statistical series—and what it reveals is a yawning chasm. Legal equality was written into the Constitution in 1868, in what historians sometimes call the nation's Second Founding, but the reality was more elusive. Reconstruction stumbled after Abraham Lincoln's assassination and soon collapsed altogether. "The slave went free; stood a brief moment in the sun; then moved back toward slavery," W. E. B. Du Bois wrote. This new form of subjugation was less overt, but no less deliberate. Poll taxes and literacy tests stripped away suffrage. Sharecropping turned freedom into a kind of feudalism. Jim Crow laws imposed rigid segregation, and lynching enforced it with terror. Even those who headed north as part of the Great Migration, in search of opportunity and relief, found themselves corralled into ghettos.



And yet, during this long and harrowing period of state-sanctioned exclusion, the chasm began to narrow. Ellora Derenoncourt, an economist at Princeton, has documented this slow convergence. In 1860, on the eve of the Civil War, white Americans held fifty-six times the per-capita wealth of Black Americans. Within a decade, that ratio had been reduced to twenty-three to one. By 1920, it was ten to one. By mid-century, it was seven to one. The crowning legislative victories of the civil-rights era—the Civil Rights Act and the Voting Rights Act—came in the mid-nineteen-sixties, a full century after Emancipation. By then, the gap stood at roughly six to one.



At the apex of the civil-rights movement—after the assassination of John F. Kennedy but before that of Martin Luther King, Jr.—it was clear that legal equality, though hardwon, would not be enough. Cities remained rigidly segregated; the ghettos, now synonymous with concentrated poverty, simmered with unrest. In a 1965 article for Commentary, Bayard Rustin, the chief architect of the 1963 March on Washington, observed that the civil-rights struggle was evolving "into a full-fledged social movement . . . concerned not merely with removing the barriers to full opportunity but with achieving the fact of equality." The trials that lay ahead, he warned, would be "of far greater magnitude than the legal barriers" that had just been torn down. The problems to surmount were structural: deindustrialization, entrenched segregation, economic marginalization—conditions shaped by Jim Crow, but not undone by its eclipse.

To meet that challenge, Rustin, King, and A. Philip Randolph—the longtime leader of the Brotherhood of Sleeping Car Porters—drafted a bold proposal called "A 'Freedom Budget' for All Americans." It was not a demand for reparations, nor was it framed explicitly in racial terms. Instead, it outlined a universalist expansion of the welfare state, grounded in the idea that economic justice could reinforce democratic citizenship. The budget's principles called for increased investment in health care and education, the elimination of slums and ghettos, and, most ambitiously, a federal jobs guarantee. There would be, the men emphasized, "no doles," no interference with private enterprise—the aim was only to give "the poor a chance to become dignified wage earners."

The Freedom Budget never became reality. What took shape instead were President Lyndon B. Johnson's War on Poverty and the broader suite of Great Society programs a sweeping expansion of the American welfare state, though one that stopped short of the jobs guarantee that Rustin, King, and Randolph had deemed essential. Still, for a moment, there was the potential for a national effort at economic redistribution—an effort that, unlike the New Deal, extended its benefits across racial lines. Franklin D. Roosevelt's legacy had left Black Americans behind. Social Security was designed to exclude domestic and agricultural workers—the majority of the Black labor force at the time. The newly formed Federal Housing Administration underwrote home loans that went overwhelmingly to white families. The G.I. Bill, heralded as a ladder to the middle class, was locally administered, allowing Southern officials to deny Black veterans the benefits that their white counterparts received.



Johnson's programs, by contrast, were meant to desegregate not just schools and lunch counters but government assistance itself. In 1965, speaking at Howard University, the President laid out what he called "the next and the more profound stage of the battle for civil rights"—a fight for "not just equality as a right and a theory but equality as a fact and equality as a result." The metaphor that he used has since become canonical: "You do not take a person who, for years, has been hobbled by chains and liberate

him, bring him up to the starting line of a race and then say, 'you are free to compete with all the others,' and still justly believe that you have been completely fair." He didn't use the term "affirmative action," but the policy began there, in élite universities and in companies with federal contracts, and would persist, in one form or another, for decades.

Sixty years on—after the expansion of the welfare state, after affirmative action, after the decline of legal segregation and the slow erosion of overt discrimination—you might expect the convergence to have continued. You might expect real economic parity to have come within reach. But the numbers tell a stranger story. The racial wealth gap today remains where it was in the nineteen-sixties: around six to one. The ratio hasn't budged. What went wrong?

Theories abound. One of the most persistent—and, to many, persuasive—is that racism never truly receded; it simply changed form. This is the core argument of "The Plunder of Black America: How the Racial Wealth Gap Was Made" (Yale), by the historian Calvin Schermerhorn. The book traces the fortunes of seven Black families across generations, excavating genealogies and tabulating, with forensic care, the labor extracted and the property lost. The result is a long historical arc of dispossession that culminates in a bracing indictment: "A nation founded, in large part, on ransacking African Americans' work product . . . never gave up stealing. The last hundred years have been a nimble shift in that theft and wealth stripping. Intentional racism became an institutional reflex."

In this account, every apparent step forward is matched by a quiet reversion—each gain followed by a new, more elusive form of loss. Redlining gives way to "predatory inclusion" through subprime loans. School desegregation in the cities sparks white flight to the suburbs. The election of Barack Obama is answered by the rise of Donald Trump. Again and again, advancement is met by backlash, recognition by retrenchment. The diagnosis echoes the dark realism of early critical race theorists. "Black people will never gain full equality in this country," the legal scholar Derrick Bell wrote in his classic "Faces at the Bottom of the Well." from 1992. "Even those herculean efforts we hail as successful will produce no more than temporary 'peaks of progress,' short-lived victories that slide into irrelevance as racial patterns adapt in ways that maintain white dominance."

The permanent-racism hypothesis offers a compelling account for all the progress we haven't seen. What it can't readily explain is the progress we have seen. Since 1970,

the share of Black children living in poverty has fallen from fifty-six per cent to sixteen per cent, according to researchers at Columbia University's Center on Poverty and Social Policy—an improvement attributable largely to the welfare architecture begun during the Johnson era. Residential segregation, too, has declined. The sociologists John Logan and Brian J. Stults, analyzing every decennial census from 1980 to 2020, found significant drops in Black-white segregation across American cities. (Notably, the five most segregated metro areas today—Newark, Milwaukee, Detroit, New York, and Chicago—are all north of the Mason-Dixon Line.)

Not all the data are encouraging. The economists Raj Chetty and Nathaniel Hendren, mining income-tax records to track twenty million children into adulthood, have shown that Black children face much higher rates of downward mobility than white children born at the same income level. Yet even here the pattern is not monolithic: the gap is almost entirely driven by Black boys. Black girls and white girls raised in similar economic circumstances show no meaningful difference in mobility.

These complexities pose problems for the permanent-racism thesis. If the racial wealth gap is a straightforward product of systemic racism, how did it narrow during the height of Jim Crow, when racism was overt and institution-alized, and stall out after those structures were formally dismantled? Why is the mobility story for Black women so different from that for Black men? And why have other marginalized groups—Asian Americans and Hispanics among them—managed to accumulate wealth at a faster rate, despite their own histories of exclusion and discrimination? History paints a vivid picture, but without economic rigor it risks missing the frame.

One might have hoped for a more searching explanation in "Black Power Scorecard: Measuring the Racial Gap and What We Can Do to Close It" (Metropolitan), a recent book by the Brookings scholar Andre M. Perry. There is at least some nod here to underlying causes of the racial wealth gap-differences in family formation and educational attainment—but the analysis is often hasty and uneven. Perry repeatedly asserts that "the thinking that education predicts wealth is misguided" because "wealth predicts education." There is, no doubt, a strong correlation between family wealth and educational attainment. But one of the most consistently replicated findings in economics is that, even accounting for wealth, higher education itself leads to higher earnings. College graduates now earn, on average, at least eighty per cent more than those without degrees. To claim, as Perry does, that "education is not the great equalizer," at a time when a significant racial gap in

college completion persists, risks doing real harm.

His reluctance to treat family structure as a causal factor is similarly puzzling. He notes that married Black households have an average wealth of two hundred and thirty thousand dollars-more than three times that of their unmarried peers—but resists drawing the obvious conclusion. The gap is not merely about differences in saving habits. Perry acknowledges that fifty-seven per cent of Black children do not live with their fathers, but hurries past the long-term consequences of that fact. A growing body of research in child psychology and economics links adverse childhood experiences—violence, instability, parental absence—to poorer performance in school, reduced emotional well-being, and lower lifetime earnings. In a paper titled "The Trouble with Boys," the economists Marianne Bertrand and Jessica Pan find that boys in particular suffer most acutely: they are more likely to act out, fall behind, and fail to recover.



Perry concedes that "there are economic benefits to marriage," but cautions that focussing on it "diverts attention from eliminating the discrimination that extracts wealth and makes marriage less likely." As with education, he treats wealth not as an outcome but as a precondition. Having decided that wealth disparity is the foundational cause of all others, Perry presents a remedy that's scaled accordingly: a reparations program that could cost as much as fourteen trillion dollars. The proposal comes with a handful of other guarantees to Black Americans. "What is owed," he writes, includes lower energy bills (facilitated in part by "the installation of programmable thermostats") and "a single-payer system that provides universal care without significant cost sharing."

There are, to be sure, books on the subject that offer more rigor and depth. "The Color of Money: Black Banks and the Racial Wealth Gap" (2017), by Mehrsa Baradaran, a law professor at the University of California, Irvine, is a sharp, historically grounded critique of the idea that segregated

institutions—Black banks, in particular—ever meaningfully closed the racial wealth gap. "Black economic power and autonomy had a natural appeal in the face of segregation and racism," she writes, but the strategy has been "an anemic response to racial inequality" and has yielded "virtually nothing" in terms of long-term convergence. Economic power, she argues, cannot thrive in isolation. Bank of America, she notes, began as the Bank of Italy, serving working-class Italian immigrants in San Francisco—its eventual success made possible by integration into the broader financial system. "Full racial integration will eventually remove pockets of blight, crime, and deprivation across the country," Baradaran writes. "We must shed the destructive myths that separate can be equal, that a segregated economy will reach prosperity on its own."



Baradaran, like many others, ultimately endorses reparations, including in the form of direct cash payments. A similar line of reasoning appears in the legal scholar Bernadette Atuahene's new book, "Plundered: How Racist Policies Undermine Black Homeownership in America" (Little, Brown). Drawing on legal analysis and deep ethnographic work, Atuahene investigates a quietly devastating episode in Detroit: the city's illegal overassessment of property taxes in the years following the 2008 financial crisis. Thousands of poor Black homeowners—many living in the only properties that they had ever owned or stood to pass down-were driven into foreclosure. The result was a deepening of the already stark wealth divide between Black residents of the city and white residents of the surrounding suburbs. Atuahene adopts a definition of racism in the mold of Ibram X. Kendi's: any policy or practice that sustains racial inequality. Though her study focusses on a single city, she insists that "predatory governance is an American problem"—one that operates quietly, bureaucratically, and often legally, across jurisdictions. Unless these policies are exposed and eradicated, she warns, the wealth gap will continue to fester, unnoticed but widening all the same.

If you take these diagnoses seriously, reading them from the vantage of our current political moment is enough to invite despondency. Reparations, long proposed as the only measure proportionate to the scale of racial plunder, look increasingly like a political, economic, and legal non-starter. Donald Trump, now returned to the Presidency, would never sign such a bill. Republicans in Congress would never pass one. Even California, a wealthy blue state with a Democratic supermajority in the legislature, is balking at the anticipated cost of state-level reparations. The conservative majority on the Supreme Court, for its part, regards the Constitution as color-blind—an understanding that leaves little room for policies explicitly tied to race.

Even a groundswell of political will seems unlikely to sweep these obstacles aside. In 2020, America underwent what many called a racial reckoning, sparked by the mass protests organized under the Black Lives Matter banner. But the effects, in retrospect, feel ephemeral. Many police departments that saw their budgets slashed have had those funds hastily restored amid a rise in violent crime. Corporate pledges to meet diversity targets and back D.E.I. initiatives have, in many cases, been quietly shelved—or publicly reversed—in deference to shifting political winds. Joe Biden, elected in 2020 on a platform that stressed racial equity, made little progress on that front. Trump was not merely reelected in 2024; he won the popular vote outright, and doubled his support among Black voters, winning sixteen per cent. One begins to understand why pessimism has always been the shadow companion of

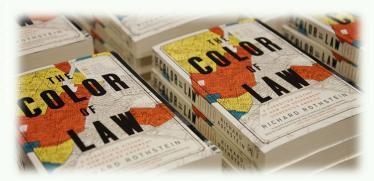


critical race theory.

Other perspectives from the social sciences offer more room for hope. William Julius Wilson, an eminent sociologist at Harvard, has long argued that the persistence of Black economic disadvantage is not solely a function of present-day racism but also the result of large-scale economic transformations that, while not racially motivated, have had racially disparate effects. The decline of American manufacturing, the rise of globalization, and the shift

toward a service-based economy that disproportionately rewards college graduates have all contributed to the stratification we now see. To ignore these structural forces, Wilson suggests, is to misdiagnose the problem—and to risk prescribing the wrong solutions.

Ellora Derenoncourt, the economist whose work traces the racial wealth gap back to 1860, has also studied why progress stalled in the past sixty years. Along with colleagues, she identifies three key reasons. First, income convergence between Black and white Americans largely halted. Second, Black wealth is held disproportionately in housing rather than in financial assets or businesses, meaning that stock-market booms-which have become a hallmark of the post-Reagan economy—widen, rather than shrink, the gap. Third, a persistent savings gap between Black and white households compounds over time. According to their models, unless these underlying conditions are addressed, even reparations on a vast scale would offer only temporary relief. "Within the next 30 years," they write, "this gap would increase by 30%, and divergence would continue over time." A separate study, published by the Federal Reserve Bank of Cleveland, reaches a similar conclusion. Analyzing returns on capital, intergenerational transfers, and wage trajectories, the study's authors find that "equalizing earnings is by far the most important mechanism for permanently closing the racial wealth gap." They also test the effects of a direct redistribution basically, a helicopter-drop of wealth. The result? "Equalizing wealth without changing the earnings gap has no long-term effect on the wealth gap."



These findings complicate the dominant narrative that has taken shape in the past decade: that the Black-white wealth gap, built on a foundation of historical injustice, serves as a kind of permanent sentence. This view—widely circulated in works like Ta-Nehisi Coates's "The Case for Reparations," published in The Atlantic, in 2014; Richard Rothstein's best-selling book "The Color of Law," from 2017; and the Times Magazine's 1619 Project, launched in 2019—holds that past policies of exclusion and disposses-

sion, especially in housing, created a self-perpetuating cycle of inequality which can be broken only through proportionate intervention. The taproot of this story is often identified with the infamous redlining maps created by the Home Owners' Loan Corporation, or HOLC, a New Deal agency established in 1933. According to this account, HOLC maps codified residential segregation, denying African Americans access to home loans and, in turn, the chance to accumulate generational wealth through property ownership. The solution, in this framework, is remedial state action commensurate with the original harm.



But the historical record isn't so clear-cut. The HOLC maps were not widely disseminated at the time, and the agency itself was relatively equitable in its lending. It was the Federal Housing Administration—established a year later that proved more systematically discriminatory, encouraging lenders to use racial covenants and steering loans toward white-only suburbs. Still, during the thirty-three years between the founding of HOLC and the passage of the Fair Housing Act, in 1968, the Black-white wealth gap continued to diminish. Moreover, redlining was not uniquely applied to Black neighborhoods. Many of the areas assigned the worst rating—D, for "hazardous"—were filled with recent immigrants of Italian, Slavic, or Jewish origin. In a review of HOLC maps across seven cities, the urbanologist Alan Mallach found that, at the time they were drawn, the vast majority of residents of redlined areas were white ethnics. These communities faced discrimination and hardship, yet many of their children outpaced their parents economically. Recent work by the economists Leah Boustan and Ran Abramitzky shows that this pattern of upward mobility continues among the children of immigrants today, including those from poor countries like Guatemala and El Salvador. The contrast is telling. In 2007, Black and Hispanic families had roughly the same levels of median wealth. Fifteen years later, Hispanic wealth had doubled; Black wealth had risen by only half.

A rejoinder to the project of decomposing the racial wealth gap into its constituent parts—the marriage gap,

the business-ownership gap, the education gap, the income gap—is that each of these, too, is a reflection of racism, both past and present. To search for color-blind remedies is, therefore, a fool's errand. As a theory of history, this is powerful; as a guide to policy, however, it's frustratingly limited. Take education, one of the most powerful predictors of income. There is no question that separate and unequal schooling created vast disparities in educational attainment. But when today's racial achievement gaps are attributed to more nebulous forms of discrimination—like implicit bias in standardized testing—the explanatory force begins to wane. The solutions that many voices for racial justice have espoused tend to be moral or psychological in nature: decolonizing curricula, reeducating teachers, raising public awareness of structural inequity. These measures are often abstract, and resistant to scale, let alone rigorous evaluation.

Consider, instead, the possibility that many of the racial achievement gaps we observe today reflect not only race but class—the reality that American society is increasingly divided into islands of affluence and disadvantage. The evidence for this is growing. Childhood exposure to concentrated poverty has lasting effects, across time and across racial categories. It hinders cognitive development, educational attainment, and long-term earnings. These forces shape the lives of children on the South Side of Chicago and in Appalachian hollows, in Native reservations and in borderland colonies alike. And if concentrated poverty damages all children, then deconcentrating and reducing it should benefit all children.

The means for doing so are already known. Expanding direct cash supports, such as child tax credits, has demonstrable effects (and even figures like Vice-President J. D. Vance have endorsed this). So does integrating neighborhoods, something that's within the grasp of the politicians who run big American cities. But doing so would require loosening the zoning restrictions that choke new housing construction, and untangling the web of air rights, environmental reviews, noise ordinances, and traffic studies which keeps poor families penned in place. It would require something far less poetic than a moral awakening—just a shift in what kinds of barriers we choose to take down.

It might seem almost too obvious to say that the wealth gap is, at bottom, an income gap. But that simple reframing clarifies a great deal. Wealth is a terminal indicator. It reflects not only the inheritance one starts with but the sum of a lifetime's earnings, net of taxes and consumption. Yearly income differences, when compounded over decades, become chasms of accumulated capital. The well-off

don't just save more; they save differently. They move beyond housing into equities, retirement accounts, and business ownership—forms of wealth that, on average, grow faster than a home can appreciate. For families with lower incomes, that leap is rarely possible.

It is also more plausible, practically and politically, to break the chain of intergenerational poverty—an absence of income which necessarily leads to an absence of wealth—than it is to forcibly level wealth itself. And we know more than ever about how to do this. Chetty, the economist, along with his collaborators, has identified features of neighborhoods that give poor children the best shot at upward mobility. Five stand out: low levels of residential segregation, low levels of income inequality, good schools, strong social capital, and high levels of family stability.



Of course, there is little reason to expect the current Administration to turn its attention toward the elimination of child poverty or the narrowing of racial income gaps. But it does at least profess concern for the fortunes of working-class Americans. There is a faint rhyme between the newly created "Trump accounts," which will provide newborns in the U.S. with a thousand dollars, and the progressive idea of baby bonds—investment accounts designed to grow over time into modest stores of capital.

The reality, though, is that explicitly race-conscious strategies for economic convergence are off the table. Affirmative action has been thrown out in college admissions and hiring. Civil-rights law, for the foreseeable future, will be interpreted through the lens of constitutional color blindness. The equity-oriented initiatives of the Biden Administration are already being reversed. Even on the left, the appetite for social-justice rhetoric has cooled. There was political wisdom in the design of the Freedom Budget that A. Philip Randolph, Bayard Rustin, and Martin Luther King, Jr., proposed a half century ago: its benefits were meant to reach all Americans. Today, that wisdom is no longer optional. It is the only path left.



# DREAM Cuisine











#### Traditional Platter (large or small):

 Yam fufu & chicken Egusi sauce (pumpkin seeds, spinach)

Large Platter: meat + three sides + sauce Small Platter: meat + one side + sauce Vegan Platter: veggie sides + sauce

#### **Meat Options**

- Smoked brisket
- Braised chicken
- Stewed goat
- Braised oxtail
- Steamed wild salmon

#### **Side Options**

- Kongla veggie rice
- Banso seasoned potatoes
- Sautéed cabbage

#### Sauces

- Dream sauce (bell pepper and tomato stew)
- Peanut butter sauce
- Spicy dream sauce

#### **African Dessert**

• Fried sweet plantains (6 pieces)

Sunday-Thursday: 11am - 6pm Friday & Saturday: 11am - 7pm

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#### At A Glance

African American women face both disproportionate exposure to breast carcinogens and the highest risk of serious health impacts from the disease. We've put together a fact sheet to help you understand the current stats, product types to avoid, and chemicals of concern.

Breast cancer affects more women than any other type of cancer and is the leading cause of cancer-related deaths among women.

#### In The United States

Over the past 20 years, despite the universal drop in mortality rates, we have seen a rise in the incidence of breast cancer in African American women. In particular, disparities between mortality rates for White and Black women have grown significantly.

- A U.S. woman's lifetime risk of breast cancer is 1 in 8.
- African American women have a 40% breast cancer mortality rate
   the highest of any U.S. racial or ethnic group.
- The mortality rate for Black women diagnosed with breast cancer is 42% higher than the comparable rate for White women.
- Among women younger than 40, breast cancer incidence is higher among African American women than White women.
- Triple negative breast cancer (hormone receptor negative/HER2 negative), a subtype of the disease that is both more aggressive and associated with a higher mortality, is more common among African American women than other racial or ethnic groups.
- Breast cancer is the leading cause of cancer death in the U.S. for African American women.
- Black women who used hair dye at least every 5–8 weeks had a 60% higher breast cancer risk.

#### **Products To Watch Out For:**

These products are often marketed to Black women yet contain some of the most worrisome ingredients in cosmetics:

- Skin lighteners
- Hair relaxers
- Brazilian blowout treatments
- · Acrylic nails

While it may seem overwhelming to overhaul your entire beauty bag, it is possible to make small changes one product at a time.



#### **Skin Lighteners**

Skin lighteners, which may also be marketed as skin lightening or spot and acne removal creams and lotions, often contain hydroquinone (a known endocrine disruptor), or worse, mercury. Skin lighteners sold in ethnic markets that are imported to the U.S. are of particular concern because they have been found to contain mercury, which is associated with a host of health problems including nervous sys-

tem, reproductive, immune and respiratory toxicity. Mercury is easily spread on different surfaces and may adversely impact not only the individual who uses the product, but other family members as well, particularly babies.

#### **Nail Polish, Products And Treatments**

Acrylic nail treatments are of concern for both those administering and receiving the nail treatment. Women of color make up a large percentage of those who work as nail technicians. Bureau of Labor statistics show that nail workers are 6.1% Black or African American, 56.7% Asian, and 7.8% Hispanic or Latina. Occupationally, individuals working in this industry are exposed to carcinogens and endocrine disruptors in nail polishes, primers, and glues such as formaldehyde, dibutyl phthalate, hydroquinone, toluene, and ethyl/methyl methacrylate on a daily basis. Studies routinely show that women working in nail salons report health concerns such as rashes, headaches, dizziness, and breathing difficulties, as well as miscarriages, birth defects and cancers.

#### **Hair Relaxers**

Hair treatments, including hair relaxers or Brazilian blowouts, expose women to some ugly chemicals. Hair relaxers (both lye and non-lye) are associated with hazards such as chemical scalp burn, scarring, dry skin, baldness, eye irritation, and dry broken hair. Hair relaxers are made with a base of sodium hydroxide, guanidine hydroxide, or ammonium thioglycolate, which are high pH chemicals, and can cause irreversible damage to both hair and scalp. Post-relaxing treatment requires neutralizing shampoos and conditioners to be used, and often contain chemicals like formaldehyde-releasing preservatives, endocrine disruptors, or carcinogens.

#### **Fragrance**

Fragrance is often a driving force behind buying choices. Cosmetic and personal care giant Procter & Gamble (P&G) data shows that 22.5% of Black women choose a product based on fragrance. A commonly used ingredient in fragrance is diethyl phthalate (DEP), an endocrine disruptor. Phthalates are linked to breast cancer, developmental issues, decreased fertility, obesity and asthma.

Information gathered by the National Health and Nutrition Examination Survey (NHANES) shows that Black women and Hispanic women have much higher rates of DEP in their urine (almost double!) than White and Asian women.

**Chemicals of Concern:** Benzene, coal tar, coumarin, DMDM hydantoin, formaldehyde, fragrance, hydroquinone, monoethyl phthalate (MEP), monoethanolamine (mea), mercury, mercury salts, parabens, phthalates, p-phenylenediamine, toluene.

#### 8 Safe Cosmetics Tips For African American and Black Women

- 1. Find safer products in our Non-Toxic Black Beauty Database.
- Shop these Campaign for Safe Cosmetics-verified Non-Toxic Blackowned beauty brands that sell products with ingredients you can trust.
- Learn the top toxic ingredients to watch out for in Black beauty products.
- 4. Get our tip cards for safer shopping! Save them on your phone or print them out.
- 5. Avoid products with "fragrance" or "parfum" on the label that doesn't list specific ingredients. "Fragrance" can mean any number of potentially harmful chemicals.
- 6. Use tools like Clearya and ThinkDirty to alert you to toxics and help you find safer products while you shop online.
- 7. Visit our Non-Toxic Black Beauty Project to learn more about systemic environmental injustice.
- 8. Take action by helping pass laws for safe cosmetics!



Hours: 8:00 A.M.-5:30 P.M. Monday thru Friday

### FISHER AUTO ELECTRIC

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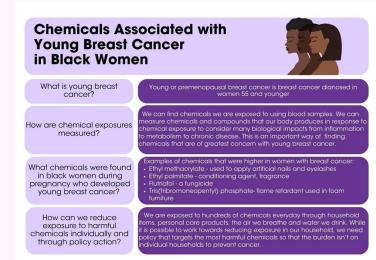
4901 East 31st Chelsea, Kansas City, Missouri 64128 Phone: (816) 861-5527 Fax: (816) 861-3010 Given that African American communities face both high exposure and high risk, it's crucial that the cosmetics industry reform to ensure that cosmetic products, particularly those targeting these vulnerable communities, are made with safe ingredients.



#### What We Are Doing

A recent study examined blood samples from Black women during pregnancy to identify chemicals that may be connected to early breast cancer. Early-onset breast cancer or "premenopausal" breast cancer is defined as breast cancer before the age of 55.

To see if there are connections between these compounds and breast cancer, researchers are measuring chemicals and metabolic compounds like blood sugars and fats. Preliminary findings suggest that blood sugar and certain chemicals are associated with early-onset breast cancer. More results are coming soon.







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For Sakina Moore, interim President & CEO of the Urban Neighborhood Initiative (UNI), community has always been at the heart of her career. Her professional journey began at the Boys and Girls Club in Lawrence, Kansas, where she worked closely with youth and families. That first role, she recalls, "opened my eyes to the power of community programs and partnerships."

From there, she transitioned into case management and human services, gaining a deeper understanding of the challenges faced by vulnerable populations. Over time, Moore stepped into nonprofit leadership positions where she honed her skills in managing critical services and designing equity-focused initiatives.

"Each step prepared me for my current role at UNI," Moore says. "It allows me to combine strategic leadership with meaningful community impact."

#### Coming home to serve

Moore's decision to join UNI was as personal as it was professional. Growing up in the neighborhoods the organization serves, she understands the resilience of residents and the systemic barriers they face. "My career has always been rooted in equity, service, and building stronger pathways for families," she explains. "UNI's mission aligns perfectly with that. Leading UNI allows me to give back to the place that shaped me and help ensure that future generations have even more opportunities than I did."

#### A career journey built on community impact

Moore first joined UNI as Community Impact Director, where she focused on building partnerships, advancing affordable housing policy, and creating programs that directly improved quality of life. She then transitioned into

the Chief Operating Officer role, overseeing strategy, financial stewardship, and organizational excellence. That position, she says, taught her how to align mission with measurable results and strengthen UNI's foundation for long-term growth.

Now, as interim President & CEO, Moore has taken on vision-setting and external leadership. "It's about guiding UNI at the highest level while keeping the community's voice at the center of everything we do," she says.

#### Moore's proudest accomplishments at UNI

Among her achievements, Moore points to UNI's leader-ship in shaping affordable housing policy through the Promoting Equitable Neighborhoods coalition, which brought together more than 30 stakeholders to advocate for inclusive development. She also helped launch evidence-based programs to improve neighborhood quality of life and championed sustainability initiatives that created healthier environments for families.

Moore is proud of advancing operational excellence, expanding revenue streams, and fostering a high-performance culture. In her current role, she focuses on strengthening UNI's visibility and positioning the organization to build lasting partnerships.

#### The Crescendo project:

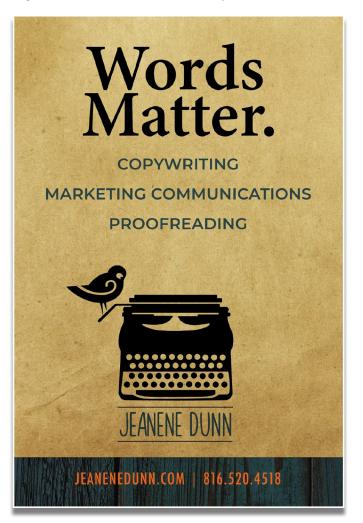
#### A milestone for affordable housing

One of UNI's most visible milestones is The Crescendo, an affordable housing development that symbolizes resilience and perseverance. Since 2019, the project has faced two unawarded 9% Low Income Housing Tax Credit (LIHTC) applications, a pandemic that drove construction costs to historic highs, a \$3 million funding gap, and shifting finan-

cial conditions. Despite these challenges, UNI and its development partner, Brinshore Development, remained committed to bringing much-needed affordable housing to Kansas City's urban core.

When completed, Crescendo will provide 39 low to moderate-income rental units for individuals and families earning as little as 30% of the area median income. The development will also include supportive services, a community room for residents, and a patio overlooking a monarch butterfly garden—an homage to the KC Monarchs and the rich history of the 18th & Vine Jazz District. The project's name, a musical term meaning a gradual increase in volume, reflects the growing impact UNI and its partners are making in the community.

"It's been a long journey and I am grateful that Crescendo has come to fruition to provide much-needed housing based on income," says Shalaunda Holmes, UNI director of housing and real estate. "Thank you to Brinshore, stakeholders, partners and a host of funders for your steadfast commitment to helping get Crescendo funded and under construction. I personally look forward to seeing and hearing the celebrations on move-in day!"





#### A vision for lasting change

Looking ahead, Moore sees UNI as a catalyst for equitable transformation in Kansas City. She envisions UNI serving as a trusted convener, bringing together residents, partners, and policymakers to address issues such as affordable housing, economic mobility, and youth opportunity. "At the heart of it all is equity," she emphasizes. "Every child and family should have access to safe housing, strong schools, and opportunities to thrive."



#### Her personal goals rooted in balance

Beyond her professional role, Moore aspires to continue growing as a servant leader while nurturing her family, faith, and wellness. "Strong leadership comes from being grounded both professionally and personally," she says. She also hopes to expand her influence nationally by sharing lessons learned and building partnerships that advance equity across communities.



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The first thing Neba Ngwa noticed on his trip from the Kansas City Airport back in 2010 were all the billboards.

"If this country is as great as they said it is," Neba said, "then I'll have my own billboards someday up there."

Lenexa doesn't have billboards. But we do have an incubator for small restaurant concepts at the Lenexa Public Market. That's where **African Dream Cuisine** took shape under the care and talent of Neba and his wife, Stella Musongong.

Neba arrived from Cameroon with a drive to create his own business – but he wasn't quite sure what kind of business he wanted. As he stopped by fast food restaurants, his background in sales began to speak to him.

He saw how these restaurants were thriving, focused on variations of one product – cheeseburgers, chicken sandwiches, sub sandwiches.

"There's no African restaurant. I didn't see any."

He saw an opening in the market for a different kind of cuisine. And he already knew someone with a repertoire of delicious, authentic Cameroonian recipes and creative skill. How could he stay true to the authentic West African flavors, but modify the method of service to emulate the fast-casual dining businesses that are so successful in the US?

"Stella's a good cook. We all learned to cook from our parents, but to cook as a business is different from what we do at home."

"Based on the way we prepare our food, it's difficult to operate in that kind of a concept," Neba explained. So I started doing my findings. How do I get African food served in a fast-paced setting, like a fast food chain? That's where I started thinking. But now you have to develop recipes. You have to understand the culture of the people. You have to understand the requirements, the licensing and all that. So that really took me like ten years to get to where I am today."

"I was having these crazy ideas," Neba said. "We usually pass by the Public Market, go to church and then come back. One day in 2019 I walked in. I'm like let me go and see what's going on in this place. I looked at the whole thing, and it was too much for me.

"I walked out. By the time I got outside to the Market's firepit place, I'm like "Well, what's the big deal here? The worst thing they will tell me is "no".."

He walked back in, asked to talk to the manager and was invited to come in for a tasting. Over the next several years, African Dream Cuisine's market stall gained a strong following of diners who kept coming back for the unique, nutritious flavors Neba and Stella grew up with.



"The beauty about America, on the business side of it, is that there are systems and resources in place to help people who have business ideas bring them to life," he said. "When I look at the Public Market, that's just what it is for me. I had an idea in my head and the Public Market let me bring that idea to life. The reason we have a business today is thanks to the Public Market for that intervention and giving us that platform to have proof of concept."

"When we started it was really kind of a cumbersome operation, that we had to get people to travel with food. There's no doubt in my mind that our food is good. But I find myself in a different country, different culture, different perspective, the way they see food."

"But with the opportunity we had starting here in the Public Market, we've got to work on that for the past four years, streamlining the recipe, working on the product every day," said Neba. "I think this year, I am convinced I have my product now."

If Neba or Stella are asked to pick their favorite item on the menu, both start laughing.

"Everything! All of it!"

"Why I'm so excited about this menu," Neba said, "is because there's been a lot of work put into it in such a way that, if you come to my storefront, you have something to eat. I have protein. I have carbs. I have the vegetables. Those who do not eat meat, they have four items to make their plate."

Neba recommends the meat and two sides option to new-comers. It's all customizable to your taste and dietary preferences: choose smoked chicken or pork, kongla fried rice, Banso seasoned potatoes, sautéed cabbage and fried sweet plantains. Dream sauce adds savory flavor, while those looking for some heat can request the hot & spicy sauce.

"For the meat and two sides, which we do on a daily basis, we keep it simple," Neba said. "I try to run a transparent kitchen, so there are no secrets. When you stand in front of our storefront, you will see everything you are eating. If it's not in that kitchen, it's not in the food.



"When you look at our food you have to see what you're eating. Look at the rice. We see rice, chunks of carrot, peas, green beans, and corn. So that's the fried rice. We will use a little pinch of garlic, ginger and canola oil.

"It has to be simple but tasty, and it has to be on the healthy side. If we do pork, we have to do the most healthy pork. Apart from smoking and seasoning with one seasoning, we don't do anything more than that. Same with chicken. I do my smoking every day. We don't put anything else to it, because we believe, as Stella always says, less is more."

"I believe that foods have their own natural ingredients in them," Neba said. "They have their own natural taste. We just try to bring those things out and make them enjoyable for everybody."

Their food is gluten-free and dairy-free. There's no butter, no surprise ingredients. If salt is used, it's just a pinch. There's no sugar in the entrees. The food is as warm, universally welcoming and genuine as the people cooking it for you.

"From the young, even the little kids that eat it to the elderly, when you see them with that smile and happiness telling you, "We'll be back," that's it for us. You find a purpose to do it again the next day."

"Kids can be picky," Stella added. "When kids enjoy your food, it's a win. They want to come back and they keep coming back."

Stella's family recipes are the heart of African Dream. She learned traditional Cameroonian cooking from her mom at home and on trips to her grandma's farm.

"I didn't grow up cooking using a stove and gas and all this nice fancy stuff," Stella said, laughing. "No, we grew up where you had to look for your wood, and put it on like three stones, and light them and put the pot on. That's how we cooked while growing up. My grandma taught me to cook that way.

"I think now it's easier for us because we have everything. That's why I find it easy to display all this favor. Here, you can regulate the heat. How do you regulate the heat back there? Sometimes you pull some woodout, you put the wood back. It was technical, but I grew up doing that."

One special meal on African Dream's menu is fufu with egusi sauce, which Stella learned to cook with her family.

"Those are a really authentic, traditional meal from Cameroon, to be specific," she said. "Corn fufu is the one we grew up with. There are different kinds – there's yam fufu, potato fufu, cassava fufu, and plantain fufu. Fufu is a dried corn meal. You cook like mashed potatoes until it's hard, but not too hard, just right for you to eat with the sauce."

"Everybody in America thinks of soup as something you can drink. We call that soup, but here in America we have to call it a sauce – something goes with it. In the sauce that you eat with the fufu, there's pumpkin seeds, which are healthy. Dried pumpkin seeds are called egusi. You blend it, you cook in a little bit of maybe onion, tomato, garlic, ginger, black pepper, white pepper, just to season it up, not make it spicy. And you put in a handful of fresh spinach and canola oil. And then you can put in whatever kind of meat you want. The one we use here is the smoked chicken.

"You take a little bit of the fufu, dip in your sauce, a pinch of smoked chicken, then you eat it. There's no wrong or right way to eat that. Authentically, growing up, you eat it with your hands – wash your hands and do all that. Not everybody likes to feel the texture – it's okay."

"Working for some big corporations, sometimes they just tell you thank you to keep you working," Neba said. "They might give you a gift card to go somewhere or something. But coming into the food industry and cooking every day for people to eat. If someone tells you thank you, he really means it. For

me, that's a big difference. For me, just those who come back and say "Thank you. The food was really good." "Thank you. It made our day.""

He asked Stella to share a recent story.

"A lady came in with her husband, and they decided to have lunch," Stella recalled. "She got her plate, the husband got a plate, and they went and ate. We always check up on our customers to make sure they had a good meal and get their feedback. Our business is successful today because we take positive and negative feedback. You're not hurting our feelings if you tell us,

"Oh, it was too this; oh, it was too that." We want honest feedback to help us grow.

"So, I was just checking up on her, like "How was your food?" She paused for a minute. She turned red, and then she said, "Your food just made our day even better. This was like a home-cooked meal. It just made our day better." And come to find out, she went into detail to share with me that she just lost her mother yesterday. And they just wanted to go out and relax a little bit. Her husband brought her here. Our food just made it better.

"To me, that was just priceless. I asked her if we could give her a hug, and we thanked each other. I appreciated her. "I could not wait to tell my husband. I was like, "You know what? This food is like medicine." It's like a message to people. It brings comfort. It brings peace. It brings love. It brings people together. And this right here just tells us what we're doing, it's not just the food. It's a heart. That heart contains food, love, compassion, integrity, respect."



"African Dream Cuisine is for everyone," Stella said. "Tell us how you feel about the food. Ask us questions. We are always ready to educate or tell you what's in the food.

"We are just a couple living our American dream – African Dream Cuisine itself says it all. The dream we dreamt of someday coming from Cameroon, of owning a business, a food business. We are living that dream, and we are so grateful and so privileged and honored to be part of it here in America and in Kansas. Yes. We just love our people, and we are thankful."

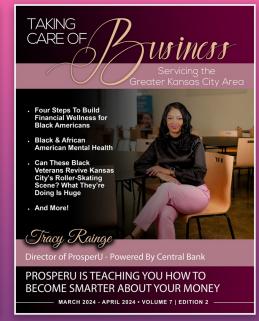
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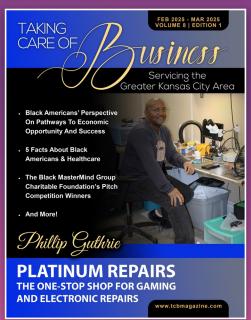
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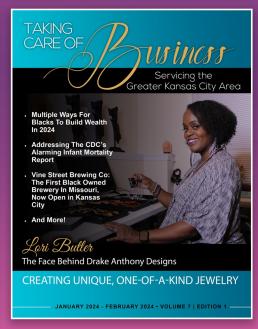
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