



Volume 54, No. 3 *"And Ye Shall Know The Truth..."* January 23, 2019



2019 Dr. Martin Luther King, Jr. Unity Celebration

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Taking Charge of Change

By Rev. Donald L. Perryman, D.Min.

The Truth Contributor

...With courage and initiative leaders change things

- Jesse Jackson



Katy Crosby has "taken" the reins to challenge the way city government has been working in Toledo. It is about time.

It has been over a year since Crosby was introduced to the community by Mayor Wade Kapszukiewicz. The young confident chief of staff is finally putting her signature on the City of Toledo and using a series of bold strokes to do it.

Perhaps her most bodacious move has been to transition Alan Bannister to the newly-formed Human Relations Council, where he will focus on outreach and engagement. Bannister, a well-known presence in the African-American community, is said to best utilize his skillset when "not stuck behind a desk in an administrative role but can get out and interface with diverse communities." Look for Alan to perform work on the upcoming census, a critical project and an assignment in which he can shine.

On the other hand, there has long been a pressing need for professional leadership to address the backlog of open complaints and allegations of bias that currently exist in the city's Department of Diversity and Inclusion (D&I).

Look for the city to very soon announce the appointment of Matt Boaz to replace Bannister and serve as the new director of D&I. Boaz, an African-American male, is originally from northwest Ohio and a graduate of Bowling Green State University. He comes to the City of Toledo from Wright State University and is a national leader in diversity, equity and inclusion while working toward fairness and justice.

Utilizing a "no-nonsense approach to harassment, discrimination and other violations of organizational policies," Boaz has performed over 300 investigations and led diversity efforts for the University of Cincinnati and Miami (Ohio) University. He also has extensive experience leading contract compliance for the federal government.

Look for Boaz to prioritize bringing fairness to the investigation process while cleaning up the many problems in the "broken" D&I department.

Crosby's changes do not stop with D&I.

Another major change involves the appointment of a new director for the Human Resources (HR) department and will also require one of the mayor's longtime friends and acquaintances to transition from a city department.

The new HR director, whose name had not yet been released when this article was written, is also an African-American male. He comes

to Toledo via Columbus, Ohio and Little Rock, Arkansas. He is a Certified Human Resources Professional with over 20 years of HR experience including eight years with The Ohio State University. A graduate of The Ohio State University, Ohio Dominican University and a member of Alpha Phi Alpha Fraternity, Inc., the incoming HR Director is expected to work hand-in-hand with the D&I Director to ensure that not only employees, but also supervisors, middle managers and directors are held accountable in matters of job performance, diversity and inclusion.

At its core, Crosby's strategic efforts appear to be focused on placing a group of diverse, highly professional people in senior level leadership and cabinet level positions while taking advantage of the strengths of current employees and positioning them where they can be successful.

The new D&I and HR appointees will join Chief Brian Byrd (Fire Department), Ed Moore (Department of Public Utilities) and Crosby (Chief of Staff) in a diverse Kapszukiewicz administration that is increasingly guided and shaped by Crosby's strategic leadership.

Also notable is that these changes are occurring at a time when the city's current fire class is the "most diverse ever outside of a court ordering it." The present class consists of 12 African Americans – three women and nine men, the largest number of African Americans in a fire class since 1992 and the highest percentage of African Americans since 1984 when the city was forced by a court ordered consent decree



Catherine Crosby

... continued on page 12

The Sojourner's Truth

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The Sojourner's Truth, 1811 Adams Street, Toledo, OH 43604
Phone 419-243-0007 * Fax 419-255-7700
thetruth@thetruthtoledo.com

Community Calendar

January 27

Jerusalem MBC Mission Service: 4 pm; Guests Pastor Perry Harris III and United Vision Baptist Church

January 29

CARE Pregnancy and Infant Loss Support Group; Ronald McDonald House – 3883 Monroe Street; 7 to 8:30 pm; For families who have experienced the loss of a baby during or after birth

February 17

Indiana Avenue MBC 73rd Church Anniversary Celebration: 4 pm; "Don't Worry about Anything, Instead Pray About Everything;" Guest speaker Pastor Jerry Boose of Second Baptist

February 23

Warren AME Gospel Extravaganza: 4 to 7 pm; Welcoming dancers, singers, poets, gospel rap artists: 419-324-4189

February 24

Indiana Avenue MBC 73rd Church Anniversary Celebration: 4 pm; "Don't Worry about Anything, Instead Pray About Everything;" Guest speaker Pastor WL Perryman of Jerusalem MBC

Not Surprising – No, Not At All

By Lafe Tolliver, Esq

Guest Column

Have you read or seen the recent CNN national report regarding blatant discrimination at the local GM Powertrain plant.

Two black men, among others, were targeted by white employees with a continuing barrage of racist harangue and the placement of hanging nooses around the plant where they worked as supervisors.

If you are incredulous that this is happening in Toledo and in these current days, you are very juvenile in your thinking about the state of race relations in these United States.

And if you are gullible enough to think that such Klanish actions could not still be occurring in the North (aka: Up South) you are sorely mistaken.

To be kind, not all corporations or businesses engage in either overt or covert acts of discriminatory treatment and some do a commendable job in ferreting out the bad actors that can blemish their reputation.

But, my beef is with the business entities that, when they are informed of a toxic racial environment, they either shrug it off or they drag their feet in their "investigation" and are lackluster in turning over every rock and pebble to find the Neanderthals that engage in reprehensible racial and sexual discriminatory acts.

Make no doubt about it. When black people move into white corporate America and when they are in positions of power and authority and especially so over white people, some white folks take grave offense at the mere thought that some black man or woman can order them what to do and how to do it.

According to the allegations of the two aggrieved black males, they promptly reported these acts of racial aggression to management and in return, the GM management ostensibly yawned and did minimal checks and passed of any chastisement to be done back to the two black supervisors!

As is the case so many times, it is only when offended minorities file lawsuits that the business entity comes to the table with a contrite heart and promises of change in the workforce.

However, left to their own devices, these racially challenged companies would turn a blind eye to racial and sexual complaints and will only get engaged and serious when the Ohio Civil Rights Commission brings them to a hearing or a lawsuit is filed.

I have been fighting and filing civil rights and employment discrimination cases for 40 plus years and it is my considered opinion that Toledo is not a commendable example of racial tolerance in the workplace!

I have had the opportunity to sue many, many local corporations, companies, the City of Toledo and the police force for allegations of racial harassment; and there is only two things that such malefactors respect: (1) adverse publicity and (2) a well-placed lawsuit suing them until they get a financial nosebleed.

Anything else is of minimal value or use.

It is my position that white, corporate America, unless they are born again, have no problem with being racist, until they are caught and then they want to wring their hands behind a lot of hocus-pocus press releases saying how tough they are in their internal protocols in rooting out vestiges of racial discrimination.

Don't believe the hype! They are supposed to say such things. They are instructed by their fat-cat law firms to issue such pithy but empty policy statements. That is just part of white, corporate America.

White, corporate America have never, with open arms, welcomed people of color into their inner sanctums of power and privileges and financial perks.

They give lip service to "ideals" of equality and fairness but when the rubber hits the road, normally it is a lot of cold lumpy mush.

And when those policies do not equate to fairness on the job or thorough investigations of racists in the workplace, a lawsuit is the only sword that can be swung to cleanse a racially-stained workplace.

My experience has been that when complaints are made against white managers, it is the white manager who is given the benefit of the doubt and the complaining minority employee is treated as if he has leprosy and is then made the scourge of the earth when he goes

back to the same racist-riddled environment.

I give kudos to the current head of the local office of the Ohio Civil Rights Commission for her assertiveness and aggressiveness in ferreting out racial policies or practices that, on their face appear neutral, but in their application are knives when they cut and injure minority employees.

In my legal career I have had to interface with other past directors of the O.C.R.C. and in my opinion, their vigorous championing of civil rights was not worth a crust of moldy bread.

I hope the black men/women who are now engaged in this pitched battle with GM Powertrain are able to take GM to the cleaners and to have GM clean house of those employees who think that racist antics on the job are permissible.

The acts of black men and women going to work and having to fight for their mental health and safety in a hostile workplace is cruel and unusual punishment and is long past due of being eradicated.

To those who are fighting GM in this current struggle, stay strong and realize that GM will only capitulate if and when the evidence says or shows that GM was knowingly complicit in allowing or condoning a hostile work environment.

Remember: It is not the size of the tiger in the fight but the fight in the tiger!

Contact Lafe Tolliver at tolliver@juno.com

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TARTA Task Force Set to Start Work on Reviving Transit System

By Fletcher Word

Sojourner's Truth Editor

Last week, the Lucas County Commissioners announced the formation of a blue ribbon citizens task force whose members have been asked to confront the concerns about public transportation in the wake of the recent cuts the Toledo Area Regional Transit Authority has made to its services.

"This is the time to make big things happen ... with solutions, ideas and innovations," said Lucas County Commissioner Tina Skeldon Wozniak as she introduced the members of the task force. "Every community that does well has a strong transit system," she added.

Lucas County Commissioner Pete Gerken was more pointed in his remarks about the transit issue facing local residents. "We are in a crisis – acute and immediate – a crisis that started two Sundays ago," said Gerken. "TARTA isn't working for everybody; it's a public transit system that is broken and maybe beyond repair."

Gerken noted that the task force has been asked to accomplish three things – get the transit system working now; find out what is next for it; determine what might be the model for a system in the long run that "we will all want to ride and not just a system for the poor, the disabled and the working poor."

The members of the task force are: Kim Cutcher, Local Initiatives Support Corp. executive director; Cheri Budzynski, Shumaker, Loop & Kendrick, LLP; G. Opie Rollison, Marshall Melhorn; Rev. Otis Gordon, Warren A.M.E. Church senior pastor and certified public accountant; Doni Miller, Neighborhood Health Association CEO; Angie Goodnight, Information and Community Outreach Coordinator for Ability Center of Greater Toledo; Michael Hampton, Getting Ahead While Getting Out; Dan Rogers, Cherry Street Mission Ministries president and CEO; Bruce Baumhower, president of United Auto Workers Local 12; Sam Melden, director of Metro Region Volunteer Services for ProMedica; Alexis Hayman-Staples, Toledo Pride/Collingwood Arts Center executive di-



rector; Drew Williams, University of Toledo Student Government president; Duke Wheeler, Wheeler Farms; Joe Luzar, vice president Business Development at The Mosser Group; Adele Jasion, accountant/owner of Gilmore Jasion Mahler, LTD; Demetria Simpson, president and CEO of the Lucas Metropolitan Housing Authority; Guisselle Mendoza, president of Latino Alliance of Northwest Ohio, and Frank Szollosi, National Wildlife Federation's Regional Outreach Coordinator.

TARTA's management has cited funding issues for its decision to reduce its services at the start of the year – eliminating Sunday and holiday service entirely, cutting back on some early and late weekday routes and shutting down some routes entirely.

Much of TARTA's funding – 46 percent – comes from local property taxes. This funding has been greatly reduced over the years – by \$6 million between 1987 and 2010. In 2018 TARTA teamed with a local marketing firm and a multinational engineering firm to create a new plan that would essentially replace property tax funding with an area sales tax. It's a plan, noted TARTA CEO Jim Gee, that most major cities use for funding public transit systems.

TARTA's proposal needed to be placed on the ballot for approval by area voters but trustees in Sylvania Township, alone amongst the member communities that TARTA services, nixed the idea of letting voters approve the plan even though polling had shown that most voters in the township would have approved.

Commissioner Gary Byers noted the funding issue when he spoke during last week's press conference. "It's a different time for public trans-

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Entrepreneur Networking Event at The Upgrade Food and Spirits

Sojourner's Truth Staff

On Wednesday, January 16, Blair Johnson, local entrepreneur and founder of Breaking the Glass, LLC, hosted a networking event for local business owners and entrepreneurs at The Upgrade Food and Spirits – 2640 W. Laskey – to meet and to kick off the new year.

Approximately 50 visitors stopped by to meet and speak with the dozen or so business owners who came to share their experiences and expertise with each other and the general public.

The purpose of the event, said Johnson, was to highlight local businesses and connect them to Toledoans who might need their services.

"It's not what you know," he emphasized. "It's who you know."

Several of the attendees received awards for their contributions or achievements. City Councilman Nick Komives received the City Leaders Award; Precious received the Breaking Barriers Award and Lance Self of Taylor Hyundai, Nicholas Harper of Eden Tailoring and Jasmine Pope of Blessings in Disguise were the guest speakers and were the highlighted entrepreneurs of the month.

The event was co-sponsored by a number of other businesses, including BMJ Enterprises, Frogtown Financial, City Clutchz, Blessing in Disguise, Re'Stylez, The League of Love, JSSW Investments and the Northwest Ohio Young Black Democrats.



Councilman Nick Komives and Precious Tate



Blair Johnson and Irshad Bannister of Transamerica Financial Advisors



Brittany Moore of Northwest Ohio Young Black Dems and Christopher Coleman of Breaking the Glass



Nicholas Harper, Jasmine Pope and Lance Self

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Hicks-Hudson: Trump Shutdown Urges U.S. Senate to End Political Games and Reopen government

State Rep. Paula Hicks-Hudson (D-Toledo) last week urged the U.S. Senate to pass legislation to end the federal government shutdown, which currently threatens food security for thousands of Ohio children and families as federal funding for food assistance programs runs out.

"The impact of this government shutdown is felt all across our economy, especially among the most vulnerable in our communities: children, seniors and Ohioans living with disabilities. I urge the U.S. Senate to stop playing politics and reopen the government," said Rep. Hicks-Hudson.

To ensure Ohio families have access to Supplemental Nutrition Assistance Program (SNAP) benefits during the shutdown, the Ohio Office of Family Assistance has issued early benefits for February 2019<<http://www.wtol.com/2019/01/16/snap-benefits-impacted-by-government-shutdown/>>. This means no additional benefits will go out until March at the earliest.

"Too many families continue to work a job or multiple jobs but still struggle to earn enough to put food on the table," added Hicks-Hudson. "If the shutdown continues, more Ohioans will be forced to sacrifice nutritious food to pay for utilities, medicine and medical care, housing, and more. That's just not right."

Nearly 2 million Ohioans struggle with hunger, including more than half a million Ohio children. A federal food assistance freeze could jeopardize funding for more than 32,000 children in Lucas County alone.

Recipients of Supplemental Nutrition Program (SNAP) Will Receive Full February Benefits Early

Due to the federal government shutdown, Lucas County recipients of the Supplemental Nutrition Assistance Program (SNAP) will be receiving February benefits early.

For people who received SNAP benefits in January and are scheduled

to receive SNAP in February, their February benefits will be available on their Electronic Benefit Transfer (EBT) card on January 16. This will be

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The Truth

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Educational Choices in Northwest Ohio Are Plenty at the School Fair

By Ann Riddle, Executive Director, Northwest Ohio Scholarship Fund

Guest Column

In the spring of 1999, 6,600 families responded to an invitation to apply and the first **Northwest Ohio Scholarship Fund** (NOSF) scholarships were awarded to 817 children that fall. At that time there were very few choices for parents if they wanted to send their child to a private school rather than their designated public school.

NOSF and its partner, the **Children's Scholarship Fund** (CSF), were committed to empowering families in need with the opportunity to choose a K-8 school that best met their children's needs regardless of their ability to afford it.

With the success of NOSF, other school choice opportunities followed. In 2005 the Ohio Department of Education EdChoice voucher was introduced. This program provided vouchers to students enrolled or planning to enroll in failing public schools.

The state continued those efforts in 2013 with the EdChoice Expansion voucher, once again providing students of lower income families the opportunity to attend private schools rather than their public school. Together, these programs pay up to \$4,650 for grades K-8 and \$6,000 for grades K-12. Last school year, a total of 2,398 vouchers were used by students living in Toledo.

NOSF has awarded a total of 15,400 scholarships worth \$13.2 million for students since 1999. For the 2018-2019 school year, 750 students are using an NOSF scholarship to attend a private school or for homeschool expenses for grades K-8.

As part of its 20th year of awarding scholarships, the Northwest Ohio Scholarship Fund, along with National School Choice Week, are presenting a 2019-2020 School Choice School Fair for Grades K-8.

At the fair, families will be able to learn about the different educational options available in northwest Ohio including private schools, charter schools and homeschooling as well as tuition scholarships. There will be representatives from 35 schools in the area as well as School Choice Ohio and the Northwest Ohio Scholarship Fund.

This free event is planned to coincide with the history-making celebration of National School Choice Week 2019, which will feature more than 40,000 school choice events across all 50 states. There will be a total of 21,255 schools of all types celebrating.

"National School Choice Week is the perfect time for parents to search for new or different schools for their children," said Andrew Campanella, president of National School Choice Week. "By planning a school fair and inviting all different types of schools to participate, the Northwest Ohio Scholarship Fund is bringing educational opportunity one step closer to even more Buckeye State families. We could not be happier that they chose to plan this helpful fair during National School Choice Week, and we encourage families to attend and discover their options."

The Northwest Ohio Scholarship Fund is committed to helping parents have educational choices through privately funded scholarships. Parental choice in education empowers parents to learn about the different



educational options that are available for their child including public education, private education, homeschooling, online schooling, and choosing what is most impactful for their child.

To learn more about some of the educational choices for your child be sure to attend the 2019-2020 School Choice School Fair on Saturday, January 26 from 10 a.m. to 2 p.m. at the Franciscan Center, located on the campus of Lourdes University, at 6832 Convent Boulevard. For more information visit <https://tinyurl.com/SC-Fair-2019> or call the Northwest Ohio Scholarship Fund at 419-720-7048.

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NANBPWC Holds Annual Cotillion Screening

Special to The Truth

The ladies of the National Association of Negro Business and Professional Women's Club Inc held the Club's Annual Cotillion Screening on Saturday, January 12, 2019 at Indiana Avenue Missionary Baptist Church.

The screening started at 10:00 and lasted all day. During each session the Toledo Club members shared information and went over guidelines for the debutantes, escorts, debs-in-waiting, sponsors and parents. Everyone was able to ask questions on important issues leading up to the 2019 Debutantes Cotillion Scholarship Ball.

Over 200 young 11th and 12th grade girls and boys from the Toledo area schools participated and are preparing for months of practices, workshops, rehearsals and learning life skills.



Wilma Brown addresses audience during December's Tea

Wilma Brown, the Cotillion Chairman, along with co-chairs Denise Cardwell and Karen Jarrett and the members start to prepare for the months ahead starting late August each year and work closely with the staff in the Toledo Area Schools for qualified students.

The Cotillion is open to any girl attending parochial or public school, has a 3.0 GPA, not pregnant or has a child and is of good moral character. Cash scholarships will be presented to the 3 top winning Debutantes in the senior class. The junior class students will be Deb's - N -Waiting and the seniors qualify as Debutantes.



The Introductory Tea for prospective debutantes and their families was held in December. Chairman Karen Jarrett served as MC for that

... continued on page 10



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Looking for school options for your children?

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presented by
the Northwest Ohio Scholarship Fund (NOSF)
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Saturday, January 26
10:00 a.m. - 2:00 p.m.

at the Franciscan Center
6832 Convent Boulevard, Sylvania, OH 43560

Admission is free

Parents will have an opportunity to visit with and learn about different educational options and available funding for them. Area private schools, charter schools and homeschooling representatives will be on hand to provide information and answer questions.

There will also be fun activities and entertainment for children.
Snacks and drinks will be available, as well as free parking.

Information will be available on the EdChoice Scholarship program for students assigned to one of the EdChoice Designated Public Schools*including:

Kenwood Elementary School/
Bowling Green City School District
Stranahan Elementary/Sylvania Schools

Toledo Public Schools:
Arlington Elementary School
Chase Stem Academy
DeVeaux Elementary School
East Broadway Elementary School
Garfield Elementary School
Glenwood Elementary School
Jones Leadership Academy

Keyser Elementary School
Larchmont Elementary School
Leverette Elementary School
Marshall Stem Academy
Martin Luther King Academy
for Boys Elementary
McKinley Stem Academy
McTigue Elementary School
Oakdale Elementary School
Old Orchard Elementary School
Ottawa River Elementary School

Pickett Elementary School
Raymer Elementary School
Reynolds Elementary
Riverside Elementary
Robinson Elementary
Rosa Parks Elementary School
Sherman Elementary School
Spring Elementary School
Walbridge Elementary School
Westfield/Robinson Achievement School
Whittier Elementary School



For questions call NOSF at 419-720-7048 or visit <https://nosf.org/news-and-events>
Visit Northwest Ohio Scholarship Fund, Inc. FB page for event information

*Each year, Ohio identifies public schools whose students are eligible to receive EdChoice scholarships to attend qualifying private schools. Each of these public schools is designated an EdChoice school. An EdChoice scholarship pays or partially pays the tuition for a child's private school attendance.



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Cotillion... continued from page 8

program. Jarrett and her husband Dennis (who was her escort,) were participants in the Cotillion during their senior class year and are still happily married for over 40 plus years. They also teach ball-room dancing.

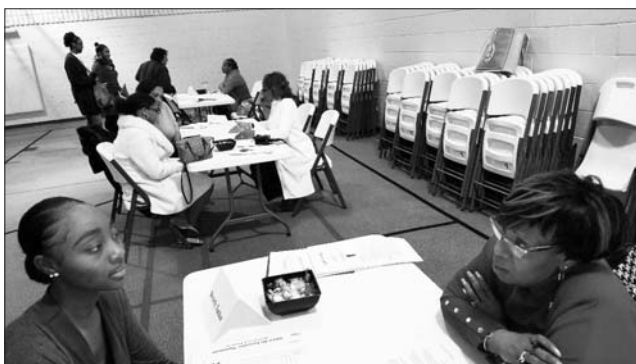
During the Tea, information on facts about what is expected of the program was given by Wilma Brown, Cotillion Chairman. Brown highlighted the criteria : rehearsals, expectations and special events that will take place from January till May for this scholarship program . The Cotillion Committee works year round to make this program successful with close communication with the schools starting in September each year. Brown's dedication for supporting young students educational needs goes back a long way. She has been the Debutante Cotillion Chairman for most of its many years.

The Deb's-N - Waiting (H.S. Juniors) are guided by Denise Cardwell who also teaches etiquette classes, provides workshops, activities and is also Cotillion Co- Chairman with Karen Jarrett. Dennis Jarrett is available for the escorts and father's throughout the program to assist with the waltz, men's tuxedos, pictures, etc.

Deborah Carlisle and Beverly Tucker (both specialists in music) supervise the Talent portion that is held on April 8, 2019 at Rogers HS. That event is free and open to the public.

The Cotillion began in April 1965 with the intent of presenting young ladies from the community into society and provides scholarship funding for the Debutantes college education. The club wanted the young ladies to be aware of the fact there were social advantages that existed that they may not have been exposed to during their childhood. This year the club is looking forward in honoring it's 54th Debutante Ball.

The Debutante Cotillion Ball will be held on Saturday, May 25, 2019 at the Stranahan Great Hall where many large scholarships will be given and these young ladies will be introduced to society.



16TH ANNUAL BLACK COLLEGE TOUR

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Tennessee State University – Nashville, TN

Tour Scheduled for April 14, 2019 through April 19, 2019
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MLK Unity Celebration... continued from page 16

Local vocalist Jasmine Schmenk sang the National Anthem.

UT President Sharon Gaber, PhD, and Toledo Mayor Wade Kapszukiewicz welcomed the audience, followed by performance by the UT TRIBE Dance Team, the UT Gospel Choir and the MADD Poets Society's Lydia Myrick of the Toledo School for the Arts and Dontrell Gregory of Rogers High School.

U.s. Congresswoman Marcy Kaptur gave the keynote address after which Willie McKether, PhD, UT vice president for diversity and inclusion and vice provost, presented this year's MLK Scholarship Award.

A moment of silence was held for Calvin Lawshe, who died this summer.



U.S. Congresswoman Marcy Kaptur, UT President Sharon Gaber, Mayor Wade Kapszukiewicz, Mayor Assistants Alan Bannister and Angela Lucas, UT VP Willie McKether



Mistress of Ceremonies Kristian Brown of 13abc



TRIBE Dance Team

Lawshe was a longtime UT educator and City of Toledo administrator. In his honor, the Mayor's Scholarship was presented. The African-American Leadership of United Way Scholarship Awards were presented by McKether and Patrice McClellan, EdD.

A film by Will Lucas titled "Remembering Dr. Martin Luther King, Jr." followed the scholarship presentations and the final group of performances included an excerpt from "I've Been to the Mountaintop" by Notre Dame Academy student Ada Ogbonna; "We Have Work to Do" by Aniah Bell-Langster, also of Notre Dame and "Every Praise" – written by Hezekiah Walker and J. David Bratton and sung by the UT Gospel Choir.

This year's celebration was dedicated to the memory of Calvin Lawshe who was recognized by UT in 2018 with a posthumous honorary Doctor of Public Service degree. Lawshe died on September 5, 2018.



UT Gospel Choir

TOLEDO EXCEL

PRESENTS

35th Annual
Conference for
Aspiring Minority Youth

Onward and Upward:
Persisting
through Barriers
and Obstacles

Dr. Terrell Strayhorn
Founding CEO of
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Saturday,
January 26, 2019

8:30 a.m.
to 1 p.m.

The University of Toledo
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Doors open at 7:30 a.m.

All students in grades 7-12, their
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members are welcome.

Admission is free and lunch is included.

Register

online: utoledo.edu/success/excel
call: 419.530.3820



DIVISION OF STUDENT AFFAIRS
THE UNIVERSITY OF TOLEDO
TOLEDO EXCEL

TARTA... continued from page 4

portation – in Ohio only \$.63 is spent per person for public transportation.” Byers noted how little that amount of public spending is compared to other states, such as Illinois which spends more than \$200 per person annually.

While TARTA representatives will not be part of the task force, Skeldon Wozniak noted that the public transit company has indicated that it will be “cooperative and ready to assist,” she said. “We are relying on TARTA for information and they understand that being available is part of this process.”



Perryman... continued from page 2

to increase the number of minorities in the department.

Tuning In:

Crosby's changes come after she has become more settled in her position and taking the time to get the lay of the land in Toledo, understanding the local politics; its levers of power; and the dynamics of our governmental decision-making. Many, including myself, may have misinterpreted Crosby's deliberateness as passivity.

Yet the truth, as I now see it, is that Crosby has been quietly tuning in to Toledo's "environment," using observation, discernment and a variety of "listening posts" such as the city's employee engagement survey or the mayor's many town halls or meetings.

What's next?

Look for additional changes in other departments to follow.

The City's Division of Streets, Bridges and Harbor; Sewer Department; Water Distribution and Department of Neighborhoods have all come up on Crosby's radar, having been identified as additional areas of concern.

It is clear that the hiring of the new D&I and HR directors are bold strategic moves to address these and other problematic areas.

Yet what is even more eye-catching is that Crosby's decisions seem to be made with the goal of achieving long-range outcomes that enable change to become sustainable rather than the splashy but flawed and shortsighted moves that we have grown accustomed to being made in Toledo.

Perhaps Crosby's process of observation, tuning in and her skill of discernment is a "more excellent way" to not only address these day-to-day problems but to also bring change that lasts.

Contact Rev. Donald Perryman, PhD, at drdlperryman@enterofhope-baptist.org

Saturday, February 16, 2019

12:00 Noon - 3 PM

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relationship coach, author &
TV host of Heart of the Matter

Make It Work by Tony A. Gaskins, Jr.

By Terri Schlichenmeyer
The Truth Contributor

Marriage? Not interested.

Nope, you've tried it and it's not for you. Neither is love, apparently, as evidenced by the string of awful dates you've had lately. You know that having a bad relationship is easy. Having a good one takes effort, and it might start with *Make It Work* by Tony A. Gaskins, Jr.

You just want to be loved.

Doesn't matter if you're a man or a woman, that's what everybody needs but not everyone has learned to do it right. Maybe early role models argued loudly or behind closed doors, leaving you with no template for disagreement. Maybe one parent slept around, imprinting a sense of insecurity. Or perhaps your childhood was peppered with lessons that just don't work anymore.

Whatever you learned early in life, the first rule to keep now is to love yourself. You can't know what you want in a partner unless you know what you want for you. Loving yourself is the basis of all good relationships.

Treat your body like the precious thing God intended. Stop being promiscuous, and don't let your partner talk you into anything that's wrong for you and what you want from a relationship.

"Keep your standards," says Gaskins.

Pay close attention to potential mates: they'll show you who they are and

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Howard Books
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240 pages

it's up to you to see it. If you're still falling in love, ask yourself seriously if you can live with their actions and ideals for the next four or five decades. Don't put up with liars, name-callers, Mama's Babies, profanity-users, or anyone who abuses substances.

"Be selfless" in your relationship by putting your partner first – and that means no secret-spilling to friends. Remember that both of you will bear the blame for any rift in the partnership. Learn how to disagree. And finally, know what's worth breaking up over; prayer and a little soul-searching might surprise you.

Make It Work is absolutely not a book for everyone.

Page after page after page of it is filled with so many overgeneralizations that it's almost laughable: the warning tones in the abundance of women-do-this, men-do-that scenarios feel like a marriage manual from the 1950s. The "female" is painted as a wily being, painfully desperate for love, using her body to "chase" a man; men are portrayed as being unable to think of anything but the bedroom. Readers are cautioned against having opposite-sex friends, because, well, one of you might not be able to maintain control. Yes, Eisenhower-Era readers, it's that clichéd.

But then, just when you think your eyes have rolled plumb out of your head, author Tony A. Gaskins Jr. surprises readers with information that is so useful and real that you'll gasp. It's advice that makes incredible sense. And yes, it could help you do what the title promises.

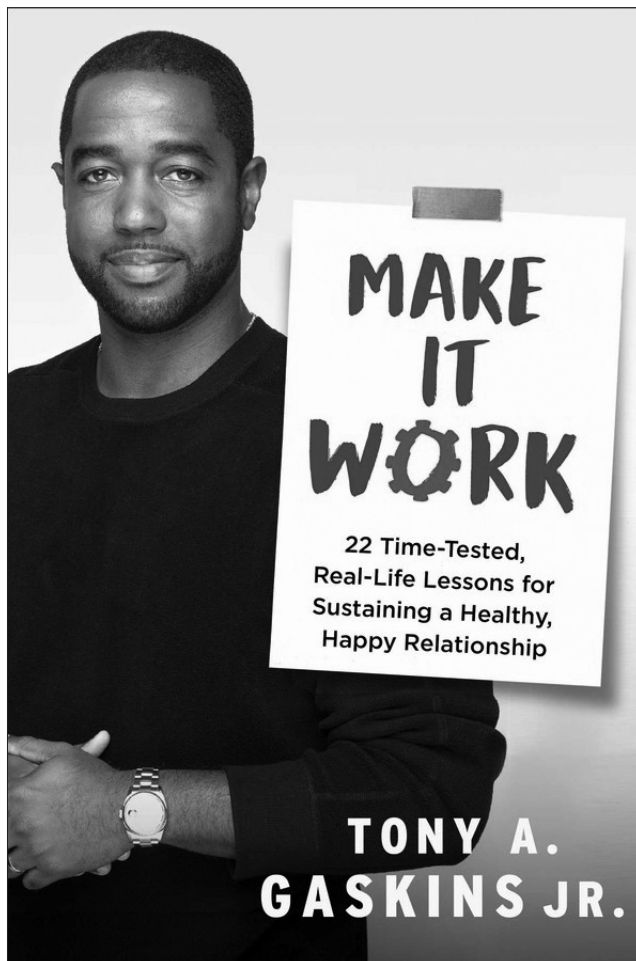
Finding that, though, may be like a treasure hunt that yields rhinestones. Gleaning lessons you can use may be a lesson in frustration. Yes, this book is right for the right person, but for many readers, *Make It Work*, won't.

SNAP... continued from page 6

their benefit for the entire month of February and no additional food dollars will be added in February.

The U.S. Department of Agriculture (USDA) has instructed the Ohio Department of Job and Services to issue February benefits early because of a provision in the expired federal spending bill that allows the USDA to continue to fund some of its programs for 30 days beyond when the department had to shut down. To comply with that rule, the USDA is working with each state to load February SNAP benefits onto recipients' cards now rather than the beginning of February, when they would normally be available.

SNAP-participating customers are being encouraged to plan their purchases carefully so that they will have money available to meet their food needs through the end of February.



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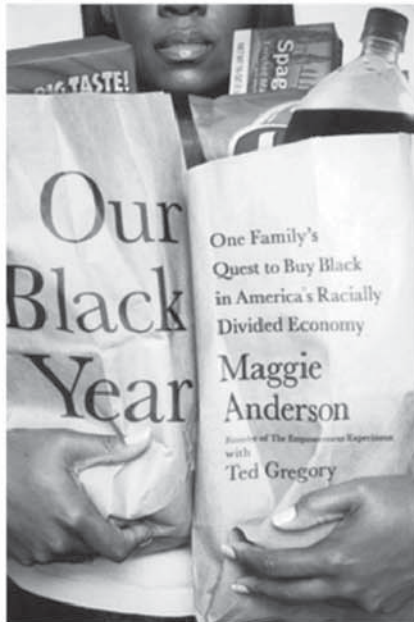
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One Family's Quest to Buy Black in America's Racially Divided Economy

Maggie Anderson
Author of The Engagement Experience with Ted Gregory



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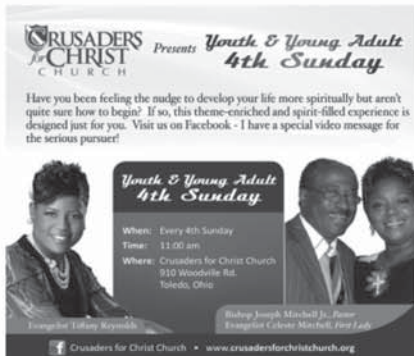


CRUSADERS for CHRIST CHURCH Presents **Youth & Young Adult 4th Sunday**

Have you been feeling the nudge to develop your life more spiritually but aren't quite sure how to begin? If so, this theme-enriched and spirit-filled experience is designed just for you. Visit us on Facebook - I have a special video message for the serious pursuer!

Youth & Young Adult 4th Sunday

When: Every 4th Sunday
Time: 11:00 am
Where: Crusaders for Christ Church
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 Bishop Joseph Marshall Jr., Pastor
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CLASSIFIEDS

January 23, 2019

Page 15

LUCAS COUNTY ENGINEER PERMIT MANAGER

Lucas County Engineer, is accepting applications to fill the **Permit Manager** position. Application deadline is February 18, 2019 at 4:30 pm. Additional information regarding the duties is available on the Lucas County web site (www.co.lucas.oh.us). Click on "Apply for a Job" and then select "Permit Manager" from the list to read more or apply.

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Brightside is seeking Assistant Teachers to join our team. An Assistant Teacher must have the following education: CDA or enrolled to complete a CDA; or an Associate's or Bachelor's degree with at least 9 Early Childhood Education credits; or on track to complete degree with ECE credits within one year. Please apply with your resume to Kbandfield@BrightsideOhio.com

ADMINISTRATIVE ASSISTANT, PROGRAMMING

Metroparks Toledo is seeking a qualified individual to provide administrative and program support for the Program Department at Wildwood Metropark. HS Diploma or equivalent. College degree preferred. 18 years of age or older. Moderate level of customer service and administrative support experience required; experience with educational curricula within primary and secondary grade levels preferred. \$17.03/hr. Some weekends, evenings, and holidays. Go to www.metroparkstoledo.com for complete job requirements and descriptions; must submit online application and resume online by January 21. EOE

PARK SERVICES CREW LEADER

Metroparks Toledo is looking for a Park Services Crew Leader position at Pearson Metropark. Associate Degree in Parks and Recreation services, Natural Resources, Grounds Management, or related field, or combination of education and work experience. Supervisory experience preferred. Park or outdoor operations experience including leadership responsibilities. \$20.28/hr. Full time. Go to www.metroparkstoledo.com for complete list of position requirements and duties; must submit online application and resume by January 24. EOE

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ACCOUNTING MANAGER

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Notice to Bidders: Inquiry # FY19-29, (Project # 1130-19-202) for Building Envelope/Weatherproofing for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Tuesday, January 15, 2019. Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from DC Reprographics, 1254 Courtland Ave., Columbus, Ohio 43201. Call 614-297-1200 for an appointment to pick up bid package. A cost of \$140.00 will be charged per set. Any further information may be obtained from Todd Schram of eS Architecture and Development at 614-764-1115. One Pre-Bid Conference will be held on Tuesday, January 8, 2019 at 10:00 a.m. in the Plant Operations Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 15%. Project Estimate: \$1,420,000.00; Breakdown: General: \$1,260,000.00; Plumbing: \$33,000.00; HVAC: \$105,000.00; Electrical: \$22,000.00.



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Notice to Bidders: Inquiry # FY19-30, (Project # 1020-19-201) for Classroom Renovations for the University of Toledo. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 3:00 p.m., Tuesday, January 15, 2019. Bids will be publicly opened that same day at 3:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Rd., Toledo, Ohio 43615. Call 419-385-5303 for an appointment to pick up bid package. A cost of \$150.00 will be charged per set. Any further information may be obtained from Alejandro Medina of BHDP Architecture at 513-271-1634. One Pre-Bid Conference will be held on Tuesday, January 8, 2019 at 11:00 a.m. in the Plant Operations Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 15%. Project Estimate: \$922,600.00; Breakdown: General: \$457,700.00; Plumbing: \$23,650.00 HVAC: \$35,550.00; Electrical: \$405,700.00..

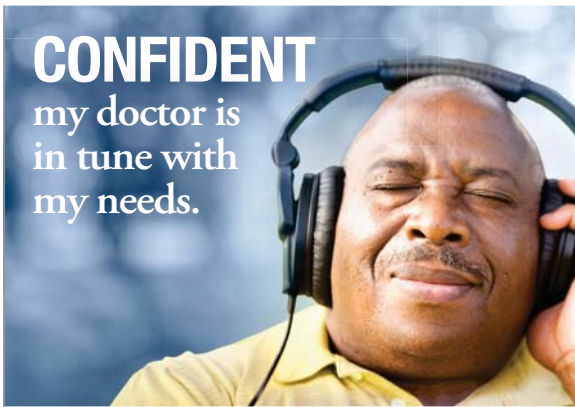
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2019 Dr. Martin Luther King, Jr Unity Celebration

Sojourner's Truth Staff

On Monday January 21, the University of Toledo and the City of Toledo collaborated for the 18th year to host the annual Unity Celebration to honor the birthday of Dr. Martin Luther King, Jr. at the UT Savage Arena.

The 10 a.m. event opened with a musical number by the Jesup W. Scott High School Marching Band and then a presentation of colors by the Lucas County Sheriff's Office.

... continued on page 11



Toledo Mayor Wade Kapszukiewicz and
Executive Assistant Angela Lucas



UT President Sharon Gaber, PhD, and Vice
Provost Willie McKether, PhD



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