



Volume 55, No. 9

"And Ye Shall Know The Truth..."

May 22, 2019



A Legacy of Leadership

John Scott, Robert Perry, Bill Harris

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Brown at Sixty-Five

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

The Truth Contributor

God did not create two classes of children or human beings – only one.

– Marian Wright Edelman



May 17, 1954 was a “Halleluia Moment!” for the African-American community, or so we thought.

It was on that day 65 years ago that the Supreme Court, supposedly, ended racial segregation in public schools when it handed down its unanimous decision in the case of Brown versus the Board of Education of Topeka, Kansas.

Yet, six and a half decades later, public schools still remain both racially separate and unequal. Despite the high court’s historic ruling, wealthier school districts show better learning outcomes than their counterparts located in areas of high poverty, revealing an achievement gap in education between black students and others.

I spoke with Stephanie Eichenberg about the challenges of public school education in its contemporary context. Eichenberg has been a member of the Toledo Public School Board since 2015 and is currently running for reelection. This is the finale of our two-part conversation.

Perryman: What are the current challenges facing the district?

Eichenberg: There are a lot of challenges and we’re going to continue to have many, many challenges. A part of that is from socioeconomic factors that we as a district don’t control, but I think we can help to influence. So, if we can engage students and help them feel at home, help them feel safe and make sure that they’ve had some meals and, hopefully, also connect them with community partners who can help them afterschool and help them outside of school, then we as a district can help overcome some of those big challenges.

Perryman: Challenges other than the socioeconomic ones?

Eichenberg: One of the biggest challenges we have as a district is just that we are a large district and so that means a lot of communication and just being really clear so people understand what’s going on. Sometimes we see our staff get frustrated, that’s part of it, but I think that focusing on how we as adults can work together and communicate is something we can continue to improve on.

Perryman: What are your thoughts concerning talk in both the media and community about the district’s low performance in its state report card grades and the potential takeover of the schools by the State of Ohio.

Eichenberg: The possibility of a state takeover, obviously, we don’t agree with. I think the takeovers that have actually been executed have been basically a nightmare in those communities. What happens is that you’re bringing somebody in who may not be from your community, they

hire a CEO who’s probably not from your community and who doesn’t know you as well and they just want to implement new ideas and see what sticks. And so, you see these kinds of very sad stories happening and it’s very dysfunctional.

Our job, as a district, is to just get out of being eligible for state takeover, that’s the first thing. But as a board, politically, I feel like it’s my job to say to the state, ‘hey, this doesn’t work, let’s try something that does.’ Struggling districts are struggling for a lot of reasons. Some are in your control, some are outside of your control. No city should be punished for the things that are outside of their control and that’s essentially what they’re doing. They’re punishing a city by taking away their democratic representation.

Perryman: From a practical standpoint, how do you move the district out of its current status?

Eichenberg: Well, you get all of your folks into with what are the elements that it takes to move the needle on the grade card. There are about five or six separate elements, but the best way is get more kids to graduate and help the kids engage academically, which is what everything else is about, so that you’ll start lifting the scores.

And, at the same time, I’m going to continue to advocate to say ‘hey, is this grade card really working and is it fair?’ I don’t think it is and I think a lot of people don’t think that. When I went down to the state house I was asked that question because I had said something in my testimony about you can design a model to reflect what you want and I believe this model was designed to make districts that had a lot of resources look good and the districts where the students have less resources aren’t going to look good and so there’s pieces of that model that need to change. But in the meantime, we also just have to do our best to lift ourselves up out of it (takeover status). And I think we’re very close, I hope we make it this year and if not, hopefully we can make it next year.

Perryman: As it relates to the challenges that large schools face and that TPS, in particular, faces, how inclusive have you been at getting input from the community, particularly the African-American community or the Latino community?

Eichenberg: I think we’re making strides. We’re certainly not perfect. I’m not sure if you’re aware, but we’ve got a small staff right now trying to develop a department of equity, diversity and inclusion. I think just making that step is a super important because that says we acknowledge this is a formal effort and we need to figure out what does this formal effort look like to really make sure that we are treating students in the community equitably, so that’s one piece.

I think that the piece that’s hardest to move about inclusion is that we don’t see a lot of African-American graduates in the education field, and if they’re not in the pipeline, it’s really difficult to hire. But we are looking at it and we did just have some adult students get through the Teach Toledo piece. So, we also need to support alternate certification or coming back from the workplace certification.

... continued on page 4

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Community Calendar

June 1

“Rock the Block:” Junction Neighborhood Cleanup; 9 am to 2 pm; Asking neighbors, community partners to work together: 419-382-1964

June 3-7

United MBC Vacation Bible School: 5:30 to 8 pm nightly; Free light dinner 5:30 to 6 pm

St. Paul Vacation Bible School: 6 to 8 pm nightly

June 10

Lincoln School Community Coalition Meeting: 6 pm; St. Paul MBC; Organized by Councilman Tyrone Riley to discuss neighborhood improvement with representatives of the City of Toledo –roads, pest control, cleanups, etc

Another Letter to Andy... Now A White Teenager

By Lafe Tolliver, Esq

Guest Column

Dear Andy:

How are you doing? I hope all is well with you and your family in Dunkirk Michigan. The last time I wrote to you was when there was a lot of killings of black males by white policemen.

You were trying to understand or get a grip on what was going on in this country and you reached out to me to write my opinion of what this society was doing to make it so difficult for black males to thrive and prosper.

I wrote to you my opinions and you were kind enough to respond back. Now, I believe that what is currently happening in this country is directly related to the election of Donald Trump as president and requires that I update my previous letters to you.

So, here goes.

If you have been listening to the news or watching the news, you have seen a plethora of incidents in which or by which President Trump has engaged in ghastly racial behavior that he apparently relishes and, he engages in a pattern of speech that is adorned by outright lies or half-truths and vitriolic name calling.

It appears that his "base" of voters revel in his racist antics and they support him in his undertakings even though President Trump has amply demonstrated that he is totally clueless as to how government operates and how foreign affairs are conducted.

He has a pronounced aversion to telling the truth and seemingly revels in denigrating people of color and constantly is in awe of what the world terms as autocrats or dictators. Not good for an American president to idolize those leaders who oppress and kill their citizens and deny them basic human rights.

But, despite having people around him who are of sound credentials and astute in foreign affairs, President Trump stylizes himself as a "stable genius" and that, "he alone can solve all of our problems." Only fools and narcissists engage in such loose and dangerous thinking.

Andy, you asked me the last time we spoke as to how could so many people follow such a person when they have access to sources that would inform them that President Trump lies are open and notorious.

Andy, once you realize and understand that people vote their fears in the hopes that a savior will protect them from themselves because their fears often drain them of the capacity to think logically and act fairly, people like Trump can gain a mass following with empty rhetoric and hollow promises.

Andy, when a person can create a "monster" and then tells you that the "monster" is coming your way and your only hope is to throw your allegiances to a loud talking bigot, you take your chances and fall into line.

That is what the GOP has done with Trump. They are fearful of this bully and his tweet machine and they give him lip service of fealty despite the grave damage he is doing to the national fabric of civic unity and cordial relations.

A person like Trump does not want to engage in acts of compassion or empathy or personal sacrifice because he has been taught, wrongly so, that such characteristics demonstrates weakness; and Trump

wants to be portrayed as a tough guy...almost like a mob figure who takes no prisoner and who will wipe out an opposing family on a mere whim.

Regrettably, Trump has now surrounded himself with sycophants who are so morally pliable that they have been molded to do his will and not work for the good of the commonweal.

Andy, I would be less than honest if I did not tell you that so much of the voter base who voter for an apparent "strong leader" as opposed to a woman being president (Hillary Clinton), did so due to the stroking of the fears that America is slowly becoming a nation of minorities and the current hegemony of white males as the sole driver of power and perks in this country is slowly coming to an end.

That is one reason I believe why Trump is quickly filling up any and all federal judgeships with white males. For it is in the courts of these federal judges, who are appointed for life, that Trump and his anxious white males can make their stand and maintain a stranglehold on any laws that Congress may pass.

Andy, you seem to be a guy with his head screwed on right, so, be sure to read commentary from both sides of the political aisle so that you are not bamboozled by hijinks regardless of the speaker's party affiliation.

Sharing power and perks with other Americans who are not white is not a death knell to any white person. It simply means that a more equitable distribution of wealth and benefits will be passed around the table without one person or a small cabal of persons eating 99 percent of the economic pie!

Those who oppose the notion that the government should be by the people, of the people and for the people would have you believe that unless you choose sides with people who are draconian in their efforts to stymie any real progress by minorities, you lose.

Andy, do not believe that cruel hype. America has enough for everyone who wants to share and not hoard and who wants to smile and not frown at each other.

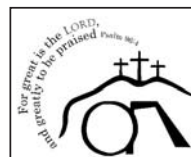
Working for the collective good of the country is a noble task and not everyone is suited for it. I believe you are admirably suited as a young person who has a firm inner moral compass that will not lead you into hypocrisy or mortal turpitude for your only selfish gain.

I hope I am not wrong about you!

Well, Andy, write me when you can. I listen to your podcast whenever I can and I am encouraged that you are maturing into a person that I could fondly wrap my arms around your shoulders and smile into the camera and say, "Hey everybody, this is Andy and he is my good friend!"

All the best!

Contact Lafe Tolliver at tolliver@juno.com



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Rep. Sheehy Announces Federal Conservation Funds Released for Toledo Riverfront Project

State Rep. Michael Sheehy (D-Oregon) last week announced the release of over \$280,000 from the federal Land and Water Conservation Fund toward the renovation of Toledo's Downtown Waterfront Metro Park and International Part. The announcement comes less than a year after Sheehy joined a national coalition of legislators in Washington, D.C. to advocate for the permanent reauthorization of the fund.

"I went to Washington because the Land and Water Conservation Fund is

crucial to the health of Ohio's lakes and rivers, and creates a lasting impact for local economies like ours," said Sheehy. "President Trump has now twice proposed gutting this historic program, but after meeting with our allies in Congress I am more confident than ever that these projects will keep making their way back to Ohio."

The funds will assist in the construction of a brand new pedestrian bridge and asphalt pathways to ensure walkability and accessibility within Toledo's exciting new riverfront renovation.

The Land and Water Conservation Fund, established in 1964 and funded fully with royalties from oil and gas drilling, has dedicated over \$150 million to Ohio conservation and historic preservation projects. Lucas County has been a major beneficiary of these dollars, with millions supplementing the acquisition of public lands like the riverfront and Maumee Bay State Park.

The funds were approved at Monday's meeting of the state Controlling Board, a bipartisan panel that oversees state spending.

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Perryman... continued from page 2

The other piece that we want to think about, is that we actually have good diversity in our building leadership. Monthly, we look at building leadership versus administration type jobs versus teachers versus the rest of the staff that supports the school buildings. And the numbers look great for leadership and for the rest of the staff. However, it's our teaching staff that we have to continue to engage and find creative ways to try to make it more diverse because if you just look at who's graduating from multiple teacher programs and education programs, you're not going to find people, and that's one of the things that we've really had to work around and why it's so difficult to move that needle. I think that's the toughest task ahead of us because you have to have a long game.

I was in an event where there were these very impressive students and Dr. [Romules] Durant looked at them and he goes 'You're going into education, right?' And he said it to each of them. We have to build up the profession to them and also acknowledge that not everyone wants to be an educator when they first leave school, but I think with time there are people who gravitate back to education because they understand now that they've been out in the workplace that they have something to offer students, and they like to teach. But sometimes you don't know that just going to school, you learn it out in the world.

Perryman: Thank you.

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

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Athletes of 70s and 80s Organize Reunion and Community Picnic

Sojourner's Truth Staff

On Saturday, May 25, the Athletes of the 70s and 80s will host their first ever community picnic at Ottawa Park and offer the public an afternoon of food, music and networking. The group began in 2012 as an effort to "start to reconnect with former classmates and to reminisce," says Terry Crosby, DeVilbiss '75, one of the founders of the group and its director of administration.

The athletes initially assembled a startup group of about 50 former high school players from the 70s and 80s. Today the membership has grown to include over 1,600 former athletes of Toledo area high school sports teams – a membership that is spread all over the United States, as well as in a few foreign countries.

The project got jumpstarted, says Crosby, when Rob Johnson, the co-CEO of the group, began posting online which permitted members to interact with each other and spread the word efficiently.

"The goal of the picnic is to give back to the community," says Earl Hopings, Libbey '79, the Athletes' treasurer. In addition, "we can reach out to people who have left the area," he continues, "and in difficult times, we can help them."

"We can let athletes know they are not left out," adds Glenn Perryman, Central Catholic '78.

Ann Strong, Libbey '81, joined the group when she replied to Terry Crosby's outreach, "because it was all new originally," she recalls. She also remembers that when she joined there were hardly any women included in the initial gathering – a fact that inspired her to become active.

One of the most important aspects of the group's activities is "elevating and recognizing the talent that comes out of the city of Toledo," says Crosby.

"And also educating," adds Jay Feldstein, DeVilbiss '73. The athletes, not-

ing the demise of three schools since their days on the court, on the gridiron, on the diamond or on the track and field, stress the importance of reminding each other and those in the community of what happened athletically at Libbey, at DeVilbiss and at Macomber high schools, especially because so much of the memorabilia of those schools has been lost.

"A sense of history is gone," says Feldstein. "Athletics was a great equalizer – a great common experience."

The common experience continues this Saturday, May 25, at Ottawa Park from noon to 7 p.m.

"It's not just about sports," says Crosby. "It's about bringing the love we had lost."



Glenn Perryman and Terry Crosby



Jay Feldstein, Ann Strong, Earl Hopings



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Recruiting & Supporting Teachers of Color: An Assessment of Teach Toledo

By Lynne Hamer, Ph.D.

Guest Column

In the last several years, teacher education initiatives across the nation and locally have begun to get serious about addressing the critical shortage of teachers of color. This shortage creates inequities and problems not only for students of color and white students, but for society as a whole. The University of Toledo's *Teach Toledo* initiative is one such effort.

Full disclosure of bias: this writer has been involved in the University of Toledo's *Teach Toledo* initiative since 2015. In that year, two things happened: (1) Participants in the forum *Community Conversations for School Success* identified the shortage of teachers of color as a key problem we needed to address as a community. (2) Eleven faculty members of the Judith Herb College of Education (JHCOE) began meeting to develop an initiative inspired by the "Grow Your Own Teachers" approach pioneered in Chicago (see www.growyourownteachers.org).

With *Teach Toledo Cohort I* students having completed their Associate of Arts degrees and headed for campus to continue for their Bachelor of Education degrees (see story in *The Sojourner's Truth*, May 8, 2019), the JHCOE has been assessing what has been accomplished and what remains challenging. Here is what we have found, with an invitation for readers to share insights and suggestions for further development.

Background

The purpose of the *Teach Toledo* initiative is to recruit and retain a diverse cohort of students who have lived experience in urban settings and who intend to earn the B.Ed. degree necessary for Ohio teaching

licensure. Because the job market locally and nationally is strongest for special education teachers, the initiative is built on special education licensure; however, participants can choose to pursue licensure in other areas.

The initiative thus has two goals: (1) recruiting diverse citizens of urban Toledo into the teacher education pipeline, and (2) preparing special education teachers with an interest in teaching in urban schools.

In January, 2019 the JHCOE conducted a small study to assess the initiative's success in achieving its goals. The study compared the *Teach Toledo Cohort I*, matriculating in University College in fall 2017, with the cohort entering the Judith Herb College of Education, and within that group the smaller cohort of 12 students declaring their intention to pursue the intervention specialist major, also matriculating fall 2017.





The goal of the study was to evaluate *Teach Toledo's* level of success in recruiting and retaining a diverse cohort in comparison to the regular cohort of students who select to pursue education at the University of Toledo. Although the sample is too small to generalize, it provides a useful point of comparison for consideration.

Diversity


As displayed in Table 1, the *Teach Toledo Cohort I* was comparable in terms of gender diversity to the on-campus cohort, with approximately

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The Truth
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Black/Brown Unity Coalition: Fighting Racism Together

By Fletcher Word

Sojourner's Truth Editor

Over the years, community members of various minority groups make numerous efforts to organize and to address concerns that plague the members of those groups. Several issues generally prevent success in these endeavors.

All too often, the groups are organized by well-intentioned individuals who are so busy in their everyday lives, they have not enough time to fight the good fight in their part time. In their haste, they have not fully structured their organizations. In addition, the goals established by such groups tend to be more numerous than can be effectively handled by such busy folks – there are so many issues facing minority communities that it is difficult to limit the scope.

Now comes the Black/Brown Unity Coalition, an organization of leaders from the local African-American and Latino communities united in their efforts to fight racism and the ugly effects of decades of neglect of inner-city communities. In order to avoid missteps, the Black/Brown Coalition has moved in an entirely different direction from that of previous groups with similar goals.

First, the Black/Brown Coalition has limited its focus to three activities – protecting families from lead paint, increasing safety by installing better street lights (LED lighting) and community organizing.

Second, the Black/Brown Coalition has raised funds in order to hire an executive director who can work on these issues without being constrained by a lack of time in which to do so.

Third, the Black/Brown Coalition has developed a structure – adopted by laws, appointed a steering committee comprised of representatives from interested other organizations, elected officers, raised funds and filed with the state.

The Black/Brown Unity Coalition is a group that has been in an embryonic stage for months. The principal leaders of the group are two men who have been pillars of the Toledo community for decades – Bishop Robert Culp, pastor of First Church of Christ for more than 50 years, and Baldemar Velasquez, founder and president of the Farm Labor Organizing Committee (FLOC) for the past five decades.

Should the group prove to be successful in its endeavors, says Velasquez, the key to that success will be “to make sure we have a governing institution, to create a governing institution and run the organization that way.”

Velasquez, who has been part of many such community organizing efforts over the past five decades, recalls a time back in 1968 when he was first starting his work with FLOC and he received an invitation to join the Poor People's Campaign, in the wake of Dr. Martin Luther King, Jr.'s assassination. The problem, he says, is that the Campaign suffered from a lack of structure and ultimately failed to achieve its goals.

“We have to learn from the movements of the past,” he says. A very structured number

of organizations drove the Civil rights Movement, he noted, such as CORE, SNCC, SCLC. Once some of the critical legislative goals such as the Civil Rights Act and the Voting Rights Act were passed, those organizations lost their purpose for existence and their effectiveness faded away and, thus, future goals were sacrificed.

The Black Brown Unity Coalition is sponsored by the Toledo Community Coalition, FLOC, FLOC Homies, Latinos United, the Black Trade Unionists, the NAACP Toledo Branch. Advocates for Basic Legal Equality, Inc (ABLE) will serve as the fiscal agent and two members from each of the sponsoring group, plus three other community members will serve on the board of what will become a non-profit corporation with 501(c)(3) status.

The first community forum was held in October 2018 and the leadership is cheered by the apparent success of its first community effort – the creation and implementation of a Code of Conduct with the Toledo Police Department and the Lucas County Sheriff's Department that happened more than a year and a half ago.

Now, the Coalition is ready to proceed, sufficiently organized and prepared to seek solutions to the two issues on its agenda – the damage of lead paint in housing and the safety issues of insufficient lighting in city neighborhoods.

That preparedness should enhance, says Velasquez, “our ability to mobilize the community. I have high expectations.”

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The African American Legacy Project Honors Local Legends

By Asia Nail

Sojourner's Truth Reporter

The African American Legacy Project of Northwest Ohio honored six local Legends during their annual Leadership event Friday May 17 at the Hilton Garden Inn in Perrysburg. Master and Mistress of ceremonies, Bill Harris (Retired, NBC news) and Kristian Brown of the 13abc news team, welcomed us all to A Legacy of Leadership and a celebration of the human spirit.

Rev. Charles E. Jones, head pastor of Christian Temple Baptist Church, gave the invocation and drew attendees toward the divine authority of God through prayer, petitioning God's guidance, protection, and presence over the reception.

Musical improvisation roused the atmosphere. Solo violinist, Obed Shelton, delighted with his vibrant interpretation of "Lift Every Voice and Sing."

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John Scott, Robert Perry, Bill Harris



Bernadette Graham and Robert Smith



Bishop Robert Culp and Kevin Culp



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Elecia Cole Smith, Edwin Cole, Eddie Cole

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It is almost here! The new Toledo Lucas County Mott Branch Public Library will be open to the public on June 7, in time to provide expanded educational and entertainment opportunities for area residents. The new branch, which will ultimately connect directly to the next door MLK Jr Academy for Boys, is easily accessible by street or walkway and also has expanded parking area for visitors.

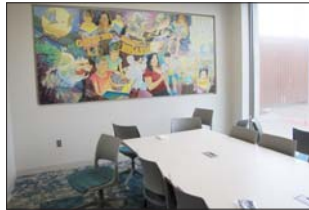
And so much larger than the old branch right across the street!

There is a children area; a community meeting room, other meeting rooms – both large and small, a recording studio, a café, study rooms and a technology area.

The large, wide open space is quite a contrast to the dark, small enclosed branch on the other side of Dorr.



Branch Manager Kim Penn with Councilmen Larry Sykes and Tyrone Riley



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Legacy Project... continued from page 8

Written by James Weldon Johnson in 1900 to celebrate Abraham Lincoln's birthday, Lift Every Voice and Sing has become an anthem for African Americans in the struggle for equality. This powerful song continues to influence and shape new generations today just as it did when Jim Crow was replacing slavery and African-Americans were searching for an identity.

May 17 was the perfect date to commemorate leadership within black communities, marking the 65 year anniversary of the Brown vs. Board of Education's landmark Supreme Court case that ruled school segregation unconstitutional.

Mayor Wade Kapszukiewicz gave remarks thanking Robert Smith, the founding president of the African American Legacy Project, for his, "unwavering dedication to preserving the history of AA while encouraging the community to appreciate a very important culture."

The Legacy of Leadership event welcomed residents, as well as political and faith-based leaders alike to celebrate the accomplishments of the 2019 honorees. Each Legend received a plaque commemorating their service to the community and were given an honorary personalized kente to be placed upon their shoulders as demonstration of the love and respect of the entire community.

The evening air was filled with waves of varying live music. The alluring sounds of (vocalists) Stacy Brown and Theresa Harris, Wayne Harris (bass guitarist), Scotty Burns (drummer), Mike Day (guitarist), Fred Sights (pianist), and the Martin Luther King Jr. Academy for Boys Choral richly textured the room with the honorees favorite musical selections.

This year's honorees include Bishop Robert A. Culp; Robert Z. Kaplan; LaRouth Perry, PhD; and Robert Perry, PhD. Edrene Benson Cole and Wayman D. Palmer received posthumous honors.

Bishop Robert A. Culp, born in Sharon, Pennsylvania, is the Senior Pastor of First Church of God in Toledo Ohio. Under his leadership, his church has thrived and reached the community through several ministries including the FACTS and FORWARD program for substance abuse and the Four Corners Project serving youth and children. Fondly referred to as 'Toledo's Bishop,' Culp served as Past President of the NAACP Toledo Chapter.

Bishop Culp's award was presented by State Representative, Stephanie Howse (District 11)

A vibrant Howse brought greetings from the Ohio Legislative Black

Caucus. The OLBC is the oldest legislative black caucus in the nation, whose members, have been fully committed to fighting for issues important to African Americans in Ohio over the past 50 years.

Robert Z. Kaplan is a Toledo native who received both his Bachelor of Arts and Juris Doctor degrees from The Ohio State University. Kaplan has been practicing law in downtown Toledo for 63 years focusing his efforts on criminal defense and civil rights while advocating for the black community. Kaplan worked as legal counsel for the Toledo chapter of the Black Panther Party between the 1960's-1970's and received the Distinguished Toledo Lawyer Award from the University of Toledo Law Alumni Association.

LaRouth Perry, or "Dr. P," as her students affectionately called her, is a native of Little Rock Arkansas and a graduate of Fisk University. While attending Fisk she sang soprano with the famous Fisk Jubilee Singers. Her love for music was only superseded by her love of family and the English language. A wife, mother and educator, Perry not only taught English Literature, she also taught the life changing powers art can have on one's life. LaRouth Perry was the founding director of the Arts Commission of Greater Toledo, Young Artists at Work Program and is a member of Delta Sigma Theta Sorority, Inc.

"Dr. LaRouth Perry authored the mission, vision and purpose statement for the African American Legacy Project. Her words have served as guiding principles for the AALP. Back in 2003 she saw the future need for this organization in the community and her words breathed life and direction into this organization," recalled Robert Smith.

For nearly 50 years Robert Perry used his scholarly writings and teachings to open the hearts and minds of both the young and young at heart. Robert Perry earned his bachelor's and master's from Bowling Green State University. He was appointed the Director of BGSU's Ethnic Studies Program in 1970. Perry's trailblazing work led to his framing and developing the first original requirement on ethnic studies in the country. Along with his wife, LaRouth Perry, their household became NW Ohio's AA cultural center, hosting such nobles in their home like American author and poet James Baldwin. Retiring in 1996 Robert Perry accepted a position at Eastern Michigan to head the Dept of Ethnic Studies and later Director of the AA Center of Cultural Research. Perry is a member of Kappa Alpha Psi Fraternity. Quietly he has served our community on numerous boards and if you ask, he will tell you his greatest achievement is his family.

Angela Nelson, PhD, chairman of Department of Ethnic Studies, congratulated the Perry's while saluting alumni and 2019 Legacy of Leadership Award Honorees on behalf of Bowling Green State University. She reminisced on her and LaRouth's good times together as doctoral students and their shared advocacy for helping students of color get into college. Nelson also credits Robert Perry with giving her, her first job within the Ethnic Studies Department at BGSU.

Edrene Benson Cole, originally from Marks Mississippi, moved to Toledo in the mid 1930's. Cole earned a Bachelor's of Arts, Master's in Education and Education Specialist degrees from the University of Toledo. From 2004-2006, Cole compiled an oral history of African Americans in the Toledo area and produced their work on copyrighted CD's and produced a booklet on the project earning her an appearance in several TV documentaries, including Eyes On The Prize. She was recognized for her outstanding contribution of service to youth, education and the preservation of local history and was given an Honorary Doctorate of Education on behalf of the University of Toledo in 2006.

Wayman D. Palmer was born in Paris, Tennessee. Palmer was an educator for 16 years first in Columbia, South Carolina and later in the Toledo Public School system. He was a servant leader who worked tirelessly on behalf of people. Palmer was an early entrepreneur. Working alongside his father, Cecil H. Palmer, Wayman ran Palmer's One-in-a-Million ice cream stand. His strength was his integrity and he was also able to bring billions of dollars in new investments to the Toledo community in the area of housing. Both a YMCA location and a local housing unit have been named for him and stand as tribute to his life.

The evening concluded with closing remarks from President Smith and an invitation to join Toledo's upcoming 7th Annual National African American Male Wellness Walk and Run 5k on Saturday August 17, 2019.

Since 2004, the African American Legacy Project (AALP) of Northwest Ohio, has been documenting and preserving the history of Northwest Ohio's African American community and its impact and influence far beyond Ohio's borders. The AALP's mission is, "to stimulate the intellectual, socio economic, and participatory growth in communities wherein African Americans reside."



In Memoriam

Glenn Stubblefield Sr: May 30, 1942 – November 16, 2018

The family of the Late Glenn Stubblefield Sr. would like to thank the Toledo Community for the tremendous show of love and support at the time of his passing in November 2018. There was an outpouring of calls, cards letters, flowers and food. It was with overwhelming joy to greet the hundreds of people who took time to attend his services.

We tried to thank individually. Due to huge response, someone may have been missed. We appreciate all the A special salute to Glenn this Memorial Day for his service to this country through the United States Army. Thank-you Mayor Wade Kapszukiewicz for your above and beyond support. Our soul and spirit miss you, Glenn.



Teach Toledo... continued from page 6

three-fourths of both groups identifying as female. However, in terms of ethnic identity, the Teach Toledo Cohort I was significantly more diverse than the on-campus cohort, with approximately three-fourths of the Teach Toledo Cohort I identifying as African American or Hispanic/Latino American compared to 11 percent of the JHCOE cohort and zero percent of the sub-cohort of those declaring intervention specialist as their intended major.

This difference shows that the initiative was successful in reaching its first goal. It did this by purposefully recruiting for diversity, working primarily in central city Toledo and primarily via the Toledo Public Schools. The emphasis on teacher diversity in print materials and oral presentation of the initiative, including framing it as an effort to address the local and national shortage of teachers of color, may also have been a factor.

Table 1: DEMOGRAPHICS of Initial Population (Fall 2017)

	Gender	Ethnicity	
Teach Toledo cohort N=19	74% Female 26% Male	58% African American 16% Hispanic/Latino American 26% Euro/Anglo American	
Whole college of education – undergraduate N= 677	77% Female 23% Male	5% African American 6% Hispanic/Latino American 82% Euro/Anglo American 7% Other/Unknown	
Intervention Specialist Major (Freshman) N=12	75% Female 25% Male	100% Euro / Anglo American	

Key:

	African American
	Hispanic/Latino American
	Euro/Anglo American
	Other/Unknown

Academic Achievement

Several students entered the Teach Toledo Cohort I with strong high school GPAs and strong ACT scores. However, taken as a group, students in the Teach Toledo Cohort I entered college with a significantly lower average high school GPA and significantly lower average ACT score than did their peers matriculating directly into the JHCOE.

But GPA and ACT did not predict their achievement in college. By the end of their first semester of college, on average, the Teach Toledo Cohort I had approached closing the academic gap with their on-campus peers. The fall 2017 average term GPA for Teach Toledo students was 2.739, only 0.155 points lower than the intervention specialist cohort and only 0.345 points lower than the entire JHCOE cohort.

Why did lower grades in high school become higher grades in college? It was not because coursework was easier: the course requirements for Teach Toledo were the same as the requirements on campus. Rather, the academic achievement of Teach Toledo students may have been supported by several factors. First, Teach Toledo students tend to be non-traditional students, returning to school with a strong motivation to obtain the degree needed for their chosen profession.

Second, the cohort model facilitated students' receiving information, clarification, encouragement, and occasionally extended deadlines necessary for first-semester students to succeed academically. In other words, the requirements were equal, but the paths to meeting them were adapted

according to student needs.

Third, cohort members have reported the importance of working together "like a family," at all times of day and night, often with children in tow. The importance of peer support cannot be overestimated: it was essential.

Persistence

In higher education jargon, the term "persistence" refers to students continuing, semester after semester, toward graduation. This is also referred to as "retention," as in the university's retaining or keeping students enrolled.

Between their first and second semesters, students in Teach Toledo persisted at a lower rate than did students in the JHCOE in general and specifically in the intervention specialist major. Only 74 percent of Teach Toledo students persisted to a second semester, while 96% of JHCOE freshmen persisted and 92 percent of intervention specialist majors.

There were two primary reasons for non-persistence beyond one semester: (1) For some students, life circumstances (including housing, job requirements, relationships, and in two cases tragedies) interfered with their ability to complete requirements, and (2) For others, past attempts at higher education had depleted their financial aid and they did not have funding to continue.

However, beyond that first semester, *Teach Toledo Cohort I* students persisted at a higher rate than did on campus students to complete the Associate degree and transition into the professional education program. Some scholars talk about this as having "grit."

By the numbers, Teach Toledo students persisted at a higher rate than did the cohort of on-campus intervention specialist majors (see table 2). Specifically, 42 percent of Teach Toledo students persisted to register in spring semester of their second year, whereas only 33 percent of their on-campus intervention specialist peers did. Of those Teach Toledo students who registered for spring semester, all have completed or are expected to complete the requirements for their Associate by August 2019.

It is important to note that the decline from 14 students registered in spring 2018 to 8 registered in spring 2019 was due in part to students being too advanced for the program: Three students were no longer eligible for cohort classes in spring 2019 because they had transferred credits into the program that put them beyond the Associate degree requirements at this point.

...continued on page 12

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Teach Toledo... continued from page 11

The other three who did not persist into spring 2019 can be categorized as “stopping out” rather than “dropping out”: They each had life or financial circumstances forcing them to take a break from school. However, they are all in good academic standing and thus have the option to continue.

Table 2: RETENTION Fall 2017-Spring 2019

	Fall 2017 to Spring 2019 Retention	
	Registered SP 19	Not Registered SP 19
Teach Toledo cohort N=19	8 42%	11 58%
Intervention Specialist Major (Freshman) N=12	4 33%	8 67%

Conclusion

Teach Toledo Cohort I shows the initiative to be successful in terms of recruiting and retaining a more diverse cohort of preservice teachers than the regular, on-campus program. Success in terms of persistence to achieve the degree is due first and foremost to the outstanding dedication and resolve of the students, but a carefully designed initiative also helped: More data are needed to make conclusive claims about key features of the initiative leading to this success—and the JHCOE is working on that data.

However, the success of cohort I indicates that the design that prioritizes recruiting urban citizens and citizens of color into teaching, combined with the cohort model that provides social and academic support, is a promising approach for addressing the local and national need to educate a more diverse teaching force.

Is *Teach Toledo* a perfect program? Not at all. It is an effort in progress—and as part 2 of this series indicated, teacher education has a long way to go to reverse past and present inequities. One area of improvement that has become obvious is the need to provide more financial support: The federal Pell grant and Ohio access grant provide minimally sufficient funds for a fulltime student to complete a four-year degree if the student has no setbacks.

However, most people have some missteps and need a financial safety net to fall into. For students from wealthy families, the family provides that net. For students whose families lack wealth—and especially for students of color whose ancestors contributed to the creation of others' wealth in a system that denied them access to wealth themselves—schools and society need to provide that net. As it goes forward, the Teach Toledo initiative must leverage financial support from institutions and the community to support students' financial needs.

Is the program designed perfectly? Again, no: It is a work in progress. Strengths of the program include its curriculum with African Civilization, African American Culture, and Spanish as required courses. Weaknesses include the need for more tutoring opportunities at times and places accessible for working adults, especially for challenging subjects including writing, Spanish, and math. As it goes forward, the Teach Toledo initiative

is working with UT administration to provide this.

Does *Teach Toledo* have all the answers? Not at all. *Teach Toledo* does have a large and diverse steering committee including many community members and cohort I students, and this is helping to make a good program. However, the initiative welcomes input from all members of the community as we work together to raise up the teachers to teach the city's children.

The author is coordinator of Teach Toledo, a collaboration between the University of Toledo and Toledo Public Schools designed to recruit and provide academic support for future teachers of color. Please send comments on Teach Toledo's successes and challenges, and ideas for ongoing development of the initiative. UT's Teach Toledo is recruiting for Cohort II, with May 31 being the deadline for application. Requirements are a GED or a high school diploma, and all ages are welcome. Classes will begin in August. Contact Hamer at 419-283-8288 or lynne.hamer@utoledo.edu, or go to the website at www.utoledo.edu/education/teachtoledo to apply for admission on line. Dr. Hamer is happy to send readers PDFs of the research referenced in this article; contact her via email.

This article is part III of a three part series: Part I reported the graduation of eight Teach Toledo students, and part II reviewed research on the shortage of teachers of color as a civil rights crisis.

Smart Strategies to Help Pay Off Debt

Special to The Truth

From car loans to student loans, credit card balances and other revolving debt, U.S. consumer debt is higher today than ever before.

Indeed, that figure now exceeds \$4 trillion for the first time, according to CNBC.com 2019 estimates. To reduce and eliminate your own debt, consider the following tips:

- Review where your money is being spent. Create a budget for monthly expenses and stick to it.
- Get inspired by expert-touted financial strategies and pick one to follow. One popular example is the debt snowball plan, whereby you pay off bills smallest to largest, no matter the interest rates. Or, use the debt avalanche method, paying off highest interest rate debts first, or balancing transfers to credit cards with the lowest interest rate.
- Fifty-eight percent of Americans report less than \$1,000 in total savings, according to a 2018 GOBankingRates survey. Without an emergency fund, unexpected expenses can quickly become a crisis, throwing you off track. Work toward growing a savings fund, even if it's just \$500 to \$1,000.
- If a retirement savings program is offered by your employer, participate. Of Americans 55 and older, 48 percent have nothing put away in a 401K-style contribution plan or individual retirement account, according to the U.S. Government Accountability Office. Many employers offer matching programs, which is essentially free money. Don't leave it on the table!
- If your company offers an employee purchase program, consider enrolling, as this can offer you greater financial flexibility. One example is Purchasing Power, one of the fastest-growing voluntary benefit providers, which gives workers the option to pay for consumer goods and services over the course of six or 12 months through automatic payroll deduction. With no interest on the purchase, no fees and no credit check, this is a viable way to break the cycle of predatory lending options.

“Those high-interest credit cards, payday loans, pawn, title pawn and

... continued on page 13

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Ladysitting: My Year with Nana at the End of Her Century by Lorene Cary

By Terri Schlichenmeyer
The Truth Contributor

You were their hope for the future.

For your elders, your birth represented things they wished would happen but that they'd never know. It was a joy for them to see you come into the world but for you, as in the new book *Ladysitting* by Lorene Cary, it's harder to see them go.

When it comes to children, "spoiling" is a word that black adults particularly hate to hear, but that's what Lorene Cary says she got from her Nana.

Some of Cary's earliest memories are of Nana's sun-splashed New Jersey apartment, make-believe play, and being cherished. Nana didn't indulge her completely – Cary had rules to follow – but Nana showered love and paid attention, two things Cary needed most.

Back then, Lorene H. Jackson had been a formidable force, a nonsense, feisty and independent, powerful businesswoman who still went to her Philadelphia office well into her nineties. A decade later, the summer she turned 100, a bladder infection set her low and she became frail, sometimes rattled. Because there were complications and family issues, Cary moved Nana into her home, a rectory near the church where Cary's husband was a minister.

On both sides, it would take some getting-used-to.

The Cary family was a busy one: there were older children in the household, Cary had founded a growing non-profit to nurture, and there was a congregation to attend to. For her part, Nana could be irascible; she obviously hated being dependent, fretted about her possessions, and she couldn't be alone for long.

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W.W. Norton
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256 pages

Tensions rose. And then Nana began to seriously decline.

Falls and confusion became all too common. Nana's hearing, which hadn't been good for some time, worsened. And yet, she outlived her allotted hospice time, and her memory remained relatively sharp. She had enough spring in her life to make demands and to keep connections to family and friends.

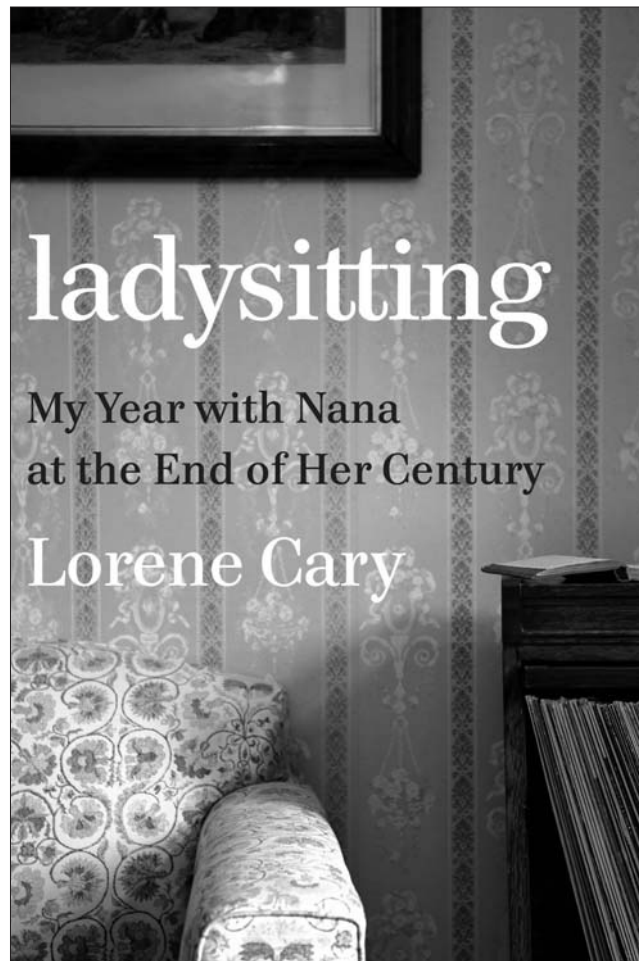
Still, there was no denying it: Cary's grandmother was dying...

Open the cover of *Ladysitting*, and you're immediately yanked into a story with an ending you already know. Get past that initial, irresistible pull, though, and it may feel like a challenge to continue: author Lorene Cary seems to lose focus.

Was that done accidentally, or by design?

Doesn't matter, because it works to show readers what it's like to care for someone who's elderly or terminally ill, while trying to do self-care and maintain some amount of control over the uncontrollable. There's linear thought here, but only enough to keep readers awake. Frustration comes roaring through, but not so that compassion slips. Confusion is everywhere in this tale, but it doesn't forsake compassion. Cary adds careful amounts of family history for clarity, even daring to include occasional humorous anecdotes – not inappropriately, but in enhancement of what is one of the more deftly-written, truthful accounts in this genre.

The key here is patience because this is a tough story to know. That's especially true for millennials and older GenXers: *Ladysitting* is good, but it could offer a small glimpse into your future.



Pay Off Debt... continued from page 12

rent-to-own contracts might all look like lifelines when you're faced with a necessary expense you can't immediately afford, but they can be traps leading to compounding interest rates and hidden fees," says Richard Carrano, Purchasing Power CEO.

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- Engage family members in your efforts. Together, celebrate small wins achieved each week or month. Remember, don't be too hard on yourself. It's a marathon, not a sprint.

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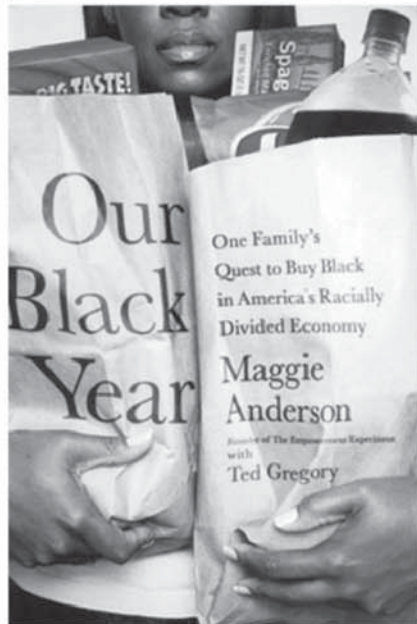
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For more information please contact:
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United MBC Celebrates Pastor's 50th Birthday and His 16th Anniversary

Pastor Robert Bass was called to pastor United Missionary Baptist Church in April of 2003. On June 14 of that year, the church held its Installation Banquet for its new pastor.

Since then he has been privileged to bring a weekly word from on high, teach bible study, solemnize many marriages, perform many funerals, minister to the sick and shut in, and bless countless babies.

Under his servant leadership, he was able to burn the church mortgage in a fraction of the term as well as lead the church to generate the funding to

put a new roof on the edifice as well as make other renovations. The most important part of his calling is preaching the word of God and reaching and saving as many souls as he can.

Another important aspect of his ministry is being able to reach people where they are and help them get to where they need to be. During his tenure at United he has been able to earn his Masters of Science in Christian Education and has reached the halfway point of completing his doctoral studies. He lives his life studying to show himself approved.

Bass is a native of Detroit. He moved with his mother to Columbus, OH in 1975 where he was educated in the public school system, graduating from Eastmoor High School. He earned his Bachelor of Science degree in communication from Franklin University.

This Pastoral Anniversary was extra special for him because his best friend, Rev. Raymond Caruthers, traveled from Columbus to bring the Sunday morning message. After morning worship his church family planned a very elegant and beautifully decorated 50th birthday party with the theme; 'Pinstripes and Wingtips and Gentleman turns 50'.

The party was immediately followed by a sumptuous 16th Pastoral Anniversary banquet dinner. The festivities were held at The GESU Charles Sullivan Center.

The entire event was spearheaded by the very capable trustee Pamela Wilson. The church members, many out of town members of his family such as his beloved mother, Frances Bass of Columbus, and his mother-in-law, Joyce Ellis of Vineland, NJ, friends and community elected officials came to support the pastor.

Everyone was entertained by a celebrity roast, music, a professional comedian, poetry and a mighty word given by his cousin, Rev Dana Darby of Novi, MI. A Resolution was presented by District 1 City Council member Yvonne Harper. More encouraging words were offered by District 4 Council Member Tyrone Riley.

The evening ended with the guests enjoying a three-tiered birthday cake that matched the very elegant black, white and gold decor. Pastor Bass has been serving his church for 16 years with Anita, his devoted wife of 23 years, by his side. He lives his life under the following hierarchy: God, family, church, then community. He is the proud father of a son Robert, jr. two daughters Shiloh and Trinity. He is a proud grandfather of two beautiful granddaughters named Santana and Savannah, a new bonus granddaughter named Madison and one-year-old godson named Judah.



Back row (l. to r.) First Lady Anita Bass, Shiloh Bass daughter, Rev. Robert G. Bass. Seated (l. to r.) Madison McCain (daughter), Frances Bass (Pastor's Mother), Trinity Bass (daughter), Joyce Ellis (Pastor Bass's Mother In-law)



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Pastor Robert and First Lady Bass



Pastor Robert Bass and Councilman Tyrone Riley