

## How the Dogs of Chernobyl Found a Happy Ending

A U.S. charity is making sure the descendants of pets left behind after the world's worst nuclear accident aren't forgotten.

By Samantha Berkhead

Oct. 31, 2019

The Moscow Times Independent News from Russia

CHERNOBYL, Ukraine — On a gray, overcast fall morning, a hound mix with copper-and-white fur sidles up to a group of foreign tourists taking photographs in front of the old Soviet sign welcoming visitors to Chernobyl.

“Dude, don't touch it, you'll start throwing up,” a brash college-age American says to his friend, laughing. “We just signed a form about this.”

“I feel like I'm going to cry,” says a 20-something woman in hiking clothes as the dog allows the bravest of the group to pet it. The dog calmly leans her head into a man's leg as he scratches her ears and the ruff around her neck. After a few minutes, she saunters off the road and into the forest, quiet as a ghost.

Hundreds of dogs inhabit the exclusion zone that covers a 30-kilometer radius around Chernobyl in northern Ukraine. They are the descendants of the pets left behind in 1986, when more than 100,000 people were evacuated after the catastrophic explosion at the city's nuclear power plant. Soviet soldiers tried to kill as many of the animals as possible to stop them from spreading radiation, but they couldn't get to all of them.

More than three decades later, the dogs' biggest threat to survival isn't radiation, but wild animals, disease and the bitter Ukrainian winter. Few live beyond 4-5 years.

There had been virtually no organized efforts to help the dogs, whose numbers had climbed to over 1,000 by 2013. Workers maintaining the sarcophagus containing the plant's old reactor and local residents fed them scraps when they could, but it wasn't enough, and rabies, overpopulation and malnourishment were rampant.

These locals told Lucas Hixson and Erik Kambarian, co-founders of the U.S.-based Clean Futures Fund NGO, that they needed help caring for the dogs and controlling numbers through humane methods. They formed a partnership with SPCA International (SPCAI), an animal aid NGO, and the Dogs of Chernobyl project was born in 2017.

The project's first priority was to vaccinate and sterilize at least 70% of the dogs within three years, a goal that was met this summer.

“Even if you went in one year and vaccinated all 1,000 dogs, by year two there would be 200 or 300 more that would need to be vaccinated again,” Hixson said. “That's why sterilization is so important for humane population control.”

For Dr. Jennifer Betz, Dogs of Chernobyl's veterinary medical director, the most obvious challenge — and fear — during the project was radiation. But most of the radiation is in the dogs' fur, she said, and usually washes off with soap and water.

It hasn't all been smooth sailing.

While some dogs allowed people to approach them, others were afraid of or aggressive toward humans. Local residents and workers were also initially skeptical toward the project's volunteers, who were a mix of U.S. and Ukrainian veterinary workers.

"You have to prove yourself and show that you are a legitimate organization," said Meredith Ayan from SPCA. "They care about these animals very deeply, which is why the program started in the first place."

Each dog caught by volunteers is checked for radiation, then spayed or neutered, vaccinated and given any other needed care. They're then given small tattoos and dosimeter ear tags so they can be tracked over time. Because the dog population in Chernobyl is so isolated, the teams were able to bring the number of new litters of puppies down to virtually zero, Betz said.

"To run a regular spay-and-neuter program anywhere in the world takes a lot of effort ... To do that in the place with the worst radiation in the world seems like it would have been impossible," said SPCA's Lori Kalef.

As the danger posed by radiation has subsided, tourism to Chernobyl has steadily risen. Things really took off, however, when HBO's miniseries "Chernobyl" debuted this spring. Tour companies operating in the exclusion zone said demand was up by about 40% this summer compared to last year.

With this influx of tourists — many of whom weren't alive when the disaster happened — has come a new interest in the dogs and their well-being, Ayan said. One of the most-discussed episodes of the miniseries shows the Soviet animal extermination.

"We were happy to see that. It wasn't a pleasant storyline and it wasn't easy to watch, but the dogs were included," Ayan said. "Having that conversation definitely raised awareness."

Last year, Dogs of Chernobyl was able to convince the Ukrainian government to allow some of the dogs to be adopted in North America. Only dogs younger than one year were eligible, as volunteers had to prove that the dogs being adopted weren't contaminated.

**Jackie Mahler '10** was approved to adopt a Chernobyl puppy last October. The dog, named Isotope, now lives in Washington, D.C., and Mahler calls her the "sweetest dog I've ever met."

“I had been to the exclusion zone when I was last in Ukraine and fell in love with the dogs there,” she said. “When I heard about this opportunity, I knew it was something like fate.”

The adoption program has been hugely popular — Hixson says the project received over 1,000 applications for 50 or so dogs — but the challenges of bringing dogs out of the zone make it unlikely to happen again.

The project’s goal now is to make sure the remaining dogs are continuously given the food and medical care they need to have healthy, fulfilled lives.

When it first came to Ukraine, Clean Futures Fund planned to work with humans, not animals. More than 3,500 people go to work inside the exclusion zone every day and several hundred people live there, with thousands more living in towns outside the zone.

“Our mandate is to help communities that are affected by industrial accidents,” Hixson said. “So our reach actually extends outside of the 30-kilometer zone.”

By vaccinating the dogs against diseases like rabies, the program is combatting the biggest safety threat to residents, workers and tourists in the zone, Hixson said.

“Ukraine gets its rabies vaccine for humans from Russia, but because of the war, they haven’t been receiving an adequate supply for six years now,” he said, referring to the conflict between pro-Russian separatists and the Ukrainian government in Donbass. “So if somebody is bitten by a dog that potentially has rabies, it’s a very big safety issue.”

The program also has an impact on the community’s emotional health by ensuring that people working in and living around the Chernobyl exclusion zone can keep enjoying the close companionship they have with the dogs. There were multiple culls of animals after 1986 and no one wanted to have to witness another one.

As for co-founder Hixson, he’s happy to have put a system of humane population control in action. He adopted one of the dogs and named her Dvaa, the Ukrainian word for “two,” as she was the second dog to be treated at the Dogs of Chernobyl veterinary center.

“She chose me,” he said.

<https://www.themoscowtimes.com/2019/10/31/dogs-chernobyl-happy-ending-a67980>

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Future 50: **Ali Haque '01**, Bricker & Eckler  
ColumbusCEO  
By Laura Newpoff  
Posted Dec 30, 2019 at 6:00 AM

“A community health project focused on children.”

Future 50 Class of 2020

Ali Haque

Partner, Bricker & Eckler

About: Ali Haque is a litigator who became a partner at Bricker & Eckler about a year ago. He is a Muslim who has a passion for improving diversity in the legal profession—both internally at the firm and externally through involvement with the American Bar Association, the Minority Corporate Counsel Association, the Asian Pacific American Bar Association, the Ohio State Bar Association and the Columbus Bar Association. Haque has been involved extensively with each. He also has distinguished himself through his work with a prominent local Fortune 100 insurance company.

Outside of work: Haque is immediate past president, Asian Pacific American Bar Association of Central Ohio; a 2019 Ohio State Bar Foundation fellow; a fellow on the Leadership Council on Legal Diversity; past chair of the American Bar Association’s Young Lawyers Committee on Business Law; a member of Bricker & Eckler’s diversity committee; and chair of Vassar College alumni interviewing.

What does Columbus need to thrive? “Transportation, tech job growth and affordable housing. Columbus can use emerging transportation technology to make the region more accessible, and autonomous cars can help alleviate traffic congestion and the need to own a car. Many cities experiencing growth have a significant presence of tech jobs. And as Columbus continues to grow, we need to find ways to grow affordable housing.”

Haque’s idea: “A community health project focused on children. Let’s find ways to improve access to healthy food and safe physical activities. We can work with the City of Columbus, local school districts, Ohio State, Nationwide Children’s and local hospital networks to collaborate. I’d also like a project focused on facilitating and incubating ideas for improving access to affordable housing.”

<https://www.columbusceo.com/business/20191230/future-50-ali-haque-bricker--eckler>

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Future 50: **Michael Corey '01**, Human Service Chamber of Franklin County

By Katy Smith

Editor, Columbus CEO

Posted Dec 30, 2019 at 6:00 AM

“We need to aggressively embrace green policies and regulations to create jobs while mitigating the consequences of climate change.”

Future 50 Class of 2020

Michael Corey

Executive director, Human Service Chamber of Franklin County

About: Michael Corey has made himself indispensable to the city's social services nonprofits in just a short few years at the helm of the Human Service Chamber of Franklin County. Since he joined in 2017, it has grown from 48 to 79 members, making it the largest the chamber has ever been. The organization is embedded in issues ranging from advocacy for refugees to food stamps to workforce and immigration policy. The chamber was named one of the 5 Nonprofits to Watch in 2019 by the Columbus Foundation, and it has made significant strides toward a goal of "growing and strengthening one voice on behalf of the human services sector," says board chair King Stumpp, CEO of Netcare Access. Corey previously was an associate with Bricker & Eckler and has worked for Hillary for America, Children's Defense Fund, U.S. Senator Sherrod Brown and Children's Hunger Alliance. Corey holds a juris doctor from Ohio State University Moritz College of Law.

Outside work: Franklin County Commissioners' Leadership Council; Columbus City Council's Commission on Black Girls; Columbus' Census 2020 Transportation Subcommittee ; Nonprofit Higher Education Alliance; Mayor Andrew Ginther's Building Advisory Group; American Constitution Society of Columbus; Ohio State Bar Association Advisory Council on Diversity Initiatives; former board member, Lower Lights Christian Health Center and Downtown YMCA Advisory Board.

What does Columbus need to thrive? "We need to aggressively embrace green policies and regulations to create jobs while mitigating the consequences of climate change. Housing for all—integrated, walkable, energy-efficient neighborhoods. Comprehensive, sustainable multimodal and mass transportation. Drastically improved education system. And a strategy for Columbus' next 100 years of growth that prioritizes the overall quality of our city and its residents."

Corey's idea: "A cross-sector collaboration to devise Columbus' plan to brace for climate change over the next 10 years while planning for the next century could be a unique, internationally replicable pursuit. The goal should be twofold: To mitigate the inevitable consequences of climate change for our city's most vulnerable populations, while becoming an international leader with an innovative quiver of plans to slow and reverse climate change in the decades to come."

<https://www.columbusceo.com/business/20191230/future-50-michael-corey-human-service-chamber-of-franklin-county>

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Baylor Senior Awarded Prestigious British Marshall Scholarship  
Dec. 9, 2019

University Scholar **Lawson Sadler '16** will seek a master's degree in migration and global development at the University of Sussex

WACO, Texas (Dec. 9, 2019) – Lawson Sadler, a senior University Scholar at Baylor University from San Antonio, has been selected as one of 46 American university students to receive the prestigious 2020 Marshall Scholarship. The award announcement was made today by the Marshall Aid Commemoration Commission, which includes eight regional committees who select the recipients.

Marshall Scholarships finance up to 50 young Americans of high ability to study for a degree at a United Kingdom institution in any field of study. The Marshall Scholarship was established in 1953 to express British gratitude for the European Recovery Program after World War II. As future leaders, with a lasting understanding of British society, Marshall Scholars strengthen the enduring relationship between the British and American peoples, their governments and their institutions.

Through the one-year Marshall Scholarship, Sadler will study for a master's degree in migration and global development at the University of Sussex, where she will research comparative U.S.-U.K. immigration policy. After completing her degree, she plans to return to the U.S. to attend law school and pursue a career in public interest law and public service.

“I decided to apply for the Marshall Scholarship because I wanted to expand my understanding of migration policy beyond my experiences in the United States,” Sadler said. “The Marshall Scholarship offered me the opportunity to pursue this degree with the support of a historic and innovative scholarship program. I felt that my interest in international cooperative migration policy and the founding principles of the Marshall Scholarship coincided beautifully. It is an honor to be a part of a program dedicated to developing the academic, ambassadorial and leadership potential of young Americans from diverse backgrounds – in service of the common good of the modern international order and the U.S.-U.K. special relationship.”

Sadler is one of two Texas university students and one of four Big 12 university students who have been named Marshall Scholars. She is the fourth Baylor student since 2001 to receive the scholarship.

“Lawson Sadler has met the highest standards our undergraduates can achieve in leadership, academic excellence and public service,” Baylor President Linda A. Livingstone, Ph.D., said. “As a University Scholar, Lawson has excelled under the direction of our finest faculty, concentrating in Latin American studies, political science and Spanish while integrating her classroom studies with impressive academic and service pursuits. We believe Lawson is capable of distinctive leadership that will address and solve complex challenges in immigration policy,

and that she will sustain a meaningful relationship between the U.S. and U.K. at every point in her career.”

“The Marshall Scholarship is difficult to win. Fewer than 50 are selected from among the finest students at the nation’s premier institutions for the opportunity to complete graduate study in the U.K. and devote themselves to strengthening the special relationship between our two countries,” said Andrew Hogue, Ph.D., associate dean for engaged learning in Baylor’s College of Arts & Sciences and the campus Marshall Scholarship representative. “Lawson is one of the most impressive people I have met, someone of keen intellect, deep compassion for displaced and marginalized neighbors, and clear resolve to use her gifts for the good of others. She is, in short, the kind of person who is admired by anyone who knows her, and it is thrilling that the Marshall Commission has seen what many of us around here knew already.”

“Out of my comfort zone”

Baylor is well known for its transformational undergraduate education, where undergraduate students develop their leadership potential, explore their faith and beliefs, increase their desire for wisdom and prepare for service in a diverse and interconnected global society. Sadler said she felt that commitment when she visited Baylor as a senior during the University’s Baylor2Baylor Law interview and Invitation to Excellence weekend. Everyone she encountered, she said, from the admissions team to each student, staff and faculty member, made the campus feel welcoming. She also was encouraged by faculty to apply to the University Scholars program, which accommodated her interdisciplinary interests.

“I left after that weekend with an intuition that studying at Baylor would challenge me and take me out of my comfort zone,” Sadler said. “When news of my admission into the Honors College and the Baylor2Baylor Law Scholars program came in the following weeks, I knew that Baylor was where I needed to be.”

At Baylor, Sadler is involved in numerous academic and extracurricular activities, including serving as a peer tutor with Baylor’s Academic Support Programs; a leader with the Baylor High School Project, a service organization that pairs students to serve as mentors and tutors in Waco ISD classrooms; and a Peer Ambassador with Baylor’s Center for Global Engagement, developing rich friendships with international students attending Baylor.

Since the first week of her freshman year, Sadler has competed as a policy writer and debater on the award-winning Baylor Model Organization of American States (MOAS) international team. As a sophomore, she was elected president of the Southern Region Model and was awarded Outstanding Chairperson the following year. She also led a team of 15 students as head delegate to bilingual conferences in Costa Rica and Washington, D.C.

“Aside from her superior academic qualities and her leadership and ambassadorial potential, Lawson is an engaging and empathetic person,” said Joan E. Supplee, Ph.D., The Ralph L. and Bessie Mae Lynn Professor of History and director of Baylor’s MOAS program. “She works hard

to put her intellect at the service of others. Her MOAS teammates admire and respect her as a leader and an example to follow rather than envy and resent her successes. She is remarkable and approachable at the same time. It takes a special person to pull that off. That is Lawson to T.”

Sadler also enrolled in Baylor’s multi-semester social innovation laboratory on child migration that brings together an interdisciplinary team of faculty and students to address the challenges of child migration from Mexico and the Northern Triangle of Central America (Guatemala, Honduras and El Salvador). As part of this lab, Sadler led a collaborative effort among students, faculty and practitioners to develop a live online resource map of the Rio Grande Valley, and contributed to a forthcoming children’s book, “A Journey Toward Hope.” The book provides English-speaking children and their parents a thought-provoking, sobering picture of the harrowing journeys faced by Central American families forced to leave their homes on a northbound migration.

In addition to her academic work, Sadler spent a summer as one of six Baylor-supported students interning with the Shepherd Higher Education Consortium on Poverty, where she directed a bilingual summer education program for low-income Latinx students at Sacred Heart Center of Richmond, Virginia. This past summer, she worked with the Interfaith Welcome Coalition of San Antonio as an overnight staffer at their emergency shelter for migrants, acting as an interpreter and volunteer coordinator during evening shifts and communicating in Spanish and Portuguese.

“I know Lawson well. I have seen her keen intellect, her impeccable research and writing skills, her character and her commitment to public service,” said Victor J. Hinojosa, Ph.D., director of the Global Migration Project as part of the Baylor Collaborative on Hunger and Poverty and associate professor of political science in the Honors Program at Baylor. “In our work together, Lawson has sought to understand the Central American refugee crisis, which has seen more than 500,000 children and families come to the United States from Guatemala, El Salvador and Honduras to seek asylum. She has endeavored to understand why these children and families flee, what they experience along the journey and what challenges they face upon arrival in the United States. Her commitment to these issues is not merely academic. It is deeply personal, rooted in her own sense of self and in her desire to serve others.

“She is among the top 1% of students I have taught during my 15 years in Baylor’s Honors College and will be an exceptional Marshall Scholar and will make a difference as a scholar and practitioner for decades to come,” Hinojosa said.

In addition to Supplee and Hinojosa, other faculty and staff who were instrumental in Sadler’s academic life at Baylor and in the Marshall application process include Richard Jordan, Ph.D., assistant professor of political science; Elizabeth Vardaman and Kristen Escobar, Ph.D., in the Office of Engaged Learning; and Andy Hogue, Ph.D., and Daniel Benyousky, Ph.D., director of major fellowships and awards, who now lead the SPARK (Scholarship Programs, Awards, Research, Knowledge) program at Baylor.

“The common thread of all Baylor professors and faculty I have studied under and worked with over the years is their infallible dedication to the intellectual and character development of their students,” Sadler said. “I count myself lucky and blessed to attend a university that fosters impactful relationships between students and mentors.”

During the fall semester, Sadler is taking part in the Baylor in Washington semester program, which has allowed her to conduct research and policy analysis as part of an internship in the nation’s capital. She will enroll at the University of Sussex in fall 2020.

For students interested in national and international merit awards:

While the Baylor classroom serves as the cornerstone of academic excellence and a rich undergraduate experience, Baylor undergraduates also are supported by the SPARK (Scholarship Programs, Awards, Research, Knowledge) program, housed within the Engaged Learning Office in Baylor’s College of Arts & Sciences. SPARK faculty and partners mentor students as they pursue national and international merit awards – such as the Fulbright, Truman, Gates Cambridge, Marshall, Rhodes, Boren, Goldwater and many others – that will enrich their education. For more information about national and international scholarship opportunities through Baylor, visit [www.baylor.edu/SPARK](http://www.baylor.edu/SPARK).

For more information about the Marshall Scholarship, visit [www.marshallscholarship.org](http://www.marshallscholarship.org).

<https://www.baylor.edu/mediacommunications/news.php?action=story&story=215433>

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'1984': Theater Review  
3:24 PM PDT 10/21/2019  
by Jordan Riefe  
hollywoodreporter

Oscar winner Tim Robbins returns to The Actors' Gang stage to star in and direct this minimalist revival of the George Orwell dystopian classic, first seen in this adaptation in 2006. The Actors' Gang founder Tim Robbins in 2006 directed Michael Gene Sullivan's adaptation of the George Orwell masterpiece 1984 to acclaim and an international tour. At that time, it was recontextualized to reflect our national shame over Abu Ghraib and the Bush-era policies of "enhanced interrogation."

In the new revival, the events of the story are told in retrospect during just such an interrogation between Big Brother and thwarted rebel Winston Smith. Sullivan's approach may have been more cogent in the Bush era but seems less so now, when the government has endorsed putting babies in cages at the border. Robbins' brisk and inventive direction of his capable cast, including himself as the nefarious O'Brien, elevates this minimalist production in

the round. But the adaptation obscures the material's humanity, leaving Orwell's timeless observations on authoritarianism and its stealthy impact on democracies with little emotional context to buoy them.

As the lights come up on a square space surrounded by the audience, Winston (Will Thomas McFadden) is being pilloried, recounting his thought crimes to four brutes dressed in costume designer Tess Vidal's tailored suits. We hear of the drab, routine lives of proles and their dedication to Oceania, especially in the ongoing war with Eurasia, or Eastasia, an enemy that keeps changing, though no one seems to notice as they vigorously cheer on news updates on projection designer Cihan Sahin's video screens flanking the stage.

At the heart of the story is Winston's love of Julia (Lee Margaret Hanson), a free spirit who gleefully thumbs her nose at convention and especially at Big Brother, which is present as a voice emanating from alternate corners of the space, riveting the ensemble's attention and pivoting them equally to audiences on all four sides.

We learn that Winston and Julia carried on a relationship in a discreet hideaway over a shop. The scenes between the two are dramatized in flashback, employing a stand-in for Winston (Tom Szymanski). Doing so drains the heart from those scenes and, subsequently, the play. The couple offer their services to Goldstein, reputed leader of a rebellion, and are eventually discovered, arrested and tortured.

Despite its critical acclaim, Sullivan's adaptation, compared to the recent Broadway production starring Tom Sturridge, Olivia Wilde and Reed Birney, tapers immediacy and feeling by telling the story in retrospect. The in-the-round interrogation-room setting separates the action from life, drowning urgency in stand-and-read proclamations under bright white light.

As 1984 moves into its second act, Robbins finally appears in a dark suit, calmly questioning Winston as he walks the perimeter of the space. The last time Robbins appeared on this stage was in a 2005 production of *The Guys*. Today, he is tall and silver-maned, sufficiently patrician, calculating and prideful in a role that affords him limited range.

Winston's final confrontation with his worst fear — a rat cage placed on his head — gives the audience a close-up view of him on the video screens, overcome with terror. Despite McFadden's commitment to the scene, it is stirring but less than climactic. As Winston, he is called upon to carry the play, presenting a defiant persona throughout. But emotional curtailment inherent to Sullivan's adaptation leaves the actor hamstrung with a narrow expressive spectrum.

As Julia and Party Member No. 2, Hanson provides whatever emotional ballast exists in the production, shifting artfully between her roles, from insouciant to iron-skinned. Bob Turton is maniacal as Party Member No. 3, with his preternaturally expressive face, and cluelessly hilarious as fellow worker Parsons who, in the end, blithely marches off to his own execution.

If Sullivan's text is sedentary, Robbins' direction is the opposite, moving his cadre in a complex choreography around Winston, while they intermittently snap to attention at broadcasts and Big Brother's voice. Tension is maintained throughout, which may or may not be a good thing.

Orwell's novel has only become more relevant in our era, particularly the truth-obliterating concept of doublespeak, a language in which most politicians appear to be fluent. More to the point is the shifting definition of allies and enemies as Oceania's battlefield opponent keeps changing, echoing the "forever war" against terrorism and, more recently, the government's view of Kurds, who went from being allies to "not angels" after a single phone call. But although 1984 contains a checklist of warnings and predictions for our times, a presentation as unmoving as this one puts Orwell's prescient parable in danger of being reduced to just that, a checklist.

Venue: The Actors' Gang, Los Angeles

Cast: Tim Robbins, Hannah Chodos, Lee Margaret Hanson, Will Thomas McFadden, Tom Szymanski and **Bob Turton '01**

Director: Tim Robbins

Playwright: Michael Gene Sullivan, from the novel by George Orwell

Set designer: Mit Snibbor

Costume designer: Tess Vidal

Lighting designer: Bosco Flanagan

Sound designer: David Robbins

Projection designer: Cihan Sahin

Presented by The Actors' Gang

<https://www.hollywoodreporter.com/review/1984-theater-1249096>

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Beyond inclusion: How leaders can become Diversity Champions

Jopwell CEO and co-founder Porter Braswell shares insights for realizing value from building workforces that reflect the world around us.

Spero Ventures

Dec 13, 2019

The first wave of disclosures about the lack of diversity in Big Tech, in 2014, came at an opportune time for Porter Braswell and **Ryan Williams '08**. Both African-Americans, they worked together on the trading floor of Goldman Sachs and, by virtue of their "otherness" within that context, had been called upon to help with the firm's diversity recruitment efforts. Braswell and Williams kept hearing about the lack of a "pipeline" supposedly accounting for the lack of diversity in the workplace, as if the failure was because the sought-after talent was in short supply or might not even exist. Braswell and Williams knew better. The talent most certainly did exist, but there was a big gap in connecting qualified candidates with opportunities. That was the initial insight that gave birth to Jopwell.

The duo had stood in the shoes of the would-be recruits, having entered into financial services through diversity recruitment initiatives. And they recognized the need to help others from underrepresented backgrounds gain a foothold on the corporate ladder. The conversation around the lack of diversity in tech got them thinking about how it wasn't just tech; financial services and plenty of other desirable career sectors were also behind the curve, scrambling to figure out how to adapt their recruiting to an increasingly multicultural world.

Giving people of color a voice in shaping the companies of the future

Since launching in 2014, Jopwell has evolved into a holistic diversity solution — creating digital tools and content, building community and assisting companies with the recruitment and retention of professionals and students of color (black, Latinx and Native American). It is both consultant and coach, helping companies build more diverse workforces while also providing the counseling and resources students and job candidates need to unlock opportunity. The New York City-based enterprise, with a staff of around 60, has raised about \$15 million in institutional funding and works with approximately 250 companies including major banks and tech companies along with small businesses just beginning their diversity journeys. Injecting diversity into growing startups so that people of color have a voice in shaping the companies of the future has become a key pillar of the Jopwell story.

Get the jump on diversity early

“Diversity doesn't just happen,” Braswell emphasizes in his presentation at the 2019 Spero Ventures Founder Summit. His advice: Take action before the headcount exceeds 10. “You have to be incredibly intentional at that stage,” he said. “The reality is that you have to do things differently — literally, physically put yourself in different communities and settings to find people from different backgrounds.” Indeed, leaders need to become more creative and innovative in how they reach out to and establish relationships with organizations that attract diverse constituencies.

While D&I generates a lot of “feel-good” lip service these days, Braswell told his Spero Ventures audience, it's superfluous unless it rises to board-level conversations with C-suite buy-in. “Teams focused on diversity when a company is scaling need to report to the CEO,” he advised, and the commitment to instilling diversity as a core value needs to start at the top.

Just as it is incumbent on the VC community to ensure that portfolio companies recruit and nurture a diverse set of leaders, it's up to those leaders to understand and articulate throughout their organizations why diversity matters and what it means at a more granular company level. “If you're willing to get very specific about your actual pain points,” Braswell observed, “then you can start to apply actual solutions.”

Among the high-level truths that Braswell cited:

People of color will comprise a majority of the U.S. population by 2040. In order to stay relevant and respond to changing consumer dynamics, businesses need workforces that reflect this demographic shift.

Diversity is a recipe for business success. McKinsey, Bain and Boston Consulting Group have all contributed to a growing body of research showing clear quantitative correlations between workplace diversity and bottom-line performance.

Diverse talents, ideas and perspectives are an enormous value add, fueling innovation and entrepreneurial passion for discovering what's new and what's next. Corporate cultures that reflect diversity are more adaptive to change and come up with better solutions to business problems.

There's also the fact that companies with diverse and inclusive cultures are more attractive to young talent. Not only do Millennials and members of Gen-Z tend to value knowing and learning from others who are different, they prize workplaces that they can feel proud to be a part of; where diverse perspectives and experiences are readily solicited and shared.

Beyond inclusion

To realize the value of diversity, it's not enough to simply boost the representation of women and minorities. Braswell said there must also be a conscious effort to "go beyond inclusion" and nurture a sense of belonging.

In the workplace, the true benefit of diversity comes to the fore when people can be themselves and feel comfortable speaking up, sharing personal experiences and contributing ideas openly and directly. "If people from different backgrounds can bring their authentic selves to work," Braswell said, "you start to look at challenges differently."

Leaders who "get" diversity know, intuitively, that it all comes down to how you treat people, as Braswell made clear in sharing takeaways for anyone aspiring to be a "Diversity Champion." Treat others how you'd like to be treated and avoid calling people out for their "otherness." In Braswell's experience, this can happen in spite of the best of intentions to bring someone into conversations. He related being asked questions along the lines of, "Porter, what do you think the black community will think about this?" My response has been, "I can't represent the entire black community, instead, I can talk to my own experiences and how I perceive it.'

Be aware of things happening in the world that have a disproportionate impact on certain communities. If someone within an organization is potentially affected, said Braswell, "you should probably bring that person aside to let them know, in the appropriate setting, that you are aware of what's going on and you're there to be a sounding board if they ever need somebody to talk to."

Set guidelines and expectations around the way meetings are run and when it's appropriate to address certain issues, such as compensation. Create a culture where, regardless of background

or where people have worked in the past, there's transparency and the same "rules of the road" apply to everyone.

Become a more active listener, especially when mentoring those from underrepresented communities within your company. Generalized mentorship bromides often don't resonate with people from marginalized groups whose experiences aren't consistent with the norm. "My best mentors are those that recognize going out and raising capital and leading a company as a man of color is just very different than if I wasn't," Braswell noted. "That's where I feel the most comfortable to bring out my experiences and ultimately drive change."

Lead with empathy. People of color and of different ethnic and gender identities experience the workplace and the world differently than you may experience it. Take into account their unique experiences and show curiosity and a willingness to learn from them. This will create trust and attract people whose talent shines brightest when they can be themselves and let their guard down.

When Braswell and Williams started Jopwell, they lacked direct access to investors and mentors of color who could show them the ropes. Overcoming this barrier shaped their mission around unlocking opportunity for those seeking to enter professional settings where not many people look like them.

There's a saying about overcoming lack of diversity in the workplace: You can't be what you can't see. For Native Americans, people of color and members of the Latinx community, thanks to Jopwell's trailblazing, seeing makes it possible to believe in a more diverse and inclusive future.

<https://medium.com/speroventures/beyond-inclusion-how-leaders-can-become-diversity-champions-2d2b58fb749a>

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Oklahoma overturns surcharge ban

Tuesday, December 31, 2019

Green Sheet

Oklahoma Attorney General Mike Hunter reversed the state's ban on credit card surcharging, overturning HB 1425, which was signed into law April 30, 2019, by Governor John Kevin Stitt. The legislation prohibited merchants from increasing transaction prices for buyers who pay with credit cards instead of cash. Sen. Michael Brooks, D-Oklahoma City, had appealed the decision in a letter to the state attorney general.

Brooks, who serves in the state senate's Business, Commerce and Tourism Board, challenged the constitutionality of the surcharge ban, claiming it violates a merchant's right to free speech guaranteed under the First Amendment of the U.S. Constitution. Citing similar claims made in Florida, California and Texas that resulted in surcharge repeal, Brooks wrote, "[I]n light of those

cases, does 14A O.S.Supp.2019, § 2-211, which allows discounts on purchases made with cash or checks but bans surcharges on purchases made with credit cards or debit cards, also violate the First Amendment?”

Brooks had consulted with **Jonathan Razi '08**, CEO of CardX and a Harvard Law School graduate. Both were gratified by the positive response from Oklahoma’s Department of Justice. A Dec. 17, 2019, letter to Sen. Brooks, signed by Attorney General Mike Hunter and Assistant Solicitor General Bryan Cleveland, affirmed the state surcharge ban restricted commercial free speech.

“This opinion today gives consumers more choices on how to pay and will also give merchants more flexibility on how they manage their costs,” Brooks said.

“This result in Oklahoma solidifies an inevitable payments industry makeover,” Razi added. “Until today, Oklahoma was one of five states where we couldn’t serve businesses, and this decision means that 94 percent of the United States by population is now open to credit card surcharging.”

#### Defining moment

Hunter and Cleveland’s analysis was based on legal precedent and definitions of discounting and surcharge in the Truth in Lending Amendment (TILA) and in the Merriam-Webster dictionary, which is also referred to as the “plain meaning approach.”

The Ninth Circuit Court ruled in favor of the plain meaning approach, finding the difference between a surcharge and a discount is “in name only,” because the cash price is the price that the merchant “would otherwise charge.” This differs from the TILA definition, which states that a surcharge is “any means of increasing the regular price to a cardholder which is not imposed upon customers paying by cash, check, or similar means,” and a discount is “a reduction made from the regular price.”

“In light of the above analysis, we conclude that Oklahoma’s ban on surcharges for purchases using credit cards or debit cards would not [survive] scrutiny,” the court wrote. “The plain meaning of a [surcharge] would render the statute an impermissible commercial speech regulation, and the TILA definitions would not save the statute because of the exceptions to compliance in Oklahoma law.”

[http://www.greensheet.com/breakingnews.php?article\\_id=2333](http://www.greensheet.com/breakingnews.php?article_id=2333)

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The 8 worst mistakes people make while driving in the winter

STEVEN JOHN

Business Insider Australia

DEC 16, 2019, 12:55 AM

Driving during the winter means facing all the standard roadway hazards, from distracted drivers to blind curves and damaged roadways, with the potential for adverse conditions added in.

According to the US Department of Transportation, approximately 1.2 million weather-related car crashes occur in the United States each year. Of those accidents, 18% happen when snow or sleet is falling, 16% take place on roadways already covered with snow or slush, and 13% occur on icy pavement.

To stay safe while on the road in winter, you have to be ready to slow down, give more following space, and have increased situational awareness. Before you get on the road, you need to make sure your vehicle is ready for the winter conditions you may be facing.

Also, you need to allot extra time for your daily commute. Another DOT study found that light snowfall can reduce average driving speeds by up to 13%, while heavy snow can reduce speeds by as much as 40%.

To find out about the worst mistakes people make when driving during winter, we turned to the experts.

Driving too fast for winter road conditions is the single biggest mistake you can make.

Woody Rogers, product information officer at Tire Rack, told Business Insider that driving at excessive speed is the greatest mistake you can make during the winter. Speed limits are established based on ideal driving conditions, so the poorer conditions created by winter weather require a reduction in speed.

Also make sure to increase your following distance on the road, as your stopping time will be much longer on snow or ice – even if you did take the precaution of driving more slowly.

On the other hand, driving too slowly in winter conditions is also a dangerous mistake.

During wintertime, overly slow driving can cause an accident just as easily as excessive speed.

“Moving slower than the pace of surrounding traffic can contribute to accordion-style chain reaction crashes because drivers coming up from behind may not recognise the difference in speed and adjust soon enough,” Rogers said.

“Crawling along because you are scared to drive in the conditions” increases the danger you pose to yourself and others, Rogers said. Instead, maintain speeds similar to other vehicles on the road, or else stay off the road when you don’t feel confident you can drive safely.

Driving with tires that lack proper tread depth for winter conditions puts you at risk of losing control of your vehicle.

“Road traction is key for safe winter driving. Pay attention to your tires and how they make contact with the road,” **Rick Ricart '98** of Ricart Automotive Group said. If your tire treads are not of proper depth for the conditions, you put yourself at risk of losing control of your car.

Rogers told Business Insider that tire traction in winter weather depends on tread depth.

“You need that depth to chew through loose snow and slush, while shallow tread depth can only nibble at it,” he said. “Generally, your tires need about 5/32 of an inch or more of tread depth to handle winter weather.”

You can test for proper tread depth by inserting a penny between the treads, with President Lincoln’s head facing inward. If you can see the top of his head, the tires lack sufficient tread depth.

You put undue strain on your vehicle and put yourself at risk for a breakdown or an accident if you don’t prep your car for winter.

“Failing to prepare your vehicle for winter conditions is one of the worst mistakes you can make,” Ricart said.

In addition to ensuring your tires are ready for snow, slush, and ice, Ricart said you need to “make sure your fluids are topped off at the beginning of the winter season, and check that your car has quality wipers that can move water, ice, and road grime.”

It’s also a good idea to have the battery checked and replaced if it’s not working at full capacity. And while at the shop, have a mechanic check the thermostat and heating system as well as drive belts, which are more prone to fail in subzero temperatures, especially if worn down.

Failing to thoroughly clear your vehicle of snow and ice limits your visibility and can make it harder for other drivers to see you.

“See and be seen,” Rogers told Business Insider. “You can’t be fully aware of all situations around you if you can’t see, so scrape off all the frosty windows, give time for them to defrost, and clear off all the snow.”

“And don’t forget to keep head and taillights clean,” Rogers said. “Many of today’s vehicles have LED lighting, which are so much more efficient than traditional bulbs, but don’t generate enough heat to melt snow or frost. If drivers behind you cannot see your taillights, they might not realise you are slowing down and might run into the back of you.”

Overconfidence in your all-wheel drive vehicle can lead to spinouts and collisions.

Just because your vehicle has all-wheel drive doesn't mean you can trust it to handle all weather conditions.

"All-Wheel Drive vehicles can give a false sense of security and the wrong impression of how low the traction is on snowy or icy roads, because accelerating away from a stop can feel so effortless," Rogers said.

When it comes time to stop or turn, the all-wheel drive system does little to help you maintain control of the vehicle, and if your tires lose traction with the road, the system's capabilities mean nothing.

Don't use the brakes as the only defensive safety measure on wintry roads.

It's all too easy to focus on the bumper of the car ahead. But Rogers said "that sort of target fixation prevents you from being fully aware of the road conditions and driving situations ahead."

"Odds are the driver right in front of you has target fixation, too, and will react too late for you to react to what they do," he said. "That's how chain reaction crashes happen."

Instead of watching only the car ahead, look through and around that vehicle and know what is behind and beside your car.

"If a bad situation is unfolding in front of you, look for your escape route. Focus on where you want to go rather than on what you need to avoid. Your hands and feet will naturally aim your vehicle where your eyes are focused, driving you around trouble rather than ploughing into the back of it," Rogers said.

Skipping regular tire pressure checks can lead to tire failure and presents a major safety risk.

Improperly inflated tires make it much harder for you to maintain proper control of your car, especially in winter conditions. Tires lose pressure over time, shedding approximately 1 psi per month and 1 psi for every 10 degrees of temperature drop.

"Don't ignore that orange pressure warning light on your dash," Rogers said. "It's telling you that you are at the threshold where tires can no longer safely carry the load of your vehicle. Ignore it long enough and [the tires] will eventually fail from a lack of air, creating a safety risk to you and your family."

<https://www.businessinsider.com.au/winter-driving-mistakes-safety-tips-snow-2019-12>

Jack Muldowney Interviews  
MARYSVILLE, OH  
INTERVIEWED SEPTEMBER 1, 2019

After decades dormant, Origin Malt is bringing the crop back to the Midwest, by way of Marysville, Ohio. We caught up with co-founder and serial entrepreneur, Victor Thorne.

Victor, your background as an entrepreneur and investor has been primarily in the tech landscape. What made you want to include a focus on an agricultural venture?

I launched my first entrepreneurial venture in 2000 with my brother, Chris. We built supply chain business process automation software with an initial focus on the food-service industry. I enjoyed working closely with suppliers, distributors and restaurant operators who invested with us and helped define how our products needed to work. Origin Malt is a brick and mortar company, but like my first venture, we are focused on a large and dynamic supply chain. I focus my time and resources on building and supporting initiatives that can produce a positive impact on their industries and communities. I'm more of a generalist than tech-focused, as our portfolio also includes medical devices, advanced materials, sensor analytics and physical distribution.

The majority of Ohio [and the Midwest]'s barley production was killed off by Prohibition. Why do you think it's taken so long for the crop to make a return to the region, and how does this return set Ohio's beer scene apart?

The number of breweries in America dropped from over 4,000 in 1873, to fewer than 50 in 1980. The craft movement started in the '80s but really took off in the last decade. Now we have over 7,000 breweries in the country. When the market re-established after Prohibition, only large brewers survived and barley growth moved to areas of the continent where corn and soybeans are not as prevalent. Large global malting companies set up their plants near those farming areas and created highly efficient supply chains, delivering truckloads and full rail lines to these big breweries. Most craft brewers cannot receive rail deliveries and cannot handle truckload quantities, so distribution processes have to shift to meet the needs of the customer. The number of breweries in Ohio has grown from 49 in 2012, to over 300 today. Our team has been working on identifying the right varieties that can grow well and generate positive returns for farmers for the past decade. Ohio was once the heart of the brewing world. It's quickly making a case to reclaim that title. We are one small, but important, part of that story, from seed to sip.

How crucial has the partnership on the university level—for example, with Ohio State and Michigan State—been in the growth and research of Origin Malt?

Collaborating with the agriculture extensions of the land grant institutions in our region has been critically important for us. Ohio State University has a pioneering winter malting barley breeding program led by Dr. Eric Stockinger. My partner, Ryan Lang, began evaluating malting

barley with Dr. Stockinger about 10 years ago, in search of a locally sourced malt to replace his imported distiller's malt. Having evaluated tens of thousands of individual germplasm over the past decade, Dr. Stockinger's lab has identified key varieties and traits that ensure our best opportunity for successful yields of the highest quality malting barley. Working with agronomists in the universities and private sector has accelerated our learning, and therefore reduces risk for our farm partners. Our public and private partners in Ohio and Michigan, including trade associations, elected leaders, and economic development agencies, have been fantastic supporters and sources of the expertise and market access we need to be successful.

It hasn't taken Origin long to stockpile a large amount of product, ready for brewing already. What has been the biggest challenge in making sure it gets into brewers' hands in a timely fashion?

We are in the validation stage with dozens of breweries today. We are working closely with many of the top brewers to make sure we are selecting the right varieties of barley and having the right types of malt produced. We are increasing the acreage each year as well, so volumes are growing rapidly. Since it is all grown and harvested at the same time, we have to properly manage the inventory of both raw barley and malted barley as it goes through the process. We have great relationships with our farm family producers and regional cooperatives that will enable us to have a very efficient supply chain as we grow.

What hurdles have you encountered that you may not have expected in starting a malt house? This world is a far cry from the tech industry...

Building a manufacturing plant and warehouse distribution center is obviously very capital intensive, and there is little room for error during the process. Building software is very different. Software can typically be developed efficiently in stages, and continuously tested and improved. It's expected to be upgraded and fixed all the time. A structure may have components that can't be fixed. It's anchored in concrete and stainless steel. I find comfort in the fact that my partner Ryan Lang has deep experience building and running industrial plants much more complicated than ours, including his Distillery. In every venture I've been a part of, I am never the expert. In this venture, our team are all highly respected industry veterans who truly are experts in their functional roles. While building a structure like this requires significant capital, it also promises to generate large volumes of consistent, high quality malt for generations of brewers and distillers.

We've read that 2,470 breweries are within a days drive of Columbus. Describe the process of searching for and acquiring the farm that you two have, in Marysville, Ohio, and how does this land set Origin up for the future?

We call it "Malt Within Shouting Distance". We searched for nearly two years for the ideal site. It is in a growing city and county with forward-thinking leadership and home to Honda of America and Scotts Miracle Gro headquarters. It's also close to the most dense population of farm families in our grower network, and there is great transportation access in the area. We

are within a day's drive to over 150 million people, nearly half of the US population. There are a lot of happy beer consumers in that number who will love to learn about the most important ingredient in their local craft beverage.

Who in the region have you looked to for advice or input to getting started in the malt industry? Have any Old World maltsters, like those from Germany and the UK, passed along any tips?

We have many great relationships, partners, suppliers, customers, advisors and stakeholders from around the world. Veteran Brewmasters like Andy Tveekrem (Market Garden) and Jason McKibben (North High) have been very supportive. We have a great network of brewers from Illinois, Indiana, Michigan, New York, Ohio and Pennsylvania who have been providing advice and feedback on our malt. Country Malt Group, the craft focused distribution arm of the Australian based grain conglomerate GrainCorp, will be distributing our malt out of five of their warehouses beginning this fall. We have a great relationship with the Fuglsang family in Denmark, who have been brewing beer and malting barley for five generations, over 154 years. Their expertise and guidance have been tremendously valuable. We have several advisors who have been in leadership roles in the supply chain for decades, and their networks, insider tips and market insights are truly remarkable.

What do you see is the future of the barley crop in the Midwest?

Barley will return to the Midwest as a top crop in the rotation like it was 150 years ago. It will emerge as a major feed source for livestock as well, like it currently is in the western plains, Canada and Europe. Doublecropping, when a farm produced winter barley and summer soybeans in one year, will become a popular and profitable practice, and will have the sustainability benefit of significantly preventing soil erosion and Phosphorus runoff in the fields. The story of local ingredients will be driven by consumer awareness and barley will be more prevalent in health foods, soups, sprouted grain products and even malted milkshakes. Did you know that barley contains high levels of beta-glucans? Beta-glucans have been the subject of intensifying research because they may have beneficial roles in lowering insulin resistance and blood cholesterol, reducing the risk of obesity and boosting the immune system.

What is one thing that most people don't know about you, that if they did, would surprise them?

My college major was Biological Anthropology and, in 1994, I spent a summer at the Koobi Fora Field School in Kenya working on an archaeology and ecology project with Harvard University and the National Museums of Kenya. Another factoid... I have traveled to China more than 20 times.

What is currently in your fridge at home?

Ginger Kombucha, mango kefir and North High Brewing's Cover Crop Beer, made with all Ohio ingredients—including our malt, of course! At the end of a busy week, I may also enjoy a glass of Middle West Spirits' sherry-finished bourbon whiskey.

<https://www.thehopreview.com/blog/10-questions-with-origin-malt>

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Examining the European Recapitalization Incentive Program

**Jackie Mahler '10**

22 November 2019

Center for European Policy Analysis

With Russian-made S-400 anti-aircraft missiles now in Turkish hands and Russian Pantsir anti-aircraft missile launchers on their way to Serbia, the future of the euro-Atlantic community has been brought into question by some. If key member states and allies actively seek the military support of the Kremlin, how can NATO present a unified and interoperable deterrence? These big-ticket defense acquisitions have captured headlines recently, but the use and servicing of Russian-made equipment often flies under the radar and poses a further challenge to allied security and cohesion. In the case of Turkey and Serbia, Washington failed to keep out the Kremlin's malign reach, but this trend does not have to continue.

A little-known U.S. State Department program may hold one of the keys to curtailing further Kremlin influence over our allies—and it is up for renewal. The European Recapitalization Incentive Program (ERIP) aims to modernize European partners away from Russian and Soviet-era military equipment in the hopes of both increasing NATO interoperability and reducing Russian influence. As such, the continuation and expansion of ERIP would bring the countries of Central and Eastern Europe (CEE) one step closer to finalizing the independence they formally gained 30 years ago from the Soviet Union. However, the United States must proceed carefully as the Kremlin is already working to exploit tension in the Alliance over military expenditures and defense procurement.

Through reallocated aid, specifically FY2017 Foreign Military Financing (FMF) funds, ERIP enables CEE countries to purchase American-made weapons, training, and services if there is a demonstrated “political will to divest of Russian and Soviet-legacy equipment and a commitment to cease future purchases of Russian military equipment.” While currently only \$190.7 million, the program is nonetheless a concrete step to bolster Allied resolve in a time where the waters of Atlanticism are choppy.

The funds provided by ERIP are earmarked to be spent in Albania, Bosnia and Herzegovina, and Slovakia on helicopters, and on infantry fighting vehicles in Croatia, Greece, and North Macedonia. Each of the six countries in the program except for Albania currently possesses major Russian or Soviet-made military equipment. This is of special concern for the three countries who are NATO members (Croatia, Greece, and Slovakia), since this leaves them beholden to Russian interests—they must rely on Russia to perform maintenance and to

provide spare parts.\* Some Russian news sources claim that buying from the United States could turn these countries into “geopolitical hostages” of the American defense industry. While indeed any defense acquisition, including through ERIP, does come with additional costs in operations and maintenance or “life-cycle cost,” by replacing Russian or Soviet-made equipment with U.S.-made products through ERIP, allies would no longer be reliant on Moscow for these services, which the Kremlin could strategically withhold from them in times of crisis.

ERIP also intends to strengthen the commitment made by NATO member states at the July 2018 Brussels Summit to “address existing dependences on Russian-sourced legacy military equipment.” Reducing this dependency is certainly a positive step, but following through presents a new set of issues—primarily financial. Since Russian-made weapons are generally cheaper than their American counterparts, U.S. financial assistance by way of the European Deterrence Initiative, grants and loans, or with an offsetting deal makes allied acquisitions of U.S. weapons possible, such as Poland's recent Patriot purchase or Estonia's procurement of Javelins. These subsidies help alleviate some of the financial burden of buying U.S.-made weapons—but such funding is still limited.

Despite these perceived benefits, the Russian propaganda machine is already at work. While ERIP has barely made headlines in NATO member states, Russian news sources have called the program bribery, a dirty game, and a grand PR-campaign meant to convince European countries to buy into the American defense sector. This antagonism is an attempt by Moscow to incite further tension among NATO member states that are home to competing defense firms hoping to increase revenue. This is an especially sensitive subject following Washington's insistence that American defense firms be able to compete for tenders under the EU's Permanent Structured Cooperation, or PESCO.

If ERIP is expanded, as proposed in the impending U.S. defense budget, the program could yield additional benefits for NATO. Congress has requested 75 million USD for Europe and Eurasia's regional Foreign Military Financing, which, according to the FY2020 Congressional Budgetary Justification, “may be used to expand the European Recapitalization Incentive Program.” It is critical that Washington policymakers continue this program and again involve CEE allies who possess aging Soviet equipment. The U.S. should be wary, however, of expanding this initiative at the cost of creating rifts within NATO. The Kremlin has the ability to blow ERIP's presently limited scope out of proportion in order to exploit divisions within NATO—the fallout of which the Alliance is still dealing with in Ankara.

<https://www.cepa.org/incentivizing-interoperability>

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In Memory

**Roger A. Lemmon '59**, age 78, passed away Monday, November 18, 2019. He was born on September 12, 1941 in Columbus, Ohio to the late Howard and Dorothy Lemmon.

A graduate of Columbus Academy and The Ohio State University, he was a passionate and lifelong fan of the Buckeyes. He was called and proudly served in the United States Armed Forces. He lived life for his family and will be remembered for unmatched compassion and integrity.

He is survived by his loving wife, Suzanne; his son Dave and his partner Kelsey, his daughter Kim and her husband Chad, his son Tim; daughter Kathleen; and grandchildren, Stephen, Gianna and Alexander.

Roger was preceded in death by his parents.

Family will receive friends from 5-7 PM on Friday, November 22, 2019 at SCHOEDINGER NORTHWEST CHAPEL, 1740 Zollinger Road, Columbus, Ohio 43221, where a funeral service will be held at 10 AM on Saturday, November 23, 2019.

In lieu of flowers, memorial contributions may be made to Nationwide Children's Hospital Foundation.

**Albie B. Walton, Jr. '59** passed away on September 21, 2019.

**Jonathan Stone Sutton '62**, 75, passed away on Thursday, November 21, 2019, surrounded by his loving family.

Jon was a founding partner of Growth Properties, which was at the forefront of the rebirth of Old City. St. Charles Court was their first historic restoration project of twenty-seven apartments and one of the first in Old City. They redeveloped several similar apartment and retail projects throughout the area. In 1984, with Brickstone Properties, they rehabilitated the Lit Brothers complex that included thirteen structures into the 990,000 sq. ft. Mellon Independence Center, which was awarded the National Trust annual award for Historic Restoration and the Preservation Alliance 25 year award Historic Preservation. Jon led the conversion of an abandoned mill valley site into seventy-three upscale luxury townhomes. As the successor Renaissance Properties, they rehabilitated and added a new tower to the historic Bookbinder's complex to develop seventeen luxury condos and a renewed restaurant. Jon was born in Columbus, Ohio and attended Columbus Academy. A graduate of Amherst College, he earned graduate degrees at the University of Pennsylvania in Architecture and Landscape Architecture. He later taught urban design at the University of Pennsylvania and passive solar design at Drexel University.

In his early career, Jon was an associate partner of Wallace, McHarg, Roberts and Todd. Following the ecological design theory established by Ian McHarg, he led the planning process for development of Sea Pines Plantation Amelia Island, Fla., and the Woodlands, Texas among other significant projects.

Jon was active in several organizations in his local community. Although he was a successful developer, he also believed in the preservation of open space. For many years he was active in the Nether Providence Environmental Advisory committee and in that capacity was instrumental in saving several large tracts in the Township for open space and also in drafting the first Soil Erosion Control Ordinance for the Township. A member of Swarthmore Presbyterian Church, he was an elder and member of the property committee. For over four decades he was an ardent supporter of the Community Arts Center in Wallingford. He was intimately involved with the physical growth and enhancement of the property and was instrumental in the CAC getting historic designation for two buildings on the property that saved them from destruction in the Blue Route highway construction. He designed every major renovation on the property, most importantly the highly praised Duke Gallery addition. He found solace working in his extensive forest gardens. Jon will be remembered for his wonderful sense of fun and his bright, gentle spirit. He is survived by his wife of nearly fifty years, Karen, Sutton, daughters Eva-Marie Chopra, Thea Harvey, and Amelia Jevicki, sons-in-law, Preet Chopra, Duane Harvey, and Adrian Jevicki, brother Charles Sutton and his wife Eve, and five grandchildren.

Planning is ongoing for a Celebration of Life event in the coming year. Memorial contributions may be made to Community Arts Center, 414 Plush Mill Rd., Wallingford, PA 19086

Retired faculty member, **Kathy Spicer**, who over her 43 years in education taught at Columbus Academy for 13 years. Kathy retired from Columbus Academy in 2010.

Katherine Spicer, age 72, of Columbus, passed away on December 10, 2019 after her second brave battle with breast cancer. She was born on March 16, 1947, to the late Jack and Virginia (Cummings) Edmondson of Dayton, OH, who instilled in her a love of reading, music, art, theater, and the Ohio State Buckeyes. Kathy earned her BS in Education (1969) and MS in Ed in Children's Literature (1996) from The Ohio State University. She began her career as a teacher at Roosevelt Jr. High in Columbus, then taught at Southwestern City Schools, the Diocese of Columbus, St. Timothy School, and The Columbus Academy. An award-winning educator, Kathy was named Language Arts teacher of the year by OCTELA, and was one of two main authors of St. Tim's National School of Excellence winning application. Adventures are to be had everywhere, and Kathy never missed an opportunity to visit new places, including her ancestral Ireland, other European countries, Japan, China, Canada, many of our United States, and Ohio. Her favorite place was on the beach at Cape Cod. Survivors include her two children, of whom she is and always will be proud: her amazingly supportive son and caregiver, Brian, of Columbus; her Wonder Woman daughter, Amy (Adam) Million of Denver, CO; beloved grandson Brady Burgett of Delaware, OH; sister Janet (Steve) Currin of Waynesville, brothers Paul of Petaluma, CA, Carl of Lexington, KY, and Dennis of Centerville, OH; her children's father Steve; sister-in-law Anne; many nieces and nephews; and her diva cat, Boo. She loved her family more than words can say. Kathy felt blessed to have wonderful friends: her watercolor buddies, Book Club, Scrabble group, her trainer, the RATS, and others who meant so much to her. All of these amazing people and colleagues enriched her life greatly. Kathy and her children are grateful to her family and friends who helped out when the going got tough, and they

appreciate the care provided by Dr. Robert Wesolowski, the staff at the Stephanie Spielman Center at OSU, and Hospice of Central Ohio. A celebration of Kathy's life will be held on Thursday, December 19, 2019 at 4:00 pm at The Sanctuary, 82 N. High St., Gahanna, OH, 43230. In lieu of flowers, please consider making a donation to the Stephanie Spielman Breast Cancer Research Fund at OSU or to Hospice of Central Ohio.

**Janis K. Keethler** 62, Administrative Assistant, Admissions and Financial Aid at Columbus Academy, passed away on Saturday, December 28, 2019 at the Hospice of Central Ohio at OSU. Preceded in death by father Fred Takavitz Sr and mother Marion Takavitz. Survived by brothers Fred (Patti) Takavitz Jr, Gary (Barb) Takavitz, sons Daniel (Kirstin) Keethler and Adam Keethler, and granddaughter Emeri Keethler. Janis was a kind person who loved being with her family but most importantly loved spending time with her granddaughter. Friends may call 5-8 p.m. Thursday at the EGAN-RYAN FUNERAL HOME NORTHWEST CHAPEL 4661 Kenny Rd. A Funeral Mass will be held 10 a.m. Friday at St. Peter Church 6899 Smoky Row Rd. Private interment. In lieu of flowers, donations may be made in Janis' name to Hospice of Central Ohio, Newark, Ohio.