

Achieving Racial Equity For All



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We hold these truths to be self-evident, that all men are created equal,



14th Amendment

...nor shall any state deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.

**Excerpt from the Reverend Martin Luther King Jr.'s
'I Have a Dream Speech,'** <https://www.npr.org/2010/01/18/122701268/i-have-a-dream-speech-in-its-entirety>



Martin Luther King Jr. and other civil rights leaders gather before a rally at the Lincoln Memorial on Aug. 28, 1963, in Washington.

National Archives/Hulton Archive via Getty Images

“Five score years ago, a great American, in whose symbolic shadow we stand today, signed the Emancipation Proclamation. This momentous decree came as a great beacon light of hope to millions of Negro slaves who had been seared in the flames of withering injustice. It came as a joyous daybreak to end the long night of their captivity.

But 100 years later, the Negro still is not free. One hundred years later, the life of the Negro is still sadly crippled by the manacles of segregation and the chains of discrimination. One hundred years later, the Negro lives on a lonely island of poverty in the midst of a vast ocean of material prosperity. One hundred years later the Negro is still languished in the corners of American society and finds himself in exile in his own land. And so we've come here today to dramatize a shameful condition. In a sense we've come to our nation's capital to cash a check.

When the architects of our republic wrote the magnificent words of the Constitution and the Declaration of Independence, they were signing a promissory note to which every American was to fall heir. This note was a promise that all men — yes, Black men as well as white men — would be guaranteed the unalienable rights of life, liberty and the pursuit of happiness.

It is obvious today that America has defaulted on this promissory note insofar as her citizens of color are concerned.”

Students for Fair Admissions v. Harvard

Majority Opinion:

Ruling that Harvard College and the University of North Carolina (UNC)'s use of race as one of many factors in their college admission process violated the Equal Protection Clause (EPC) of the Fourteenth Amendment and by extension Title VI of the Civil Rights Act of 1964.

The majority opinion held that race cannot be considered in college admissions programs as a plus factor, even to promote diversity. **Instead, the opinion relied on the core purpose of the EPC, which is to “do away with all governmentally imposed discrimination based on race.”**





GOVERNMENTAL USE OF RACIAL EQUITY TOOLS TO ADDRESS SYSTEMIC RACISM AND THE SOCIAL DETERMINANTS OF HEALTH



<https://ihje.org/our-work/reports/governmental-use-of-racial-equity-tools/>

- ❖ **Published November 2021**
Robert Wood Johnson Foundation
Grant (2018-2020)
- ❖ **Racial equity tools:** training materials, toolkits, data indicators, and frameworks to guide leaders, employees, and community members in working towards racial equity
- ❖ **Focus:** the use of racial equity tools to address systemic racism and the social determinants of health
- ❖ **Data analysis:**
 - Quantitative data from policy surveillance and surveys and
 - Qualitative data from interviews

Figure 8. Cycle of Racial Equity Tool Use Model, 2021



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Note. This model was produced by Charysse Gibson, Crystal N. Lewis, and Ruqaijah Yearby in 2021, illustrating the cycle of racial equity tool use in government organizations to address systemic racism and the social determinants of health, which includes stages of strategic planning, implementation, change, evaluation, workplace change, and law and policy change. Copyright 2021 by Charysse Gibson, Crystal N. Lewis, & Ruqaijah Yearby.

racism is a system
anti-racism is a process

Camara Phyllis Jones, MD, MPH, PhD

Inaugural Webinar (Part One)
Collaborative for Anti-Racism and Equity

Via Zoom from Atlanta, Georgia
August 24, 2023

What is racism?

A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call “race”), that

- Unfairly disadvantages some individuals and communities
- Unfairly advantages other individuals and communities
- Saps the strength of the whole society through the waste of human resources

Jones CP. Confronting Institutionalized Racism *Phylor* 2003;50(1-2):7-22.

Jones CP, Truman BI, Elam-Evans LD, Jones CA, Jones CY, Jiles R, Rumisha SF, Perry GS. Using “socially assigned race” to probe *White* advantages in health status. *EthnDis* 2008;18(4):496-504.

Levels of racism

- ❑ Institutionalized / structural racism
- ❑ Personally-mediated racism
- ❑ Internalized racism

Levels of racism

- **Institutionalized / structural racism**

Differential access to the goods, services, and opportunities of society, by “race”

Levels of racism

- Institutionalized / structural racism

- **Personally-mediated racism**

Differential assumptions about the abilities, motives, and intents of others, by “race”

Differential actions based on those assumptions

Levels of racism

- Institutionalized / structural racism
- Personally-mediated racism
- **Internalized racism**

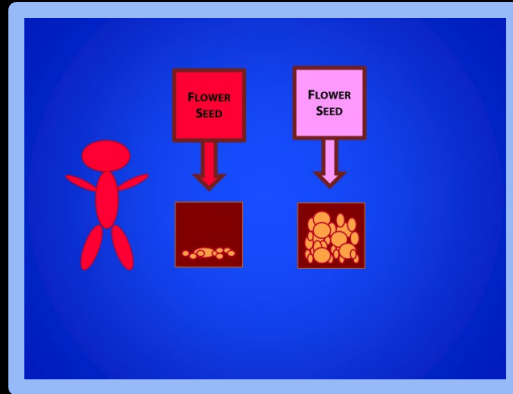
For members of structurally disadvantaged “races”

Acceptance of negative messages about our own abilities and intrinsic worth

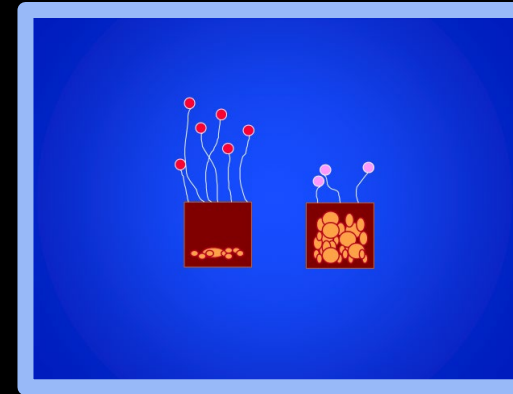
For members of structurally advantaged “races”

Sense of entitlement -> racism denial

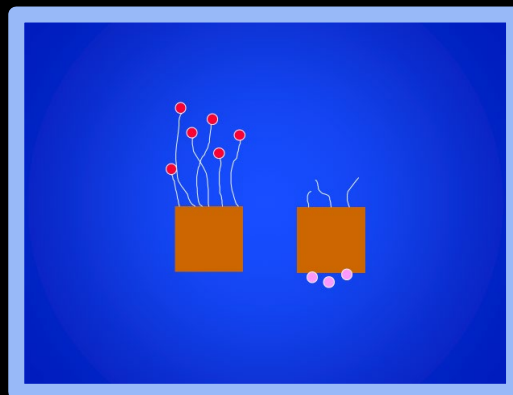
Levels of Racism: A Gardener's Tale



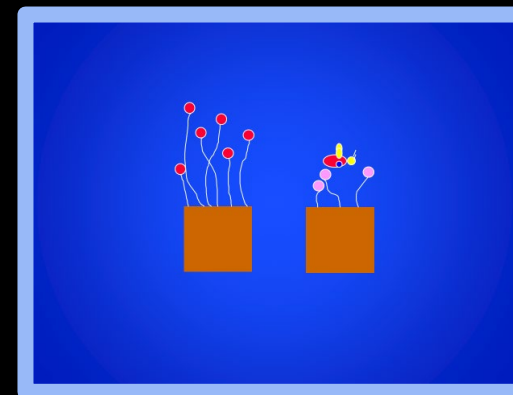
Initial historical injustices



Structural racism



Personally-mediated racism

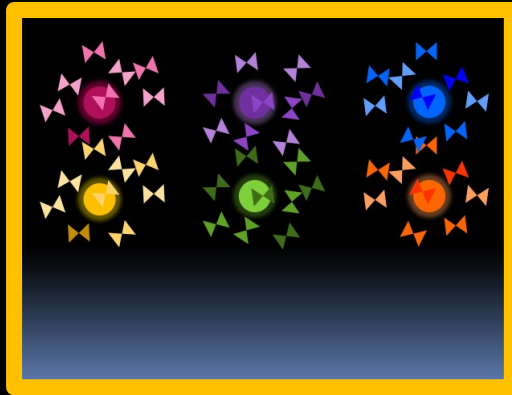


Internalized racism

Centers for Disease Control and Prevention. A discussion with Camara P. Jones, MD, MPH, PhD <https://www.youtube.com/watch?v=1QFCcChCSMU>.

Jones CP. Levels of Racism: A Theoretic Framework and a Gardener's Tale. *J Public Health* 2000;90(8):1212-1215.

Allegories on “Race” and Racism



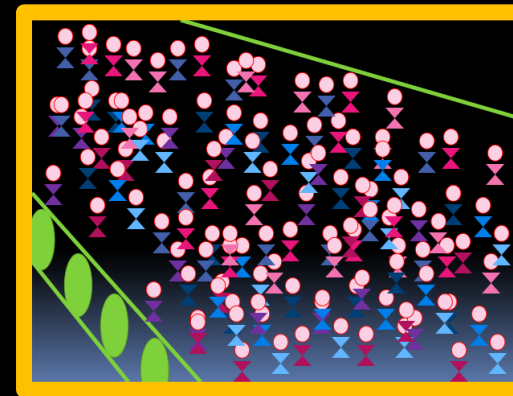
Japanese Lanterns:
Colored Perceptions



Dual Reality:
A Restaurant Saga



Levels of Racism:
A Gardener's Tale



Life on a Conveyor Belt:
Moving to Action

Anti -racism is a process

Name racism

Ask, “How is racism operating here?”

Organize and strategize to act

Four key messages

Racism exists

Racism is a system

Racism saps the strength of the whole society

We can act to dismantle racism

Name racism

Early actions

Say the whole word, "racism"

Identify racism as a public health crisis

Confront racism denial

Ask, "How is racism operating here?"

Identify mechanisms

- ❑ Structures
- ❑ Policies
- ❑ Practices
- ❑ Norms
- ❑ Values

These are the
elements of decision -making!

Ask, "How is racism operating here?"

Identify mechanisms

- ❑ **Structures:** the *who?, what?, when?, and where?* of decision-making
- ❑ **Policies:** the written *how?*
- ❑ **Practices:** the unwritten *how?* here and now
- ❑ **Norms:** the unwritten *how?* embedded and expected
- ❑ **Values:** the *why?*

Jones CP. Confronting Institutionalized Racism. *Phylon* 2003;50(1-2):7-22.

Jones CP. Toward the Science and Practice of Anti-Racism: Launching a National Campaign Against Racism. *Ethnicity and Disease* 2018;28(Suppl 1):231-234.

Guiding principles

- ❑ Value all individuals and populations equally
- ❑ Recognize and rectify historical injustices
- ❑ Provide resources according to need

Jones CP. Coronavirus Disease Discriminates. Our Health Care Doesn't Have To. *Newsweek Magazine* April 7, 2020.

Jones CP. Systems of Power, Axes of Inequity: Parallels, Intersections, Braiding the Strands. *Medical Care* 2014;52(10 Suppl 3):S71-S75.

Racism is a system

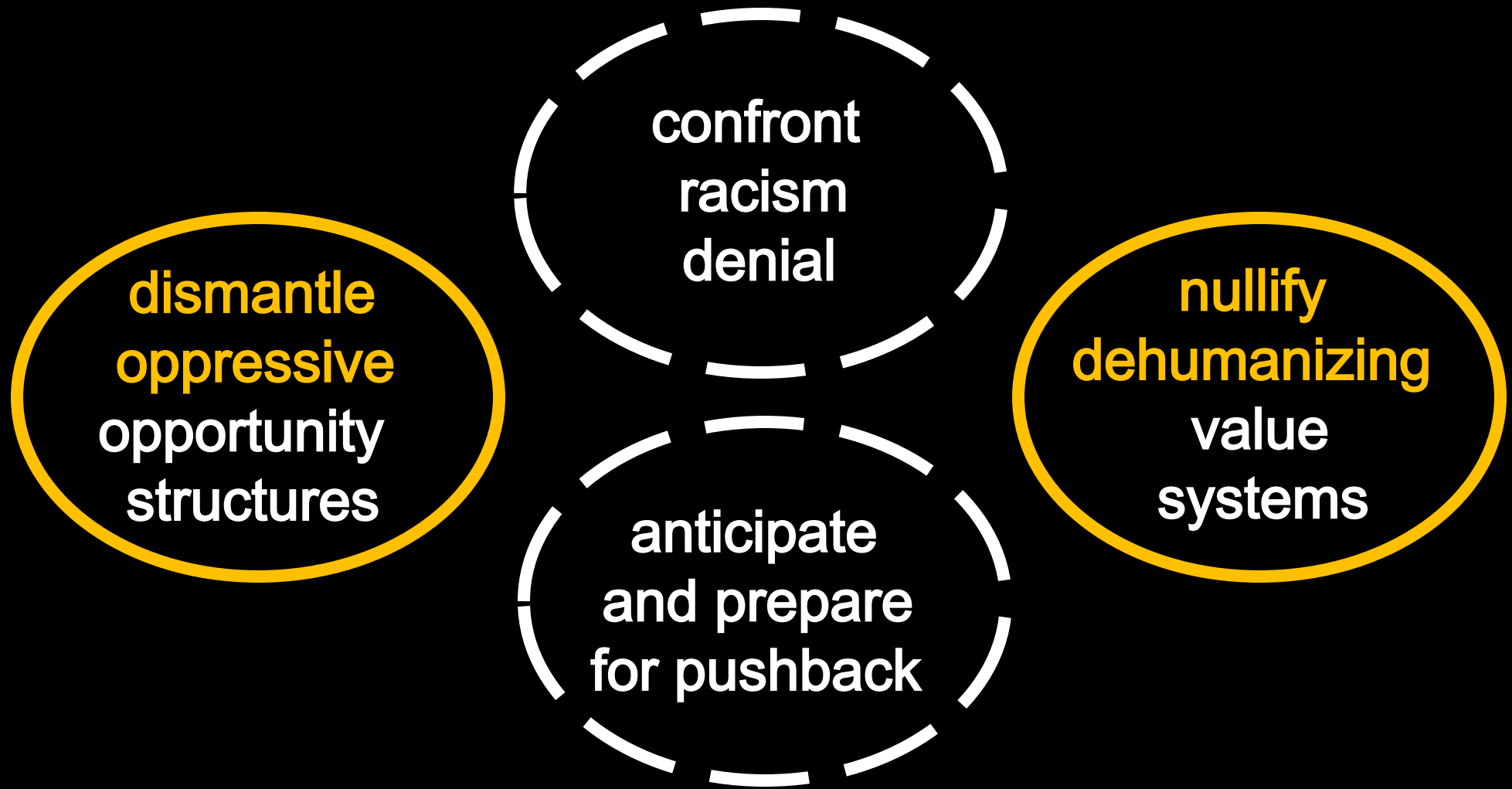
Organize and strategize to act

structures
opportunity

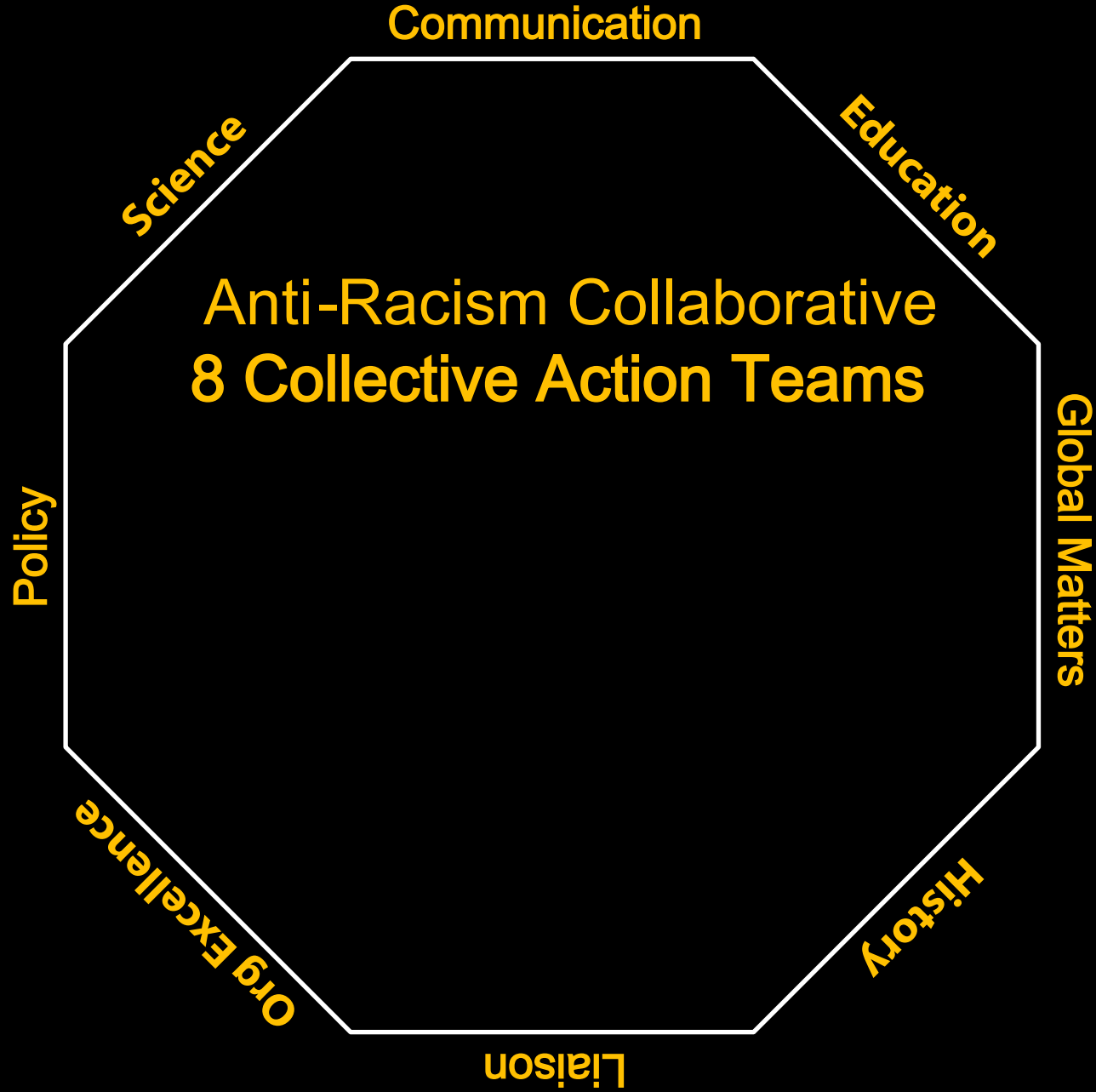
assigns
value

Organize and strategize to act

Anti-racism is a process



Organize and strategize to act



Anti-racism is a process

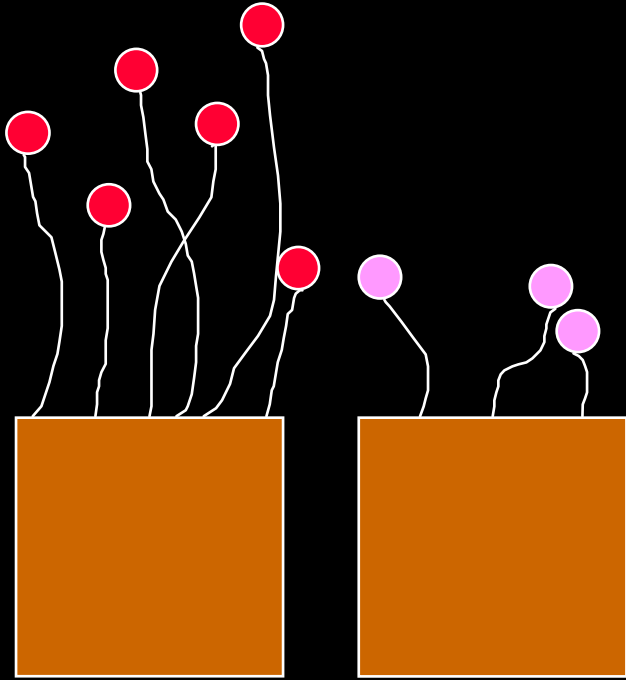
Name racism

Ask, "How is racism operating here?"

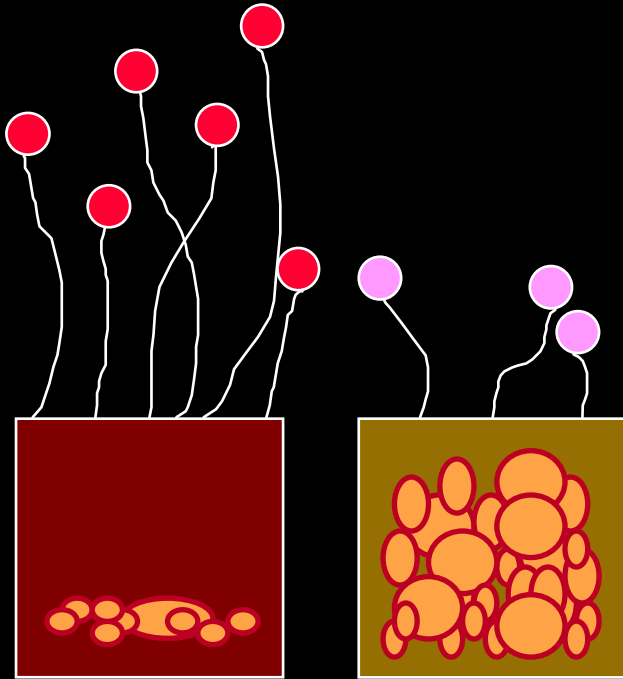
Organize and strategize to act

**These steps are sequential
and iterative
and may span generations**

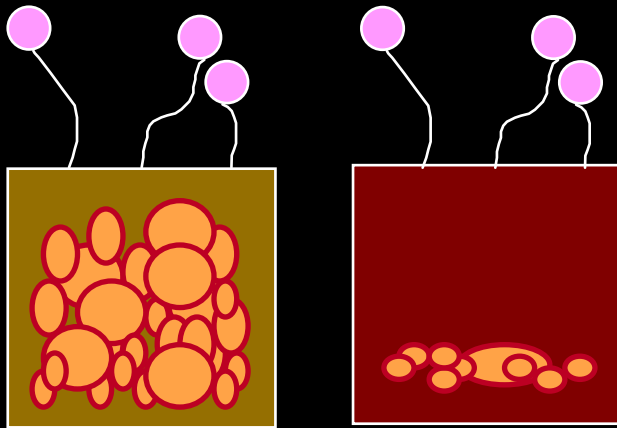
From documenting



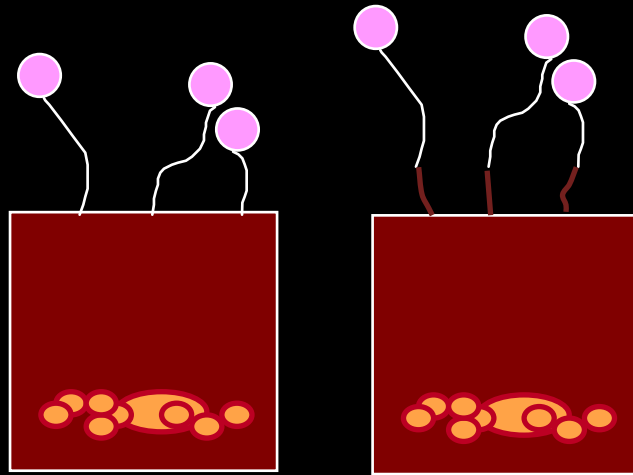
From documenting



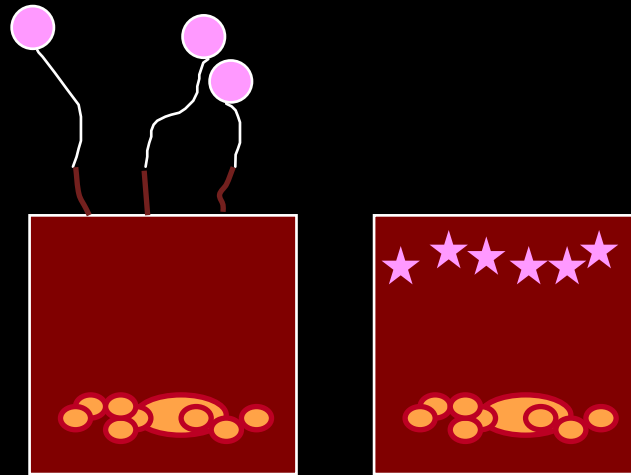
From documenting to intervening



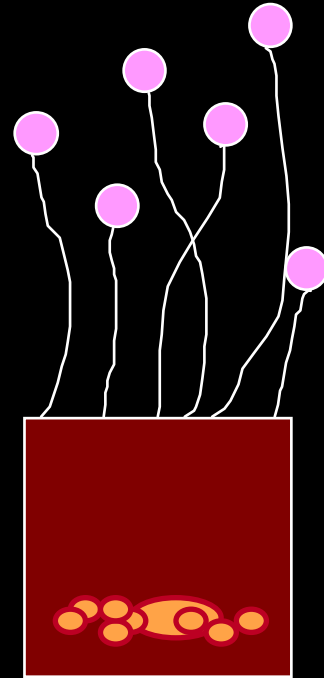
From documenting to intervening



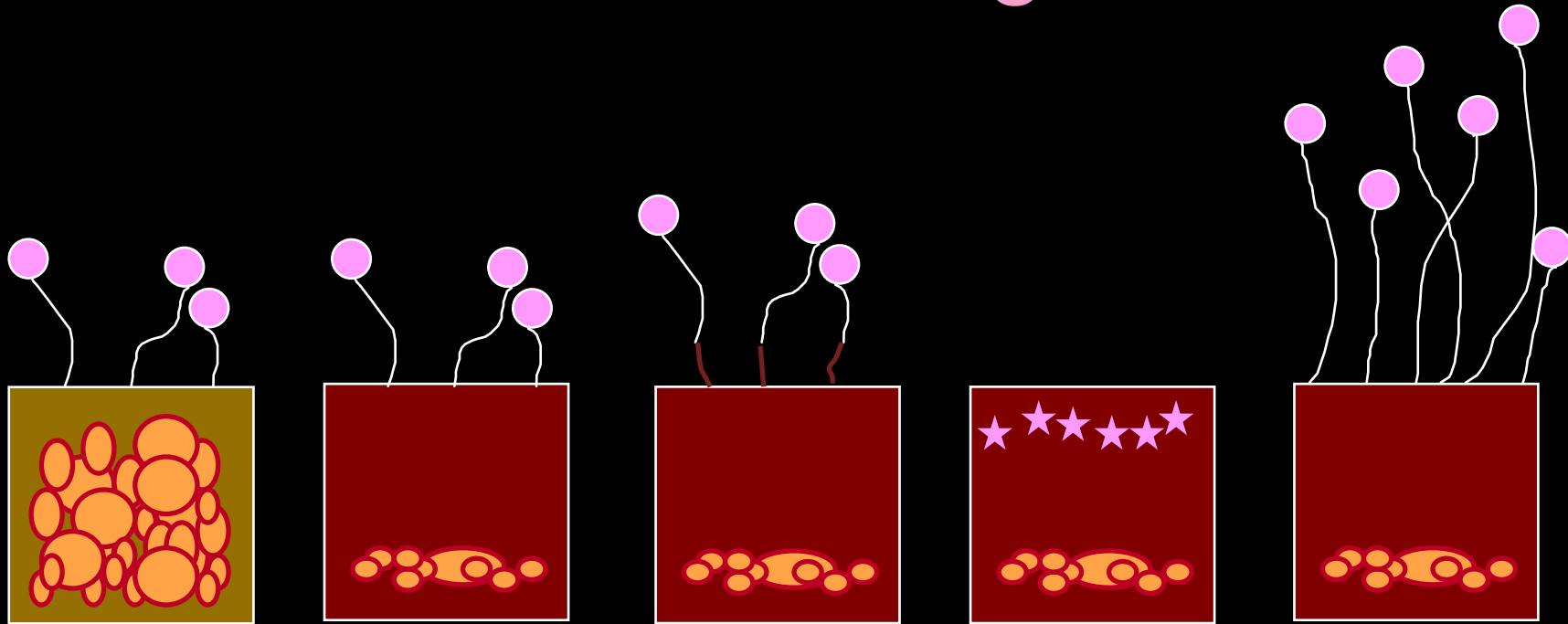
From documenting to intervening



From documenting to intervening



From documenting to intervening



Generational timeline

Anti-racism is movement building

Collective action

Building a critical mass

Intentional connections across generations

Persistence

Camara Phyllis Jones, MD, MPH, PhD

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O'Neil-Lancet Commission on Racism, Structural Discrimination, and Global Health

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A photograph of a protest. In the foreground, two raised fists are visible: one on the left wearing a black glove with red accents, and one on the right. The background shows a classical building with a decorative frieze under a blue sky with light clouds. A sign on the left has graffiti and the words 'ES MATTE'. A person in the bottom left wears a blue t-shirt with a red heart and the word 'DURK'. A person in the bottom center has a grey t-shirt with a blue 'CP' logo.

Policies for Action

From Words to Action: Can Local Policies and Declarations Address Racism as a Public Health Issue?

The Praxis Project is a national non-profit organization that works in partnership with national, regional, state, and local partners to achieve health equity and justice for all communities. **Our mission is to build healthy communities by transforming the power relationships and structures that affect our lives and communities.** Praxis supports policy advocacy and local organizing as part of a comprehensive strategy for change.



- Research on news coverage of public health issues
- Media advocacy training and strategic consultation for community groups and public health advocates
- Professional education for journalists

berkeley **media** studies group

Background:

Declarations that have named racism
as a public health crisis



What's missing from the conversation?

- ✓ How are local community organizers being engaged in informing, designing, implementing, & evaluating the declarations?
- ✓ How have community organizers been working towards racial justice already? What can be learned to increase the impact of declarations?
- ✓ How can local, community-led solutions be supported by these declarations?



Our Process

Due to the great work that is already being done, we chose not to focus on an analysis of the declarations themselves but instead to employ the following methodology:

- Surveys
 - We conducted a survey of community base-building organizations (20 respondents) and a survey of government agencies (6 respondents)
- Media analysis
 - To do a quantitative and qualitative analysis of the news coverage that surrounds the declarations
- Learning Circles
 - To delve deeper into the topic, build relationships and offer capacity-building opportunities.
 - Government agencies: 4
 - Community organizations: 10

Survey Results

6 government agencies participated in our survey and 20 individuals from community basebuilding organizations.

Survey of government agencies

- **3/6** of our respondents stated that community were involved in writing their declaration
- **2/6** of our respondents stated that community were involved in passing the declaration
- **2/6** of our respondents stated that community were involved in implementing the declaration

Of those who named that they collaborated with community, the effects that they named of the collaboration include:

- It provided context around the language of the declaration so that it would be accessible to the council body
- It helped gain support for the declaration in the community



Survey Results

Seeing as the community members that we surveyed were largely excluded from the declaration process, we asked them to share the skills, qualities, resources or insights their organization could have brought to the process of developing, passing, or implementing the declaration.

Here is a selection of the responses:

- Domestic application of international human rights law and framework including at the local level
- Lifting up of community voices in the advocacy for this initiative
- The perspectives of directly impacted workers of color as well as survey data from a larger numbers of COVID impacted workers
- Knowledge of the institutional racism present in workplace rights laws (or the lack thereof)
- A soon-to-be launched weekly radio show discussing these systemic roots [of racism] in our economy and laws



Learning Circle Results



According to government, why was community not involved in many of the declarations?

- Difficulty seeking **community representation** that reflects that diversity in the city
- Difficulty securing **funding** to support community involvement
- Difficulty in naming what will happen after declarations are passed to **reassure community that action will be taken**
- Difficulty in **moving beyond board mandates**



Examples of actions have been taken since the declarations were passed

- **An office for Diversity, Equity and Inclusion** — created to provide executive orders around contracting and small business
- **An office for Diversity, Equity and Belonging** — created with the goal to strengthen county and departmental programs, services, and policies to advance equity in government
- **A Civil, Human Rights and Equity Department (CHRED)**



Centering racial equity in the education system

Racial justice

Centering anti-racism in policymaking

Prison industrial complex e.g. dismantling the school to prison pipeline

Reproductive justice e.g. funding for doulas

What are the most pressing issues that community organizers are working on?

Climate justice

Food justice e.g. educating children about co-ops

Universal healthcare

Housing justice e.g. tenant protections

Economic justice e.g. wage campaigns



How do community basebuilding organizations feel about the declarations?

Declarations are only useful if they lead to action

There should be a “robust Office of Racial equity that works with community partners to meaningfully engage historically oppressed communities in city policy decisions.”

Working with government can be difficult due to restricted funding

It is another tool, another strategy in the larger movement for racial justice. It offers an opportunity to organize the community around something. Funding and resources need to shift towards these priorities.



What are the opportunities and challenges that arise when community and government collaborate with each other?



Opportunities

- The creation of inclusive processes
- The removal of language barriers
- The opportunity for government to work with 501 (c) (3) and 501 (c) (4) organizations to help the judicial process
- Accountability

Challenges

- Resistance to change
- Funding can be limited in its scope
- Governments can be risk averse — they have to work with legal teams
- Performative/tokenistic engagement vs substantive actions and deep relationships
- Power hoarding
- Lack of trust between CBOs and government
- Government processes can move slowly and matters on the ground are urgent
- Government bureaucracy
- CBOs may have limited capacity and resources
- Some CBOs do not have advocacy staff

Media Analysis Results



Why the news matters

Setting the agenda



What we think **about**

Shaping the debate



How we think about it

Reaching opinion
leaders



What we **do** about it

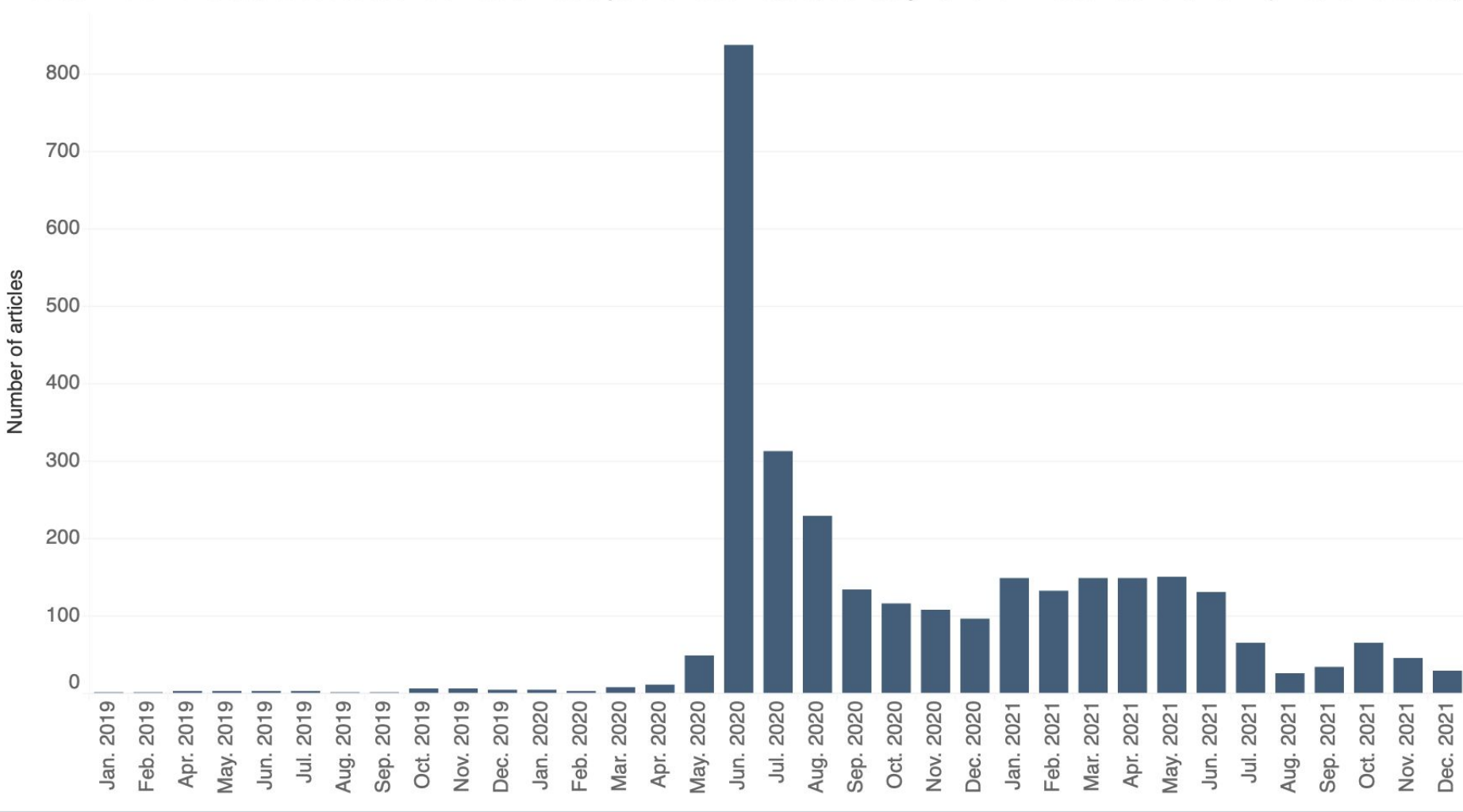
Our news analysis explores questions like:

- How are declarations spoken about in the news?
- Whose perspectives dominate local news coverage about these declarations?
- What is the role of community of calling for or implementing change?

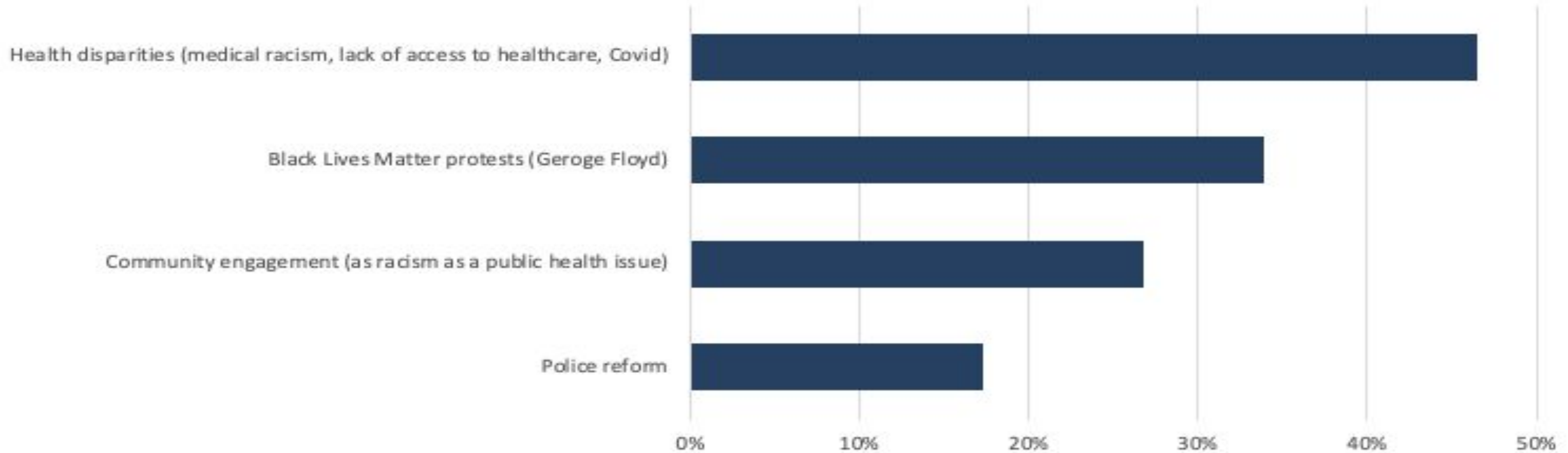
Methods

- We **collected** articles about declarations of racism as a public health crisis published in US newspapers and wires between January 1, 2019 - December 31, 2021.
- We **developed and refined** a coding document to assess how the media portrayed policies, government and community actors, and other issues.
- We performed **intercoder reliability testing** to ensure coder alignment did not occur by chance (Krippendorff's alpha $>.8$).

Articles in US news about declarations of racism as a public health issue, January 1, 2019 - December 31, 2021 (n=3,131 articles)



Most stories were about health disparities or BLM protests



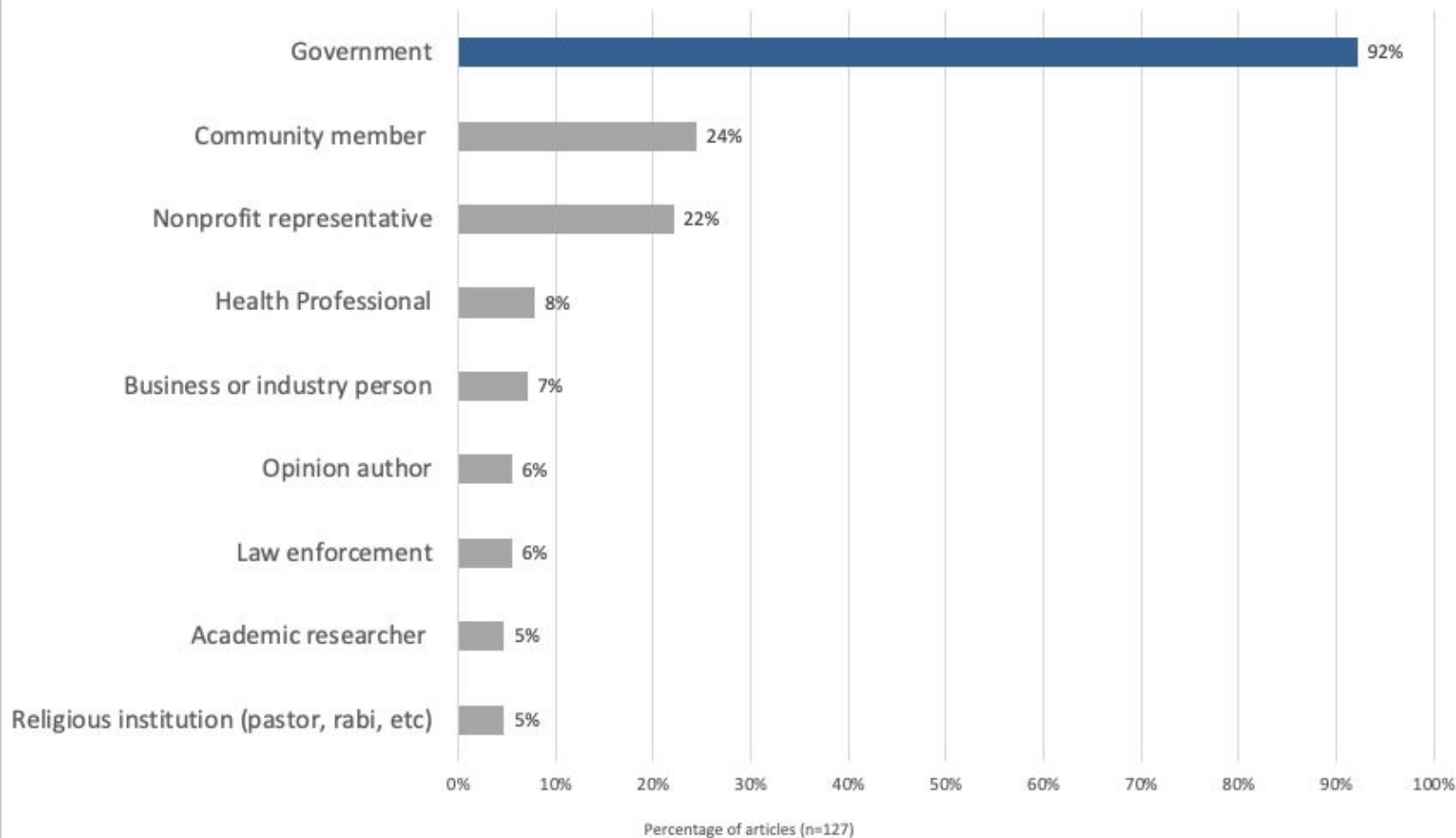
Racism was described in terms of disparities



A word cloud of social justice and equity-related terms. The words are arranged in a roughly triangular shape, with 'disparity' at the top, 'inequity' and 'systemic' in the middle, and 'equity' at the bottom. Other words like 'reconciliation', 'structural', 'equality', and 'slavery' are interspersed around the main terms.

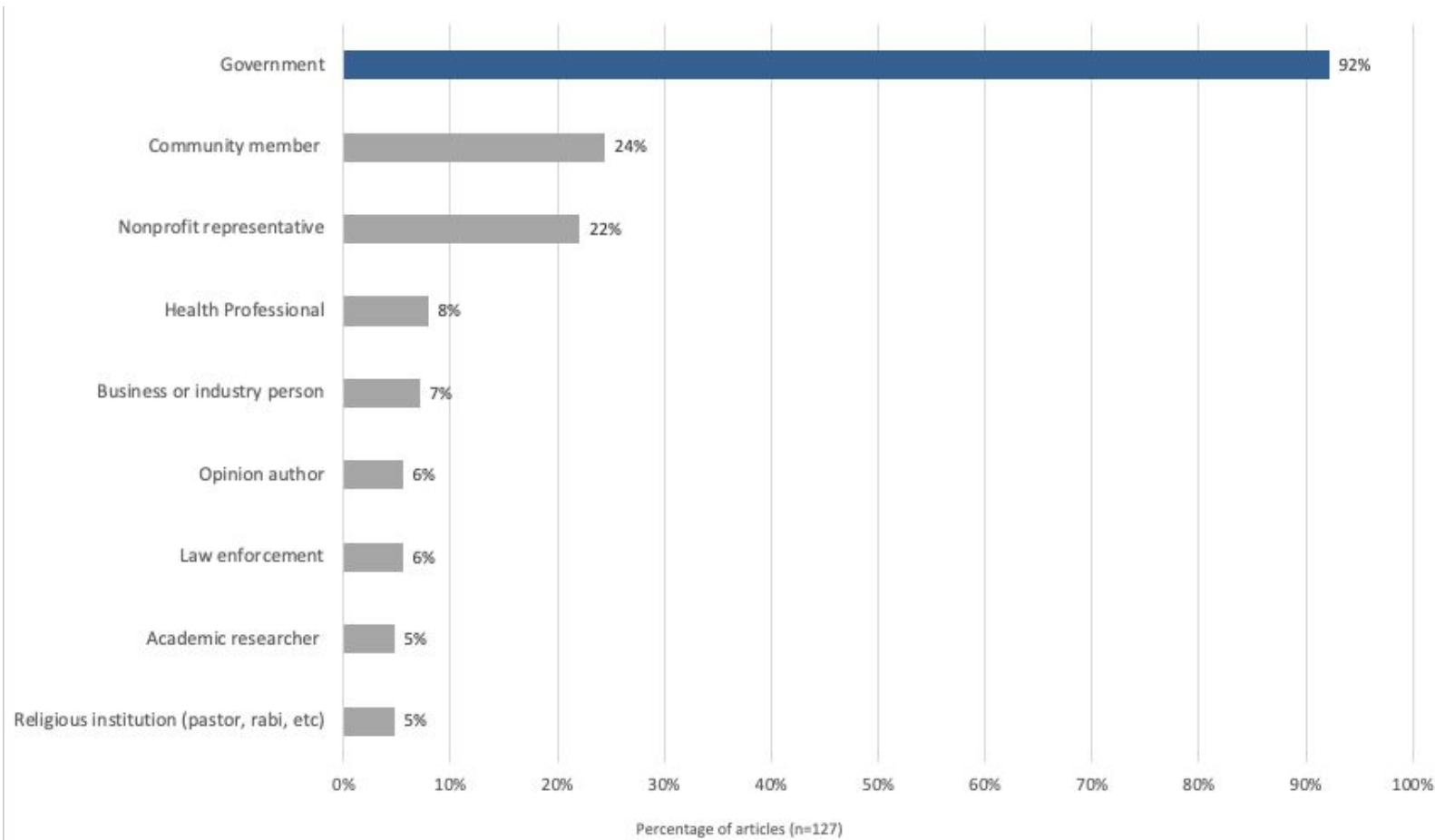
disparity
reconciliation
systemic
inequity
structural equality
equity
slavery

Government speakers dominated the news



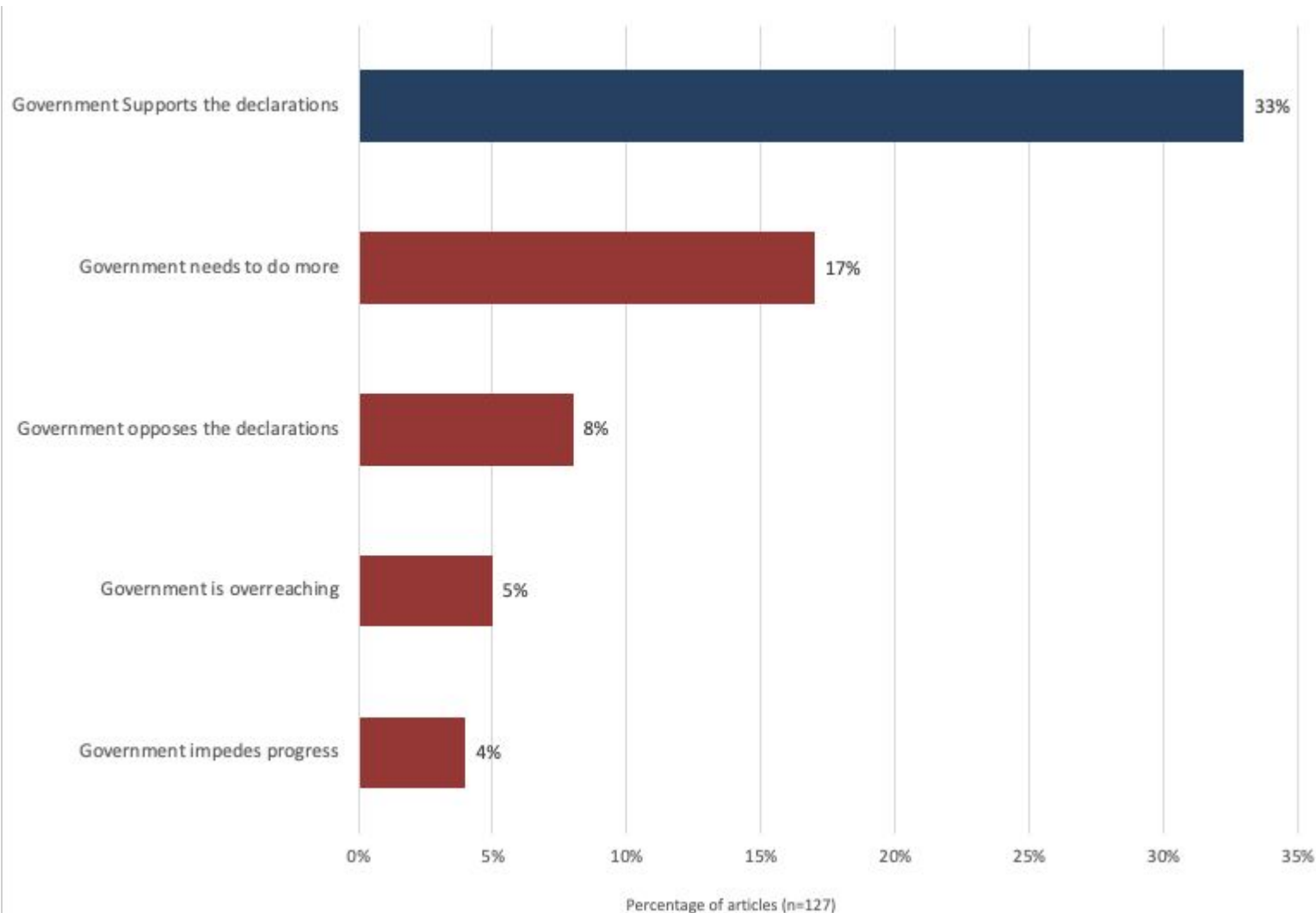
*Speakers explicitly identified as people of color were in 23 percent of total articles.

Community members rarely spoke in the news

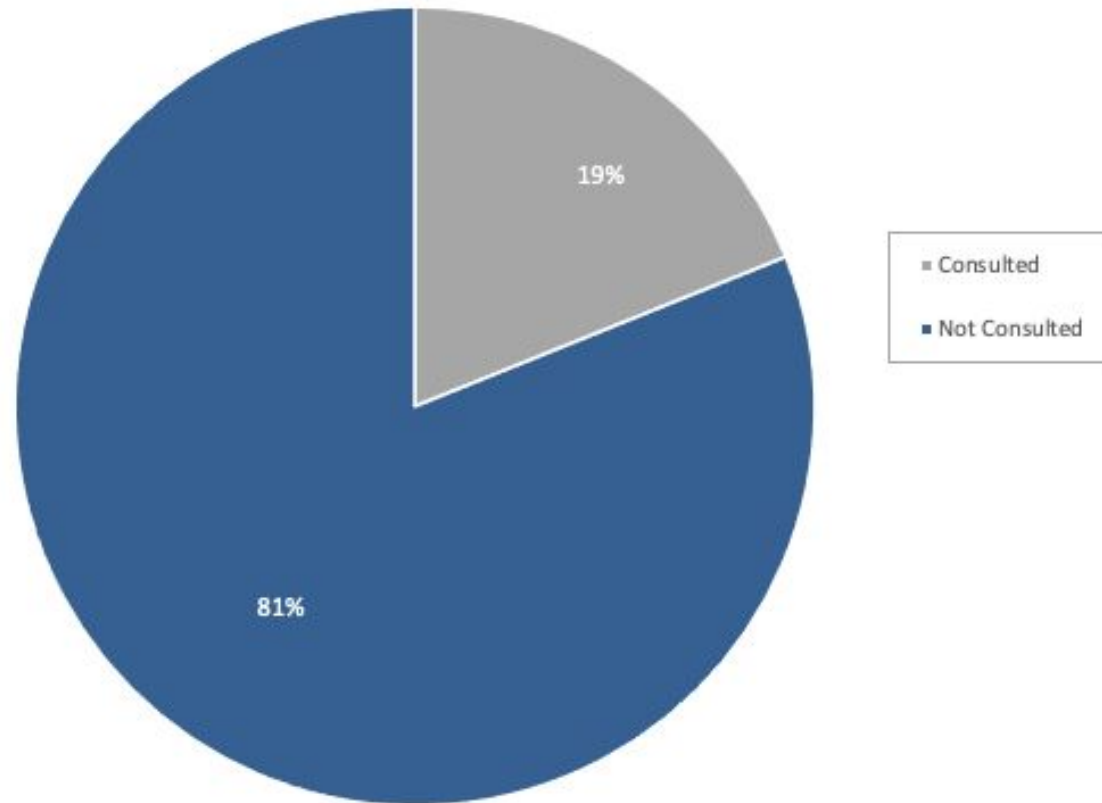


*Speakers explicitly identified as people of color were in 23 percent of total articles.

Many articles used positive language to frame government actions



The news rarely discussed community involvement with input on declarations



*40 percent of articles mentioned communities *calling for change*.

Recommendations

Authentic community engagement

- Government should focus on building **trust, partnerships** and maximizing **authentic community engagement**
- Government should redistribute **resources, power** and **opportunities** to communities leading this work
- Government should pursue a **culture shift** so that they honor community as experts
- Government should enact a **community engagement policy** so that relationships do not live with particular individuals in their institution



Recommendations (continued)

Infrastructure

- Declarations should be accompanied by **community-led and centered evaluation**
- **Transparency** around the measures that government will use to hold themselves **accountable** to implement the declarations
- **Funding** and **resources** to ensure that shared community ownership is possible over a sustained period of time
- Government should keep the **momentum** around the declarations up by ensuring that they have staff or an office to support implementation



Recommendations (continued)

Media

- **Government** should engage community representatives in communication planning, including media work.
- **Advocates, community organizations, and government** should build relationships with journalists and have materials prepared to share with them that center racial equity and community voices.
- **Advocates and community organizations** should explore opportunities to help government speakers frame their remarks to the media to ensure they center racial equity and community voices.
- **Journalists** should strive to include diverse sources in their stories, including quoting community organizers as experts.





Thank you

Invitation to stay in touch:

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Racism is a Public Health Crisis

Lawrence M. Haynes, MA

Program Manager, Racial Equity



What Is a Public Health Crisis?

- Affects large numbers of people
- Threatens health over the long-term
- Requires the adoption of large-scale solutions



Source: Sandro Galea, MD, MPH, DrPH, School of Public Health, Boston University
<https://www.bu.edu/sph/news/articles/2017/crying-crisis/>

Racism: A Public Health Crisis

- Affects large numbers of people
 - Growing demographic of communities of color; concentrated poverty; opportunity/income/wealth gap
- Threatens health over the long-term
 - Disparities in life expectancy; rates of chronic disease; maternal and infant mortality
- Requires the adoption of large-scale solutions
 - Policy and systems changes vs. individual intervention

What does it mean to declare racism a public health crisis?

- ✓ Name/define racism
 - Define and acknowledge harms it causes

- ✓ Demonstrate health impacts
 - Describe direct impacts to health and to social determinants
 - Use local and disaggregated data where available

- ✓ Connect racism to its effects
 - Acknowledge historical and contemporary effects to distribution of power, opportunities and resources
 - State that the result is unfair advantage based on skin color

- ✓ Recognize addressing racism as essential to public health
 - Compare the need to address infectious disease outbreaks, chronic diseases, etc.

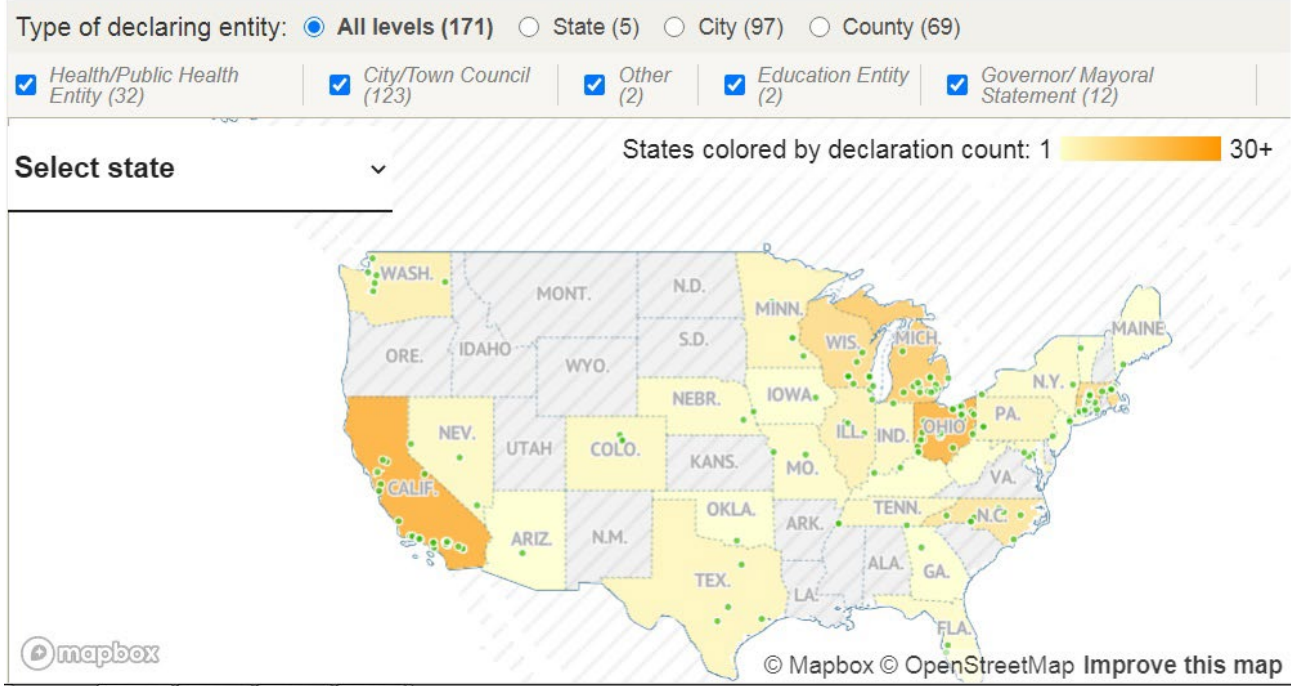
Declarations of Racism as Public Health Crisis



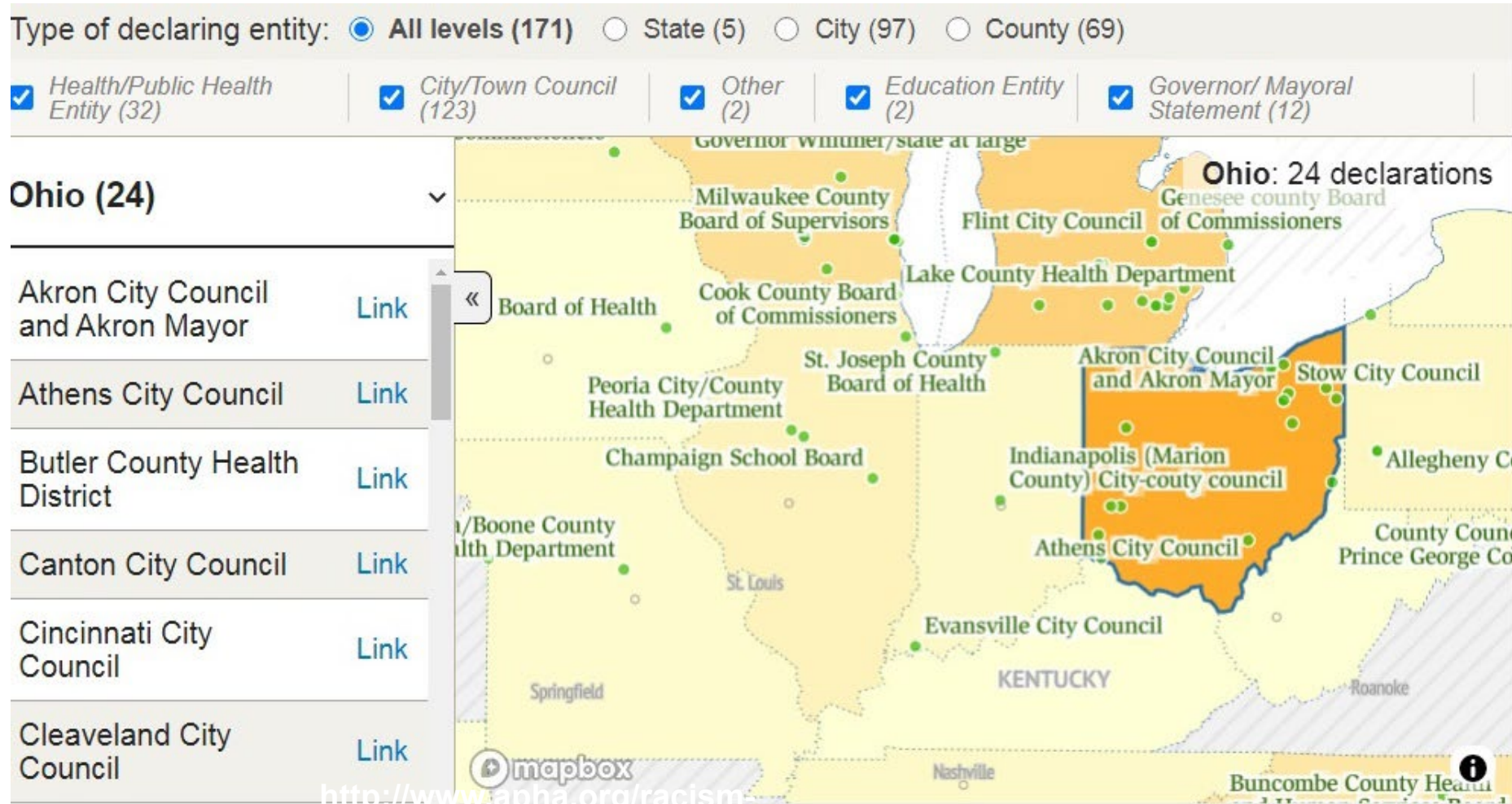
- First declaration passed in 2018 by the Wisconsin Public Health Association
- Over 260 declarations adopted since 2020
- Includes cities, counties, public health agencies, and academic institutions
- Governors, State legislatures, Mayors, County Executives, City and Town Councils, Board of Health, School districts

DECLARATIONS OF RACISM AS A PUBLIC HEALTH CRISIS

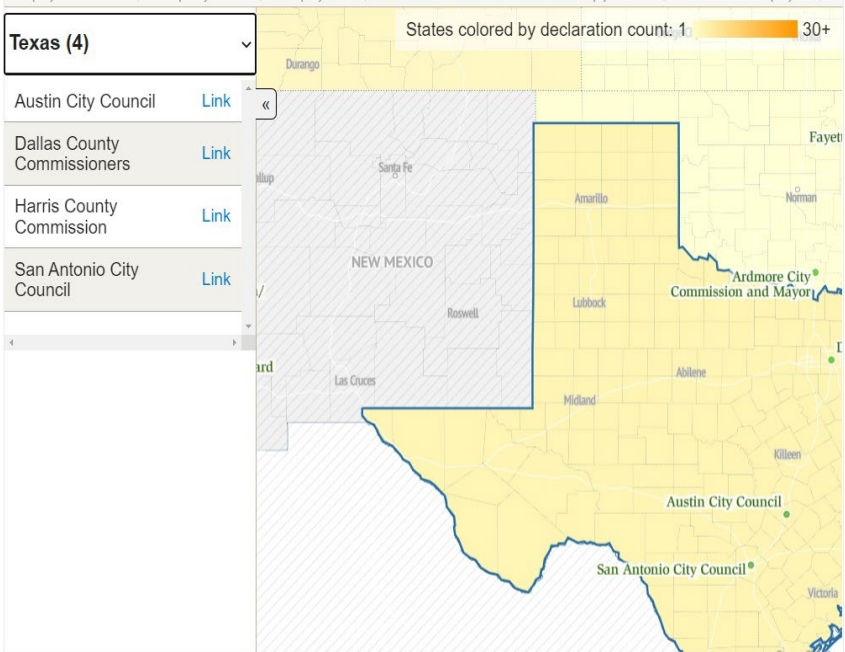
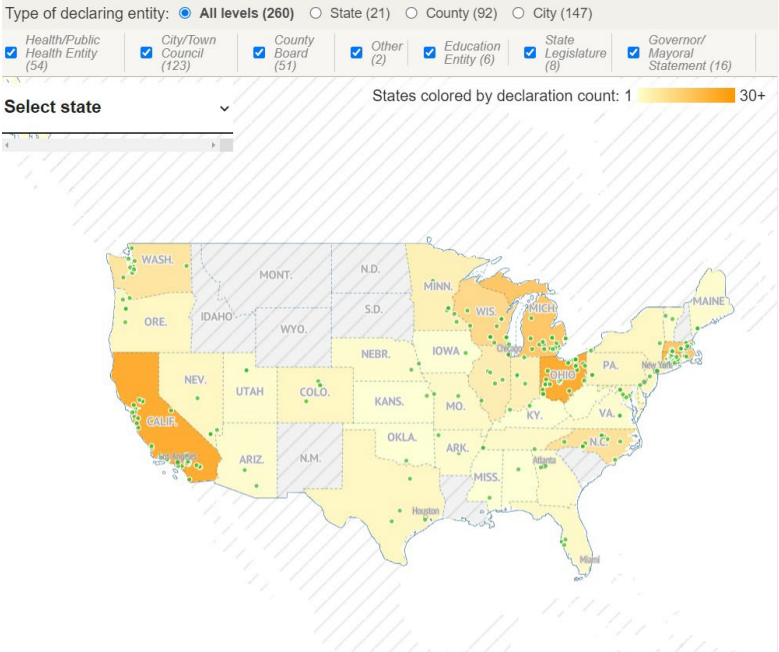
Map of declarations



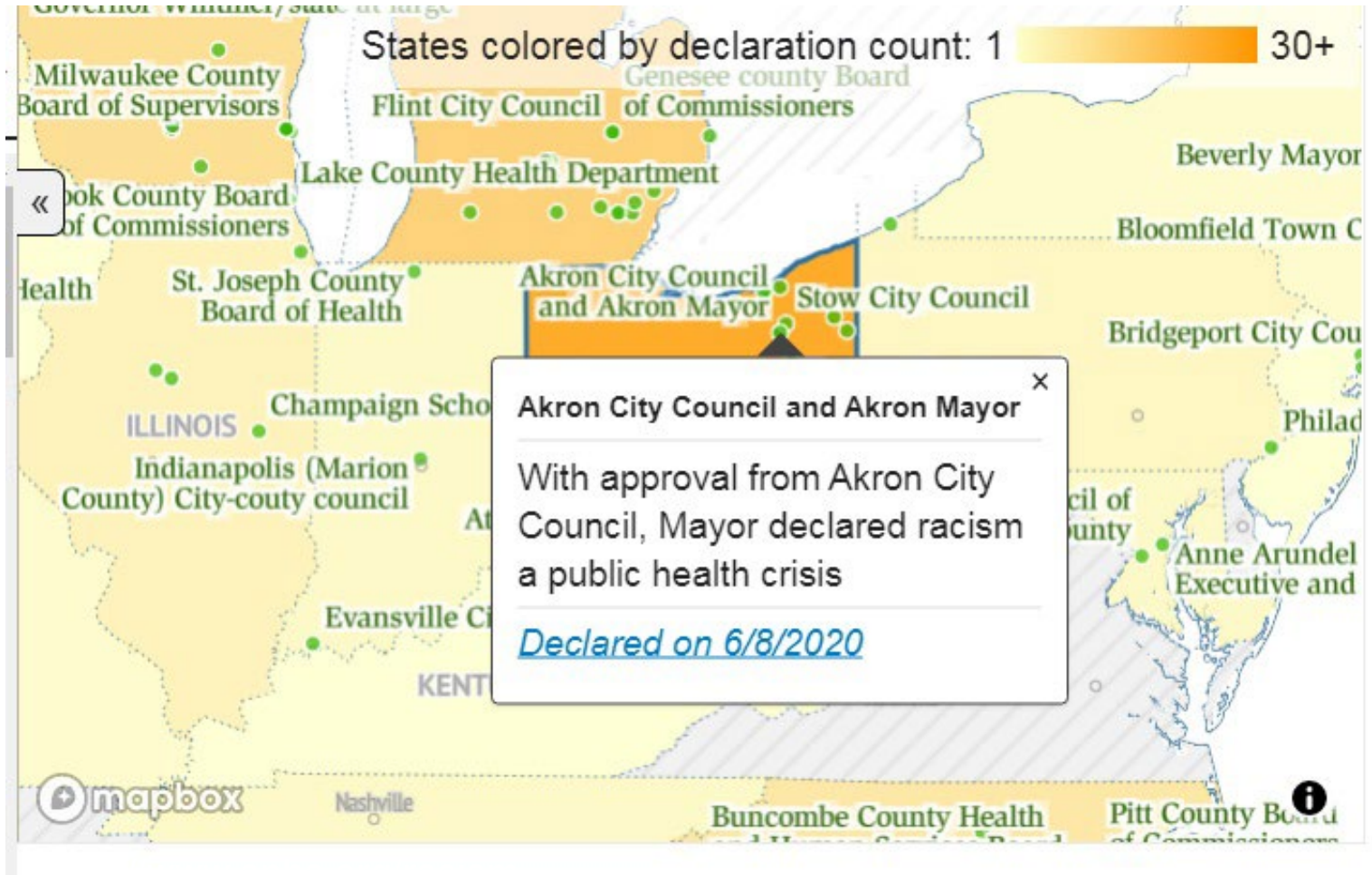
DECLARATIONS OF RACISM AS A PUBLIC HEALTH CRISIS



DECLARATIONS OF RACISM AS A PUBLIC HEALTH CRISIS



DECLARATIONS OF RACISM AS A PUBLIC HEALTH CRISIS



Racism as a Public Health Crisis: From Declaration to Action



Bookmarks: [Boston, MA](#) | [Buncombe County, NC](#) | [Milwaukee County, WI](#) | [Minneapolis, MN](#) | [Austin, TX](#) | [Multnomah County, OR](#)

Scroll to view story

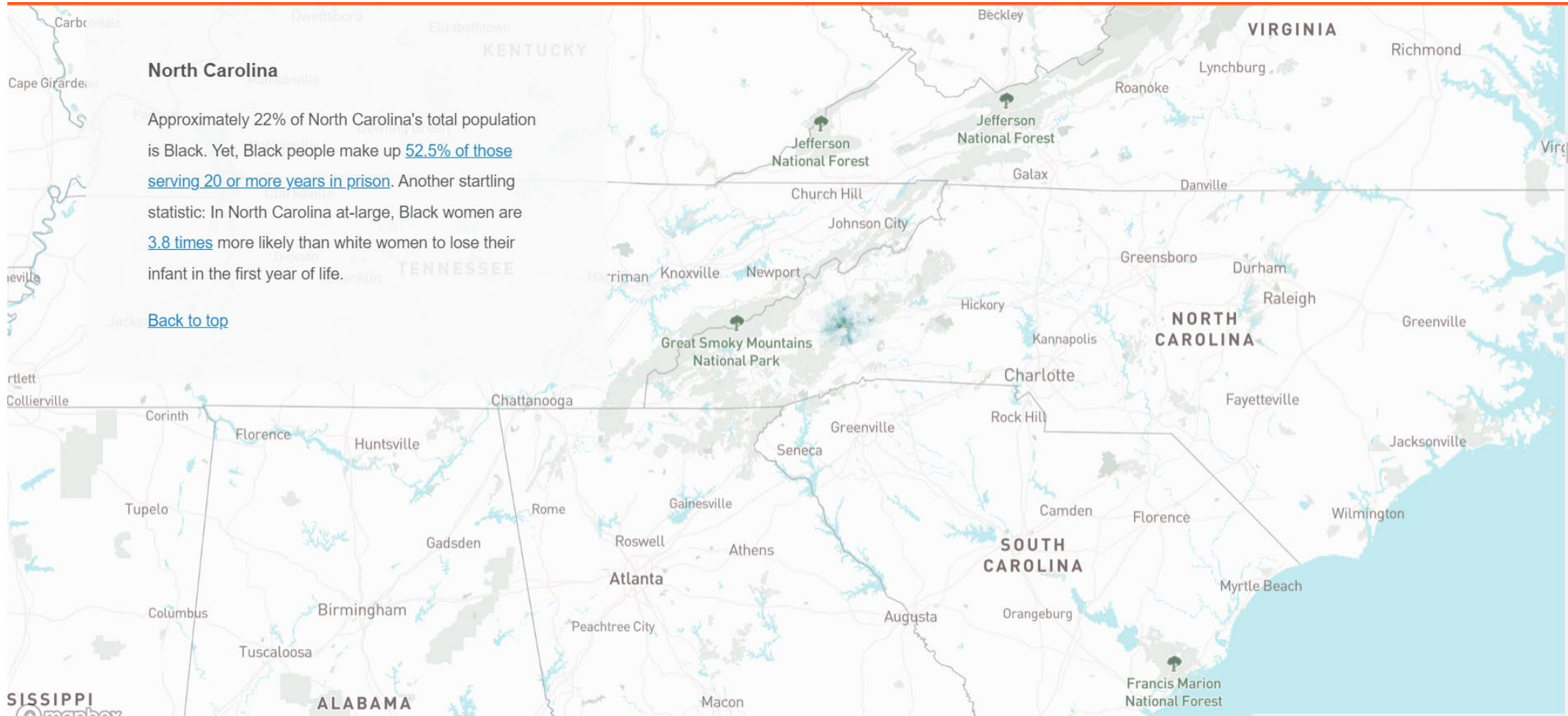
Over 200 declarations later

APHA has been gathering, cataloging, and monitoring city and municipality [Racism Declarations](#) since June 2020. Our October 2021 analysis assessed what was included in these declarations and what commitments these places made to advance health and racial equity.

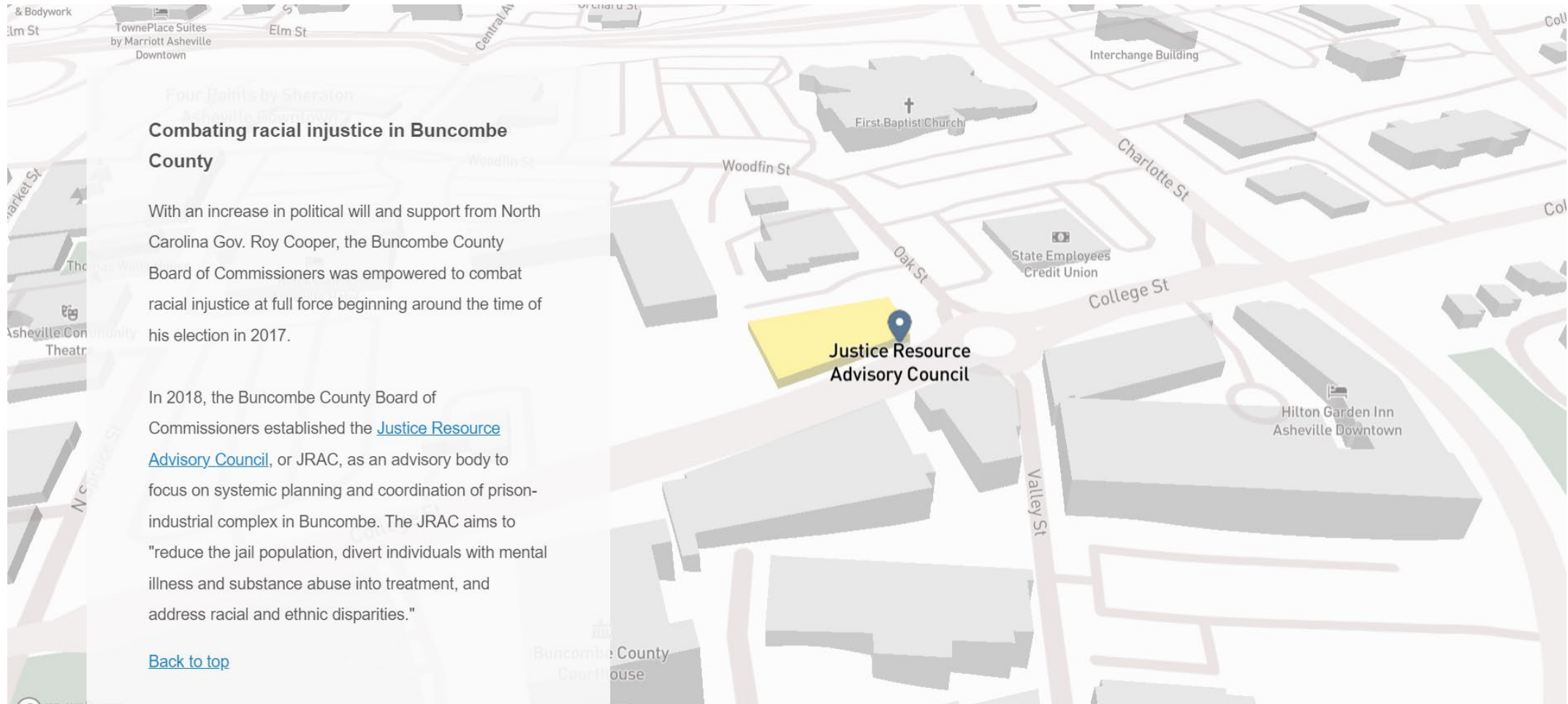
We understand that the declarations themselves are



APHA STORYTELLING MAP



APHA STORYTELLING MAP



Healing Through Policy: Creating Pathways to Racial Justice

- An initiative of the American Public Health Association, de Beaumont Foundation, and the National Collaborative for Health Equity in collaboration with Results for America
- Builds on the rapidly expanding consensus within public health that racism is a public health crisis, evident by over 260 jurisdictions that have made declarations
- Offers local leaders a suite of policies and practices to move communities and policymakers from commitment to action for health, racial equity, and justice
- Utilizes the **Truth, Racial Healing and Transformation**™ framework and its foundational components
- The TRHT framework offers an overarching comprehensive strategy for adaptation by local communities to support progress toward needed systemic transformation

Thank you!

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habits of mind
for social justice warriors

Camara Phyllis Jones, MD, MPH, PhD

Inaugural Webinar (Part Two)
Collaborative for Anti-Racism and Equity

Via Zoom from Atlanta, Georgia
August 24, 2023

The four “BC”s

Habits of mind for social justice warriors

- ❑ Be courageous
- ❑ Be curious
- ❑ Be collective
- ❑ Build community

Jones CP, Corbie G (podcast host). *A Different Kind of Leader* Season 2 Opener, Part I, October 13, 2020.

See <https://www.differentkindofleader.com/episodes/episode/4bb6851e/be-courageous-be-curious-interviewing-dr-camara-jones-part-i>.

Jones CP, Corbie G (podcast host). *A Different Kind of Leader* Season 2 Opener, Part II, October 15, 2020.

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Be courageous

- ❑ Speak your truth
- ❑ Be unafraid of controversy
- ❑ Embrace challenge
- ❑ Know that the edge of your comfort is your growing edge

Jones CP, Corbie G (podcast host). *A Different Kind of Leader* Season 2 Opener, Part I, October 13, 2020.

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Be curious

- Ask “why?” and “why?” and “why?” again
- Read widely | read history
- Stay woke and walk in wonder
- Learn more than one language
- Travel as much as you can, across town as well as around the world

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Be collective

- ❑ Care about the whole
- ❑ Share your ideas | time | energy | “stuff” with others
- ❑ Recognize yourself as a global citizen
- ❑ Organize! Collective action is power

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Build community

- ❑ Be interested | believe | join in the stories of others
- ❑ Talk to strangers
- ❑ Create bubble -bursting opportunities
- ❑ Speak up and take action on behalf of others
- ❑ Go across town and stay a while

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