

UMOJA

THE OFFICIAL NEWSLETTER OF
THE NBCFAE



TRAVEL & HISTORY
PUERTO RICO AND
PLANTATIONS

WHAT IS YOUR MONEY
MINDSET?
THINGS TO CONSIDER
ABOUT FINANCIAL
PLANNING



50TH Anniversary & Our
National Training
Conference: Know Before
You Go!

APRIL 2026
ISSUE NO.08

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WWW.THENBCFAE.COM

EMAIL US AT INFO@THENBCFAE.COM

EDITOR-IN-CHIEF

RANIKA HARRIS

MANAGING EDITOR

UMOJA TEAM

CONTENT DIRECTOR

UMOJA TEAM

ART DIRECTION

UMOJA TEAM

PHOTOGRAPHERS

AL BEST- SILVER MOMENTS

OUR MEMBERSHIP

CONTRIBUTING WRITER

UMOJA TEAM

OUR CONTRIBUTORS

EJIDE FASHINA

PRESIDENT'S MESSAGE

MONEY MINDSET

WHERE THE MONEY RESIDES OP-ED



50TH ANNIVERSARY & 48TH NTC

KNOW BEFORE YOU GO!





WHY SHOULD YOU JOIN NBCFAE?

1

WHO ARE WE?

We are an employee association that serves the needs of the under represented aviation employees of the federal government.

2

WHAT CAN WE DO FOR YOU?

We offer support, training, mentorship and networking through our national conferences and regional/chapter meetups.

3

AVIATION OUTREACH . . .

We provide a career pipeline and engage over 40,000 youth annually to aviation based careers all over the world.

4

OVER 300+ MEMBERS AND GROWING!

We are the largest federal aviation association with over 300+ members across the country.

FOR MORE DETAILS OR TO JOIN CONTACT

INFO@THENBCFAE.COM / WWW.THENBCFAE.COM

SAVE THE DATE!!!

THE NBCFAE INVITES YOU TO THE 48TH
ANNUAL NATIONAL TRAINING CONFERENCE

50TH

Anniversary

NBCFAE CELEBRATION

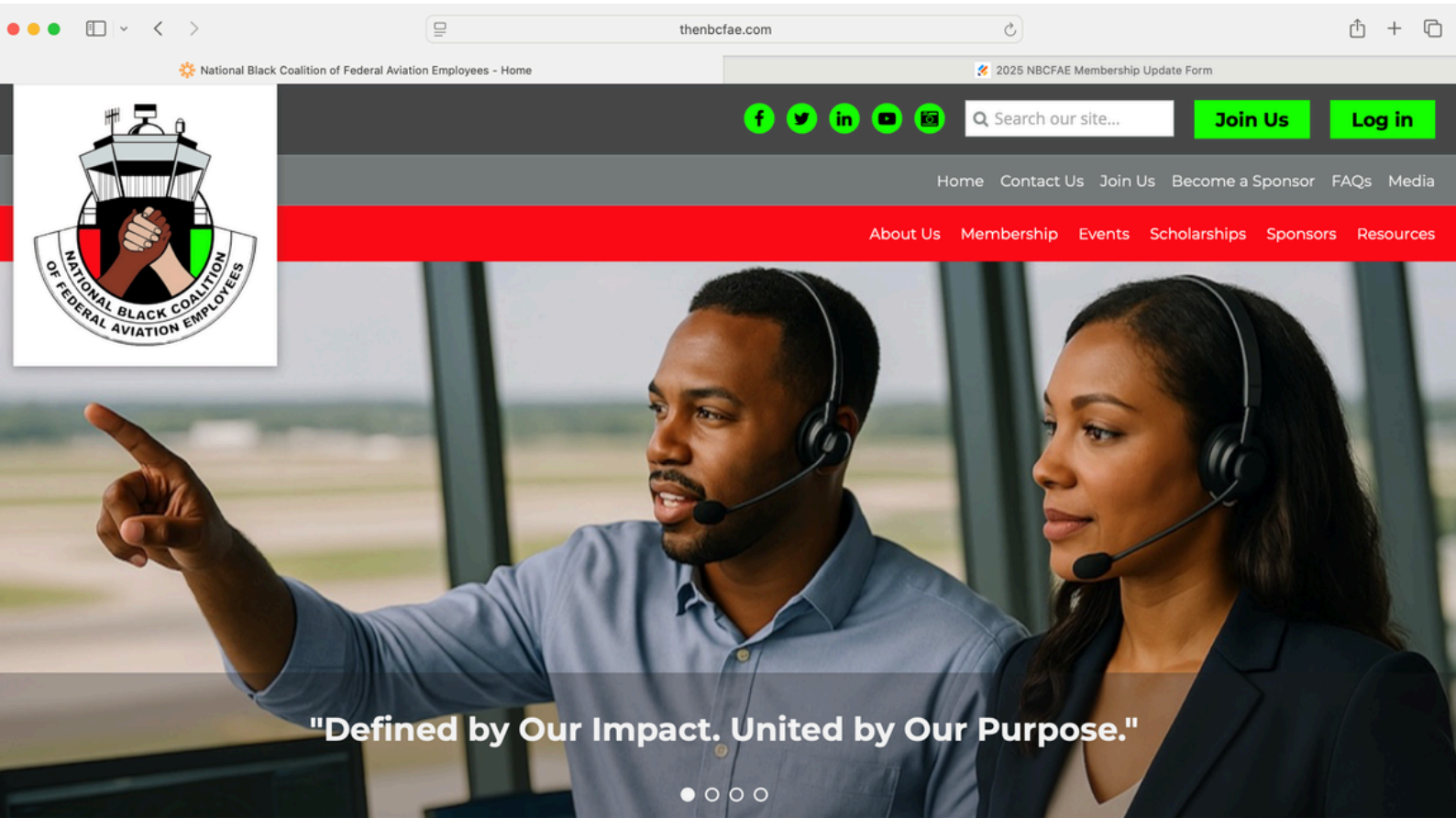
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NEW ORLEANS, LA

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CONFERENCE TO FOLLOW SOON.
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We'd love for you to check out www.thenbcfae.com, the official home of the newly revitalized National Black Coalition of Federal Aviation Employees (NBCFAE)! As our organization evolves, so does our digital presence—this beautifully redesigned website is more than just a facelift; it's a central hub built to keep our members informed, engaged, and connected.

Whether you're looking for the latest updates, upcoming events, or ways to get involved, our site is your go-to destination. As NBCFAE continues to grow and break new ground, our website will grow with us—offering new features, resources, and opportunities. Visit us today, explore what's new, and become part of a powerful community that's soaring to new heights. Join us, and let's shape the future together!

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1976-2026



50 YEARS OF EXCELLENCE





Government Shutdown 2026

House Republicans moved Friday, March 27th, 2026 to further extend the six-week shutdown of the Department of Homeland Security, snubbing a bipartisan Senate bill that would fund the vast majority of DHS agencies through September and moving ahead with a plan of their own that stands little chance of becoming law.

All Republicans and three Democrats — moderate Reps. Don Davis of North Carolina, Marie Gluesenkamp Perez of Washington and Henry Cuellar of Texas — voted in favor of a temporary extension of all DHS funding through May 22, including immigration enforcement. The gavel came down on the 213-203 vote just before midnight Saturday morning, when the agency shutdown will become the longest funding lapse in U.S. history.

House Republicans' plan would extend funding for the entire department, including Immigration and Customs Enforcement, at current levels for 60 days. It punts the issue back to the Senate, which has left for a two-week recess. Senate Minority Leader Chuck Schumer said the House GOP's offer is "dead on arrival" in the upper chamber.

- In a voice vote overnight into Friday, the Senate approved a bill that would reopen most of DHS but exclude funding for ICE and parts of Customs and Border Protection. Senate Democrats did not secure most of the reforms to federal immigration enforcement they demanded, but hailed the Senate-approved measure as a win.

Sources: CBS and POLITICO





From the Editor

There is something profoundly meaningful about reaching a golden year. A 50th anniversary is more than a milestone—it is a testament to resilience, vision, and the enduring strength of a community bound by purpose. For the National Black Coalition of Federal Aviation Employees, this golden year represents five decades of leadership, advocacy, and unwavering commitment to excellence in aviation. It is a moment to reflect with pride on the path forged, while looking ahead with renewed determination.

The excitement surrounding the NBCFAE's 50th Anniversary is palpable. It is not just a celebration of history, but of impact—of lives changed, barriers broken, and futures shaped. Generations of leaders have contributed to this legacy, and this milestone belongs to every member who has carried the mission forward. As we honor the past, we also recognize that this organization's strength lies in its ability to evolve, inspire, and lead into the future.

Fittingly, 2026 is recognized as the Year of the Fire Horse—a symbol of energy, passion, transformation, and bold progress. The Fire Horse embodies intensity and forward momentum, qualities that mirror the spirit of the NBCFAE at this pivotal time. It is a year that calls for courage, innovation, and decisive action. As we step into this symbolic alignment, we are reminded that our work is not finished; rather, we are being propelled into our next era with purpose and power.

That momentum will be on full display as we gather for our 48th National Training Conference, taking place August 1st–4th, 2026, in New Orleans, Louisiana. This annual convening continues to serve as a cornerstone for professional development, collaboration, and inspiration. In a city known for its resilience and cultural richness, we will come together to exchange knowledge, strengthen bonds, and chart the course ahead. A golden year is not simply about longevity—it is about legacy and the responsibility to build upon it. As we celebrate 50 years of excellence, we also ignite the next chapter with the fierce energy of the Fire Horse. The future is calling, and the NBCFAE is poised to answer with strength, unity, and vision.

Ranika
Editor-in-Chief





President's Message

Dear NBCFAE Family,

As we step into April, I am filled with both gratitude and urgency, gratitude for the strength and legacy of the National Black Coalition of Federal Aviation Employees, and urgency for the important work still ahead. April is not just another month; it is a month of action, as we prepare for our historic 50th Anniversary National Training Conference in New Orleans, August 1–4th, 2026.

Our focus is clear: we must elevate our impact, strengthen our partnerships, and ensure our presence is felt at every level—locally, nationally, and globally. In just 128 days, we will come together for more than a conference. This will be a defining moment for our organization—a moment that honors our past while boldly positioning us for the future. Yet beyond the planning and preparation, every single day between now and August 1st matters.

As we move through April, one priority stands above all: member engagement. Our strength as NBCFAE has never been in our name—it has always been in our people. Engagement is not optional. It is essential.

For nearly 50 years, NBCFAE has stood as a pillar of excellence, advocacy, and opportunity within the aviation industry. Since 1976, we have not only supported Black aviation professionals—we have created pathways, opened doors, and changed lives. From air traffic controllers and engineers to technicians, inspectors, and administrators, our impact is undeniable.

I encourage every member to ensure their membership is active and their voice is ready. Your engagement matters now more than ever, whether it is voting in upcoming elections, mentoring the next generation, or showing up in spaces where representation is critical. Through our Aviation Career Education (ACE) Academies, we have introduced over 100,000 students to careers in aviation. That is what legacy looks like and that is what impact feels like. However, we must remain focused. Our industry is evolving. Our workforce is being challenged and our communities are depending on us to lead.

Let April be the month we move with intention.

Let it be the month we build, connect, and execute. We are not simply preparing for another conference, we are preparing for a moment that will define the next 50 years of NBCFAE.

And as the countdown continues...
128 days. Let's execute.

In Unity,

Ejide D. Fashina

Ejide D. Fashina
National NBCFAE President

We are legacy.
We are the leadership.
We are the future of aviation.
We are NBCFAE.



Honoring the past. Leading the present. Securing the future.

Travel & History



Sig. 220. Sklaventransport in Afrika.



The history of Afro-Puerto Ricans traces its origins to the arrival of free West African Black men, or libertos (freedmen), who accompanied Spanish Conquistador Juan Ponce de Leon at the start of the colonization of the island of Puerto Rico. Upon landing and settling, the Spaniards enslaved and exploited the indigenous Taino people to work for the extraction of gold. The Taino people were being killed due to the infectious diseases of the Spaniards, Spain then began to enslave Africans to mining, plantations and construction.

The need for direct enslaved labor brought through the Trans Atlantic slave trade was greatly reduced by the depletion of gold in Puerto Rico in the 16th century, and the island began to serve primarily as a strategic and military outpost to support, protect, and defend trade routes of Spanish ships traveling between Spaniard territories within the continental Americas.

However, the Spanish, hoping to destabilize the neighboring colonies of competing world powers, encouraged enslaved fugitives and free people of color from other European colonies in the Caribbean to emigrate to Puerto Rico.

As a result, Puerto Rico indirectly received large numbers of sub-Saharan Africans from neighboring British, Danish, Dutch, and French colonies seeking freedom and refuge from slavery.

In the 19th century, slavery in Puerto Rico was increased, as the Spanish, facing economic decline with the loss of all of its colonial territories in the Americas aside from Cuba and Puerto Rico, established and expanded sugar cane production on the island.

Since 1789, slaves in Puerto Rico were allowed to earn or buy their freedom. Throughout the years, there were several slave revolts on the island. Promised their freedom, the enslaved participated in the 1868 Grito de Lares revolt against Spanish rule.

On March 22, 1873, slavery was officially abolished in Puerto Rico, amidst growing abolitionist movements that had grown to include prominent local figures. Freed slaves and their descendants were also widespread throughout Puerto Rico and included notable figures like Román Baldorioty de Castro, Ramón Emeterio Betances and José Celso Barbosa.

Recent DNA analysis has revealed that nearly 70% of the Puerto Rican population has Taino ancestry. This finding contradicts the narrative of the extermination of the Taino people and presents a different perspective of the cultural mixture between the Spanish and the Taino.

The contributions of Puerto Ricans of full or mostly sub-Saharan African descent to music, art, language, and heritage have been instrumental in shaping the culture of Puerto Rico.

THE TERM AFROBORICUAS ARE PUERTO RICANS OF FULL OR PARTIAL SUB SAHARAN AFRICANS WHO ARE PREDOMINATELY THE DESCENDANTS OF THE ENSLAVED AND FREEMEN ORIGINAL TO WEST AND CENTRAL AFRICA.



PUERTO RICO & THEIR POLITICS TO PLANTATIONS

Build the Muscle: A Money Mindset for Ownership, Legacy, and Power

There's a quiet truth that doesn't get talked about enough: wealth is as much about mindset as it is about money. A "money mindset" isn't just positive thinking—it's a disciplined, intentional way of relating to income, spending, investing, and legacy. It's the difference between reacting to money and directing it.

For many, especially in our communities where systemic barriers have historically limited access to capital and ownership, adopting a money mindset is not just personal—it's transformative. It's about reclaiming agency, building generational stability, and reinvesting in each other. This OP-ED is about starting the conversation around finances and not personal advice. Let's grow together!

Start with Vision: Define Your "Rich Life"

Before opening accounts or buying stocks, get clear on what your rich life actually looks like. Not someone else's version—yours.

Is it:

Freedom from paycheck-to-paycheck stress?

Owning a home (or multiple)?

Traveling regularly?

Funding your children's education without debt?

Retiring early—or working on your own terms?

Clarity creates direction. Without it, money comes and goes without purpose.

Pay Yourself First: The Foundation Habit

One of the simplest but most powerful shifts: pay yourself first.

Before bills, before discretionary spending, set aside a percentage of your income for:

Savings

Investing

Wealth-building

Even if it's 5% to start, consistency builds what you might call your investment muscle. Over time, you increase that percentage, just like adding weight in a gym.

Open the Right Accounts: Start Where You Are

You don't need to be wealthy to start investing—you need to start.

1. Brokerage Account

A brokerage account lets you buy investments like stocks, ETFs, and mutual funds. This is your gateway to growing wealth beyond your paycheck.

2. Retirement Accounts

Employer-sponsored plans (like a 401(k) or TSP)

Individual accounts (like an IRA)

These often come with tax advantages, meaning your money can grow more efficiently.

Invest Early—Especially for Your Children

Time is the most powerful force in investing. Starting early—even with small amounts—can dramatically change outcomes.

For children, consider:

Custodial investment accounts

Teaching them about saving and investing early

Letting them see money grow

This isn't just about dollars—it's about normalizing ownership and long-term thinking.

Ownership is Power: Reinvest in Our Communities

A critical mindset shift: move from consumer to owner.

Support Black-owned businesses—but also think bigger: can you invest in them?

Explore startup investing platforms that allow smaller investors to participate.

Buy stock in companies you already support.

Consider real estate in your community

Ownership creates leverage. When you own where you shop, you benefit from the success you help create.

Understand the Basics of Wealth Protection

Building wealth is only half the story—protecting and transferring it matters just as much. Here are some important topics to do research based on your state to understand the impacts.

Will

A legal document that outlines how your assets should be distributed after your death.

Trust

A legal structure that holds assets on behalf of beneficiaries. Trusts can help avoid probate, provide privacy, and control how and when assets are distributed.

Probate Court

The legal process through which a deceased person's will is validated and their estate is distributed. It can be time-consuming and costly.

Estate Planning

The broader process of organizing your assets, naming beneficiaries, and setting up structures (like wills and trusts) to ensure your wishes are carried out.

Estate planning isn't just for the wealthy—it's for anyone who wants to protect their family.



Know Who You're Trusting: Advisors and Fiduciaries

If you work with a financial advisor, understand how they're paid.

Fee-only advisors: Paid directly by you (often more transparent)

Commission-based advisors: Earn money by selling financial products

Fiduciary

A fiduciary is legally required to act in your best financial interest. Not all advisors are fiduciaries—so ask.

This distinction matters. The wrong advice can cost you years of growth.

Shift the Mindset: Change your Perspective, Change your Outcome

Money conversations have often been shaped by scarcity, survival, and exclusion. But that narrative can change.

Key mindset shifts:

From “getting by” → to “building wealth”

From “spending status” → to “owning assets”

From “doing it alone” → to “collective growth”

We already have immense buying power. Redirecting even a fraction toward ownership and investment can create lasting impact.

Learn Continuously

Financial literacy isn't a one-time event—it's a lifelong process.

Start with:

Investment books (beginner-friendly and advanced)

Podcasts and YouTube channels

Black financial educators who speak to both strategy and cultural context

The more you learn, the more confident—and effective—you become.



The Power of the Pocket: Small Moves, Big Impact

You don't need a high income to start building wealth. What matters is consistency and intention.

Small steps you can take today:

Automate savings (even \$10–\$50 per paycheck)

Cut one recurring expense and redirect it to investing

Track your spending for awareness

Start an emergency fund

Open that first investment account—even if you only fund it with \$20
Momentum matters more than perfection.

Final Thought

A money mindset is ultimately about ownership—of your choices, your habits, your future.

It's about understanding that wealth isn't just something you earn—it's something you build, protect, and pass on.

And perhaps most importantly: it's something we can build together.

DID YOU KNOW?

Our consumer spending power in the U.S is substantial, estimated to have been about **\$1.98 trillion in 2025**.

Housing, Apparel, Footwear, Beauty and Grooming are where our money goes.
(Sources; Forbes, Federal Reserve and McKinsey&Company)

There are African American Financial Advisors to talk to that may be able to better understand the historical, financial and cultural contexts that we experience.

Look into the Association of African American Financial Advisors to investigate if interested. www.aaafainc.org

**AN OP-ED ABOUT WHERE THE MONEY RESIDES.
THIS IS NOT FINACIAL ADVICE. LET'S HAVE THE
CONVERSATION AND LEARN TOGETHER!**



Know Before you Go

VENUE

THE WESTIN NEW ORLEANS
100 IBERVILLE STREET
NEW ORLEANS, LA 70130
1-504-566-7006

DETAILS

CHECK IN: 3:00PM
CHECK OUT: 12:00PM
VALET: \$46/ DAY
TWO RESTAURANTS ON SITE:
OBSERVATORY & BISTRO ON
BEND

Hotel Registration 11th Floor
Conference Registration 12th Floor

BOOK YOUR ROOM \$133/NIGHT
You may reserve your room between
July 29th and August 7th 2026. Double
Queen or King beds available. Be
prepared to pay \$150 one time
charge for incidentals.



TRANSPORTATION

MSY: Louis Armstrong Int'l Airport
www.flymsy.com
12 miles from hotel

Both available at Level 1 at the Baggage
Claim area on the middle curb



EXHIBITOR HOURS

SUNDAY: 7:00AM-7:00PM
MONDAY: 7:00AM- 7:00PM
TUESDAY: 7:00AM-11:00AM



*50 Years of Flight:
Rising Above Every Challenge*

Dress Codes & Event Themes

August 1st:

Sponsor's Reception: Cocktail Attire

President's Reception: All Black, Cocktail/ Semi Formal

August 2nd:

Change into NBCFAE Shirts for Region Photos during Regional
Caucus

AC/SW Region Night Out Theme: NOLA Nights, Let the
GOLDEN Times Roll! Dress to Impress in your Mardi Gras Colors;
Gold, Green, Purple and/or Black

August 3rd:

C. Alfred Anderson Awards Banquet: Masquerade Ball. Colors
Black and Gold- More Regional Photos will be taken!

August 4th:

Business Meeting: HBCU & Divine 9 Representation

DURING TRAININGS, PROFESSIONAL ATTIRE REQUIRED DAILY!!

Join us for our annual trainings, unforgettable evenings, filled with
elegance and charm covered by the allure of New Orleans!

Questions: Please contact our **Conference Coordinator (Marla)** at
conferencecoordinator@thenbcfae.com or
(Linda) at nbcfae.nationalconfcals@gmail.com

NBCFAE 48TH
Annual National
Training
Conference



50 YEARS
1976-2026

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NBCFAE Events

We want to know what's going on! To advertise your event, send your flyers and/OR photos from your event HERE!



Save

THE

date

50 Years of Flight:
Rising Above Every
Challenge

50th Anniversary Celebration
NBCFAE's 48th Annual
National Training
Conference

August 1-4, 2026

*for more info, please visit our website:
www.thenbcfae.com*

Past Events to know about

We want to know what's going on and share. Tell us about events in your community! Send your information to info@thenbcfae.com



The Southern Region hosted their Annual Casino Night in Atlanta, GA in March 2026



Past Events to know about

We want to know what's going on and share. Tell us about events in your community! Send your information to info@thenbcfae.com

Our National President Ejide D. Fashina was awarded the Vanguard Award by Women Rock Wings March 2026



Students from Hungerford Elementary School visited MCO (ORLANDO) March 2026

Past Events to know about

We want to know what's going on and share. Tell us about events in your community! Send your information to info@thenbcfae.com

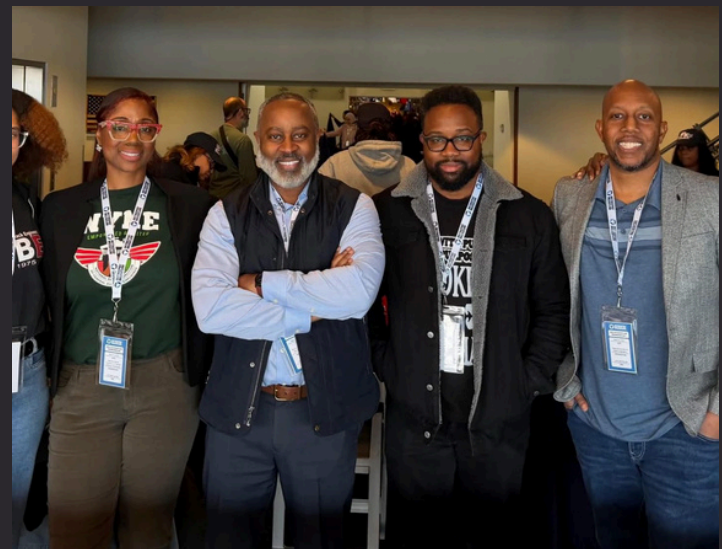
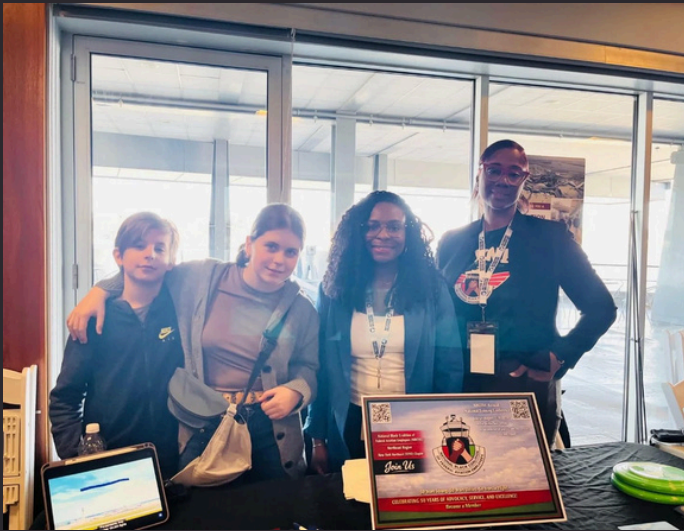


HQ REGION Meet and Greet at the NMAAHC
for Black History Month 2026



Past Events to know about

We want to know what's going on and share. Tell us about events in your community! Send your information to info@thenbcfae.com



NYNE Chapter participating in a Girls in Science and Engineering Day March 2026



Follow Us!!

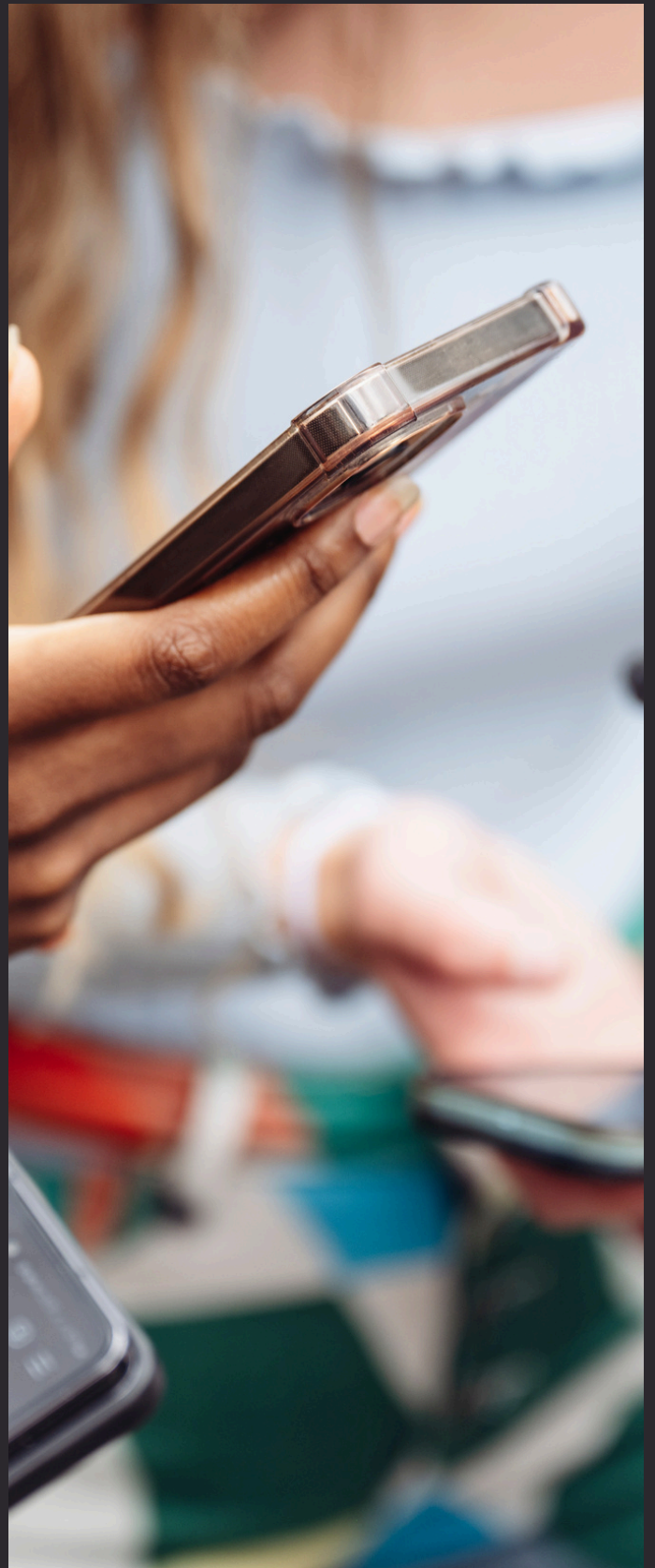
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