

African Talking Drum

The Official Newsletter of the African Association of Madison, Inc.

Volume 14, Number 1 (July 2012)



Celebrating Graduates: Hail, Class of 2012!

By Dean Makuluni

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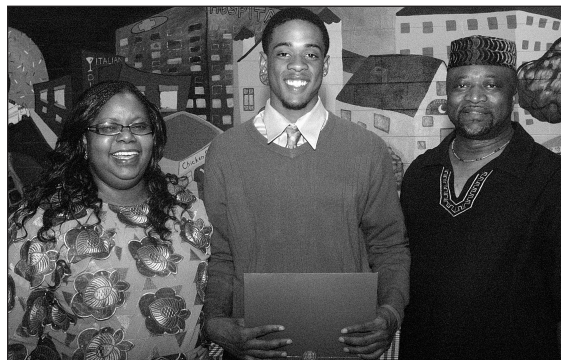
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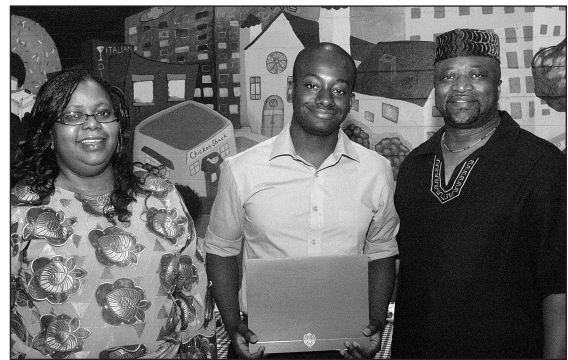
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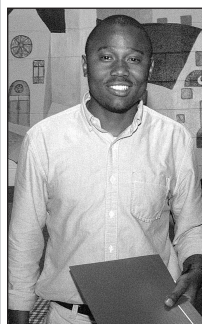
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Moji Olaniyan (l-r), Ngijol Songolo and Ray Kumapayi



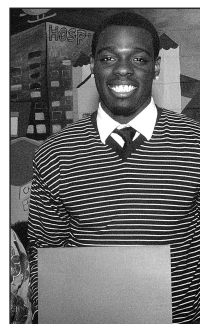
Moji Olaniyan (l-r) David Cann and Ray Kumapayi



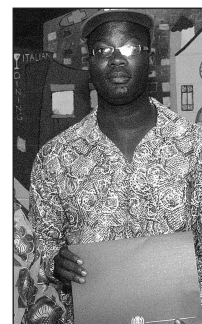
Bongani Mbatha



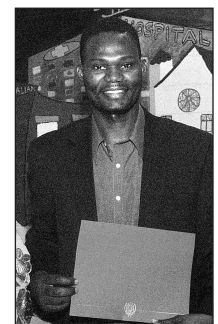
Aaron Olson



Junior Lomomba



*Kweku Asamoah
Opku-Agvemang*



Joseph Chikwero

Now that we are through the graduation season, it seems appropriate to pause and reflect on the achievements of the class of 2012. The African Association of Madison held its annual Celebration of Graduates on Friday, May 25, at the Neighborhood House. AAM's Celebration of Graduates took place right in the middle of the graduation season. The week prior to the event — from Friday, May 18 through Sunday May 20 — the University of Wisconsin Madison held commencement ceremonies. Edgewood College and Madison Area Technical College held commencement exercises on Sunday, May 20. The high school commencements came at the beginning of June: June 8 for East High School and La Follette High School, and June 9 for West High School and James Madison Memorial High School. All

in all, the graduation season covers quite a bit of the calendar and is ushered in and out with a good deal of pomp and circumstance.

That the African Association of Madison holds an annual event to celebrate graduates speaks to the importance that most Africans, as new immigrants, attach to education. "Education is the key to integration for immigrants," wrote Martin Martinez in a 2009 article posted on AlterNet.com, an online alternative press newsletter. Before those who have read closely the writings of Malcolm X begin to feel queasy at the idea of integration, it is important to call attention to the fact that we live in a globalized world. Not only do many American companies now have at least one

See AAM Graduation on Page 2-----

AAM Graduation From Page 1

foot outside the United States, but also most immigrants have one foot here and the other in their original homeland. Education is about the acquisition of skills and knowledge to enable one to make productive contributions to communities here and at home in a world in which new technologies are irrevocably changing the nature of work, thought, and social relationships. Education is about the acquisition of knowledge that enables one to negotiate the different worlds to which one belongs.

Our celebration recognized 27 graduates. Other names were unfortunately brought forward too late to be included in the May 25 celebration. Still, we continue to hold Certificates of Recognition for all graduates who have come to our attention, and we intend to present the remaining certificates at the AAM picnic at Elver Park on July 21, 2012.

Our speaker on May 25, Moji Olaniyan, Assistant Dean in the School of Law at UW Madison, drew attention to the importance of family in the achievements of

those who graduated. As she noted, a “collaborative approach brings success.” She further advised the graduates: “continue to partner with your parents in life’s big decisions,” and strive to “be highly effective in everything you do.” Finally, she warned: “Your attitude will determine your attitude.” As her intentional tautology indicates, putting forth a positive attitude will engender a positive attitude in others, and the reverse is equally true. She left us with the Yoruba saying: Agbaj? ?w? la fi ns? Aya”, which translates to “Unity is Strength.” We thank Moji Olaniyan for her words of encouragement, wisdom, and inspiration.

We also thank Sonia Valle and Djam Vivie for their performances at our celebration; Jon Gramling for taking photographs, some of which now appear in Capital City Hues, June 29; Dr. Ego Enemuoh and Gideon Amuah for their input and their work in the presentation of Certificates of Appreciation; Dr. Ego Enemuoh again for preparing the food; Tamvana Makuluni, Eli Parke, and Gideon Amuah for setting up the tables; Kally Kahite for

Meet Your Board Member



Kally Kahite is a very quiet, young gentleman born and raised in the Democratic Republic of Congo. He spent a few years in South Africa from when he was 16 years old and moved to Madison in May 2000. He is a Manufacturing Engineer with Thermo Fisher Scientific. He is the proud holder of two U.S. patents in the Engineering Field.

Kally and his beautiful wife, Lilian, have four children; a girl and three boys. Kally is very passionate about helping others and devotes his time to assist others in need. He has excellent problem-solving skills, is quite the handyman and loves to read.

Meet Your Board Member



Jim Stickles has lived in Madison since 1959. He attended LaFollette High School and the University of Wisconsin-Madison. He studied elementary education, curriculum and instruction and educational policy studies. He is currently a teacher in the School of Academic Advancement at Madison Area Technical College. He teaches adult basic education and English as a Second Language. He also works for Wisconsin Literacy. He is retired from the YMCA. He is married to Lydia Tucker-Stickels. Lydia is from Sierra Leone. Their family includes Jonathan Stickels of Monroe and Nina Koroma who is a student at the University of Wisconsin-Madison. Jim is also on the board of the Historic Blooming Grove Historical Society and is a member of Madison East Kiwanis.



MACON Calendar of Events

July 2012

JULY

- 21 AWA/AAM All Africa Family Picnic, 2 p.m. - 8 p.m., Elver Park
- 21 UNIMA Women's Meeting (Africa Fest Practice), 2 p.m.

- 4 p.m., Neighborhood House
- 21 UNIMA Executive Meeting, 2 p.m. - 5 p.m., Neighborhood House
- 27 MACON Meeting, 6 p.m. - 9 p.m., TBA
- 28 SeneGambian Annual Picnic, All Day, TBA

AAM Graduation From Page 2

the use of a cooler and for his help with setting up; Ray Kumapayi for his hard work, including sending out a last minute reminder to the community, and for ensuring the success of the occasion; Felix Ossia for sending out announcements calling for names of graduates; Aggo Akyea for help with a template for the Certificates of Appreciation; and to many others who offered advice on the making of the program and/or stayed behind to help with cleaning up after the event. An event such as this would be nothing if people did not turn up for it. Thanks to all those who came out on May 25, attended commencement exercises, hosted and attended private celebrations, and generally supported our graduates and their families throughout their academic careers and beyond.

In the Class of 2012, we see a wide range of professional and academic interests of students from the African community at various stages of their careers. The high school graduates included basketball stars, students who were active in various school clubs, and those who distinguished themselves as volunteers in the communities in which they live. The college and university graduates showed specialization in a wide range of fields: sciences and medicine, engineering, sociology, literature, economics, business studies, and so on and so forth. It has also been a remarkable season for people from the same families graduating at the same time. There are also those who completed more than one program and graduated with more than one qualification at the same time. These are all remarkable achievements.

To the Class of 2012: Congratulations!

The Class of 2012

- Ngijol Songolo** - James Madison Memorial High School
- Junior Lomomba** - James Madison Memorial High School
- John Eshun** - Edgewood High School
- David Cann** - East High School
- David Mlatawou** - East High School
- Chibuikem Andrew Maduka** - East High School
- Papa Kobina Ntsefo Brewoo** - West High School
- Adebose Iyi-Eweka** - West High School
- Nyanyika Banda** - Arts Associate (Culinary Arts) Madison Area Technical College
- Nana Asante** - BS Psychology, Duke University

- Akornefa Akyea** - BA, Columbia University
- Aaron Olson** - BS Mechanical Engineering, University of Wisconsin-Madison
- Chukwuma Offor** - BBA Finance and Human Resources, University of Wisconsin-Madison
- Uche Offor** - BBA Marketing and Finance, University of Wisconsin-Madison
- Randy Yarl** - BS Sports Management & Business Administration, University of Wisconsin-Milwaukee
- Delphine Vakunta** - BA African Languages & Literature, University of Wisconsin-Madison, Global Health, Leadership & African Studies
- Fredrick Yeboah** - BS Finance, Investment & Banking, Real Estate & Urban Land Economics, Entrepreneurship, University of Wisconsin-Madison
- Adedayo Lesi** - MBA & JD, Georgetown University
- Alex Olson** - MS Electrical Engineering, University of Wisconsin-Madison
- Bongani Mbatha** - MA African Languages & Literature, University of Wisconsin-Madison
- Tawakatu Rasheed Rahji** - MBA Strategic Human Resources Management, University of Wisconsin-Madison
- Sadat Abiri** - MPH, University of Wisconsin-Madison
- Hussein Harun** - Pharm D, University of Wisconsin-Madison
- Aisha Harun** - MD, Johns Hopkins University
- Joseph Chikowero** - PhD African Languages & Literature, University of Wisconsin-Madison
- Kweku Asamoah Opoku-Agyemang** - PhD Development Economics, University of Wisconsin-Madison
- Adebose Iyi-Eweka** - West High School
- Joy G. Okpala** - BS Mechanical Engineering, Massachusetts Institute of Technology
- Abigail Chidinma Obidike** - Madison East High School [to attend UW La-Crosse]
- Adaeze Okoli** - Middleton High School
- Mimi Inuwa** - BA Business, UW-Madison
- Nina Liamba** - BS Sociology, Edgewood College
- Derek Nkemji** - BS Biochemical Chemistry, Edgewood College
- Akouvi Sodjine Nofodji** - BA French and Criminal Justice, Edgewood College
- Yacouba Traoré** - BS Computer Science, Edgewood College
- Abdirahman Siad** - Executive MBA, UW-Madison



African Proverb



A roaring lion does not catch any prey. — Ugandan, South Sudan Proverb

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Creating and Maintaining Diversity in the Workplace

By Nasra Wehelie

In today's competitive global economy, companies and organizations that succeed in sustaining a diverse and inclusive workplace environment will have a significant advantage over their competitors. Cultural diversity in the workplace promotes an equal opportunity atmosphere and allows people from all heritages and ethnicities to reach their full career potential. This in turn helps organizations remain strategically viable.

In the most pronounced sense, the management of diversity is a business' reaction to rapid cultural and sociological changes. Internally, diversity management means providing a climate where all employees feel that the organization is flexible and astute about changes occurring in world markets. The hard truth is, however, that inequalities exist for employees within organizations due to stereotyping and preconceived ideas about one based on race, gender, religious or cultural origins, age and physical or mental limitations.

Cultural competency generally refers to the ability of an individual to communicate with, understand, and work effectively with people from other cultures. The emphasis has been on the individual. It also includes the ability of a person to create a work culture in which people from different cultures feel valued and are able to contribute their personal best to meet shared goals. The basic assumption of this approach to cultural competency is that everyone needs to agree to be bi-cultural. Each person would continue to be a member of his or her culture of birth and also agree to be a member of the new work culture.

So, what makes a good working relationship? The answers are obvious: shared trust, camaraderie, and respect. What is not so obvious is how to build those relationships and how to repair them when they are not work-

ing.

The primary source of interpersonal conflict is personality differences. People have different quirks and idiosyncrasies, different value systems, and different priorities. Sometimes these differences are complementary and sometimes they are not. Personality is a product of one's

cultural background, personal history, and possibly even genetics. Hundreds of books have been written about the differences between men and women, Gen X and Gen Y, Western and Eastern culture, and on and on. These personality differences matter, but understanding why people do not get along or work well together is only one small step in figuring out how to fix it.

Because personality differences are so important to a working relationship, it is

tempting to hire and manage people according to a preconceived set of expectations of the kind of person who would best fit into the company culture. Unfortunately, these expectations can hide biases and prejudices that may affect hiring decisions. Or, if a person is hired who does not share the same cultural framework of the company, trying to manage that person may be difficult and frustrating.

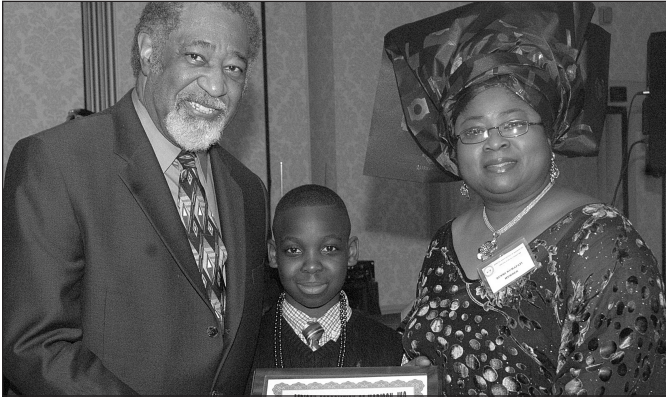
So how do we create this new culture in which people with such different values, behaviors and worldviews can come together to create something valuable? It is a big challenge. It requires people to understand the importance of both common ground and diversity. There is a large body of literature on how to create and manage change in an organization. In addition to those strategies and approaches, there are some that are unique to creating cultural change. We have to help people understand just

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Nasra Wehelie of Dedicated Consultants LLC

Savoring the 2011 EOY Party



Clockwise from top: Award recipient Ray Smith (l-r) with Derek Adams and Bunmi Kumapayi; Award recipient Samba Baldeh (l-r) with Kumapayi and Adams; The Special Events Committee of the African Association of Madison; Award recipient Kweku Brewoo (l-r), Kumapayi and Adams

Taking Strides for Clean Water

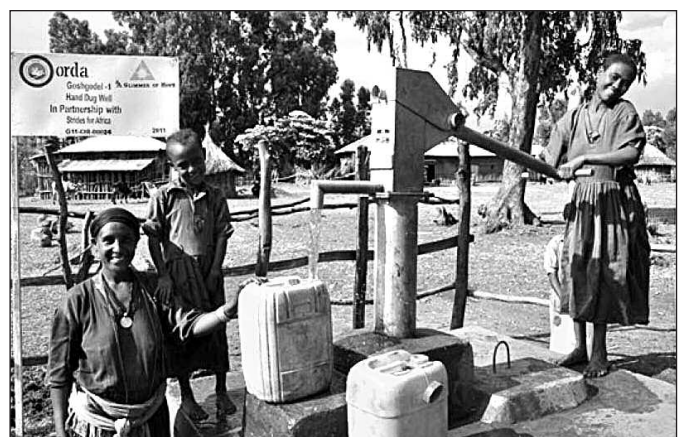
The 2011 Integrated Community Development Program for the Robit Village in the Debir Zuria kebele consists of health, water, education, and micro-finance projects and benefits the kebele's population of nearly 12,000 people. The program also included widespread community education on hygiene and sanitation that also included training for water project caretakers.

The group's objective is to improve the well-being and quality of life of the people living in Robit and the Debir Zuria kebele by providing the community access to quality education, safe protected water, hygiene and sanitation training, increased access to professional health services, as well as viable loans and loan management training.

Strides for Africa, the run/walk fundraiser held in association with Africa Fest, has had a direct impact on the people of Robit in Debir Zuria kebele in the district of Dembia in Ethiopia's Amhara region. The proceeds from the 2010 Strides for Africa were used to hand dig a well for 225 people in Robit through Glimmer of Hope Foundation and Organization for the Rehabilitation and Development in Amhara, their in-country partner.

While Madisonians were making strides for their own health through Strides for Africa, they were also making strides to improve the drinking water for the people of Robit. Let's raise a cup of clean water to salute the participants in Strides for Africa.

Participate in the 2012 Strides for Africa in August and make a difference in Africa.



South Africa: Increasing Investment Opportunities in Africa

By Kristin Palitza

CAPE TOWN, South Africa, Apr. 17, 2012 (IPS/GIN) - More than three years after the start of the global economic crisis, which has had a considerable impact on African trade, investments and gross domestic product, investment prospects on the continent are increasing.

According to Nicky Newton-King, the first female chief executive officer of the previously male-dominated Johannesburg Stock Exchange (JSE), there are abundant investment opportunities in Africa today.

"There are a lot of interesting opportunities. Not only in mining, but also telecommunications, banking, mobile services and ICT (Information and Communications Technology). It is because those investments are able to traverse a huge space without needing infrastructure," says Newton-King.

Four months into her appointment as head of the 123-year old stock exchange, the 44-year-old Cambridge and South African educated lawyer and financial services expert talks about her take on the latest African investment opportunities and risks.

Excerpts from the interview follow.

Q: Are there opportunities for African countries, especially commodity-heavy nations, to benefit from the financial crisis?

A: Emerging markets experienced a two-way effect. After initially withdrawing from emerging markets, investors realized that, ultimately, the returns they get from emerging markets are higher than those from their home markets. That made re-investments attractive.

Q: What level of political stability is necessary to attract foreign investment?

A: We are in a state of contested elections. That means policy directions are up for debate. From an investor perspective, that creates a huge degree of uncertainty. People are unsure if they want to make long-term investments until they know how certain a political environment is.

This is an issue for us in South Africa, in Africa, and for us as an exchange. We therefore spend a lot of time talking to government and the relevant policy makers to decide on core tenets of our policy direction, so everyone can relax into certainty mode.

On the other hand, there are investors who are quite tolerant of political environments. People will invest in Zimbabwe and in Kazakhstan, because ultimately, the money counts.

Q: In December 2010 South Africa was invited to join the Brazil, Russia, India and China (BRIC) group of emerging economies. Has this brought additional trade to the continent?

A: We definitely see a shift towards South-South and East-South, away from the West. BRICS and related opportunities are going to feature more in our lives than before.

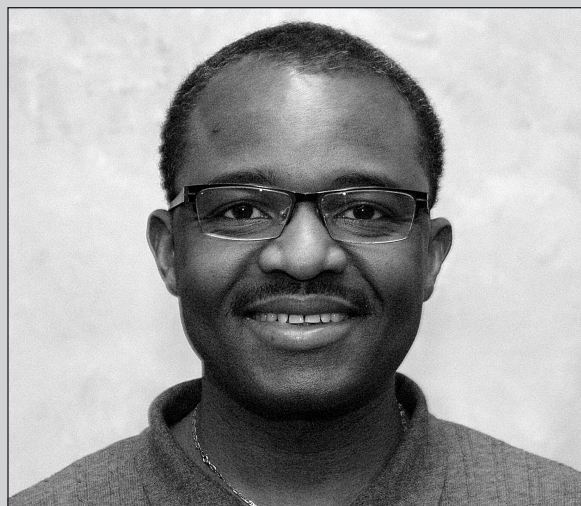
We expect to see larger portions of investment flows coming from the East and Brazil. Some big banks predict that by 2020, 40 percent of global wealth will be in BRICS countries.

Q: Does the JSE collaborate with other African exchanges?

A: There are 24 stock exchanges on the African continent, but some only trade 10 trades a day (while the JSE has at least 120,000 trades a day in its equities market). We are the elephant on the continent. Still, I would like to see a much deeper level of cooperation.

There is good communication between the different management teams of other African stock exchanges, for example with Nigeria and Kenya. There are a couple of things we are working on in terms of better cooperation, such as cross-linking products and sharing technology. But that does not translate into new business yet.

Meet Your Board Member



My name is Patrick Fau. Born in Sierra Leone, I attended elementary and secondary schools in Sierra Leone and Liberia, West Africa; earned a bachelor's degree from UW-Whitewater and a master's degree from the University of Phoenix, Arizona. I currently work as a Resident Care Technician and a community service volunteer. My volunteer services include the African Association of Madison (AAM), where I am a member of the Board of Directors and Chairman of the Board's Fundraising Committee. I also serve in the Black Hawk Church's "Love Madison" program that shares God's love with the community through various volunteer work, such as painting, gardening, construction, weeding, food pantry, and many more. I live with my wife and two children in Madison.



DID YOU KNOW?



The world's largest diamond was the Cullinan, found in South Africa in 1905. It weighed 3,106.75 carats uncut. It was cut into the Great Star of Africa, weighing 530.2 carats, the Lesser Star of Africa, which weighs 317.40 carats, and 104 other diamonds of nearly flawless colour and clarity. They now form part of the British crown jewels.

— The Africa Guide

Nasra From Page 4

what we mean by culture and being culturally competent. Secondly, we need to ensure that people understand some of the basic ways cultures are different and the degree to which they share common problems and goals. Thirdly, we need to understand that much of culture is implicit and that in order to change, we have to make the implicit explicit.

Providing Cultural Competency training to employees and managers helps organizations to develop effective, high-performing multicultural teams, recruit and retain a talented and committed diverse workforce, resolve conflict within the organization, reduce employee turnover and promote employee productivity. Taking those actions in their entirety and looking at those issues holistically will surely add value to the organization's bottom line and boost profitability. Diversity and cultural competence are complementary to each other. Consequently their true rewards cannot be achieved by investing in only either of them. Highly effective leaders appreciate that and encourage taking full advantage from both.

Dedicated Consultants, LLC provides a solution-based approach that branches from a simple strategy of pulling together experienced consultants from a wide range of fields. Our Cultural Competency training is designed to touch the minds and the hearts of people at all levels of corporate, non-profit and government organizations. The

program's components deliver an exhilarating experience that will inspire both management and staff and enable them to acquire the skills they need on a daily basis at work.

Using powerful assessments, collaborative, interactive exercises, our expert facilitators guide the organization's team in developing new insights and actions that will help the organization make extensive progress. Our model is "CURE"— Collaborate, Understand, Respect and Engage. We help leaders make distinctive, lasting and substantial improvements to the performance of their organizations through education in diversity and cultural competency.

As leader of Dedicated Consultants LLC, I help clients inspire the power of cultural competency to optimize profitability, improve communication and drive efficiency into the business process. Through the development of strategic initiatives, partnerships and programs that promote an inclusive workforce, my organization is at the forefront of global efforts to address critical

and emerging issues in the cross-cultural communications.

For more information about Dedicated Consultants LLC, call Nasra Wehelie at (608) 338-8212 or e-mail her at nasra@dedicatedconsultants.com. You can also visit their website at www.dedicatedconsultants.com.

African Association of Madison Presents
AFRICA FEST 2012
 Powered By **RAYOVAC**
Building & Bridging Communities

BUILDING FUTURE FOUNDATIONS
 Saturday, August 18, 2012
 Warner Park
 10 a.m. to 10 p.m.

Bring the Children!

- African Poetry and Stories
- African Games
- Face Painting and Decorating

Fun for the Whole Family!

- Jam ak Jam Dance Troupe from Millwaukee
- Traditional dances from Madison's African community
- Traditional African Apparel Fashion Parade
- Cooking Demonstrations
- Craft & Fashion Vendors
- Food Vendors
- Exhibits about Africa
- Hair Braiding Demonstrations
- African/Caribbean Cultural Village

For more information, visit www.africanassociation.org

5K Run/Walk - 10:30 am • 1 Mile Fun Walk - 10:45 am • Kids Run (12 and under) - 11:30am
 For more run/walk details and to register, visit www.africanassociation.org
 Enjoy a summer run/walk through Madison's Warner Park along beautiful Lake Mendota and then finish to the rhythmic sounds of African music.



African Association of Madison, Inc.
 P.O. Box 1016
 Madison, WI 53701-1016

VOLUNTEER INTERESTS (Please Check All that Apply)

YOUTH MENTORING/TUTORING: _____
 Primary _____ Middle _____ High _____

African History/Culture School/Group Presentations _____

SOCIAL EVENTS

Africa Fest _____ Annual Picnic _____ End-of-Year Party _____
 Graduation Celebration _____ Juneteenth Celebration _____
 Newsletter/Publications _____ Telephone Tree _____

Other Volunteer Interests: _____
 Other African Organization Affiliations: _____

NAME: _____

ADDRESS: _____

CITY: _____

STATE: _____ ZIP CODE: _____

PHONE NUMBER: _____

E-MAIL: _____

SPOUSE NAME: _____

CHILDREN (UNDER 21 YEARS OLD)

NAME _____ SEX _____ AGE _____

NAME _____ SEX _____ AGE _____

NAME _____ SEX _____ AGE _____

Send this form and \$25 for single membership, \$50 for Non-Profit or Government or \$100 for Corporate Membership to:
 African Association of Madison, P.O. Box 1016,
 Madison, WI 53701-1016