

# The Sojourner's Truth

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Volume 64 No. 6

“And Ye Shall Know The Truth...”

November 25, 2020

## Tis The Season ... For Giving!



Laborers and Contractors Step Up Big Time

Simply D'Vine Steps Up Too!

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# Disrupting the Deadly Deluge

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

The Truth Contributor

*The only way this virus does its violent, destructive, deadly work, is by getting the proximity to other people that only you can give it.*

- John Pavlovitz



The Midwest is the epicenter of yet a third wave of suffering as the coronavirus continues its mortal march throughout the United States. Since January 2020, Covid-19 has stricken more than 12 million people, killing over 255,000 individuals. Last week, the single-day death toll exceeded 2,000 for the first time, straining an already overwhelmed health-care system.

According to figures released late last week, Ohio has reported over 326,000 cases, 24,000 hospitalizations, and 5,900 total deaths, prompting Governor Mike DeWine to sign a health order encouraging Ohioans to stay home.

I spoke with Eric Zgodzinski, Toledo-Lucas County Health Commissioner, as the deadly virus threatens to overrun the nation and its health-care system.

**Perryman:** You and I talked about COVID-19 back in February or March. What's changed in the last nine months?

**Zgodzinski:** What's changed is you've seen the cyclic pattern of this disease. Early on, we were all shut down and locked in our homes and experienced a disease spike. We then saw another wave in July, and now you're seeing another wave right now. This disease is taking its course of what it wants to do. It is controlling us right now because of the number of infections we see daily, which is significant. We have to make sure that we do everything possible to stop the tide.

**Perryman:** According to the website, COVID Act Now, Lucas County is experiencing 259 new cases per day, which is 30th of Ohio's 88 counties. Our positive test rate of 14.6 percent indicates insufficient testing. However, the good news is that our intensive care headroom use is only 24 percent of capacity. It appears we could handle a new wave of COVID, at least for the time being.

**Zgodzinski:** You make a really good point in looking at the hospital numbers because that's what we're trying to do right now. We're attempting to protect the hospitals, and we do that by trying to decrease those cases. The problem with this disease is that it loves to lag behind, so we get cases that may not have that big of an issue to symptoms right now. Still, as those cases grow, it impacts our hospitals and ICUs. Unfortunately, you then probably see fatalities that come out of that. Yes, we do have some capacity, but I would caution that capacity could diminish very quickly.

**Perryman:** We're just coming into the holidays. With the lag, there

could be an uptick in deaths around January or February?

**Zgodzinski:** Yes, there very much could. We've seen this at each one of our holidays. We saw a big concern after the 4th of July. Everybody was really COVID fatigued at that point in time. They wanted to get out and they did and we saw significant issues afterward. Even Halloween, we saw issues, not from trick or treating, but because it was from us getting out and maybe going to parties or visiting with people. We saw the ramifications there. So, we're going to see similar spikes or even worse after Thanksgiving and the other holidays if we don't curtail our behaviors. This next month and a half will be very crucial to what happens in January and February.

**Perryman:** Do we need to do anything else from a public policy stance?

**Zgodzinski:** You've seen different states take different policy avenues. Here in Ohio, we did the shutdown early on, and the governor just attempted a slowdown. I think that's good, but we need to make sure that we monitor that slowdown. Is it actually working, and my concern is if it doesn't work, where do we go from here?

The idea of another shutdown - our residents need to be employed to make money so they can pay bills, buy food, and address mental health issues. Those are all things that are coupled with going to work, going to school, and doing other things. I hope we don't have to get to the point where we have to curtail those things. It all depends on how we act over

... continued on page 11



Eric Zgodzinski

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# Health Order Signed Encouraging Ohioans to Stay Home

Ohio Governor Mike DeWine last week, Thursday, November 19, announced that Ohio Department of Health Director Stephanie McCloud signed a health order encouraging people to stay at home during specified hours unless they are working or engaged in an essential activity.

"As COVID-19 continues to spread in Ohio, we need a stronger response to minimize the impact on Ohio's healthcare and hospital capacity and ensure healthcare is available to those that need it," said Governor DeWine. "With this order we are discouraging get-togethers and gatherings to minimize the spread of the virus while minimizing the economic impact of a complete shutdown."

Specifications in this order include:

\* Individuals within the state must stay at a place of residence during the hours of 10:00 p.m. and 5:00 a.m. except for obtaining necessary food, medical care, or social services or providing care for others.

\* This order doesn't apply to those that are homeless. Individuals whose residences are unsafe or become unsafe, such as victims of domestic violence, are encouraged to leave their homes and stay at a safe, alternative location.

\* The order does not apply to religious observances and First Amendment protected speech including activity by the media.

\* The order permits travel into or out of the state and permits travel required by law enforcement or court order, including to transport children according to a custody agreement, or to obtain fuel.

Individuals are permitted to leave a place of residence during the hours of 10:00 p.m. and 5:00 a.m. for the following essential activities:

\* Engaging in activities essential to their health and safety or the health and safety of those in their households or people who are unable to or should not leave their homes, including pets. Activities can include but are not limited to seeking emergency services, obtaining medical supplies or medication, or visiting a health care professional including hospitals, emergency departments, urgent care clinics, and pharmacies.

\* To obtain necessary services or supplies for themselves and their family or members of their household who are unable or should not leave their home, to deliver those services or supplies to others. Examples of those include but are not limited to, obtaining groceries and food. Food and beverages may be obtained only for consumption off-premises, through such means as delivery, drive-through, curbside pickup and carryout.

\* To obtain necessary social services.

\* To go to work, including volunteer work.

\* To take care of or transport a family member, friend, or pet in their household or another household.

\* To perform or obtain government services.

This order will apply for the next 21-days.

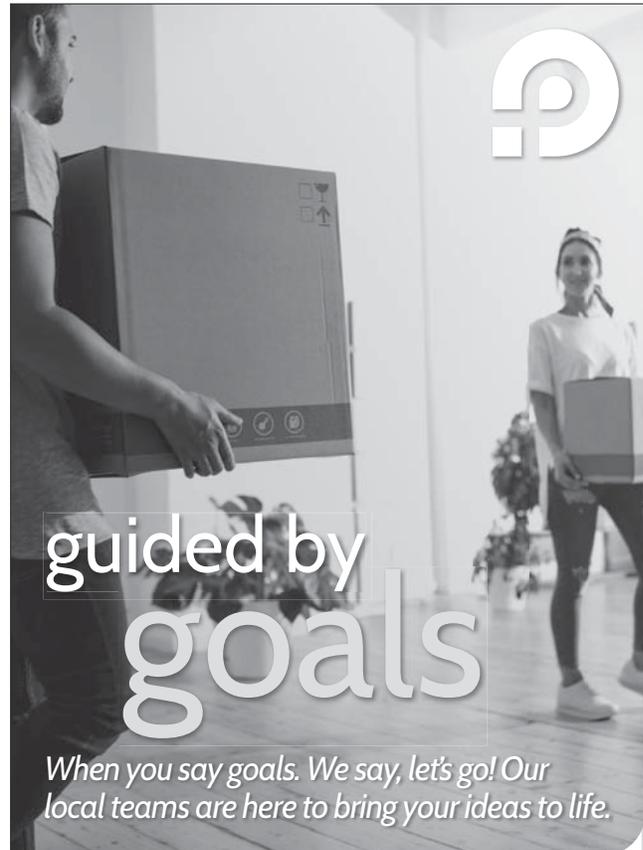
## A Mask Distribution Center

The Educational Service Center of Lake Erie West was one of nine Education Service Centers in Ohio used as a designated drop site and lead for the FEMA mask distribution program announced by the Governor of Ohio on August 7, 2020. The mask distribution project was spearheaded through the State of Ohio. The Ohio Department of Education and ODOT contributed their time to deliver the incoming shipments of masks to the ESC of Lake Erie West and the other eight ESC's around the state.

The ESC of Lake Erie West has received approximately one million masks to date. The first two shipments contained N95 masks, the third shipment contained adult cloth masks and the fourth and most recent shipment contained pediatric masks. These masks have been distributed to schools in over 13 counties through the Educational Service Center - traditional school districts, nonpublic schools, community schools and joint vocational schools.

Distribution of the masks has been a challenge, but through the coordination efforts of ESC Lake Erie West staff and Phil Koester, ESCLEW Facili-

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# President-Elect Biden Announces Key Members of Foreign Policy & National Security Team

This week, President-elect Joe Biden announced key members of his foreign policy and national security team including Antony Blinken, Secretary of State; Alejandro Mayorkas, Secretary of Homeland Security; Avril Haines, Director of National Intelligence; Linda Thomas-Greenfield, U.S. Ambassador to the United Nations; Jake Sullivan, National Security Advisor; and John Kerry, Special Presidential Envoy for Climate.

The first batch of the Biden nominees and appointees include the first Latino and immigrant as DHS Secretary in Mayorkas; the first woman to lead the intelligence community in Haines; an experienced diplomat as US Ambassador to the United Nations in Thomas-Greenfield; one of the youngest National Security Advisors in decades in Sullivan; and the first Special Presidential Envoy for Climate to sit on the National Security Council in Kerry.

These experienced, crisis-tested leaders will start working immediately, said the transition team, to rebuild institutions, renew and reimagine American leadership to keep Americans safe at home and abroad, and address the defining challenges of this time -- from infectious disease, to terrorism, nuclear proliferation, cyber threats, and climate change.

President-elect Joe Biden said, "We have no time to lose when it comes to our national security and foreign policy. I need a team ready on Day One to help me reclaim America's seat at the head of the table, rally the world to meet the biggest challenges we face, and advance our security, prosperity, and values. This is the crux of that team. These individuals are equally as experienced and crisis-tested as they are innovative and imaginative. Their accomplishments in diplomacy are unmatched, but they also reflect the idea that we cannot meet the profound challenges of this new moment with old thinking and unchanged habits -- or without diversity of background and perspective. It's why I've selected them."

Vice President-elect Kamala Harris said, "President-elect Biden and I know that the moment we walk into the White House, we will inherit a series of unprecedented challenges. These crisis-tested national security and foreign policy leaders have the knowledge and expertise to keep our country safe and restore and advance America's leadership around the world. They represent the best of America. They come from different places and reflect different life experiences. But they all share an unwavering belief in America's ideals and an unshakeable commitment to democracy and the rule of law. And they are the leaders America needs to help meet the challenges of this moment -- and those that lie ahead."



John Jones

\* Antony Blinken, a former Deputy Secretary of State, will be nominated to serve as Secretary of State having previously held top foreign affairs posts on Capitol Hill, in the White House, and in the State Department.

\* Alejandro Mayorkas, a former Deputy Secretary of DHS, who has been confirmed by the U.S. Senate three times throughout his career, will be the first Latino and immigrant nominated to serve as Secretary of the Department of Homeland Security.

\* Former Secretary of State John Kerry will fight climate change full-time as Special Presidential Envoy for Climate and will sit on the National Security Council. This marks the first time that the NSC will include an official dedicated to climate change, reflecting the president-elect's commitment to addressing climate change as an urgent national security issue.

\* Avril Haines, a former Deputy Director of the CIA and Deputy National Security Advisor, will be nominated to serve as Director of National Intelligence and will be the first woman to lead the intelligence community.

\* Jake Sullivan has been appointed National Security Advisor and will be one of the youngest people to serve in that role in decades.

Retired Ambassador Linda Thomas-Greenfield, a career diplomat, is returning to public service after retiring from a 35-year career with the U.S. Foreign Service in 2017. From 2013 to 2017 she served as the Assistant Secretary for the Bureau of African Affairs, where she led the bureau focused on the development and management of U.S. policy toward sub-Saharan Africa. Prior to this appointment, she served as Director General of the Foreign Service and Director of Human Resources (2012-2013), leading a team in charge of the State Department's 70,000-strong workforce.

Ambassador Thomas-Greenfield's distinguished Foreign Service career includes an ambassadorship to Liberia (2008-2012), and postings in Switzerland (at the U.S. Mission to the United Nations), Pakistan, Kenya, The Gambia, Nigeria, and Jamaica. In Washington, she served as Principal Deputy Assistant Secretary of the Bureau of African Affairs (2006-2008),

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# A 48 Hour Push to End Gun Violence

Sojourner's Truth Staff

**Friday Night, 6 PM, November 20**

"We are gathered to challenge the city of Toledo to 48 hours of No Gun Violence," said Toledo City Councilwoman Cerssandra McPherson as she and supporters held a press conference on Swayne Field on Friday, November 20, to announce a weekend of peace and quiet in the Glass City and asked people in the community to join them in that desire.

"I am pleading with my young people – we love you and we care for you," she continued. "We are all hurting – it's a pandemic. God will bring us through this, God will answer our prayers."

McPherson was accompanied by Bishop Brehon Hall, pastor of the Greater New Psalmist Baptist Church and two women who have lost sons to gun violence.

Danyelle Gott lost her son, Deshawn Gott, on January 23, 2018 when he was 21 years old.

"When a child dies, the English language has no words, our language is unprepared," said Gott. "It's a loss too terrible to be borne."

Gott has a 15-year-old son whom she described as "growing up in the midst of everything going on."

"I am begging and pleading that we just stop, please!"

Marcy Turner has lost two sons to gun violence here in Toledo. On January 28, 2010, her son Gerald Robbins was killed when he was 18 years old. On November 17, 2019, her son Stephen Turner, age 33, was killed.

"There are no words to prepare for the loss of a child," Turner said. Describing children as living in a "this moment state of mind," Turner directed her appeal to mothers.

"My cry is to moms, it is time to step up with everything you have – you must love and grab hold of your sons ... the moment is now, there is no second chance."

"I stand together with Councilwoman McPherson," said Bishop Hall at the conclusion of the 48 No Gun Violence kickoff announcement. "If we can cross pollinate with one another, we can make a difference. Hall recounted the recent incidents when he has had to comfort and pray for families whose loved ones have fallen to bun violence.

"Let's put an end to this – 48 hours is a good start," he added. "My prayer tonight is that the violence will stop; we need to band together as a force ... we are hoping that together we can bridge the gap."

The effort to end gun violence in Toledo comes as the number of murders this year – 54 so far – is on the verge of topping 1980's 60 homicides and establishing a new record, noted Hall.

Toledo's high number of murders are not an anomaly in the nation. Homicides



Councilwoman Cerssandra McPherson on Friday night

have risen across America more than 28 percent in the first nine months of the year, aggravated assaults have increased nine percent according to statistics reported by the Major Cities Chiefs Association and the Police Executive Research Forum.

Coronavirus, civil uprisings after the George



Marcy Turner addressing the No Gun Violence issue-2

Floyd and related police actions, police budget cuts are some of the explanations that have been offered for the rise in violent crime. Of the major cities surveyed in the studies mentioned, 70 percent have had an increase in homicides. This rise in violent crime follows two decades of steady declines in crime across the nation.

**Sunday Night, 6 PM, November 22**

Unfortunately, the campaign promoting 48 hours of nonviolence was not successful. A 55th victim was claimed this past weekend in a shooting on Blum Street.

"Last night, at 6:09 p.m., we lost another young African-American male to gun violence," said Councilwoman Cerssandra McPherson on Sunday night at 6:00 p.m. as she held a follow-up news conference at the conclusion of her 48 hour No Gun Violence campaign.

"I feel heartbroken," she continued. "Someone had to tell a mother she lost a son – someone had to tell some children that they lost a father."

As McPherson explained, the victim, as yet unnamed by the City of Toledo, was a productive citizen who has lived his entire life in the city.

"I'm not giving up; Toledo, we can still stop the gun violence," she said. "We are dealing with the loss of a life to gun violence and we need to have a conversation. Where are these guns coming from? How do we tell young people their lives matter? Help me! Help us!"

Danyelle Gott added comments also: "This is not broken. We do not stand here defeated and we are not giving up."

Marcy Turner made a plea to those in the community who are members of gangs. "We need the leaders of the hood to work with us."



Sunday night - Councilwoman McPherson with Danyelle Gott and Marcy Turner





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# This Holiday Season, Doctors Urge Public to Make Safety a Top Priority

*Special To The Truth*

With COVID-19 infections at an all-time high, medical experts urge the public to make safety their number one priority throughout the holiday season.

“Nearly a year into this pandemic, people are yearning for a return to normalcy. However, COVID-19 cases are surging and with flu season already upon us, bringing together people from different households during the holidays is far too great a safety risk,” says Susan R. Bailey, M.D., president of the American Medical Association (AMA).

During this unusual year, the AMA is sharing top tips for a safe and healthy holiday season:

1. It may not be the way you're used to celebrating, but consider limiting this year's gatherings to just the people who live in your household.
2. If you live somewhere warm, you may be able to add a few people to your plans, but only if your get together is outdoors and safely physically distant.
3. Take advantage of the video conferencing technologies available at your fingertips to bridge the distance between you and family or friends. Whether it's watching holiday movies, unwrapping gifts or sharing recipes together, many of these traditions can still happen virtually.
4. Interested in holiday deals and discounts? Shop for bargains from home. And if you must go to the store in person and you're at-risk, check ahead of time to see if there are special hours for you.
5. Consider additional outdoor activities that can bring together other people in your circle without the dangers of dining inside. Go apple picking, leaf peeping or hiking. Think beyond the traditional holiday activities and start new traditions.
6. Disappointed that your usual large dinner is for a smaller group? You can still cook a large meal and share a portion with neighbors or friends. The Centers for Disease Control and Prevention recommends “delivering

them in a way that doesn't involve contact with others.”

7. Continue to follow everyday safety guidelines to prevent the spread of COVID-19: wash your hands, maintain physical distancing and #MaskUp.

More health resources, along with tips to prevent the spread of COVID-19, are available at [ama-assn.org](http://ama-assn.org).

“Missing holiday traditions is difficult, but with top scientists and researchers working round the clock to combat this virus, I'm hopeful that by this time next year, friends and family will be together again, one way or another,” says Dr. Bailey.

*Courtesy StatePoint*

*Biden's Team... continued from page 4*

and as Deputy Assistant Secretary of the Bureau of Population, Refugees and Migration (2004-2006).

Since 2017, Ambassador Thomas-Greenfield has led the Africa Practice at Albright Stonebridge Group, a strategic commercial diplomacy firm chaired by former Secretary of State Madeleine Albright. She was also the inaugural Distinguished Resident Fellow in African Studies at the Institute for the Study of Diplomacy from fall 2017 to spring 2019. She joined ISD in spring 2017 as a Senior State Department Fellow. Ambassador Thomas-Greenfield earned a B.A. from Louisiana State University and a M.A. from the University of Wisconsin, where she worked towards a PhD. She received an honorary Doctor of Law degree from the University of Wisconsin in May 2018.

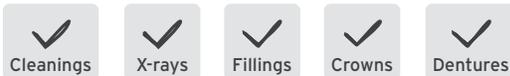
*Mask Distribution Center... continued from page 3*

ties Coordinator, the masks have made their way into regional schools, thus helping districts/schools stay safe during this pandemic. A big thank you goes to Oregon City Schools who volunteered to help with this mask distribution initiative by sharing some needed equipment and two equipment operators.

We thank everyone for taking the initiative to help get these masks into our schools so our teachers, students, and staff have more resources to stay safe.

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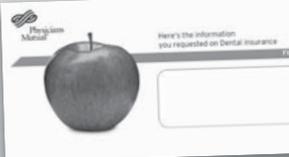
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# Teacher of the Year Shares Distance-Learning Tips

Special To The Truth

School closures and hybrid learning models have forced educators, parents and students to adapt to new forms of learning; the impact of this is not to be underestimated. Teachers and parents around the country have expressed concerns about the accessibility and quality of education under these conditions.

Fortunately, new tools and educational resources are being made accessible to help tackle these concerns. "Teacher of the Year" and author Michael Bonner is sharing resourceful ways for educators, students, families and communities to address some of the common challenges associated with distance- and hybrid-learning.

1. Students: Create Personalized Workspaces: When students have a lack of comfort, stress has a way of compounding at an exponential level. To combat this, focus on the things that create a productive and inviting learning environment, like creating a workspace that is functional, fun and organized.

The good news is that it doesn't require many materials to create a DIY desk and it's a great activity to do together. Using science tri-folds and heavy-duty tape, parents and kids can create private cubicles that can be propped up on any surface and customized to their liking – be creative and look to bring things into the space that will keep your child energized and motivated.

2. Parents: Increase Communication Touchpoints: With most schools operating through some variation of distance- or hybrid-learning, communication is a key asset for parents. Staying in regular contact with your child's teacher can help you better understand and track how your child is performing and get ahead of any potential issues or concerns.

Parents should feel empowered to reach out to their child's teacher for progress updates or to address any areas of confusion with class schedules or assignments. Something as simple as sending a bi-weekly email with questions could help improve the overall experience for you and your child.

3. Teachers: Keep Kids Engaged: Teachers can break up the day by infusing different educational games and hands-on learning opportunities like 3M Science at Home. This online STEM video series is a great example of how students can tap into their curiosity about the world around them. By discussing observations and giving kids a chance to ask questions and come up with solutions, teachers and parents can foster a growth mindset while keeping kids engaged.

4. Community: Working Together to Improve Educational Access and

Equity: COVID-19 has forced organizations, businesses and education systems to configure new frameworks to continue functioning. Unfortunately, educators are facing a huge wall as roughly 15 percent of U.S. households with school-age children do not have the high-speed internet connection at home needed to complete their assignments, according to Pew Research Center data.

While options may vary based on a school district's ability to provide resources, parents can reach out to their local community boards and school districts to see what options are available to them. Some schools are creating hotspots or are teaming with local libraries and community partners such as churches and businesses to extend their connections.

As we all adjust to new educational models, ensuring learning is engaging and fun doesn't have to be challenging, it can start with just a few simple techniques. Whether you are modifying a space to be more inviting for learning or finding supplemental, interactive activities to break up the day, diversifying your approach will help students better retain information and grasp new concepts while having fun.

Courtesy StatePoint



Michael Bonner

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# United Vision Makes Thanksgiving More Enjoyable

On Tuesday, November 17, 32 fortunate families received Thanksgiving food bags – turkeys and all the fixings – thanks to the congregation of United Vision Baptist Church, Pastor Perry Harris and Linda Thompson of the Community Ministry.

The church, located at 821 E. Manhattan, passed out bags filled with turkey, mac n cheese, eggs, green beans, cake mix, mashed potatoes and gravy were among the culinary holiday delights. This year's sponsors included United Way, Tina Butts and The Movement, Buckeye Cable, UAW, Kroger and Sandy's Sandbox Education Center.



Pastor Perry Harris III organizes Thanksgiving bags



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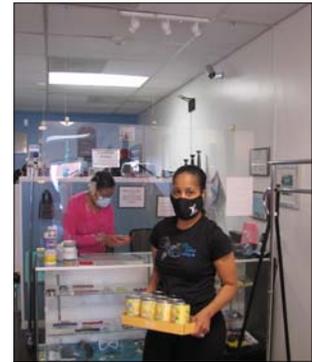
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# Simply D'Vine Holds Thanksgiving Basket Giveaway

Terri Landry-Cook hosted a Thanksgiving Basket giveaway at her boutique, Simply D'Vine, thanks in part to co-sponsors New Life Church and Pastor and First Lady Cook. Landry-Cook, with husband Brian Cook and friend Arlene Bond, put together 50 baskets loaded with chickens, mac n cheese, mashed potatoes, stuffing, and all the rest of the Thanksgiving yummys.

The giveaway, on Saturday, November 21, at noon, was on a first-come, first served basis – and the baskets went quickly.



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# Shuwanza Goff Named Deputy Director of the White House Office of Legislative Affairs

Shuwanza Goff, named Deputy Director of the White House Office of Legislative Affairs by President-elect Joe Biden this week, served as Floor Director for the House of Representatives under House Majority Leader Steny H. Hoyer. The first Black woman to hold the position, Goff determined which bills came to the House floor, set the legislative schedule, and helped craft the overall House Democratic agenda.



Shuwanza Goff

Prior to that, Goff was Director of Legislative Operations for Representative Hoyer when he

was minority whip. Goff has also served as Floor Aide, Floor Assistant, and Staff Assistant for Representative Hoyer. Originally from Mechanicsville, VA, Goff is a graduate of the University of Tennessee and American University.

"The American people are eager for our Administration to get to work, and today's appointees will help advance our agenda and ensure every American has a fair shot. In a Biden administration, we will have an open door to the Hill and this team will make sure their views are always represented in the White House," said President-elect Joe Biden.

"President-elect Biden and Vice President-elect Harris share a bold agenda that will build our nation back better than before. Our team will work with the president-elect and vice president-elect to implement that agenda and deliver results for American families," said incoming White House Chief of Staff Ron Klain.

# Helping Hands of St. Louis Serves Guests Take-Out Traditional Thanksgiving Dinners Tues., Nov. 24, 2020

Traditional Thanksgiving dinners will be prepared and served at Helping Hands of St. Louis, but this year, the dinners will be take-out instead a dine-in, because of COVID-19. Guests are invited to pick-up the free meals between the two buildings at 443 Sixth St., Toledo, between 10:30 a.m. and 12:30 p.m.

on Tuesday, Nov. 24.

"Volunteers are preparing 275 'to-go' turkey dinners with all the fixings—

... continued on page 13

The Truth

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*Perryman.. continued from page 2*

the next of couple weeks, so we don't have to take any additional policies.

**Perryman:** Do we save lives or save jobs? What a difficult decision.

**Zgodzinski:** You make a good point there. Saving lives is extremely important. I had the discussion today. In public health, our job is to make sure that we try to have zero disease in the community. That's what we work for. We know we can never get there, but whether it is COVID or measles or heart disease, what we want to do is make sure that it doesn't happen in our community.

The idea here, too, is what do you do? Livelihoods and jobs and being able to pay for housing and things of that nature, that's important. You have to look at the cascading effects of what's happening when you can't have a paycheck coming in, so that's really important. But yes, on the flip side is how many lives can we save by doing x, y or z policy.

**Perryman:** What are your recommendations on holding church services, weddings, and funerals?

**Zgodzinski:** Church is essential to many of us in this community, and that is another fine line that we have to walk. It's up to the different churches how they are going to handle in-person, Zoom, or drive-up services. If you're going to go to church, you have to make sure that you're doing the right things by wearing face coverings and staying away from each other. We know that the virus increases in an enclosed facility, so there are some things that we need to do differently.

We do see very significant cases and outbreaks coming out of weddings and funerals sometimes. It's not so much the funeral or the wedding itself; it's the social activities afterward. This disease loves to be where there are groups of people. It's easy to jump from person to person, so the closer we are and the more we're together, the more this disease likes it.

Wearing a face covering is not a lot of fun, but when you start to interact with individuals, you should have that on. Staying six feet apart is another thing. If you're wearing a mask, I'm wearing a mask, and we're staying six feet apart, there is minimal risk to catching COVID.

The other thing, too, is hand hygiene is so important. Hand sanitizer, washing hands, that really does take any of the virus or even the flu virus off our hands so that we're not introducing it into our bodies.

The other thing that we often forget is the large group actions. We feel comfortable going to somebody's backyard because they're our friends, but do you know where they've been? Do you know who they've interacted with? So yeah, you may be good friends, but they're going to work where they just had a large outbreak. You didn't know that, and now you're with them and not taking any precautions, which then leads to spreading the infection. So, especially for right now, we need to make sure that our bubble stays intact so we're with our family units. We're not trying to bring bubbles together.

**Perryman:** Do you have recommendations for parents who might have kids away at college but coming home for the holidays?

**Zgodzinski:** If you're bringing your daughter or son home from college, you want to make sure that they weren't exposed, but also bringing them into your bubble, you should do some other things. I have some friends that said they're bringing their daughter home, and they're going to make sure that they mask up and stay socially distanced to make sure that there are no issues. That's fine too; however we feel comfortable.

**Perryman:** How is the supply of PPE in Lucas County?

**Zgodzinski:** We're not hearing of significant supply issues with any

PPE, including N95 masks, gowns, gloves, things of that nature at this time, but there's a burn rate to those. The more people we get in the hospitals, the more people we have to use PPE on. So that's another reason why protecting the hospitals is critical. We need to make sure that we have enough PPE for healthcare workers to respond so that they're not getting sick.

**Perryman:** We expect a vaccine to be distributed very soon. Do you trust the vaccine, and what plans are in place to get it distributed efficiently?

**Zgodzinski:** The one good thing about the vaccine that's coming is that we've already done this once before with H1-N1. We previously did a mass vaccination campaign in Lucas County and Ohio, so we've learned a lot. We've been planning for a couple of months actually to get the vaccine and what to do to get it out to the public. Mercy Health is one of the entities here in the community to lead the charge with storage of the vaccine and pushing it out. So, those foundations are laid.

The vaccines are 95+ effective, which is really good to hear and safety-wise. From my standpoint, it is safe. If they said okay, who wants to be first? I would have myself and my family be first. That's how much I would trust the vaccine.

**Perryman:** For recipients, what is the priority for who gets vaccinated?

**Zgodzinski:** Not everybody's going to be able to get this if it comes out in December because we're not pushing out hundreds of millions of doses at a time for the United States. So, we're going to receive 'x' amount of doses, and then those are going to be given to the most critical. Whether it's the hospital, hospital personnel, long term care facilities, first responders, that plan is being worked on.

**Perryman:** If hospital personnel and first responders, long term care facilities would be in the first tier, who would be next?

**Zgodzinski:** We don't have an answer on that yet. We're surmising, the next tier could be other critical individuals, depending on how much vaccine we have out. I would expect by that time we would start moving that out to other portions of the population, maybe it's the 65 and older individuals and then perhaps school-aged children. It all depends on how much we get out and then who we can get vaccinated first.

The big question is when we will get enough to push it out to the community so that we can get enough people vaccinated so that this time next year we're not talking about COVID-19 as we are right now. The quicker we get it out, the more people we get vaccinated, then the faster we can get to the point where COVID-19 isn't being passed from person to person. That's what we want to get to.

Contact Rev. Donald Perryman, PhD, at [drldperryman@centerofhope-baptist.org](mailto:drldperryman@centerofhope-baptist.org)



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<sup>2</sup> Based on customer experience research shared online at [www.thehartford.com/auto](http://www.thehartford.com/auto) as of April 2019.  
<sup>3</sup> The gift offer is good for first-time responders who provide a valid email address. Responders will be sent an email to confirm the gift. All responders in IL, IA, MI and WI who do not provide an email address are still eligible to receive the gift. The gift offer is not available in GA, HI, MD, MN, PA, but residents may still request a quote. The gift is available only as a limited-time offer. Please allow 4-7 weeks for delivery. States and territories excluded.  
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<sup>7</sup> In Texas, the Auto Program is underwritten by Southern County Mutual Insurance Company, through Hartford Fire General Agency, Hartford Fire Insurance Company and its affiliates are not financially responsible for insurance products underwritten and issued by Southern County Mutual Insurance Company.

# The Leader's Guide to Unconscious Bias: How to Reframe Bias, Cultivate Connection, and Create High-Performing Teams by Pamela Fuller & Mark Murphy with Anne Chow

By Terri Schlichenmeyer  
The Truth Contributor

Whom should you hire? That's a question you ask yourself often, and you strive to be fair with it by hiring the best person for the job, no matter what. But what if the person doesn't "fit" with your team? Can you truly keep gender, race, sexuality, and different beliefs out of your hiring process and your workplace? Or, as in *The Leader's Guide to Unconscious Bias* by Pamela Fuller & Mark Murphy with Anne Chow, do you need to do better?

c.2020  
Simon & Schuster  
\$28.00 / \$37.00 Canada  
304 pages

Ad schedules, HR concerns, budgets, board meetings, is there any wonder why your head is full? Not really: according to Fuller, Murphy, and Chow, our brains absorb millions of bits of information each second we're awake, but we're unable to process all but about "forty of those bits" at any one time.

To help deal with the overload, the brain creates "shortcuts" which lead to unconscious bias, defined as a subliminal "preference for or against a thing, person, or group, compared with another." That can include sexuality, personality, gender identity, nationality, attractiveness, or race, among other things you may (overtly or not) notice about an individual.

As employees of FranklinCovey, Fuller and Murphy use the "Performance Model" to explain what might be done about unconscious bias, which is as detrimental to a business as is open bias. The first step is to identify where your unconscious bias lies through a process of self-awareness, knowing how you got

your biases, and recognizing the "Bias Traps."

Secondly, focus on bringing others together through a culture of belonging. Be authentic, cultivate a curiosity about people, mind your words, and work to ensure that employees and customers are represented in your business.

Thirdly, use "careful courage" to stand up for yourself, and to pay attention to what's being done or said. Check yourself for any assumptions you may have on promotions, assignments, or hiring. Have the courage to know when you need more self-work.

Finally, learn how the "Talent Lifecycle" can put this knowledge in action for good and for the good of all. Your team will thank you for it.

The very first thing you'll want to know about *The Leader's Guide to Unconscious Bias* is that it's well-considered and thorough. The second thing you'll want to know is that what's here will require considerable work.



Author Pamela Fuller



Author Mark Murphy

That's something authors Pamela Fuller, Mark Murphy and Anne Chow freely admit. It's also going to take serious introspection, the possible discomfort of which isn't so much discussed here, though it's hard to complain when the authors them-



Author Anne Chow

elves are as forthcoming and honest as these are in their self-anecdotes. Fuller is a Black woman, Murphy is a gay man and Chow is Asian American, and their shared experiences very strongly illustrate the points they make, despite that this book is Grand-Canyon-deep and Atlantic-Ocean-wide.

Still, in this day and age, you can't ignore homogeneity at the workplace any longer. You need the advantages that will come with *The Leader's Guide to Unconscious Bias*. Read it, absorb it, and take your team higher.

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WE ARE A FULL SERVICE BUSINESS

# We Gather Together: A Nation Divided, A President in Turmoil, and a Historic Campaign to Embrace Gratitude and Grace by Denise Kiernan

By Terri Schlichenmeyer

The Truth Contributor

Uncle Ed was always “full” first.

That didn't stop him from having seconds on the pumpkin pie, though; he sure loved Aunt Emma's desserts. Alas, she won't be at your Thanksgiving table this year, and neither will Ed. No, your table will be lighter and your turkey smaller, through politics and pandemics, and in *We Gather Together* by Denise Kiernan, you'll see what else is missing.

Sarah Josepha Hale had known her share of hardship.

Born in 1788, at a time when it was frowned-upon for women to get a higher education, she nonetheless received her lessons second-hand from a beloved older brother matriculating at Dartmouth. Writing became her favorite thing, and it was a comfort after Sarah lost her sister, mother, brothers, father, and husband while she was still just a young woman.

Left with five small children, the widow Hale went to work as a milliner, then an author, then as a magazine writer/editor for a women's magazine. Hale's words and her ideas were closely followed by thousands of women, and she was well aware that she was persuasive.

That in mind, she set out to rectify something she saw lacking. Gratitude rituals were ancient things; the young United States had held them before but Hale wanted an annual day set aside. And so she asked President Zachary Taylor, and nearly every other president going forward, to institute a national day of gratitude.

Abraham Lincoln finally did as she hoped.

And in 1939, some 60 years after her death, the last piece of Hale's puzzle

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294 pages

fell into place.

So how does this affect you?

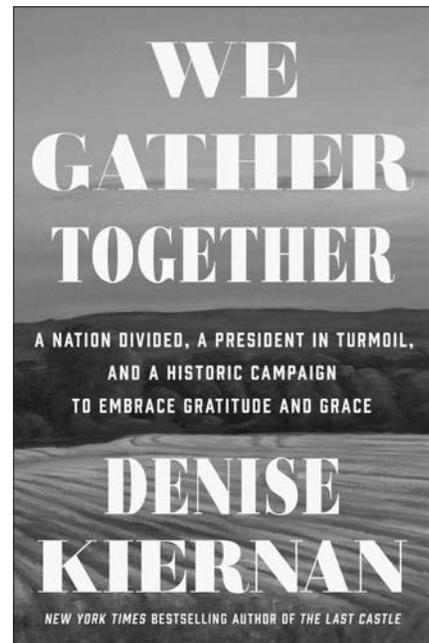
Your table may be missing a few people or dishes this year, but that shouldn't stop you from honoring the reason for the meal: Thanksgiving, first-syllable emphasis. So this year, take time to reflect, and write someone a note of gratitude. Honor Native American Heritage Day. Have a “Zoomsgiving.” Do it because gratitude changes your brain. Do it because, even in the worst of times, you have much.

At some point, probably back when you were drawing turkeys by tracing your hand, you might've learned part of the story behind

Thanksgiving. Here, author Denise Kiernan fills in the blanks – the biggest of which is something you might miss, that Sarah Hale spent nearly four decades hoping to make us grateful.

You might feel a little guilty, then, for thinking that *We Gather Together* drags sometimes, but don't, because it does. Kiernan's calm storytelling works well to snatch a reader's attention back, however, through soothing thoughts, side-dishes of Thanksgiving origins, and stories populated with Hale's contemporaries, many of whom contributed to American culture in delightful ways that we've since forgotten. Indeed, reading about it is like sampling a bounty: a spoonful here, a nibble there, a giant helping of riches.

This is the book you've been wanting since summer: one that calms your soul, invigorates your mind, and helps to heal this years' bruises. Get *We Gather Together* and see if your hands and heart aren't full.



## Helping Hands... continued from page 10

dressings, mashed potatoes, gravy, sweet potatoes, green beans, cranberry sauce, dessert and a beverage,” says Sue Shrewsbury, Director of Helping Hands of St. Louis. “In years past, we've served upwards of 350 people and our guests really look forward to our holiday dinners each year for the food and also the fellowship. But the pandemic has really changed how we can do things this year. Typically, we rely on lots of volunteers to serve the meals, but there's no room this year.”

“We still need donations,” Shrewsbury adds. “Yams, stuffing mix, cranberry sauce, gravy are needed. Divided to-go containers, dessert containers, and 4 to 6 oz. containers with lids are needed. And single-serve beverages like juice, or soda would be a nice treat! Donations for our daily lunches are always welcome.”

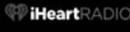
Donations can be dropped off at Helping Hands of St. Louis between 9 a.m. and 3 p.m. Questions? Call the Office at 419.691.0613. Helping Hands of St. Louis, a ministry of Catholic Charities Diocese of Toledo, has been serving the poor in East Toledo for over 40 years. On average, 225 meals are prepared daily. More than 5,000 individuals receive groceries from Helping Hands Food Pantry and over 1,600 homeless food and hygiene kits are distributed annually. Over 6,000 men, women and children pick out shoes and boots, gently used clothing and small household items from the Clothing Center annually. Catholic Charities Diocese of Toledo also provides Crisis Navigation services to guests as needed.

## Laborers and Contractors... continued from page 16

reer in our industry, or it might just make the holiday season a little easier and happier for them.”

Fleetwood added: “We work in this community and it's our responsibility to give back to this community. Our prayer is that these families will be able to take a moment and not worry about the tangibles but are able to enjoy one another during the holiday. Hopefully, one day soon, they too will be positioned to give back to their community.

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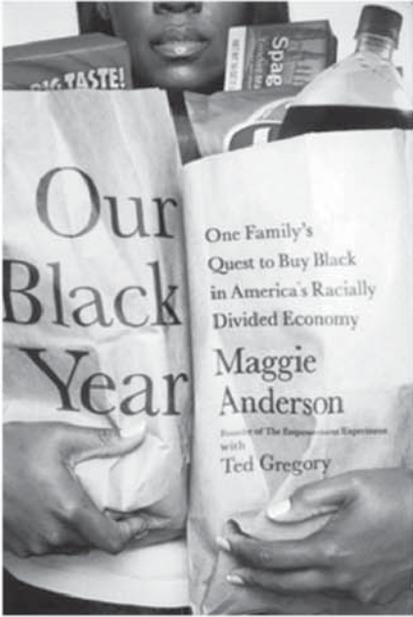
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 Standard booking fee for Profit and Non-profit, Event Planner available upon request  
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 \*Come and enjoy comedy, spoken word, music talent and more\*

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**Tina Butts**  
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**419-450-3325**  
 24 HOURS

**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  
 310 Woodbine Rd.  
 Toledo, Ohio



*Brother Joseph Mitchell Jr., Pastor*  
*Emmanuel Lukers, Minister, First Lady*

 Crusaders for Christ Church • [www.crusadersforchristchurch.org](http://www.crusadersforchristchurch.org)

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 Free Wi-Fi

**BOOK YOUR EVENTS NOW!**

### THE ARTS COMMISSION

NOW HIRING for two part-time positions – one AmeriCorps member to serve as a Cultural Assets Research and Mapping Coordinator and one position for a Public Art Coordinator. Deadline to apply is December 4, 2020. For position details and how to apply please visit [TheArtsCommission.org/Employment](http://TheArtsCommission.org/Employment).

### LUCAS COUNTY PROBATE COURT, LUCAS COUNTY BOARD OF DEVELOPMENTAL DISABILITIES, AND THE MENTAL HEALTH & RECOVERY SERVICES BOARD OF LUCAS COUNTY SEEK APPLICANTS FOR VACANCIES ON THE NEWLY FORMED LUCAS COUNTY GUARDIANSHIP SERVICES BOARD

The Lucas County Probate Court, Lucas County Board of Developmental Disabilities, and the Mental Health and Recovery Services Board of Lucas County are seeking applicants to fill vacancies on the newly formed Lucas County Guardianship Services Board. Pursuant to Ohio Revised Code 2111.52 (F) (1) the Lucas County Guardianship Services Board was recently formed by Lucas County Probate Court to provide guardianship services to qualified individuals. Applicants with knowledge of guardianship services, developmental disability and/or mental health fields, and individuals with lived experience and/or their family members are encouraged to apply.

Applicants appointed by Lucas County Probate Court, Lucas County Board of Developmental Disabilities and the Mental Health & Recovery Services Board of Lucas County will serve a 4 year term on a voluntary basis. The Guardianship Services Board is expected to meet monthly once operational, but may require more frequent meetings during its start-up phase, expected to be through April 1, 2021.

The Lucas County Probate Court, Lucas County Board of Developmental Disabilities and the Mental Health & Recovery Services Board of Lucas County will each appoint a single representative to the Lucas County Guardianship Services Board. It is the desire of the appointing authorities to appoint volunteers that reflect the diversity of our community. Any person interested in being considered for appointment must fill out the "Application for Guardianship Services Board" form. A detailed resume must be enclosed with the completed application form. Applications will be accepted until 4:30 p.m. on Wednesday, November 25, 2020.

Information on the Lucas County Guardianship Services Board and an application for Volunteer Trustee is available on the Lucas County Probate Court website at [www.lucas-co-probate-ct.org/web/guest/guardianships](http://www.lucas-co-probate-ct.org/web/guest/guardianships). Completed applications and resumes can be returned via email to [info@lucas-co-probate-ct.org](mailto:info@lucas-co-probate-ct.org). If desired, hard copies can be mailed to the care of Acting Court Administrator Sue Braithwaite Lucas County Probate Court, 700 Adams St. Suite 200, Toledo, Ohio, 43604. 2:00 p.m. (local time). to apply.

### PARK MAINTENANCE

Metroparks Toledo is looking for a qualified individual for Park Maintenance at Swan Creek Metropark. HS Diploma or equivalent and valid driver's license required. Moderate level of specialty maintenance experience required. 40 hrs/wk. \$18.45/hr. Go to [www.metroparkstoledo.com](http://www.metroparkstoledo.com) for complete job requirements and to apply. EOE

### NOTICE TO BIDDERS

SEALED PROPOSALS for bidding on **Metroparks Toledo, Howard Marsh Phase 2, 611 Howard Road, Curtice, OH 43412** will be received; opened; and read aloud at the Metropolitan Park District of the Toledo Area, Fallen Timbers Field Office, 6101 Fallen Timbers Lane, Maumee, Ohio 43537 **Friday, December 11, 2020 at 2:00 p.m.** local time.

**COVID-19 UPDATE:** In the event the office is not staffed to receive early, hand-delivered bids, bidders may drop off sealed bids to the aforementioned office address through the front door slot. Staff will be present at the Fallen Timbers Field Office for one hour prior to bid opening. If social distancing becomes problematic due to bid-opening turnout, the opening will be held outside or in an adjacent larger facility. Masks are required.

THE SCOPE OF WORK consists of **diked wetland construction:** including tile search/removal, erosion control measures, mass excavation and embankment for dikes and channels, riprap/fabric, pumps/pump unit structures & electric, seed & mulch and **park amenity construction:** including aggregate path & kayak channel. Bidders may obtain copies of plans, specifications, contract documents and plan-holder's list through Newfax Corporation, 333 West Woodruff, Toledo, Ohio 43604 between 8:30 a.m. and 4:30 p.m., Monday through Friday (check made payable to Newfax Corporation) or via the Newfax Digital Plan Room at [www.newfaxcorp.com](http://www.newfaxcorp.com). Newfax can be contacted at 419-241-5157 or 800-877-5157. A non-refundable fee of \$15 is required for each set of full-size documents obtained. For additional information, please contact Jon Zvanovec @ 419-360-9184, [jon.zvanovec@metroparkstoledo.com](mailto:jon.zvanovec@metroparkstoledo.com).

EACH BIDDER MUST FURNISH either (1) a bond for the full amount of the bid or (2) a certified check, cashier's check or irrevocable letter of credit in an amount equal to ten percent (10%) of the bid with its bid. The successful bidder must furnish a 100 percent (100%) Performance Bond and a 100 percent (100%) Labor and Materials Bond.

No bidder may withdraw its bid within thirty (30) days after the actual date of the opening thereof.

THE BOARD OF PARK COMMISSIONERS OF THE METROPOLITAN PARK DISTRICT OF THE TOLEDO AREA reserves the right to reject any or all bids, and to waive any informality in bidding.

By order of the Board of Park Commissioners METROPOLITAN PARK DISTRICT OF THE TOLEDO AREA

David D. Zenk, Director

### CONTROLLER POSITION AVAILABLE

The Fair Housing Center, 432 N. Superior St., Toledo, Ohio, seeks an experienced Controller to oversee accounting and financial operations. Reporting directly to the CEO, the successful candidate must demonstrate proficiency in generally accepted accounting principles for non-profit organizations to ensure that the highest accounting standards are met, maintain financial records to ensure accuracy and ease of reporting on fiscal activities to Board and funders, be well-versed in basic Microsoft Office software applications (Word, Excel, etc.) and Sage accounting software, with the ability to track activities in our proprietary case management system, and possess the knowledge and ability to interpret, Federal, State, and Local laws regarding non-profit financial management, including 2 CFR Part 200 and other federal guidance documents. The Controller is also responsible for managing the annual audit process, forecasting, budget preparation, 990 submission, preparation of the agency indirect cost proposal, and other duties as assigned, including the fiscal components of the grant writing process.

**Qualifications:** Bachelor's degree in accounting, finance or related field; 3 to 5 years of non-profit financial management experience; and Certified Public Accountant or advanced degree preferred.

This is a full-time exempt position, with some evenings or weekends as needed.

How to Apply: Please submit cover letter and resume to [HR@toledofhc.org](mailto:HR@toledofhc.org).

### ADMINISTRATIVE ASSISTANT

The Fair Housing Center is seeking an administrative assistant with a strong interest in helping families with housing concerns.

The Fair Housing Center is advancing its new landlord-tenant mediation program and seeks an administrative assistant to work with applicants requesting assistance and our team.

The administrative assistant will help with collecting information from tenants who apply for assistance, completing paperwork, and inputting data. Many applicants seeking assistance face time sensitive issues and challenging life circumstances. The administrative assistant must be motivated to work with these persons and guide them through program processes. The administrative assistant will also answer phones and respond to voicemails. The administrative assistant must be capable of spending some significant time on the phone and typing.

The administrative assistant will be part of a dynamic team working to improve our community and help individuals. This position is part time with the potential for full time. Strong preference for persons with experience handling intake for nonprofit services, persons with bilingual skills, and persons with a social work background. Applicants should send a cover letter and resume before 11/30/2020 to [hr@toledofhc.org](mailto:hr@toledofhc.org).

# Laborers and Contractors Donate Big Money for Holiday Cheer

*Special to The Truth*

Laborers Local 500 and Associated General Contractors (AGC) Labor Management Cooperation Committee joined forces last week to provide two donations of \$40,000 to local organizations that will utilize the funds to bring holiday cheer to hundreds of children and their families this season.

"We want every child to get to experience a Merry Christmas and so we focus on foster families," said David Fleetwood, business manager of Laborers Local 500, as he and Joshua Hughes, CEO of AGC, handed the first check to the Order of the Elves, Inc., a non-profit group that buys, wraps and donates Christmas presents to foster children in Lucas County.

The Order of the Elves typically plans on reaching out with Christmas gifts to about 150 such foster children. The \$40,000 donation will enable the group to expand their reach to well over 600 kids this year.

"We normally tell our case workers to ask for modest expectations in terms of gifts, and this year we can pretty much tell them the sky's the limit! And that's just such an amazing thing to do," said Julie Malkin of Lucas County Children Services which supervises children in foster care.

Malkin says this donation will help many local children have a normal Christmas.

Tabernacle Church, Pastor Calvin Sweeney, received the other \$40,000 that is earmarked for complete Thanksgiving meals that will be given to every family with a student at Pickett Academy, Robinson Elementary and Robinson Achievement schools.

"We want to express our gratitude and appreciation," said Sweeney accepting the check. "When there is warmth in their stomachs, there is a smile on their faces," he said of what will surely be the reaction students will have when they are munching on the Thanksgiving feasts provided by the donation.

"Our families are probably the most affected by the pandemic and a shortage of food. This is just very important and I know as an administrator that our families will be serviced," said Principal M James Jones, EdD, of Robinson Elementary and Robinson Achievement.

Families planning to pick up the Thanksgiving goods can drop by Pickett Academy from 2:30 p.m. to 4:30 p.m. on Thursday and Friday and Robinson from 1:30 p.m. to 3:30 p.m.

Hughes said: "This year has been a year like none that I can remember. Thankfully, we can help. Perhaps these actions will motivate a young person or their parent to explore a ca-

*... continued on page 13*



*Pastor Calvin and First Lady Christine Sweeney receive donation from Joshua Hughes David Fleetwood*



*Order of the Elves representatives receive their check to help foster kids at Christmas*

## The Most Important Factor in Your Family's Education is YOU

Give your family the best chance for success by supporting their education at home and at school.



*Amidst the COVID-19 pandemic, sticking to a schedule, partnering with teachers and administrators, utilizing culturally sensitive best practices, and tapping into local resources are just a few of the ways that you can support distance learning at home and keep your family on track for educational success.*

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