

Africans in Boston Review



AFRICANS
IN BOSTON

Boston, Massachusetts

Monday December 17, 2012

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Africans in Boston Members
at Hakuna Sundays



Hakuna Sundays 11.25.2012
at Teranga Restaurant



Hakuna Sundays 12.09.2012
at Bel Lounge

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Overtime—It's Your Right

Amidst the economic downturn confronting us over the past several years, many companies are attempting to slash costs using any means possible. We have heard about the unfortunate, but legal cuts in jobs and services that companies are making in order to keep business profitable. With these cuts, there have been claims that various classes of employees have been denied their justly earned overtime wages. If these

“Anybody who works in a motel, restaurant, summer camp, garage, hospital, or retirement home is also exempt from overtime pay.”

claims are true and companies who have agreed to pay overtime wages to its employees have crossed the legal line, by withholding these payments, they should be penalized.

In the state of Massachusetts, unless an employee is exempt they are entitled to overtime pay of 1.5 times their average hourly rate, for every hour worked over 40, in a single week. Exempt employees include persons properly classified as being in management positions, as well as certain specified occupations, including: janitors with living quarters, salespeople, apprentices, fishermen, seasonal employees, farm workers, seamen, and nonprofit school employees. Anybody who works in a motel, restaurant, summer camp, garage, hospital, or retirement home is also exempt from overtime pay. Additionally, based on the Massachusetts minimum wage of \$8.00 per hour, the minimum amount any non-exempt, Massachusetts worker should receive, as overtime pay, is \$12.00 per hour.

“If you work over 40 hours in any given week, in a non-exempt job, under Massachusetts law, you should be receiving overtime compensation at 1.5 times your regular hourly wage.”

If you work over 40 hours in any given week, in a non-exempt job, under Massachusetts law, you should be receiving overtime compensation at 1.5 times your regular hourly wage. If you are not—or were not in a former job—you may want to confidentially discuss your rights and your possible rights to compensation, with an attorney experienced in representing workers, in these types of situations.

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AiB Members in the Spotlight

In a recent interview with Silicon Africa, **Voury Ignegongba** (President of Africans in Boston) shared his passion for Africa, his dedication to serve, support for his fellow Africans, and some amazing networking tips for relationship building.

Silicon Africa is a blog dedicated to people who are changing the face of Africa with innovation, technology and entrepreneurship

[Click here to read the full interview](#)



Business Spotlight: Lucy Ethiopian Cafe

Africans in Boston sat down with owner, Girmay Cirsto Ziegaye of the innovative, Lucy Ethiopian Café on Mass. Ave. in Boston, to discuss the menu, the culture, and the dream that turned one man's vision into a hidden gem on the Boston landscape.

Lucy Ethiopian Café is named after the groundbreaking anthropological find of Lucy, the first human being, whose fossils were found in Addis Ababa, Ethiopia--Ziegaye's hometown, in 1974. This subtle and interesting nod to his culture sets the tone for the food and the atmosphere in which his quest to blend the old and the new is apparent.

Ziegaye relocated from Addis Ababa, Ethiopia to Boston seventeen years ago and stayed permanently because of the community and his wife and café business partner, Netsanet Woldesenbet. Ziegaye always knew that he wanted to own a restaurant that served authentic traditional Ethiopian cuisine, but did not want to blend in with the other traditional Ethiopian restaurants. This inspired the mostly vegan/vegetarian menu and makes it unique.



Lucy Ethiopian Café's storefront

What emerged is a fusion of old and new, a traditional feel with a progressive mix of flavors and textures that highlight what is great about Ethiopian cuisine. What we find on the corner of Mass Ave., diagonal to the world famous Boston Symphony Hall, is a little café for twenty, which has managed to modernize-arguably with the discovery of Lucy-the oldest food experience in the world



Girmay Cirsto Ziegaye, Owner
Lucy Ethiopian Cafe

Ziegaye, mindful that food is much more than ingredients, uses his restaurant as an opportunity to nourish the body and by serving the dishes in the traditional Ethiopian manner. The food is presented in a shared family style, with the option to eat with hand or utensil. For customers not comfortable with the shared style, dishes are served for one as well. Additionally, customers can explore other cultures in the surrounding area through artwork by local artists of various ethnic backgrounds displayed in the café.



AiB Members enjoying a dish

Customers adore the Lucy Ethiopian Café's original recipes such as the Addis Combo, a spicy serving of red lentils, split peas, spinach and potatoes served on injera flatbread. Ziegaye says, "All of our food is fresh and not rushed, lentils take hours to cook (add what he said about the ritual around eating)" For those in need of less spice the Green Combo, also served on injera flatbread, consists of spinach, collard greens, and Ethiopian style potato salad.

Traditional Ethiopian food on the menu such as the Dirot (chicken) or the Lega Tibs (lean beef) are authentically made with meat and infused with Ethiopian spices. In addition to food Lucy Ethiopian café offers an assortment of coffee and tea that is certainly the envy of Starbucks and Dunkin Donuts. Upon your visit, be sure to try the Ethiopian coffee blend or the Peanut Tea, Lucy Ethiopian Café's own special recipe...

Lucy Ethiopian Café has received great reviews on the internet since it's opening in 2010. Ziegaye commented that, "Africans in Boston's, Hakuna Sundays bi-weekly mixer always brings in a 20+ crowd of professionals and students that enjoy the dishes and learn more about Ethiopian cuisine ... Once people know about the location and the food on the menu they come back on their own with friends."

Ziegaye is proud of the success in his business and advises other potential business owners to "work hard and don't give up!" He has yet to open another location but would consider doing so in another neighborhood of Boston; instead of Lucy's Ethiopian Café it will be the Ardi Ethiopian Café, named after the much older human fossil discovered in Ethiopia in 1992.

Getting the Grant 101

The statement that, nonprofit organizations (NPOs) are the cornerstone of a city, could not be more true when describing the city of Boston. Boston has an eclectic business range however, it is the NPOs that anchor and support the city. In order to keep these various organizations afloat to support community needs, government and private programs provide financial assistance in the form of grants

How do I get a grant for my NPO?

If you are a part of an NPO with a clearly defined mission, there could certainly be a grant available to support your organization. The following are the general steps involved in the process:

1. Determine your organization's needs

Prior to applying for a grant you should have a concrete need and plan in mind for the money you hope to receive. It is a mistake to waste time applying for funding if you intend to be vague and unclear in describing your NPO's needs. You could be denied funding and ruin your reputation with that funder.

2. Research funding sources

Once you have a clear idea of what you want to accomplish and how much it will cost, you can begin to search for the funding source to best assist your organizational goals. A useful website to use for your research is the Associated Grant Makers website (www.agmconnect.org/). Also check out the City of Boston (www.cityofboston.gov) and Federal website (grants.gov) for governmental options.

3. Write and Submit a grant proposal

Pay special attention at this step. Funders have a finite amount of money available for disbursement and there are hundreds of NPOs applying for that funding. Any misstep at this point will give the reviewer a reason to bypass your proposal. Many NPO's hire a Grant Writer, either at this point or during the research phase, to ensure that they are making a well-directed, effective presentation to the funder. A grant writer has experience soliciting funds and will know how to answer questions clearly and powerfully.

Some questions to consider when preparing your grant request:

- What areas of my business need development?
- How will this development help us achieve our mission?
- Who will benefit from this development?
- How much will it really cost to realize this plan?
- How will I evaluate the success of this development?
- Who will implement and manage each feature of the plan?

4. Follow up

This may seem like a no brainer but following up with your contact person, after the proposal has been submitted, is crucial. Reviewing grant applications is a job done by a real person. If the reviewer has a conversation with you, they are more likely to remember your courtesy and passion when reviewing your proposal.

Good Luck!

Tiffani Morale-Westbrook

Consultant/Grant Writer/ Editor-- **Prowriting Professional Writing Services**



An African Election

On Friday, December 6th, on the eve of the Ghanaian presidential elections, WARA joined with Africans in Boston and the Boston University African Studies Center to host a screening of the film *An African Election*. The film was followed by a discussion about the democratic process in Africa.

The film follows the 2008 presidential elections in Ghana and shows West African democracy in action by looking behind-the-scenes at the intricacies of the democratic process in Ghana. Jarreth Merz traces the history of the political parties, follows the key presidential candidates and provides an insider's view of the political, economic and social forces at work during the 2008 Ghanaian elections.



Teye Adusu (standing in the photo above), a member of Africans in Boston, led the discussion following the film. Mr. Adusu is the Boston Coordinator for Ghana ProNet and chair of the board for African Community Health Initiatives. The screening drew some 20 people and was an occasion to learn about Ghanaian democratic history, the electoral process, and the biases of a two party system. As the evening closed, ballots were being counted in Ghana and everyone awaited the results. On the following day, the results of Ghana's election were released: The Ghanaian people elected John Dramani Mahama as the twelfth president of the Republic of Ghana.



Scholarships

Harambee Entrepreneur Alliance

[Harambe Fletcher Scholarship](#): Full tuition awards to pursue the masters program at The Fletcher School at Tufts University starting in September 2013. For all details, please visit: www.healliance.org/Harambe_Fletcher_Scholarship.pdf

[Harambe GSK Fellowship](#): Summer grants to support the feasibility studies of entrepreneurial ventures, pioneered by young African students. For all details, please visit: www.healliance.org/Harambe_GSK_Fellowship.pdf



Internships

Harambee Entrepreneur Alliance

[Harambe Parliament of Ghana Internship](#): 8 week long summer internship opportunity for young Ghanaian students interested in learning about Ghana's legislative process. For all details, please visit: www.healliance.org/Harambe_Parliament_of_Ghana_Internship.pdf

[Harambe Egon Zehnder Internship](#): 10 week summer internship in London with one of the world's leading executive search firms for young African MBAs For all details, please visit: www.healliance.org/Harambe_Egon_Zehnder_Internship.pdf



[Click here to view more pictures](#)



Job Openings

AiB | Open Position: Communications Manager

The Communications Manager is the person in charge of the circulation of the information within and outside of the organization (i.e. weekly newsletter updates, media, TV, radio bookings, community news). The Communications Manager is the person in charge of the Global outreach strategy for AiB (Boston 30+ schools outreach initiative, Massachusetts schools outreach initiative, local organization, companies, corporations and communities outreach initiative, global outreach initiative).

[Click here to read more about the job description.](#)



AiB | Open Position: Paralegal/Legal Assistant Trainee

Africans in Boston is seeking an energetic self-starter to join the team. This is an outstanding opportunity to learn as you work. We will train an enthusiastic, highly motivated, candidate in pre and post-judgment civil litigation casework; court scheduling; asset searching; inbound and outbound phone calls as well as other legal and administrative responsibilities.

[Click here to read more about the job description.](#)



AiB | Open Position: Marketing Manager

The Marketing Manager will oversee the organization's brand and image. (i.e. web site, social media, Facebook, twitter, YouTube, SEO). In collaboration with the Event Planning, Communications and IT divisions the Marketing Manager will develop a marketing campaign to increase online traffic, membership and registration levels. The Marketing Manager will also implement innovative strategies to push Africans in Boston's brand both locally and internationally.(Boston 30+ schools outreach initiative, Massachusetts schools outreach initiative, local organization, companies, corporations and communities outreach initiative, global outreach initiative).

[Click here to read more about the job description.](#)



[Click here to view more pictures](#)

Events

Hakuna Sundays

WHEN: **Every other Sunday** | 6pm-10pm

WHERE: www.africansinboston.org - Social/ Event Calendar

WHAT: **Hakuna Sundays** is a bi-weekly networking mixer open to anyone looking to converse, share new ideas and make great connections!



AD NET Tuesdays

African Diaspora Network Tuesdays | Monthly Forum and Panel Discussion on African Diaspora Issues

WHEN: **Tuesdays** | 7pm to 10pm

WHAT: The **AD Net Tuesdays** forum on Remittances and Development concentrates on the following areas of inquiry:

- Who are the senders and receivers of remittances
- What are the most widespread ways of remittance transfer, including both formal and informal remittance transfer options?
- What is the role of collective remittance transfers for relief and community development by diaspora associations or organizations?
- What are some specific characteristics of post-conflict environments that impact and challenge remittance transfers? In what ways could remittances benefit development in these vulnerable environments?

For a listing of other events in the community visit [our page](#) to view the calendar



About Us



Africans in Boston, Inc. is an organization that fosters the socio- economic and educational development of its members by offering a platform that connects the African Diaspora in the greater Boston area and in the state of Massachusetts. The organization provides its members with various resources by cultivating meaningful and professional relationships and by creating a thriving environment.. By representing the African Diaspora living in the Greater Boston area, AiB's objectives are to:

- Unite the African Diaspora and establish a strong network
- Broaden the African Diaspora 's exposure and create a thriving environment
- Cultivate meaningful social and professional relationships

The total African population in Massachusetts is estimated at 101,776 as of 2012.

Africans in Boston, Inc.

Social | Educational | Business | Entertainment

www.africansinboston.org

Interested in Becoming a Member?

AIB MEMBERSHIP APPLICATION AVAILABLE ONLINE

If you are interested in becoming a member please visit our page to [register](#) . Also, see below for the following types of memberships, payments can be made on the [donation](#) section of the website :

All annual memberships include access to the newsletter in addition to the following:

- Student: limited access to AiB membership database (\$20)
- Associate: access to AiB database (\$50)
- Full: Complete access to AiB database and voting rights (\$100)

Business Sponsors

