



Opinion: Flock cameras raise concerns

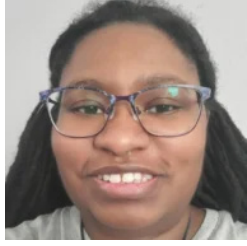
Privacy concerns are also being raised by local citizen-led grassroots organizations like Flockno, formed last year to protest what they believe is a “Big Brother situation.”

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GLP-1 Drugs: The basics, pros and cons



Amaya Gentry



how they work in the body and the possible setbacks of taking them.

What are GLP-1 drugs?

GLP-1 drugs are diabetes medications with weight-loss effects prescribed to those struggling with obesity and Type 2 diabetes. Some recognizable GLP-1 drugs on the market today are Ozempic and Wegovy (semaglutide), Mounjaro and Zepbound (tirzepatide) and Trulicity (dulaglutide). Additional GLP-1 drugs include exenatide and liraglutide.

This drug was first synthesized after researchers pinpointed the GLP-1 hormone alongside a hormone called exendin-4 in Gila monster saliva in 1994. GLP-1 naturally occurs in the body to regulate insulin production but degrades very quickly in the bloodstream.

Once GLP-1 was combined with exendin-4, the GLP-1s were present in the bloodstream for much longer. This enables users to feel full longer and can lead to weight loss.

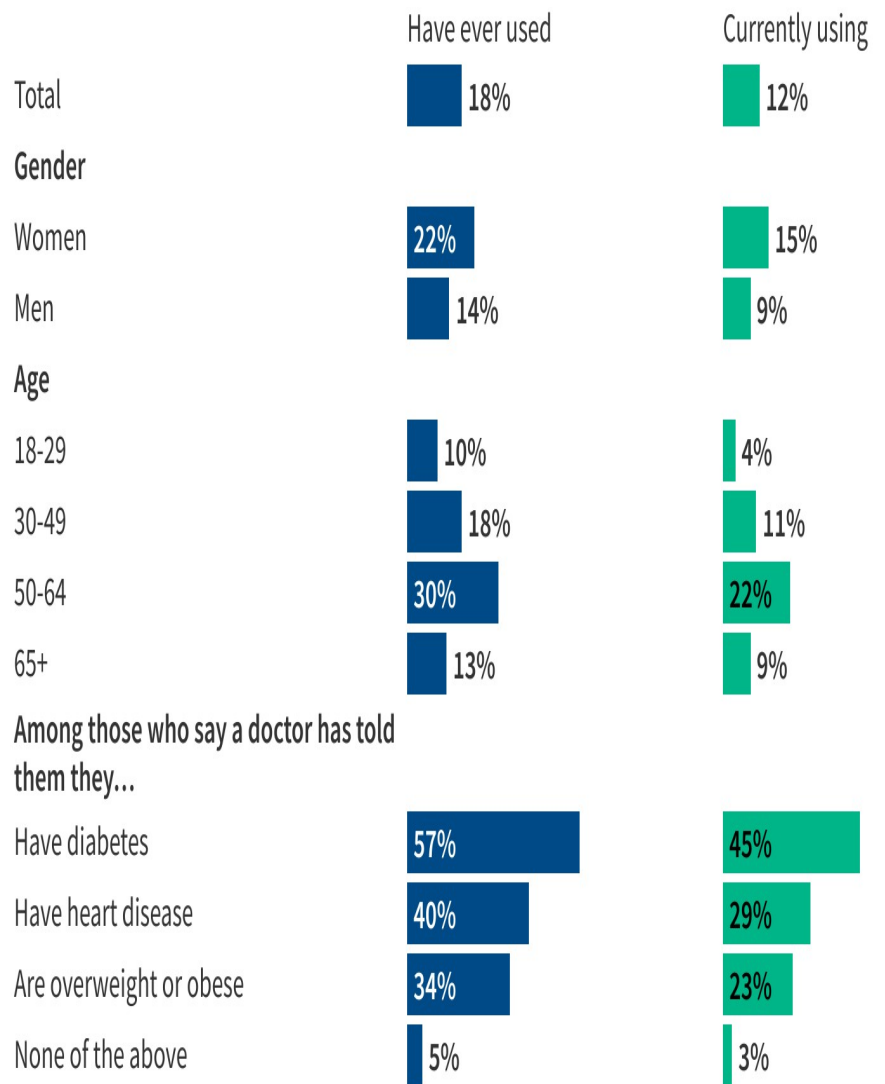
“By treating the disease of obesity, [GLP-1 medications] can help prevent and treat a variety of weight-related diseases before they get out of control,” says family physician Dr. Suki K. Singh.

Today, there are several GLP-1s on the market including semaglutide, dulaglutide, exenatide and liraglutide. Additionally, there is tirzepatide, which is a fusion of

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One in Eight Adults Report Currently Using GLP-1 Drugs, Including Much Larger Shares of Those with Conditions These Drugs Are Prescribed For

Percent who say they have ever used GLP-1 agonist drugs to lose weight or treat a chronic condition such as diabetes or heart disease:



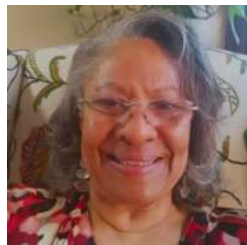
Note: See topline for full question wording.

Source: KFF Health Tracking Poll (October 27-November 2, 2025)

Credit: Kaiser Family Foundation (KFF)



BeautyUBlink owner builds spa business



Sharon Lewis



custom cosmetics made by her mother, Khatymah Muhammad El, through Kharymashkrafts.com, available for purchase. You could say that entrepreneurship is in her bloodline.

BeautyUBlink is an appointment only business in Bedford, Ohio. I recently spoke to Bey about her hopes for the future and her personal journey:

Lewis: Is the beauty business what you always wanted to do?

Bey: No. As a child, I thought about becoming a veterinarian. But I realized that I could never euthanize an animal, nor do I like cleaning up after them. Then I thought about becoming a chef. I still love to cook. Sometimes I feed my clients. That just makes me feel good. Then I thought about becoming a fashion designer.

Lewis: How long has BeautyUBlink been in operation?

Bey: Altogether, it has been eight years. I just decided that I would

only work the business and leave everything else alone. I need to focus if I am going to make it work. Until February of this year, I worked as an EKG Tech, and I am also a Registered Behavioral Therapist.

Lewis: Has BeautyUBlink always been based in the Cleveland area?

Bey: My first location was on the east side of Cleveland. Then I moved to the west side, and about a year ago came to Bedford. I also had a space in Las Vegas, Nevada.

Lewis: How did you end up in Las Vegas?

Bey: I went on a girl's trip to Las Vegas during COVID-19, Vegas never shut down like the rest of the country. I remember standing in the airport looking down on all the people and thinking to myself, “Look at all these people. They come to Las Vegas from all over the world and need the services that I offer. How can I get some of that money?” So I began networking with some of the spas and salons.



Credit: BeautyUBlink

Before I knew it, I had the key to a salon and could come and go as I pleased. I did that for two years. Now I am based only in Bedford.

Lewis: What are your goals for BeautyUBlink?

Bey: By the end of 2027, I plan to take part in at least three major events. The ones that I am considering include the Beauty and Barber Expo here in Cleveland. There is a competition in New York

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GLP-1 Drugs: The basics, pros and cons

From front page

GLP-1s and an additional hormone called gastric inhibitory polypeptide (GIP).

Researchers at Eli Lilly are also experimenting with a triple fusion drug called retatrutide. This drug will target the glucagon hormone, a pancreatic hormone, as well as GLP-1 and GIP.

What are GLP-1 drugs?

When ingested or injected, the GLP-1 drugs bind to receptors in the brain, stomach, liver and pancreas. The GLP-1 drug first binds to receptors in the brain and suppresses the patient's appetite. This slows gastric movement and stomach emptying into the small intestine. This causes an increase in insulin production in the pancreas.

The increase in insulin production allows the liver to lower glucose production and prompts the muscles to use and store more glucose.

GIP is another gastrointestinal hormone that is rapidly released by the stomach during the early stages of meal consumption. It is associated with reducing illness-like behaviors like discomfort, nausea and vomiting.

It was initially added to GLP-1 to reduce adverse reactions to the medicine when administered. However, University of Pennsylvania researchers found

that when combined with GIP, GLP-1 drugs are effective for weight loss.

Researchers at the Scandinavian Journal of Primary Health Care in 2025 found that GLP-1 users felt fuller and satisfied after their meals and that they had an easier time managing cravings. The same study also found that though there were side effects like nausea, diarrhea and vomiting, users were less deterred by side effects if it meant substantial weight loss.

While gastrointestinal issues are common side effects, the biggest setbacks happen when the patient stops taking a GLP-1. Despite regular diet and exercise, researchers in JAMA Network Open found that former users regained the weight they lost using the medication. Researchers are still trying to investigate why this happens.

What are the drawbacks?

Like any medicine, there are factors to consider before individuals decide to take GLP-1 drugs. One of the biggest considerations is the cost, which can range from \$1,000 to \$1,350 a month without insurance. Though prices are expected to decrease by about half in the next year, even the \$500 to \$700 price tag can be steep for the average person.

The steep cost is a major

concern for users. There is not enough availability and it is difficult to determine who gets priority. Plus, if a doctor prescribes a more effective weight loss medication, it may not be covered by the patient's insurance.

Additionally, the drugs have been called anti-obesity medications (AOMs) by some researchers who criticize the drugs for the possibility of severe side effects, the lack of research into long-term use and the possibility of triggering eating disorders in some patients.

Many pharmaceutical companies have decided that the benefits outweigh the risks. Manufacturers like Eli Lilly and Novo Nordisk plan to manufacture and distribute GLP-1 drugs in the future.

Takeaways

GLP-1 drugs are a group of diabetes management medications associated with weight loss. They are often prescribed to patients with obesity and/or Type 2 diabetes. Once they enter the body via injection or ingestion, the medications affect the brain, stomach and pancreas to help patients feel fuller. Thus, studies show these medications to be effective in helping patients lose weight.

This has led to an increase in prescribed patients since thinness is an ideal beauty and health standard.

However, there are some drawbacks of GLP-1 drugs. They can have steep costs for the monthly dosages and because they are relatively new medications, insurance companies may not approve funding for them.

Additionally, patients who stop taking the medications often regain the weight they lost even with diet and exercise.

Though the medication is associated with weight loss and aiding with conditions like Type 2 diabetes, it is not a perfect solution to the problem. Potential patients are advised to talk to their doctor before pursuing any new medication.

Amaya Gentry has a bachelor's degree in biology and has worked as a quality control chemist.

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Ohioans navigate a strained nursing home system



Renee Matthews Jackson



After hospital discharges or medical crises, many Cleveland families must quickly place loved ones in nursing homes—often in a system where state and federal data show wide variation in staffing and quality.

Data from LeadingAge Ohio and the Skilled Nursing Facilities Data Center indicate that some Cleveland-area nursing homes perform at or below state averages in key measures, including staffing and health inspections.

Federal inspection records show repeated deficiencies in some facilities. According to the Office of Inspector General, “During our onsite inspections, we identified deficiencies related to life safety, emergency preparedness, or infection control at 18 of the 20 nursing homes that we audited, totaling 160 deficiencies.”

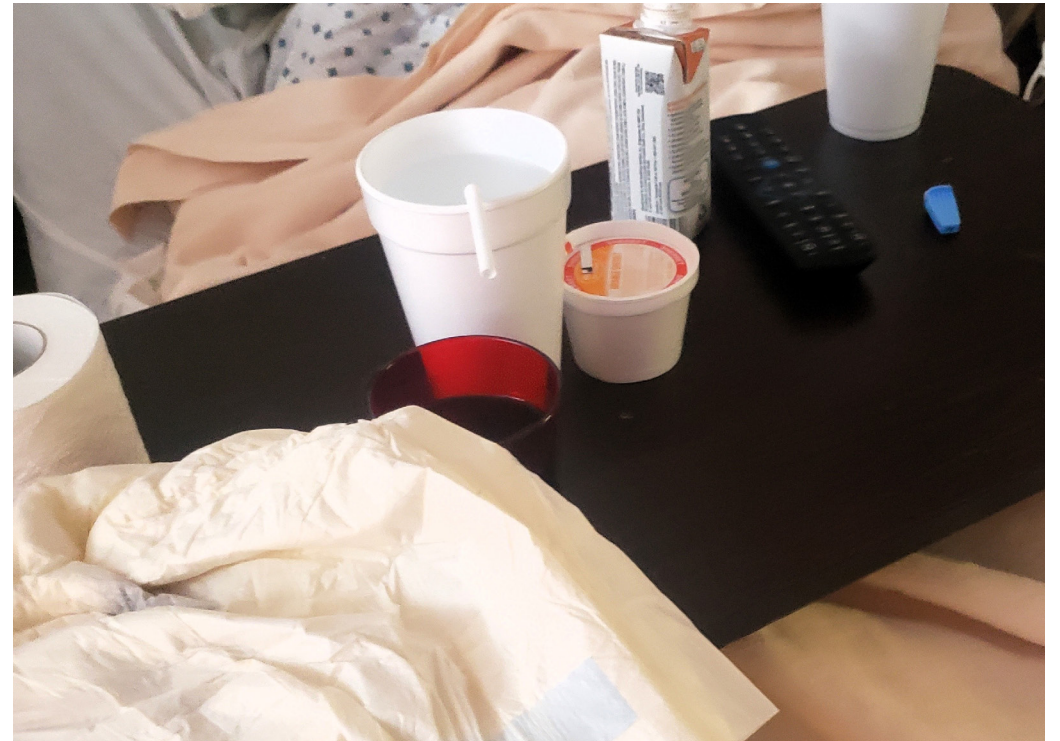
of societal, cultural, structural, and organizational factors that contribute to burnout among health workers. Some examples include: excessive workloads, administrative burdens, limited say in scheduling, and lack of organizational support.”

Staffing shortages and safety risks

Across Cleveland and Cuyahoga County, staffing shortages remain one of the most persistent challenges facing nursing homes.

Fewer staff members can lead to delayed care — from assistance with basic hygiene to medication management. For residents with serious medical conditions, those delays can lead to falls, infections or preventable hospitalizations.

“There are currently around 9,000 registered nurse positions open across the state,” said Chairman Char Miller of Ohio University College of Health Sciences and Professions in a 2024 Ohio Today community report. Miller added, “The shortage has impacted every clinical partner we work with.”



Beachwood Skilled Nursing Facility. Credit: Staff photographer.

and reporting by KFF Health News shows significant variation in staffing levels, inspection results and overall ratings among Ohio facilities. Some maintain strong performance, while others accumulate repeated citations.

That unevenness creates a fragmented system where quality is inconsistent — and not always easy for families to assess in real time.

Public tools such as Medicare’s Care Compare database, maintained by the Centers for Medicare & Medicaid Services, provide access to inspection reports and ratings. But the volume and complexity of the data can limit its usefulness during urgent decision-making.

Policy response — and its limits

State officials have acknowledged the need for reform. In May 2023, the Ohio Department of Aging released recommendations from its Nursing Home Quality and Accountability Task Force, including stronger oversight measures and increased transparency requirements.

Some policy changes have followed.

Esther’s Law, signed by Ohio Gov. Mike DeWine in 2021, allows residents and families to install cameras in nursing home rooms with proper consent from roommates.

A report by WKYC News in August 2018 states that “the law is associated with the case of Esther ‘Mitzi’ Piskor, whose abuse in a facility was documented by her family,” drawing attention from advocates including AARP Ohio.

Cost, capacity and care decisions

Even as concerns about quality persist, nursing homes remain a central part of the health care system.

They provide 24-hour supervision and skilled care for individuals who cannot safely live independently, and they serve as a key step in the transition from hospital to home.

Health systems such as the Cleveland Clinic rely on these facilities as part of that continuum.

Speaking of post-stroke patients, Dr. Shumei Man said, “These patients are the most vulnerable.”

“When a skilled nursing facility is independent with no close collaborations with acute care hospitals, the adverse event rate is usually higher. With collaboration, readmission rates are driven much lower.”

But cost continues to shape access and options. According to U.S. News & World Report, “long-term care can cost thousands of dollars per month,” leaving many families dependent on Medicaid.

“The urgency of this need is not something we can put aside,” said Larke Recchie, CEO of the Ohio Association of Area Agencies on Aging, in a report by Crain’s Cleveland Business. “We need more ability to keep people in their homes — it’s what they want, and it is also the most cost-effective way of caring for people.”

What families can do

Families play a critical role in navigating the system.

The National Institute on Aging recommends that families visit facilities when possible, reviewing inspection reports and maintaining regular communication with staff after placement.

As demand for long-term care grows alongside an aging population, pressure on Ohio’s nursing home system is expected to increase. In that environment, choosing a facility is not simply a matter of availability — it is a decision made within a system still struggling to deliver consistent care.

Renee Matthews Jackson has a master’s degree in new media journalism and a bachelor’s degree in nonprofit administration and is a poet, playwright, actor and community activist.



Beachwood Skilled Nursing Facility. Credit: Staff photographer.

For families, those gaps are not abstract. They shape where loved ones will live, recover and, in many cases, spend their final years.

A system under strain

Residents, families and workers across Northeast Ohio are navigating a long-term care and assisted-living health care system under sustained pressure.

Older adults with complex medical needs depend on nursing homes for daily care. Families often must make placement decisions quickly and with limited access to clear, comparable information about facility conditions.

Workers inside those facilities describe another layer of strain. Staffing shortages have increased workloads for nurses and aides, contributing to burnout and heavy turnover.

The Department of Health and Human Services has identified health worker burnout as a growing national concern tied to patient safety risks. “There are a range

of inspection data compiled by ProPublica show that some Ohio nursing homes have been cited for deficiencies ranging from infection control lapses to failures in basic care — issues that can directly affect resident health.

Oversight gaps and uneven quality

While all nursing homes operate under federal and state regulations, enforcement and outcomes can vary widely.

Analysis of federal ratings



Opinion: Flock cameras raise privacy concerns



Marissa Valentine



816 automated license plate readers are publicly documented across local agencies and regional networks, according to public records compiled by the Atlas of Surveillance and community-mapped sources such as DeFlock, whose map is embedded by Banish Big Brother.

Questions about the purpose of these cameras in neighborhoods have raised concerns among Ohioans about constant surveillance and privacy.

According to a report by WEWS News 5 on March 5, Cleveland residents were hesitant about the company's use of video footage, leading Cleveland City Council to pause expansion. Additionally, some citizens have concerns about footage being used by Immigration and Customs Enforcement.

Law enforcement

While local police departments have cited Flock Safety's use to keep neighborhoods safe and reduce local crime, citizens have raised growing concerns about invasions of privacy and violations of their safety stemming from outside access to Flock's systems.

Flock cameras are automatic license plate readers, or ALPRs, that provide data to law enforcement.

Supporters, including law enforcement, say the technology

As law enforcement agencies expand the use of automated license plate reader cameras across Northeast Ohio, some residents and advocacy groups are raising concerns about how the technology is used and what it means for personal privacy.

Flock Safety, a private surveillance technology company, installs camera systems designed to help police identify vehicles linked to crimes. The systems are now in use across multiple Ohio communities, according to public records, prompting debate over their effectiveness and the scope of data collection.

"When I founded this company, we hoped to make an impact on families, communities, and the officers that serve us every day. We set a lofty goal of helping communities solve 25% of reported crime in the U.S. by the end of 2025," said Garrett Langley, founder and CEO of Flock Safety.

The Expansion

Public records show that Flock Safety's surveillance network has expanded across several counties in Northeast Ohio. In Northeast Ohio, at least



has helped solve crimes such as stolen vehicles and hit-and-run cases, though critics question its impact on preventing crime.

Flock cameras are not labeled and they look generic. They are mounted on black poles near traffic lights and are hidden in plain sight.

Usage concerns

Online groups such as Have I Been Flocked? keep an updated list on their site, under the subtitle "protected activity reports," containing audit reports based on patterns deemed possible violations of the First Amendment.

Other reports on the site are categorized as profiling reports, immigration-related reports and low-level offense reports. Each section explains why categorizing these reports matters, as Flock Safety's website advertises its product as a tool to boost law enforcement efficiency, increase neighborhood safety and deter crime that affects businesses.

Looking at the audit report patterns listed on the "Have I Been Flocked?" website, there is documentation that alleges law enforcement agencies are using Flock outside the parameters of public safety, causing citizens to question whether their privacy is being violated.

According to an anti-ALPR organization known as DeFlock, "there is no substantial evidence that ALPRs effectively prevents crime."

However, Flock conducted its own comprehensive study under oversight from criminology researchers at Texas Christian University and the University of Texas Tyler, and their findings indicate that law enforcement agencies with greater access to Flock systems saw a 9% increase in solved crimes.

Public access

Privacy concerns are also being raised by local citizen-led grassroots organizations like

Flockno, formed last year to protest what they believe is a "Big Brother situation." Flockno member Bryn Adams, during a Cleveland vote to approve the expansion of their usage of Flock's surveillance systems, said, "We want the city to remove, not renew," according to a report by WEWS News 5 on March 2.

The increase in government oversight, labeled as protection, has other anti-Flock organizations citing the dangers of internet cloud-based surveillance.

DeFlock says cloud-based surveillance records your driving patterns. Since most people do not just drive locally, your driving patterns can be accessed by police departments in different locations. Flock's website advertises that its software provides real-time access to other ALPR location data to its systems nationwide.

As surveillance technologies expand, tools like Flock cameras are often promoted as a way to improve public safety. Their growing use, however, has raised questions about effectiveness and how data is managed.

Some residents and advocacy groups have raised concerns about data storage, access and sharing across agencies. Supporters, including law enforcement, say the technology can help identify vehicles linked to crimes and assist investigations.

As more communities consider or expand these systems, the balance between public safety and personal privacy remains a key issue.

Marissa is a United States Navy veteran with 11 years of journalism experience. She has a master's degree in marriage and family therapy from Abilene Christian University and a bachelor's degree in communications from the University of Texas Rio Grande Valley.

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DOJ reshapes enforcement priorities as Bondi ousted



Brooke Adams

The Justice Department is shifting enforcement priorities after former U.S. Attorney General Pam Bondi was fired April 2, according to Reuters, with early moves affecting cryptocurrency cases, gun policy and immigration enforcement.

According to numerous news outlets, including Politico, the convergence of these developments offers a concentrated snapshot of how the department has operated under Bondi: expanding federal authority in some areas while deliberately narrowing it in others.

The developments suggest a dual approach that has defined the department's recent trajectory and is unlikely to change.

Leadership change signals continuity

Bondi, who served just over a year, was ousted following scrutiny from Congress and the courts over the department's legal strategy and internal management, according to The New York Times.

Her tenure was closely aligned with President Donald Trump's policy priorities, with the department taking a more active role in advancing those priorities through litigation and legal interpretation.

Acting Attorney General Todd Blanche, a longtime Trump ally, has already begun reshaping enforcement priorities. On April 7, Blanche issued a directive instructing federal prosecutors to narrow their approach to cryptocurrency cases, emphasizing that the department "is not a digital assets regulator," Reuters reported.

The early signal from Blanche's leadership is not a complete shift in direction, but a refinement of strategy.

Crypto enforcement scaled back

The most immediate change came in cryptocurrency policy. The Guardian reported that the Department of Justice (DOJ) moved to disband its National Cryptocurrency Enforcement Team (NCET), a unit established in 2021 to coordinate complex crypto-related prosecutions.

The decision marks a significant pullback from the more aggressive enforcement posture adopted in recent years.

Under the department's directive, prosecutors are being steered toward cases involving clear criminal conduct such as fraud, hacking, money laundering and trafficking, while avoiding cases that hinge on unsettled

legal questions, including whether certain digital assets qualify as securities or commodities. The shift was further detailed by Bloomberg.

Supporters argue the move brings clarity to an industry long shaped by regulatory uncertainty. Critics warn it could weaken oversight of illicit finance and emerging fraud schemes, as noted in reporting by The Washington Post. While the DOJ is narrowing its reach in crypto, its posture elsewhere suggests a very different approach.

unfolding in immigration enforcement. The DOJ is pursuing deportation proceedings against Mahmoud Khalil, a Columbia University graduate and lawful permanent resident, under a rarely used provision of the Immigration and Nationality Act. The statute allows removal if an individual is deemed a threat to U.S. foreign policy.

The Intercept reported the provision has historically been applied sparingly. Its use in Khalil's case has raised concerns among civil liberties advocates, who argue

and how federal law is deployed depending on the policy objective. **Ongoing controversies add pressure**

These policy shifts come alongside continued scrutiny of the department's handling of other high-profile issues. The DOJ has supported legal challenges to diversity, equity and inclusion initiatives, arguing that some programs may violate federal civil rights law.

Meanwhile, the department faces bipartisan criticism over its handling of records tied to Jeffrey Epstein. A recent document release contained missing or incomplete materials, prompting concerns about transparency, NBC News reported. Together, these controversies have intensified scrutiny of the department's broader direction.

Why it matters beyond Washington

For cities like Cleveland, shifts in the department's policy can have tangible effects. Federal enforcement priorities influence how laws are applied in local courts, how immigration cases are handled, and how emerging financial technologies are regulated.

Changes in interpretation can shape everything from public safety policy to economic oversight. Understanding these shifts is critical for residents, institutions and policymakers navigating an evolving legal landscape.

A department redefining its role

From narrowing cryptocurrency enforcement to expanding legal arguments in gun and immigration cases, the DOJ is not simply enforcing federal law — it is redefining its scope in real time.

With Blanche now leading the department, early signals suggest that approach will continue, leaving courts, communities and policymakers to grapple with the implications of a Justice Department increasingly defined by flexibility rather than precedent.

Brooke Adams is a freelance journalist.

Large Trump banner hung at Department of Justice headquarters
 'Make America Safe Again' banner put up in striking symbol of president's control over top law-enforcement agency. See to see reactions



Expanding federal reach in gun policy

In Washington, D.C., the DOJ moved to block the city's ban on AR-15-style rifles. Rather than relying primarily on Second Amendment arguments, the department lawyers cited a federal civil rights statute historically used to address police misconduct and government abuse.

Legal analysts told Reuters the approach was highly unusual, while others like SCOTUSblog noted it could broaden how federal law is used to challenge local regulations. Supporters of the lawsuit argue the move is necessary to protect constitutional rights.

Critics say it represents an expansion of federal authority into areas traditionally governed by local governments. The case underscores a broader willingness by the department to repurpose existing statutes in novel ways.

Testing the limits of immigration law

A similar dynamic is

it enables enforcement based on broad geopolitical considerations rather than specific criminal conduct.

Administration officials have defended the move as a lawful exercise of executive authority in matters of immigration and national security. Taken together, the immigration and gun cases reflect a department willing to test the outer edges of statutory authority.

A broader pattern emerges

In the Washington, D.C., gun case, the department expanded the use of civil rights law. In immigration, it revived a rarely used deportation authority. In cryptocurrency, it scaled back enforcement rather than extending it.

Legal analysts in Lawfare have described this as a shift toward more flexible — and at times controversial — applications of federal power. Rather than adhering to a single, fixed legal philosophy, the department appears to be redefining when

Two paths in mental health crisis response



Jennifer Bailey



As a situation spirals out of control, bystanders grow nervous and call police while a person yells, makes demands and appears ready to turn violent. That moment can determine whether someone receives treatment or enters the criminal justice system.

This scene presents a familiar crossroads: “the clinical track” toward support and healing, or “the carceral track” toward a jail cell, or, for some, death.

Eleanor Bumpurs, Deborah Danner, Daniel Prude and Tanisha Anderson are names tied to a bleak history: individuals failed by the mental health and justice systems.

Although the clinical track is a road to healing, the financial burden is too great for many. This leaves the carceral track, a road marked by the criminalization of people who struggle to care for themselves.

Experts argue that the current crisis response lacks a unified structure. Shannon Scully, senior manager of criminal justice policy at the National Alliance on Mental Illness (NAMI), said a robust crisis response system requires three elements.

The Substance Abuse and Mental Health Services Administration (SAMHSA) refers to the three elements of crisis care, “which is someone to call, a safe place for help and then someone to respond,” said Scully. These pillars create a personal and compassionate handoff between law enforcement and mental health care providers.

The risk for an individual to fall into the carceral track can happen at any point on their journey. “The answer is it [falling into the carceral track] can happen anywhere in that process or within those systems. It can happen from first contact with law enforcement. It can come from a call to 911 or even a call over to 988,” said Emily Ribnik, director of the Criminal Justice Coordinating Center of Excellence.

This highlights the need for off-ramps to the clinical track throughout the process to divert individuals from the criminal justice system. States across the country have been working to establish solutions that make the mental health treatment track more accessible to people in need.

Two paths to care

States are implementing two broad models: police-based and non-police-based. Police-based initiatives provide training to help officers better identify and respond to people in crisis. Crisis Intervention Team, or CIT, used in Ohio, includes about 40 hours of training focused on mental health response.

Non-police-based programming like the Support Team Assisted Response Program, or STAR, in Denver, dispatches mental health practitioners and paramedics or emergency medical

technicians (EMTs) to calls, prioritizing de-escalation and the connection to mental health services.

Similar approaches are already taking shape in Cleveland. The city has tested a CARE response pilot program designed to send trained responders, rather than police, to certain nonviolent mental health calls. The goal mirrors programs like Denver’s initiative: de-escalate situations and connect individuals to care without involving the criminal justice system.

Cleveland Division of Police (CDP) officers continue to receive annual CIT training, which focuses on recognizing signs of mental illness and safely responding to individuals in crisis. Advocates say these efforts represent progress, but gaps remain in funding, staffing and access to treatment.

Ribnik said that though methods vary, the intent is the same. “The reality is that no matter what system you’re in, behavioral health, mental health, developmental disabilities, criminal justice, emergency medicine, law enforcement, we all want safer communities,” she said.

“We all want our community members to feel safe and able to live the best version of their lives. So that’s ultimately the same goal. Now, all of those

systems approach that goal very differently,” Ribnik added.

Integrating these divergent approaches into a cohesive “off-ramp” is where the work of systemic change begins.

A path forward

While more people struggling with mental health may be reaching the clinical track, experts argue that more is required to maintain it. Despite established programs and research suggesting positive outcomes, policy change remains incomplete.

While the path to rectification is clear, a large rift between knowledge and action remains. “We know what the problems are. We know what the solutions are,” said Luke Russell, executive director of NAMI’s Ohio CIT program.

“[The programs] cost money, appropriately so. Everyone involved should be appropriately compensated. And those also need to be funded and supported because the more robust those resources are, the more available those resources are, the hope is that the fewer people we’re going to see then move on to the justice piece,” said Ribnik. Her comment suggests the challenge isn’t a lack of ideas, but a lack of funding.

The goal is to shift funding from jails to preventative care. The challenge now is sustained monetary investment and a system that outlasts the initial crisis, creating long-term stability.

This article is the first in a three-part series exploring how crisis response models work, what the data shows about their effectiveness and what a more sustainable system could look like.

Jennifer Bailey is a licensed clinical social worker and registered drama therapist



Seeds of Literacy expands adult learning



Chandler K. Haynes

It’s no secret that adult literacy is a taboo subject that often goes unrecognized due to the stigma attached.

That’s where Seeds of Literacy, a nonprofit organization, comes in. The organization is approaching its 30th anniversary and has helped Cleveland residents in all aspects of literacy, including digital literacy, mathematical literacy and financial literacy in particular.

Todd Seabrook, director of communications and development at Seeds of Literacy, detailed the organization’s history and how it continues to benefit the

community.

“The need for adult education is still very much underrepresented in the community, and Seeds of Literacy strives to close the literacy gap,” said Seabrook.

Seeds of Literacy has been a mainstay in the Cleveland community since its founding in 1997 by providing free access to literacy skills, which ultimately set residents up for success.

The organization began by holding classes in church basements across Cleveland before expanding into more traditional classroom settings.

Today, Seeds of Literacy offers free, personalized instruction to help adults improve literacy skills.

Seeds of Literacy serves between 1,000 and 1,500 students each year, focusing on improving their overall literacy and GED

preparation.

Seeds of Literacy redefines how many people in the community are able to access literacy. The organization intends to continue its mission for years to come as it approaches its 30th anniversary.

The organization holds classes or tutoring sessions both

in person and virtually in the mornings, afternoons and evenings every Monday through Thursday.

Each student in the class works at their own skill level and their speed. Tutors provide one-to-one, individualized instruction with subject matter support.

Continue on page 7

Data shows Cleveland adults don't get enough sleep



Russell Zhang



Library of Medicine.

Understanding sleep deprivation

Sleep deprivation occurs when a person does not get enough sleep on a given night. Sleep debt refers to the cumulative effect of insufficient sleep, or sleep deprivation, over several days or weeks.

According to VeryWell Health, common signs of sleep deprivation include difficulty staying awake during the day, mental fog, irritability and increased cravings for sugar and caffeine. A more serious sign can be falling asleep immediately after lying down.

Improve sleep habits

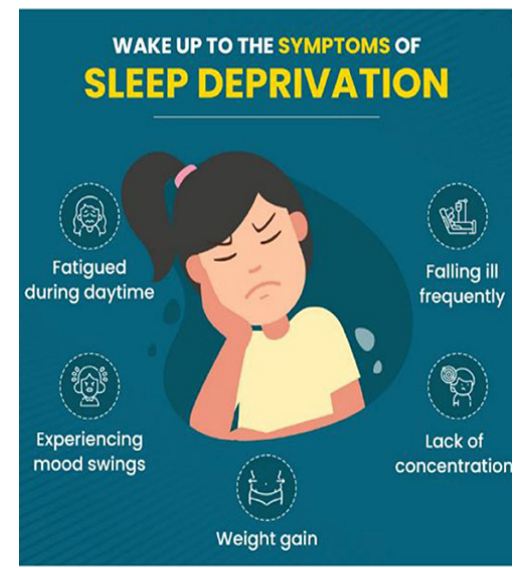
The Mayo Foundation for Medical Education and Research

reports that adults should get seven to nine hours of sleep each night.

Maintaining a consistent sleep schedule throughout the week can also improve sleep quality. Establishing a nighttime routine may help individuals wind down before bed.

Sleep deprivation is especially common among college students, with about 70% reporting insufficient sleep, according to a published study. That rate is significantly higher than the national average of about 33%.

Russell Zhang is a Case Western Reserve intern and freelance journalist and writer.



Seeds of Literacy expands adult learning

From front page

Attendees may attend as many sessions as they wish, in order to reinforce their literacy skills and help them prepare for their High School Equivalency exam.

"Continuing the need for adult education is important, lots and lots of people need the gains you get from teaching adults," said Seabrook. "Adults pass it on to their kids, and they are generating a systematic generational change."

When you teach an adult to read, they can pass it onto their kids and so on."

Seeds of Literacy has adapted through economic challenges, including the 2008 financial crisis. Seabrook said the organization was able to "weather the storm."

During the COVID-19 pandemic, Seeds of Literacy transitioned to virtual classrooms, expanding students' digital literacy

skills.

"When we talk about literacy, it's not just reading," Seabrook said. "It includes math and digital literacy. COVID-19 pushed that forward, and students had to quickly adapt."

Additionally, Seeds of Literacy has had an overwhelmingly positive community impact, partnering with ProLiteracy, the International Literacy Association, the Coalition on Adult Education and The Literacy Cooperative.

Since 2007, the organization has amassed an impressive list of awards and recognitions. Seeds of Literacy has had a significant

impact on adult learners through its classes and individualized programs.

The organization continues to shine a light on the need for literacy and adult education, as well as the necessity in the community.

Empowering people with literacy has the potential to change families, generations and community trajectories. Seeds of Literacy strives to deliver quality education that inspires a desire for a lifetime of learning.

Chandler K. Haynes is a student journalist attending Laurel School.

BeautyUBlink owner builds spa business

From front page

where you submit entries online, the Essence Fest in 2027, which is usually held in New Orleans, Louisiana, and lastly, Pride Weekend here in Cleveland, Ohio. My focus right now is growing the business.

Lewis: Who is your ideal client?

Bey: My ideal client is generally a mature, established person. I am not looking to create over-the-top looks. My goal is to enhance a person's natural beauty and help them feel comfortable with who they are.

Lewis: I'll be honest. I had this vision of you with over-the-top lashes before I walked in the door. But your look, even with lashes, is very clean and sophisticated. How did you get started?

Bey: I practiced on myself. I would literally spend hours in the mirror perfecting my look. Then, people would ask me to do their makeup. It surprised me at first. They would ask me how much I charged. I thought, wow! I can get paid for this. I enjoy it so much, I would do it for free, but you cannot build a successful business by giving away your time and talent for free.

Lewis: When you dream about the future success of BeautyUBlink what do you see?

Bey: I would definitely like to have my own spa. I was offered a



Shay Bey, owner of BeautyUBlink

storefront at a really reasonable monthly rate, but I had to turn it down because I knew that it would have been a distraction to my overall plans. I want my own building. I want a spa that will have the usual spa amenities but also some not-so-usual options. That is all I can say for now. I do not want to give all of my ideas away.

Visit: beautyublink.com.

Sharon Lewis has a degree in Speech Communications from John Carroll University and has previously worked as a producer, director and talent.

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Ghost listings add confusion for job seekers



Amaya Gentry



for several reasons: One common reason is to build a talent pipeline, allowing companies to collect candidates for future openings. Employers may also post listings to gauge interest in a role, even if they already have an internal candidate in mind.

In some cases, companies leave postings active to attract exceptional candidates. Lisa Simon, chief economist at Revelio Labs, called this “cream skimming,” noting that while there may be no urgency to fill the role, employers may reconsider if a strong candidate appears.

Not all ghost jobs are intentional. Some remain online due to technical or administrative

Ghost job postings — listings for roles that may not be actively hiring — are making it harder for job seekers to find legitimate opportunities online. Online job boards like LinkedIn and Indeed have expanded access to opportunities, but the rise of these listings has added new uncertainty for applicants.

What are ghost jobs?

Ghost jobs are postings for



positions that either do not exist or that employers do not intend to fill immediately. According to a survey by Clarify Capital, listings that remained active for more than 30 days were flagged as potential ghost jobs.

The survey found that, on Indeed alone, one in seven of more than 176,000 job postings in February was flagged as potential ghost jobs. A 2022 Clarify Capital survey also found that only 32% of employers removed listings within 30 days, while 40% left postings up for two to three months.

Why are ghost jobs posted?

Employers post ghost jobs

oversights. Career Connections owner Jessica Pierce said in a news interview that positions are sometimes filled but not removed from job board systems.

However, some motivations are more concerning. A 2022 Clarify Capital survey found that 43% of employers kept listings active to motivate employees to work harder, which can make workers feel replaceable.

In a 2024 Resume Builder survey, more than 60% of employers said ghost postings improved revenue, productivity and morale. The survey also found that some employers contacted and

interviewed candidates for these roles before ultimately ghosting them.

How to spot a ghost job

Job seekers can use several strategies to identify potential ghost jobs. One key indicator is how long a position has been posted. Some surveys flag listings active for more than 30 days as potential ghost jobs.

Applicants can also verify listings by locating the original job post on the employer’s website. Reviewing company feedback on platforms like Glassdoor may help identify patterns of misleading postings.

Users can also report suspicious listings on job boards or flag them to data protection agencies.

What can be done?

While individual actions can help, systemic change is likely more effective. A 2024 Resume Builder survey found that eight in 10 employers did not view ghost job postings as unethical.

Experts suggest that job boards could reduce ghost listings by shifting their algorithms. UX designer Derek Niedringhaus noted that current platforms prioritize input metrics, such as the number of postings or applications, rather than outcomes.

If job boards instead

focused on metrics like applicant retention or offer acceptance rates, employers would be incentivized to maintain accurate and active listings.

Key points

Ghost jobs are postings for roles that are not real or not intended to be filled soon. Job seekers can identify them by checking how long listings have been active, verifying postings on company websites, and researching employer reputations.

Long-term solutions may require changes to job board systems, stronger reporting mechanisms and increased transparency from employers.

Amaya Gentry has a bachelor’s degree in biology and has worked as a quality control chemist.



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