



Volume 66 No. 7

"And Ye Shall Know The Truth..."

May 5, 2021



Christine Sweeney, Executive Director of the Art Tatum Zone

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Business Post COVID: Stronger, Wiser, Better

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

The Truth Contributor

Be black, shine, aim high.

- Leontyne Price



A recent national survey of small business owners indicates that the nation's angst from the COVID-19 pandemic may be waning.

A year ago, respondents of a Goldman Sachs 10,000 Small Businesses Voices survey revealed only 39 percent of small business owners were open for business. Today, 84 percent are fully open for business, and another 15 percent are open partially.

Nearly half of black-owned small businesses have not survived the pandemic and related economic recession. So, the Goldman Sachs report signals good news to black entrepreneurs and business owners such as Shanda Gore, Ed.D.

Gore serves as president and CEO of Mays and Associates, a local consulting firm with eight professionals that specializes in diversity, equity and inclusion. According to Goldman Sachs, although the most highly educated group, black women's median revenue generates less than half of that for white male entrepreneurs.

Yet, Gore has been able to adjust during the pandemic, persevere, and survive due to inspiration from her father, in whose honor the company is named. "People ask where did you get that name and even the logo itself," she says, beaming. "Mays is named after my father and the lion represents the Lion of Judah. I am a person of faith, and that's why I wanted it incorporated in my logo."

In helping organizations understand the process of developing initiatives and programs that produce inclusive workplaces, Gore's consulting business is fueled by a strong desire to pass along to others the valuable insights she first received from her parents.

"My father represented several 'firsts' in a lot of different ways, and was my first teacher in diversity. He taught me a lot. He taught me how to function in a majority world," she explained.

Erik C. Johnson is another black entrepreneur who also sees economic opportunities for small black businesses reemerging after the pandemic wiped out nearly 20 percent of all businesses.

The work of Johnson's Ivy Entrepreneur Institute is where "my heart is really at and where I can make the biggest and my proudest impact," he says. The firm assists low-income individuals in starting businesses. It helps them overcome difficulties in obtaining funding, to hire full-time employees, maintain and to grow their businesses.

In addition, Johnson performs diversity and inclusion management on construction projects for large contractors such as Rudolph Libbe Inc., Moser Construction, and The Lathrop Company.

Johnson also sits on the board of the Association of General Contractors of Northwest Ohio (AGC), where, notably, he advocates for minority businesses in the construction industry.

The arduous effort as a bridge for minorities to the construction mainstream has been a struggle, but Johnson refuses to give up.

"All of your major players are at the table, and they're the ones giving out the work, so if minorities don't really know the value of the affiliation, it's hard to get in with this group. So, I requested some data. I need to know how many minorities are currently members of the AGC and once I understand that, I can start to probe and ask questions. I already know the answers to these questions. Why is it so low, and what are we not doing to attract minorities to be aware of the opportunity to be a member? And, how are we packaging the value that the membership brings to respective members?"

Lastly, an often-overlooked segment of the community's potential for sustainable economic growth and financial opportunity is the nonprofit industry. While a third of nonprofits risked closure during the peak period of COVID-19, nearly 50 percent of black nonprofits likely shut their doors during the pandemic.

However, HUD's recent grant award to Lucas Metropolitan Housing (LMH) provides exciting new opportunities to nonprofits and low to moderate-income individuals and families. One of only 13 grants awarded nationally, the prestigious \$450,000 planning grant is a collaboration between LMH, the City of Toledo, Lucas County, and local neighborhood groups and service providers. The award can be leveraged to provide access to much-needed social, economic, and community resources for its residents in addition to safe, affordable housing.

Yet, the good news does not signal a return to business as usual.

"Help us help you," LMH President and CEO Joaquin Cintron pleaded to residents during last week's kick-off event in the McClinton Nunn public housing complex.

Resident engagement has been a perennial problem for local government and nonprofit social service providers even before COVID. Clients have become numb to agencies rolling out a new flavor of the month program with the typical template that communicates, "Yeah, we showed up in your neighborhood, had a bunch of politicians make speeches, and set up tables to talk about (worthless) stuff that you are only now attempting to include us."

LMH and nonprofits must learn how to engage residents and clients more effectively than they have in the past. Present-day residents demand to be treated as special and with dignity. Underserved communities also want to

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The Sojourner's Truth

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Phone 419-243-0007

thetruth@thetruthtoledo.com

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The Census, Redistricting and The Republican Conspiracy

By John E. Warren, PhD, Publisher, The San Diego Voice and Viewpoint.
Guest Column

Forty years ago, those who wanted to amend the U.S. Constitution to eliminate the 13th, 14th and 15th Amendments, along with any other provisions that extended democracy to "we the people," were calling for a Constitutional Convention. Today, that approach is no longer necessary since those who still want to make those stated changes have found new ways to accomplish the same old goals.

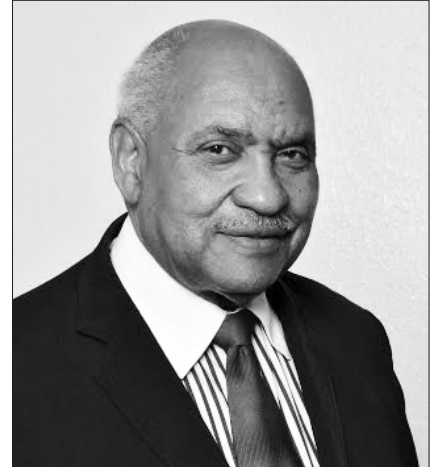
Thomas Jefferson was always about "States Rights" with less Federalist (or federal government influence). Today, the Republican Party is carrying out Jefferson's vision with three approaches: (1) Voter Suppression legislation, which is now in 43 of the 50 states and with over 500 bills pending, collectively, to make it harder to vote; (2) Former President Trump's efforts to change the Census 2020 count by questioning whether people in households were legal; and (3) The resulting loss of Congressional seats in at least six states, including the one seat from California (a blue state), and the addition of two seats to Texas (a red state). Texas happens to be one of the states with a complete Republican legislature and governor with major voter suppression legislation pending.

The bottom line is that the Census determines the number of seats in the Congress per state. Since the Congress is fixed at 433 seats, seats are reallocated following the ten year census. Now the change in number of seats requires a change in how congressional districts are drawn up in each state. The drawing of those boundaries to strengthen one party's voter influence over another is called "gerrymandering".

Where Republicans control state legislatures, they will also control the appointment of the people who draw the boundaries. Such boundaries can

determine the allocation of voting precincts and equipment. The whole idea is to ensure that never again do we have the kind of democratic vote among "we the people" that put President Biden in the White House.

The Republican conspiracy against democracy can only work if we sleep and become inactive during this multifaceted effort. We must prepare now for 2022 by: (1) Boycotting the corporations that refuse to



John Warren

support "Black Votes Matter" and who continue funding legislators that give to those state legislators engaged in supporting voter suppression; (2) Finding candidates now that we can run and finance against the very republicans supporting and sponsoring voter suppression legislation; and (3) Watching very closely the Redistricting Commissions charged with redrawing political districts so that the votes of people of color are not weakened. We must attend Redistricting Commission meetings whether on Zoom or in person. The damage they do will last for another 10 years.

Perryman... continued from page 2

see legitimate, high-quality, and culturally relevant programming. Patrons are wise consumers who look for value and no longer buy into cost and corner-cutting, bargain-basement social service delivery.

The bottom line is that doors are opening and Toledo's economy shows signs of returning to life for the black community.

However, because of COVID-19, the way we do business is forever changed.

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

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"We The People" can defeat the Republican conspiracy on all fronts if we get started now and stay vigilant. It is ironic that Thomas Jefferson was the one who said, "Eternal vigilance is the price of freedom." Are you willing to pay that price?

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JUST Life Webinar: A Conversation on Humanitarianism

By Vicki Dagostino, PhD; Lynne Hamer, PhD; Chitranjan Greer-Travis
Special to The Truth

The University of Toledo's Provost, Office for Diversity, Equity and Inclusion, and Social and Philosophical Foundations of Education (SPFE) Program within The Judith Herb College of Education, in collaboration with Melvin Lars (Educator, School Administrator, Businessman, Author, Diversity Trainer, and Activist) and Selwyn Jones (Uncle to George Floyd and Social Justice Activist) present the JUST Life Webinar: A Conversation on Humanitarianism.

The webinar is cosponsored by many northwest Ohio organizations that are leading the charge for humanism in place of dehumanization, including The Sojourner's Truth.

The webinar is the result of work challenging white supremacy in education, led by graduate students who came together through a Ph.D. seminar. Chitranjan Greer-Travis is a first-year Ph.D. student studying philosophy of education. He entered the program after serving for many years as a police officer in Detroit and witnessing firsthand trauma-inducing tragedies.

Greer Travis will moderate the webinar, which will include prominent researchers on the trauma experienced by African Americans due to "just life" racism. These medical & psychological experts and diversity & inclusion advocates human impact of psychological, social, and institutional racism that diminish the possibility for African Americans to just live.

As educators and citizens, we must acknowledge and learn to respond to African American and other POC's trauma and its effects, caused and magnified by ongoing systemic racism. We need to learn humanitarianism and reject dehumanization.

Prominent scientists and speakers who will participate in the webinar include Dr. Jean Lud Cadet, M.D. and Chief, Molecular Neuropsychiatry Research Branch, NIH, NIDA, Baltimore, Maryland; Elaine Eason-Steele, co-founder, The Rosa and Raymond Parks Institute For Self-Development; Dr. Niecy Fuqua, CEO, Diversity & Inclusion PM; Selwyn Jones, social activist and uncle of George Floyd; Melvin Lars, educator, social activist, and founder and CEO, A Brighter Future; Anita Peek, director, The Rosa and Raymond Parks Institute For Self-Development; and Dr. Asha Pillai, MD, University of Miami, Miller School of Medicine, associate professor of Pediatrics, Microbiology & Immunology, Division of Stem Cell Transplantation, Deputy Director of Translational Research and Training.

Attendees will have the opportunity to engage in small group breakout sessions to reflect on and discuss the presentations, to brainstorm solutions, and to make connections needed to work together to fight against racism in all of its manifestations.

Contact! Vicki Dagostino, PhD, (vicki.dagostino-kalniz@utoledo.edu), Lynne Hamer, PhD, (lynne.hamer@utoledo.edu, 419-283-8288) or Mr. Chitranjan Greer-Travis (chitranjan.greer-travis@utoledo.edu)

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Christine Sweeney: Improving the Human Condition One Person at a Time

By Fletcher Word

Sojourner's Truth Editor

"Community revitalization" is the goal of the Art Tatum Zone says Executive Director Christine Sweeney of the project centered in the Junction neighborhood and headquartered at the Tabernacle Church where Sweeney serves as First Lady.

The Zone, created in 2018, "exists to create a comprehensive, integrated framework of programs and services that will serve to bring hope and help to children and families," reads the Mission Statement. And the Zone will accomplish its goals by improving the "human condition one person at a time, one family at a time," according to its literature.

"We understand the uniqueness of the challenges," says Sweeney whose attachment to the Junction neighborhood is generational. She is of, by and from Junction – born and reared there, her mother still resides in the community. She is by no means exaggerating when she says she understands the challenges.

A University of Toledo graduate, Sweeney was a teacher with Toledo Public Schools for 19 years before her retirement in November 2020.

The Tabernacle Church, on Pinewood, is a most appropriate location for the Zone's headquarters and its pastor, Calvin Sweeney, serves as the Art Tatum Zone's president.

Working with the Sweeneys are Warick Goodwin, Special Projects Management and Staff Development; Kendra Kec, supervisor, Community Learning Center; Aloe Jackson, supervisor, Learn to Earn Program; Andrew Howard, supervisor, Hope Center; Dewey Foster, LTC Business Liaison.

Christine Sweeney and her staff are approaching their goal to improve the human condition by dividing their tasks into six categories – education, economic development, health and wellness, leadership and personal development, neighborhood stabilization, community and family engagement.

In a few short years, the Zone has already established a number of programs designed to make an impact on the community it serves. In the education sector, the Zone has created Community Learning Centers where children can receive in-person assistance, online tutoring and a Learn to Earn program for high school students with an emphasis on developing employment opportunities and career readiness.

In economic development the Zone is partnering with Assets Toledo to develop entrepreneurs in the Junction Neighborhood. In health and wellness, the Zone has set up the Hope Center, which hosts a food distribution operation and provides access to a free medical clinic through a partnership with the University of Toledo Medical Center.

In its leadership program, the Zone is collaborating with Vision International University offering more than 30 certificate and degree programs and in community and family engagement, parenting classes for young and expecting parents.



Christine Sweeney

In its neighborhood stabilization segment, the Zone has a housing repair program and part of that program involves the renovation of the actual former Art Tatum residence on City Park which will clearly be a centerpiece of its repair efforts. Work will begin on the structure in late May starting with the foundation and should be open to visitors in a year's time.

Critically, in this age of community programs operating as individual entities, Sweeney and her board are striving to avoid that tendency to operate in a silo – collaboration is the key to their future success, she says.

The partnership with Assets Toledo, she explains, will help "get the barbers out of the basement and the cooks out of the kitchen" and into the Junction Neighborhood to open and expand their businesses.

The Zone, as an example, is not only working with Local Initiatives Support Corporation (LISC) to help support micro businesses, but also making a macro effort to bring big businesses, such as Pharma, into the Neighborhood.

"We have industrial space in the neighborhood which can help bring

...continued on page 7

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Imagination Station to Reopen to the Public

Modified hours and experiences are in place for the health and safety of visitors.

Dust off your lab coats and get ready to explore - Imagination Station is reopening its doors! Join us inside the science center on Friday, May 28, and experience amazing, in-person, hands-on science once again in a safe and responsible manner!

As an organization dedicated to science education, the health and well-being of our members, visitors and Team is the top priority. It is our mission to deliver science education to this community in many different ways. Whether you're visiting us in person, taking part in a virtual workshop or choosing to privately rent space at Imagination Station, we want everyone to have peace of mind while discovering the wonders of science.

Here are some of the health and safety measures we've put in place.

- The use of face masks at all times for visitors 5 and up and all Team members
- Hand sanitizing stations
- Social distancing practices
- Comprehensive and consistent cleaning of high touch surfaces, spaces and exhibits
- Temporary closure of some experiences where social distancing isn't possible
- Enhanced facility renovations including a technologically advanced HVAC system that uses ultraviolet light to kill and eliminate germs, viruses and bacteria and a UV-light water sanitizing system Water Works

that helps inactivate microorganisms and destroy viruses without adding chemicals.

With the reopening of the science center comes the opening of the **KeyBank Discovery Theater**. The theater provides a fantastic opportunity for unique educational programming and enjoyment for all ages! The 58-foot screen offers an exciting and immersive experience for movie-goers and the technology behind it allows for film flexibility like 3D, live streams and so much more. Check out our premiere films here. Visitors will also notice a revamped concourse, a new location for our Science2Go gift shop complete with upscale and unique merchandise and a new Barry Bagels location with more square footage, more seating, extended hours and new menu items will open with the science center.

"We are excited to deliver in-person science education in a safe and careful way to our community once again," Lori Hauser, CEO of Imagination Station said. "We worked hard during our closure to not only complete construction, but also to reimagine programs to meet the changing needs of our community. By creating new, virtual programs we were able to be a resource for students, parents and educators during an uncertain time."

Imagination Station remains committed to making informal science education accessible to everyone, which is why virtual activities, programs and events will continue even after the doors open to the public. Families can still enjoy monthly Just Tinkering activities, book a virtual workshop or birthday party and even book small group rentals during the week. It is important to our Team that everyone feels comfortable exploring science.

We can't wait to welcome you back!

Hours: Friday - 10 am to 5 pm
Saturday - 10 am to 5 pm
Sunday - noon to 5 pm.
SPECIAL - Monday, May 31, 2021 - 10am to 5pm

Gala... continued from page 16

to do and that's to engage our youth to reach better mental health outcomes. I hope to see Gateway reapplying in the coming years."

The gala was organized to celebrate Foster Care Awareness Month. Gateway Youth Development was founded by KaTrice Perry on July 2, 2018. The agency is a supervised, transitional independent living program for youth ages 14-22 that are or were in foster care, juvenile justice custody, or those that are otherwise unprepared for adult life.

Gateway offers a safe, stable and supportive home environment that provides a variety of services to meet the mental, physical, social and educational needs of its residents. Gateway Youth Development Program offers a unique approach to target specific issues, such as substance abuse and youth homelessness, through programs that can prevent a variety of risk behaviors among young people while improving social and emotional outcomes.

At Gateway, the main objective is to reduce youth homelessness by providing long-term residential services to teach youth and young adults the skills necessary to live on their own independently as they transition from foster care, juvenile justice custody, or other residential settings, such as mentoring, academic support, employment programs and vocational training, career preparation, budget and financial management, health education, risk prevention, housing education, home management and a host of other life skills.

"I hope you all had a wonderful night. Thank you all for attending and I hope to see you at our grand opening of our new office located at 320 Madison Ave," said Perry during closing remarks.

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Toledo Museum of Art Welcomes Rhonda Sewell as First Director of Belonging & Community engagement

Sewell to advance Museum's culture of belonging and community outreach strategy

Special to The Truth

Rhonda Sewell was selected as the Toledo Museum of Art's first director of belonging & community engagement, a role that will report to the Museum's director. Her appointment started on Monday, April 26.

"Rhonda brings a wealth of talent and experience to this role," said Adam Levine, the Museum's Edward Drummond and Florence Scott Libbey director and CEO. "She is a leader who is passionate about community and understands the imperative to make diversity, equity, accessibility and inclusion integral to all we do at TMA. Rhonda will aid greatly in the execution of our strategic plan and help us reimagine our approach to community outreach."

Sewell most recently served as the director of governmental and external affairs for the Toledo Lucas County Public Library, where she worked with local, state and federal legislators as well as community stakeholders in the areas of library funding, advocacy and systems change.

Prior to her 15 years at the Library, she worked 18 years as an award-winning journalist for The Blade newspaper, which included assignments in six countries. Sewell also served as an adjunct instructor in ethnic studies and mass communications at Bowling Green State University.

Sewell is a proven community leader, founding in 2012 Real Men READ-y, an ongoing mentoring and early literacy program designed for underrepresented African American boys in Kindergarten and first grade. She was recognized as a top 10 Jefferson Awards finalist for this mentorship initiative.

She is the current president-elect of The Arts Commission Board of Trustees; a member of the Board of Trustees representing Special Districts and Authorities for the Toledo Metropolitan Area Council of Governments (TMACOG); a member of the Community Outreach and Social Justice committee for the Toledo Opera; a cabinet member and donor of Girl Scouts of Western Ohio; and she previously served on numerous key corporate boards, including a maximum six-year tenure

on ProMedica's formerly titled Toledo Children's Hospital Foundation Board, where she served as chair.

Sewell also served on the boards of the YWCA of Northwest Ohio, the American Heart Association, Toledo Ballet and the Art Tatum African American Resource Center, among others. A self-described servant leader, Sewell also stays deeply engaged with the community through her active membership in various leading women's service organizations.

"My new Toledo Museum of Art role in belonging and community engagement is a career capstone position embodying all that I believe in and stand for. Working for such an important, historic, anchor institution is an honor and an opportunity to include everyone related to the Museum, and in our community, in transformational change and impactful growth," said Sewell.

Sewell holds a Bachelor of Arts in Journalism from Michigan State University; she also completed Graduate Studies in International Journalism at the City University of London in England.



Rhonda Sewell

Christine Sweeney... continued from page 5

economic financing into the area," says Christine Sweeney. "We are working with the state and federal governments to do the leg work and make it happen."

Those collaborative efforts also extend to other community groups in the area, says Sweeney. She sees the Zone's work as complementary, for example, to that of the Junction Coalition and its executive director, Alicia Smith. "We have laid out a framework adjacent to her work," says Sweeney, comparing the housing stock and safety emphasis of the Coalition's work to the family and children emphasis of the Zone.

"Sister Ginny is one of our favorite people," says Sweeney of Sister Virginia Welsh who runs the Padua Center. "Her work is aligned and collaborative," she adds noting that the Zone has worked with the Padua Center to provide remote

learning center and has referred people there on numerous occasions.

"We are not growing our organization for the sake of our organization," says Sweeney, emphasizing how completely open the Zone is to collaboration and how its focus is on the Junction

Neighborhood and its residents, not in becoming a city powerhouse agency.

To that end, she notes that how important it is that residents should feel safe, should have economic self sufficiency and should have good health. "That should be the expectation for all neighborhoods."

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Pathway Inc. Brothers United Introduces BU 2.0

In 2020, there were ups and downs for Pathway Inc. Brothers United Fatherhood program. In April 2020, the program completed a Randomized Control Trial in which over 300 Fathers completed the program and provided the program with robust data that would go on to inform Toledo, Ohio about Fathers for generations to come.

In October 2020, after being federally funded by the Office of Family Assistance, Administrations for Children and Families for five years, having served 1,818 fathers and 5,057 children, Pathway Inc. Brothers United Fatherhood program was informed that they did not obtain the grant that they competed for.



Avis Files

"The team was devastated and so was I," said Avis Files, director of Family and Supportive Services. "I had to release over ten staff who had dedicated their time and energy for the past five years towards serving Fathers and families."

In December 2020, J Black Jr. was hired as the new CEO of Pathway Inc. He brings to Pathway years of experience.

"The first day I met with Mr. Black, he stated he was impressed with the work Pathway Inc. Brothers United Fatherhood program had done throughout the years and he was not willing to let it go," said Mrs. Files.

"I breathed a sigh of relief. It was as if he read my mind. We wanted and needed to keep Brothers United alive."

Not long after starting, Mr. Black found himself reviewing, signing, and working with Mrs. Files to do exactly that; keep BU alive.

When asked about Brothers United, Mr. Black stated, *"Pathway's Brothers United Program offers a much-needed service in Northwest Ohio. In fact, it is the only program that effectively targets African-American Fathers with the mission of providing supportive services to help Fathers stay connected in their children's lives, which produces far greater outcomes than the alternative. As a result, our entire community benefits from this engagement. Pathway will continue to support the BU Program, and I personally am looking forward to seeing the program grow and help more Fathers."*

It wasn't long before the program was awarded \$75,000 with The Single County Fatherhood Grant from The Ohio Commission on Fatherhood to begin Brothers United 2.0. This program is not an extension of Brothers United. It is an innovative and creative project that serves fathers (non-custodial, custodial, biological, legal, adoptive, expectant, step-father, foster, grandfather or a male family member) and even male teens who are not yet fathers. It offers case management that specializes in Child Support and workshop sessions using evidence-based curriculum in Fatherhood and Healthy Relationships.

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Open through Aug. 29, 2021

The Art of Conservation

The conservators at the Toledo Museum of Art cordially invite you to view the fascinating work they do to preserve artworks for future generations to enjoy.



Pathway Inc... continued from page 8



The Department of Family and Supportive Services offers other assistance through Brothers United Healthy Start, Brothers United Skill Up to Move Up, and Sisters United.



Jay Black

"When I first started Brothers United, I had no idea of the growth and capacity

it would have to serve Fathers and Families and now, I'm excited that we have the ability to serve more people going from one major program to several different ones that serve the entire Family."



The future looks brighter and stronger for Brothers United. If you would like further information on any of the programs, please visit our website, www.pathwaytoledo.org, or contact Avis Files, the Director of Family and Sup-

portive Services, at 419-279-0798 or afiles@pathwaytoledo.org.

"Pathway, Inc.'s Brothers United 2.0 Fatherhood Program is supported by the Ohio Commission on Fatherhood."


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Salad Toss Up

By Patrice Powers-Barker, OSU Extension, Lucas County

The Truth Contributor

While tossed salad might be a popular way to eat salad, a salad can be designed in so many ways that we could eat different combinations throughout the whole month of May - National Salad Month. Even the Merriam-Webster dictionary notes how vast the types of salad can be. **Definition of salad:** any of various usually cold dishes: such as (a): raw greens (such as lettuce) often combined with other vegetables and toppings and served especially with dressing or (b): small pieces of food (such as pasta, meat, fruit, or vegetables) usually mixed with a dressing.

While you can easily make a salad for one or two people, The UC Davis Department of Nutrition also shares ways for families to enjoy salads with these easy tips:

- Welcome creativity from everyone. Let all individuals, including children, build their own salad with toppings of their choice.
- Use all different types of greens. While lettuce is a common ingredient, there are many types of leafy greens such as spinach, kale, red lettuce, and arugula. Some greens taste bitter or sharp compared to others. Try a mixture of familiar lettuce with some new, leafy greens.
- Add some crunch to your salad: Include toppings like sunflower seeds, almonds or walnuts for healthy protein.
- Choose dressings with healthy oils or make your own vinaigrette.

It is easy to create your own vinaigrette dressing depending on your tastes and what ingredients you have on hand. The main "recipe" follows a ratio of 3:1 of oil to acid (vinegar or fruit juice) with some added flavors like herbs or onions. Whether you are making a small amount or a large amount, you will follow that 3:1 ratio of oil to acid. For example, for a small amount of vinaigrette dressing, use three tablespoons oil to one tablespoon of acid. Add a pinch of seasonings such as fresh or dried herbs, garlic or onion. For a larger

batch, use one cup of oil to 1/3 cup acid and a teaspoon of each different herb and seasoning. What ingredients do you use most often? You can try, oils such as canola oil, olive oil, or vegetable oil. Acids are often vinegar (different flavors including apple cider vinegar, red wine vinegar or balsamic vinegar), and sometimes fruit juice (lemon, lime, orange). Add the ingredients to a jar with a tight lid and shake well to mix.

In addition to the 3:1 oil to acid, a variety of flavors can be created depending on what herbs or onions or garlic are added. To make it a creamy dressing add mayo, plain yogurt or avocado. If you have plenty of vinaigrette dressing for salads, it can also be used as a marinade for vegetables and meats.

The five MyPlate food groups can be an inspiration for a large, tasty salad. The following ideas are from Utah Extension's Create A Meal resources: Create a delicious salad from simple foods. Just choose an item from each category. Each salad serves four adults.

Choose one base:

- Lettuce or salad greens: Romaine, spring greens, arugula, etc. (four to six cups)
- Whole wheat pasta or noodles (two to four cups cooked)
- Brown rice (two to four cups, cooked)
- Potatoes (two to four cups, cooked)
- Whole grain: Cooked quinoa, barley, etc., or dense bread torn in bite size pieces and toasted. (two to four cups)

Choose one protein:

- 1 (15 oz.) can or two cups cooked dried beans (pinto, black, kidney, black-eyed pea)
- ½ pound cooked ground beef
- 1 ½ cups cooked and diced meat (chicken, turkey, ham, beef, fish, pork)
- 2 cups chopped hard-boiled eggs
- 1 -2 (6-8 oz) canned beef, chicken, tuna, salmon, or other fish
- 1 (12-16 oz) package extra firm tofu, drained and marinated in soy sauce and fruit juice

Vegetables! Tomato, cucumber, broccoli, carrots, corn, green beans, peas, squash, etc. Choose any combination:

- 2 cups fresh vegetables
- 2 cups frozen vegetables, thawed and cooked
- 1-2 (15 oz) cans of vegetables
- 4 Fruit (optional)
- Apple, orange, raisins, dried cranberries, etc.

Choose one or more flavors:

- ½ - 1 cup diced onion, celery, green pepper
- ¼ cup sliced olives
- ½ cup salsa
- 2-4 Tablespoons fresh herbs or 1-2 teaspoons dried herbs (oregano, basil, cumin, chili powder, thyme, rosemary, sage, etc)
- Salt and pepper to taste

Choose one dressing (optional)

Choose a topping (optional):

- As mentioned earlier, try ¼ cup slivered almonds, chopped walnuts or sunflower seeds
- 2 Tablespoons grated parmesan cheese
- ¼ cup grated cheddar or mozzarella cheese

Select a food from each category or use your own favorites. Combine all ingredients except dressing and toppings in a large salad bowl. Either dress salad before serving or allow family members to add dressing and toppings as desired. Whether you make a small side salad or a full meal, enjoy the different colors and tastes during National Salad Month.

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A Mental Health Moment

Managing Your Mind

By Bernadette Joy Graham, MA, LPC, NCC, Licensed Mental Health Therapist

The Truth Contributor

Our brains are the epicenter of our body. The brain allows us to move and function. The mind is that part of us that serves as the filing system of that epicenter. From the time of our conception, our mind begins to collect data from our environment. What we see, hear and experience become that information in which we interpret in our minds to make some sense out of our lives. Many individuals grow into adults being controlled by what others think (about us). Why are you the way you are? What do you think about yourself?

If you are unhappy or unfulfilled in your life, you may want to consider renewing your mind to help you better manage your mind. What we think will determine how we feel and how we feel will determine how we behave. If you fail to manage your mind, it will continue to give you what you already have (other's thoughts about us). Our minds may help us grow or they may keep us small. Thinking can make us see circumstances differently. If you think of your life as a problem, it will be a problem or you could think of that problem as an opportunity to grow (change).

Attitude is a product of our belief system created in our childhood. We were taught how to speak, what to think and how to live. Some had a positive belief system which led to more positive and productive thoughts and thinking but for others a negative belief system is still producing negative thoughts into adulthood which delivers us into a belief system of unhappiness.

Our development is the perception of who we are, why we think we exist and a sense of significance our life holds. Changing your perception of who you are and why you think you exist will alter your development. Life must have purpose and as living beings we all have purpose. Part of managing your mind is finding your purpose then pursuing it. Apple trees are here to produce apples. Not everyone will eat apples nor does everyone like apples which is why it is important not to compare yourself with others as it will

be like comparing apples to oranges. Think of yourself as a tree of whatever it is you want to produce. Having a purpose means producing something for others in this lifetime.

Take a mental health moment to ask yourself about the management of your mind. Remember that your thoughts control how you feel. The first step to changing your thoughts is to begin with changing your attitude (belief system), just because someone told you as a child you weren't smart enough or tall enough or lacking in other areas doesn't mean it to be true. Increase your aptitude on what it is you want to work for and eventually your attitude will change which is our level of association. You will begin to attract different people who think more like you. Toxic people will pollute your life and no one is responsible for your life but you. I don't know of any apple trees flourishing in rocks or oil. Get into your mind to see what changes need to be made for the results you desire.

Refuse to be in bondage by your negative thoughts. You can only be how you see yourself. You can only see yourself through your thoughts. If you want to be happy, think happy, if you want to be successful, think only successful thoughts. "As a man thinketh in his heart, and so is he" (Proverbs 23:7)

Bernadette Graham is a Licensed Professional Mental Health Counselor, National Certified Counselor and Certified Grief Recovery Specialist. Provide feedback or reach out at graham.bernadette@gmail.com. For appointment information please call 419.409.4929 (Telehealth is available for ongoing and new clients at this time as well as in person appointments available on Tuesdays and Fridays only). Office location is 3454 Oak Alley Ct. Suite 300 Toledo, OH 43606 www.bjgrahamcounseling.com



Dear Ryan

Dear Ryan,

I have been on a mission to lose weight for a while and have been doing well until this pandemic hit. I have gained almost all my weight back and am having a very hard time with weight loss now. I am making bad food choices and not being active as I was. I can't get back on track and I need some help with getting the ball rolling again. Any suggestions?

M. Thomas

Dear M.

I have a few suggestions for you. Let's start with taking control back of your situation. If you know you are having a hard time making food decisions stop having food around that will tempt you, especially if you can't control your cravings. Don't make bad food choices so convenient.

I believe that anyone trying to drop body fat should take one day a week to eat something that he or has been craving. This will keep you from binge

... continued on page 12

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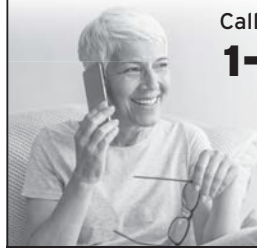
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Researchers Test Ways to Encourage Healthier Lifestyle in African-American Men

By Joy Franklin

For Men's Health Network

African Americans could expect to live 14.6 fewer years than white Americans in 1900 but the gap between the lifespan of African American men and white men was slightly smaller at 14.1 years. By 2015, the gap for both sexes had shrunk to 3.4 years, based on Centers for Disease Control statistics, though the gap between the life expectancies for African American and white men in 2015 was greater at 4.4 years, indicating that progress in closing the gap has been less for African American men than women.

COVID-19, which has disproportionately affected Black and other minority communities, appears to have reversed the slow progress. CDC projections for 2020 show a gap of 6 years for both sexes, with African Americans' life expectancy at 72 years compared to 78 years for white Americans. However, the life expectancy gap between African American and white men is projected to be 7.2 years. While there's been some progress in closing the gap, much more needs to be done to address the systemic causes in society and in the health care system.

Poverty, environmental threats and racism, along with inadequate and unequal access to health care all contribute to health disparities that result in earlier mortality among African Americans. These systemic problems also contribute to individual factors, such as higher rates of obesity and hypertension, that lead to higher rates of heart disease, stroke and type 2 diabetes. The good news is that these individual factors can be modified by behavioral changes.

In 2014, the Patient Centered Outcomes Research Institute (PCORI) funded a study designed to determine if a program called Active and Healthy Brotherhood (AHB) would help Black men increase their daily exercise in an effort to reduce their risk of chronic disease. The research team also looked at how AHB affected other healthy behaviors and signs of health problems,

such as high blood pressure and blood sugar.

Poor diet and lack of exercise that result in obesity and/or hypertension contribute to a daunting list of health destroyers that undermine quality of life. In addition to type 2 diabetes, heart disease and stroke, these include gallbladder disease, many types of cancer, osteoarthritis, sleep apnea and mental disorders such as depression and anxiety. Obesity also puts people at higher risk of severe illness from COVID-19, according to the CDC. In fact, those who are obese, compared to those with a healthy weight, are at increased risk of dying from all causes of mortality.

For the PCORI-funded study, conducted by Winston-Salem, N.C.-based Gramercy Research Group, researchers had hoped to recruit 400 African American men, but were only able to enroll 333 from four North Carolina counties. Those recruited, who had an average age of 51, didn't exercise often or eat enough fruits and vegetables, or they had diabetes, high blood pressure, or heart disease. They were divided into two groups.

The AHB group received a basic education session followed by 16 weekly sessions which focused on being active, eating healthy, and managing stress. The sessions included small-group activities that allowed the men to discuss health goals and support each other. After AHB ended, the men received three phone calls to talk about goals and ways to achieve them. A second group received the basic education session and information about improving healthy behaviors, but did not participate in follow-up sessions.

Study participants wore fitness trackers which measured daily exercise and completed surveys about healthy behaviors at the start of the study and at follow-up visits 6 and 12 months later.

Researchers found improved nutrition-related behaviors in the AHB group compared to the control group, but no improvements in daily physical activity. While the study's findings were limited both because of under-recruitment and because only 218 of the 333 completed the final survey, there is an obvious need to continue this type of research.

Men's Health Network reported that a recent survey found that men want to take control of their health. In the survey, 85 percent said they wanted to take charge of their fitness and 84 said they wanted to take charge of their diet and nutrition. The results were not broken out by race. But the survey indicates that this is an area where men want to be empowered.

One conclusion of the study was that because African American men have historically been a relatively understudied group, little is known about effective strategies for engaging them in research and improving health-related behaviors. This study contributes to that knowledge. Hopefully, it will provide useful insight to support further research into ways to empower African Americans to lead healthier lives and continue to reduce the life expectancy gap.

Men's Health Network (MHN) is a national organization whose mission is to reach men and their families where they live, work, play, and pray with health prevention messages and tools, screening programs, educational materials, advocacy opportunities, and patient navigation.

MHN is composed of physicians, researchers, public health workers, other health professionals, and individuals. MHN authors regular columns on men's health in medical journals and is the major resource for men's health information for the mainstream media.

Men's Health Network is known as the leading authority on men's health, with a Board of Advisors totaling over 800 physicians and key thought leaders. With a network of chapters, affiliates, and health partners, MHN has a presence in every state and over 30 countries.

Dear Ryan... continued from page 11

eating and ruining any gains you have made. Also don't make that craving so convenient for you to access.

You should have to physically leave your home to go get it and only get enough for that one meal. So you're not having a hard time with weight loss you're having a hard time with your discipline and consistency. If you were doing the right things before, losing fat, feeling better, being active and getting the results, you were on the right path. You need to sit down and reflect on the things you were doing before all of this craziness hit and return to the process.

... continued on page 13

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Dear Black Girl: Letters from Your Sisters on Stepping Into Your Power by Tamara Winfrey Harris

By Terri Schlichenmeyer

The Truth Contributor

There's some mail for you.

And it's not the e-variety, either; it was brought by a human, carried down the street and left at your home. It's in an envelope with a stamp, and the good news is that it isn't a bill. It's a letter for you, and in *Dear Black Girl* by Tamara Winfrey Harris, it could be important.

Well over a year ago, in anticipation of a workshop she was giving for a group of Black girls, Tamara Winfrey Harris asked a small group of Black women to write letters of support and positivity to give the girls. She wanted the letters to be "loving, truthful... feminist, anti-racist...and pro-Black girl." She figured she'd receive twelve letters to hand out.

She got "more than fifty from all over the world."

There's a history behind the need Harris sees for these letters. For 400 years, she says, Black girls have been laboring under myths that belie their vulnerability; that make them more "grown" than they are, physically and emotionally; and that steal the opportunities they have to love their bodies, their hair, and themselves. The lies ignore Black girls' hopes and wishes, and "lies can start to feel like facts."

But: "Dear Black Girl..."

"Sometimes, it's hard to remember that you are a star," says one letter-writer. Another reminds girls that melanin is "an asset!" Others write acknowledge the issues of being a Black girl in a white family or foster situation.

"... love your body beyond how appealing it is to others," says one writer.

Remember that "there is no single definition of family." Love your mother but know that "daughtering ain't easy." either. You will attract close friends when you "learn to love, honor and value yourself..."

c.2021
Barrett-Koehler Publishers,
Inc.
\$16.95 / \$22.95 Canada
185 pages

Know that there's "no shame" in working to pay the bills but life is better if a job is "a thing you really love and that suits you." There's also no shame in making your own path, in asking for help, or in surviving.

"You are hope and promise for tomorrow in Black girl skin."

Don't you wish there was a book like this around when you were a teenager? Nobody'd blame you if you did; even Grandma probably wished she'd had *Dear Black Girl*.

Bottom line: it's time for a book like this that doesn't feel high-horse or superior or preachy. No, author Tamara Winfrey Harris pulled together letters that are relevant and everyday, and that don't make harsh demands on its readers. Instead, there's empathy in here, a been-there-done-that tone, and a sense that a girl is about to be taken under someone's wing for awhile. Letters are loosely categorized, they're accompanied by drop-in "Know This" pages of explanation, and there's room for a girl to write a letter to herself to sort her feelings now, or note-taking for later.

Beware that some of the letter-writers dive deep into raw subjects, making this book best for ages 13-and-up. Give *Dear Black Girl* to your favorite teen, and envelope her in all its love.

Dear Ryan... continued from page 12

You can get back on track just as easy as you got off of it. Your game plan should be the same as it was when you were successful. Don't use this pandemic as an excuse to do bad, to fail or to go back to old habits. You already know what you must do to get you fat loss back in gear; you didn't even have to ask me.

I don't know what kind of workouts you were doing and that doesn't even matter to me. The important thing is that you dig deep again, get up and get busy. It's getting nice out again which gives you a great opportunity to get outside and be active. Even if it's only half of what you were doing before you stopped. It's better than nothing.

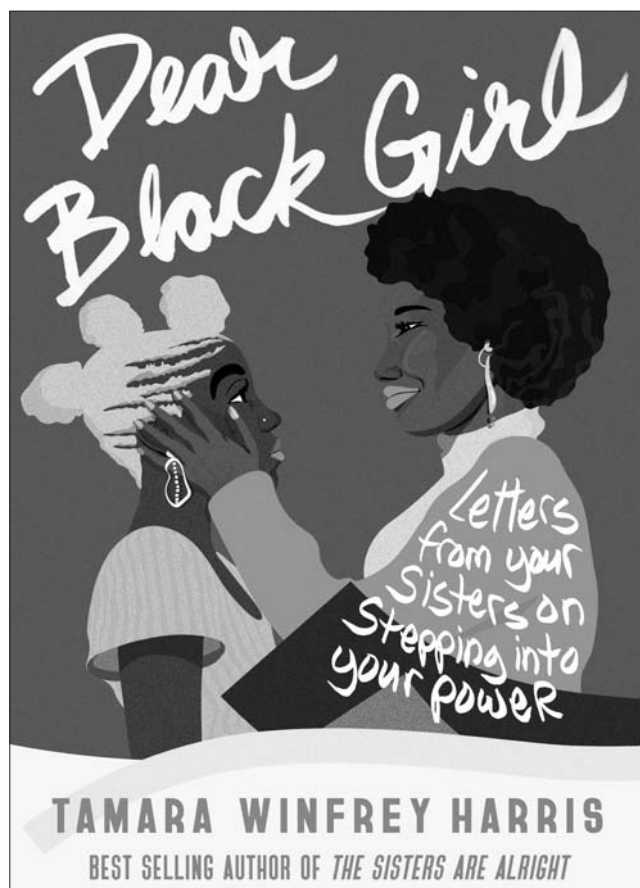
All of my suggestions are basically reiterating what you already know. If you need more help, join a class somewhere or grab a friend to help motivate you. I have small classes Mondays, Wednesdays and Fridays. If you want more information on them feel free to email or call me. I can also do a class with just you and your friends if you have 10. I hope you are able to get back on track and continue with your previous results.

Good luck UNLEASH YOUR HERO

Ryan Rollison

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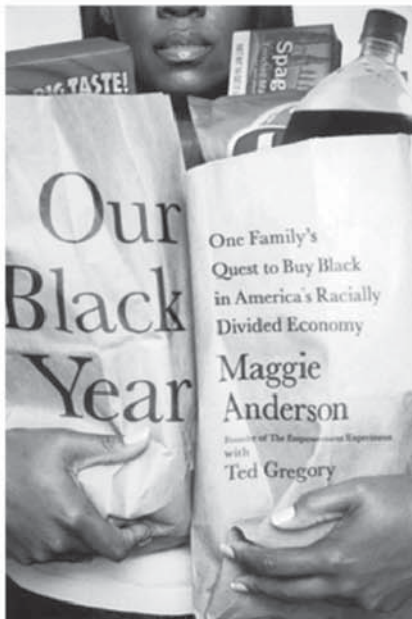
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May 5, 2021

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Walkthrough: A walkthrough of the project site is scheduled for May 11, 2021 on Main Campus at 1:00pm and on Health Science Campus at 2:30pm.

Walkthrough Location: Main Campus - Bowman Oddy Building in Main Lobby and Health Science Campus - Facilities Support Building in Main Lobby, Toledo Ohio, 43606

Bid Documents: Available electronically at: <https://bidexpress.com>

More Info: A/E contact: Dave Desjardins, JDRM Engineering, Inc., Phone: 419-824-2400, E-mail: DDesjardins@jdrm.com



NEIGHBORHOOD SURVEYOR

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The Neighborhood Surveyor will complete a standard survey of properties in the City of Toledo from the sidewalk. The Surveyor works outdoors and is expected to complete between 10,000 and 15,000 individual property surveys during the course of the employment.

This is a temporary full-time position paying \$18/hour with an opportunity for a cash bonus, paid holidays, and paid time off. Multiple positions will be hired starting in early June for work to last up through October.

To learn more and to apply, visit <https://lucascountylandbank.org/job-opportunities>

The Lucas County Land Bank is an equal opportunity employer.



CONTRACTORS WANTED!

The Lucas County Land Bank is looking for contractors for all kinds of property work, including property preservation, residential construction, environmental remediation, maintenance, fencing, plumbing, electrical, HVAC, roofing, masonry, foundation work, and more!

Interested contractors are invited to a Virtual Open House on Wednesday, May 26, 2021 at 1:00 p.m. through Zoom teleconference. At this Open House, you will have a chance to hear from our purchasing and construction teams and learn how to qualify and receive work.

Contractors can learn more at: <https://lucascountylandbank.org/contractors>

The Lucas County Land Bank is a non-profit organization that works to strengthen neighborhoods. We invest hundreds of thousands of dollars in real estate projects each year. We take affirmative steps in the hiring of local, MBE/WBE, and union contractors. Most importantly, we pay quickly and fairly for good work.

Questions? Call us at (419) 213-4293 during normal business hours.

EDUCATIONAL SERVICES COORDINATOR

WGTE Public Media seeks an innovative educator who will create, promote and deliver teacher professional development focused on technology integration in early learning through 12th-grade classrooms. Requirements include a Bachelor's degree (Education or similar degree preferred), educational technology skills, and at least one year of experience in the field of education. Pre-K experience is a plus. Applicant must also have previous experience teaching adult learners. Curriculum development, early learning standards, and prior experience with Google Apps preferred. Must be self-motivated and have excellent oral and written communication skills. Send your letter and résumé to: Human Resource Manager, P.O. Box 30, Toledo, OH 43614 or online at employment@wgte.org. EOE/ADA

LEGAL NOTICE

In accordance with Section 5101:2-25-03 of the Ohio Administrative Code, Lucas County Department of Job & Family Services (LCDJFS) will hold a virtual public hearing prior to the submission of the County's Final 2022-2023 Title XX County Profile to the Ohio Department of Job and Family Services for incorporation in the Comprehensive Social Services Plan for the State of Ohio.

PURPOSE: 1. To highlight pertinent data and information regarding identified social services problems, needs, resources, and gaps in service along with recommendations to the proposed 2022-2023 county profile.

2. To elicit public comment, suggestions, and recommendations relative to the County's proposed 2022-2023 county profile.

DATE: May 13, 2021

TIME: 10:00 A.M. to 11:00 A.M.

Meeting Link:

https://teams.microsoft.com/l/meetupjoin/19%3ameeting_N2JINzUzYmMtNjkzYS00ZjhlLTg0YWUyN2NjZDc2Y2I5NzY0%40threa_d.v2/0?context=%7b%22Tid%22%3a%2250f8fcc4-94d8-4f07-84eb36ed57c7c8a2%22%2c%22Oid%22%3a%22c63c31a5-7691-4e94-8d41-9fcb85529582%22%2c%22IsBroadcastMeeting%22%3atrue%7d

Microsoft Teams meeting link for this 2022-23 Title XX Lucas County Profile public hearing can be accessed on the Quick Links Tab at <https://www.co.lucas.oh.us/858/Joband-Family-Services>

Entities wishing to have their points of view captured in the County's submission to the State must email proposals (not to exceed two pages) to Lucas_Contracts@jfs.ohio.gov by 4:00 p.m. on May 10, 2021. If individuals would like to present their proposals virtually at the hearing as well, they must indicate that at the bottom of their proposal. This should include the speaker's name and contact information. Those wishing to speak must notify LCDJFS at Lucas_Contracts@jfs.ohio.gov by May 10th and all efforts will be made to accommodate everyone who would like to speak. If time constraints don't allow for that to happen, individuals will still have their written proposals reviewed and included in the LCDJFS summary report to the State.

Gala Brings Attention to Foster Care Awareness Month

Tricia Hall

Sojourner's Truth Reporter

The Gateway Youth Development Program held its second annual Gateway Gala on Saturday, May 1 at Ice Restaurant in downtown Toledo. The intimate celebration was attended by agency supporters who dined on various cuisine menu options provided by Ice Restaurant, received door prizes, participated in a raffle and enjoyed live jazz music performed by Arthur Bishop.

Executive Director KaTrice Perry opened the event with remarks and shared how a conversation held within a library was an inspiration to her work. "These gateway kids are my kids, there are so many statistics about foster care kids including homelessness or other negative stereotypes. However, it doesn't address the causes and I wanted to create an alternative to foster care."

The agency's board vice chairman, who works in the nursing field, was initially invited to join the board via a LinkedIn conversation and now passionately supports the work of the agency and the executive director. "It's an honor to serve in this role. KaTrice has been through so much but is a woman driven to help others. She's also an inspiration for my daughter. I'm proud of our work," said David Kissinger.

The gala also acknowledged a community partner who advocates for local youth leadership development. The 2021 honoree was the Mental Health & Recovery Services Board of Lucas County, and Delores Williams, the director of Health Equity, accepted the award on the agency's behalf. "I recall our meeting with Gateway to discuss applying for mini-grants, they came with plenty of questions. Gateway has done exactly what they set out to do and that's to engage our youth to reach better mental health outcomes. I hope to

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Executive Director of Gateway Youth Development Program KaTrice Perry



Musician Arthur Bishop



Board Secretary Kimberly Darrington; Executive Director KaTrice Perry and Board Vice Chair David Kissinger.

>80%
of Toledo's
children enter
kindergarten
without the
skills needed
to learn...

But we have hope!

Hope is the anticipation of a brighter tomorrow. Hope is what you feel when you are valued and invested in. At HOPE Toledo Pre-K, we're bringing hope to our communities, through an inclusive, high-quality preschool initiative that will prepare our kids to succeed in kindergarten and beyond. Locally funded preschool programs have been proven to help break generational poverty and provide economic stability in communities around our state and the nation. Let's do the same for our children and communities.

Visit HOPE-Toledo.org to learn more.



The Start We All Need to Succeed
Visit HOPE-TOLEDO.ORG to learn more.

HOPE
TOLEDO | Pre-K

Open for healing

Tyree, UTMCM Physical
Therapy Patient

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From preventative care to treatment of complex orthopaedic and rehabilitation needs, we are open to serve our community.

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