

# The *Sojourner's* Truth

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*"And Ye Shall Know The Truth..."*

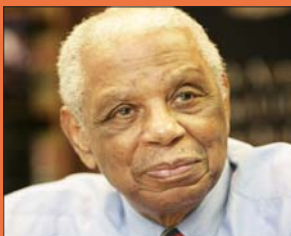
September 29, 2021

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## **Robert Perry: The Trailblazer**



*Robert Perry, PhD, Distinguished Professor Emeritus, Bowling Green State University*

# A Political Family Feud

By Rev. Donald L. Perryman, PhD

The Truth Contributor

*Where there is unity, there is the victory.*

*- Publilius Syrus*



The Lucas County Democratic Party (Party) successfully pushed its slate of 2021 endorsed candidates through the primary election.

Yet, constant intra-Party fighting emanates from 2004 when the Party endorsed then challenger Pete Gerken over incumbent two-time president Harry Barlos for Lucas County Commissioner. Gerken's 2004 endorsement set up the war and subsequent split between the Party's A team and B team in the way that Archduke Franz Ferdinand's 1914 assassination by Gavrilo Princip in Sarajevo caused World War I. Gerken took on Barlos in the primary and for the endorsement that started today's Party infighting.

## What's going on now?

In May, the Party's Gerken-led decision to overturn Party Chair Michael Ashford's decision requiring endorsed candidates to obtain background checks and credit scores has set off another feud from within.

Allegedly, Ashford later yelled and hung up on Polly Gerken in protest of her use of his photo image on social media, implying Ashford's endorsement of her campaign for the Toledo Public Schools board.

## Why career professional politicians and great friends fight:

First of all, the dispute seems to be a personal conflict between two strong-willed Alpha males who are longtime friends and not a Party conflict. Second, the discord goes back to when Ashford's wife, Ruth, ran against suspended Councilwoman Yvonne Harper for leadership of District 4.

Purportedly, there was a bond between Gerken and Ashford, not to ever involve their wives in their disputes. Today, each accuses the other of having broken the pact.

## It's hard to toe the party line when there are two (or more) lines:

In a big-tent political party such as the Democrats, there is, almost by definition, ample room for differing views, policies, approaches, and perspectives. Gerken feels that he is speaking for the body when he brings up alternative proposals. However, Ashford, the elected leader of the Party and a Black man, views Gerken's constant propositions as a blatant challenge to his leadership. In reality, repetitive arguments over what to do and how the organization should do things are, at the root, disputes over who is effectively "in charge" or a "sufficiently capable leader."

## How essential is unity?

There could be a political price to pay in Toledo's 2021 City Council at-large general election, where some fluidity exists among the 12 candidates

for the final six spots.

Studies show that Party divisiveness could hurt candidates a lot, a little, or not at all, or that they only hurt incumbents. If the current pattern of conflict continues, the Party could be viewed as disorganized and inept, allowing Republicans and Finkbeiner and his endorsed candidates a better chance to win.

## So, here are my general thoughts:

- Former President Barack Obama famously said, "Change will not come if we wait for some other person, or if we wait for some other time. We are the ones we've been waiting for. We are the change that we seek." But it is also true, "If you want to make enemies, try to change something." So, it's a good idea for new leaders not to make too many changes too soon.

- The Party must not "take their eyes off the road by focusing on the pothole right in front of them, and lose their vision of the vast, wide-open spaces available to them." In other words, let go, focus on the road ahead and don't micromanage or show disdain or disrespect to its leadership.

- When disharmony comes from disputes among the leadership, it creates a tense and stressful atmosphere where leaders primarily oversee confrontation, taking away from the focus on more critical issues.

## The Outcome:

Political whisperers and insiders in the shadows indicate that "bitching and fighting" has intensified to the point where Ashford and Gerken have disavowed their friendship and refuse to speak to each other.

A major funder has called a meeting and threatened to cut off funds and other Party support unless peace is made between the two.

How will it come out?

Where there is unity, there is victory!

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

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Tricia Hall - Reporter

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Jennifer Retholtz - Webmaster

Jessica Crans - Layout

A Certified MBE

The Sojourner's Truth, 1811 Adams Street, Toledo, OH 43604

Phone 419-243-0007

[thetruth@thetruthtoledo.com](mailto:thetruth@thetruthtoledo.com)

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# We Need Our Options Open to Kill Black Folks

By Lafe Tolliver, Esq

Guest Column

Well, it will come as no surprise that negotiations on Capitol Hill regarding serious police reform has fizzled out. It is being reported that negotiations on police accountability have hit a stone wall and the parties have disengaged, for the moment.

Police reform, real police reform will not materialize in a Republican-held Senate and an "iffy" House of Representatives whose Republican members are always looking over their shoulder at their fearless leader, Herr Trump, for his approval or disapproval.

When you count heads in the House and in the Senate and determine that the votes that come from "red" states will doom police reform, is it any wonder that significant police changes are a lot of bluster and smoke with no real teeth?

On a jaded note, the rank and file of the police unions want their options open to shoot and kill people of color and then be able to duck and hide under the cloak of "qualified immunity" which basically gives rogue cops a license to kill.

Qualified immunity, if left unchanged, gives bad cops a reason to smile because they are familiar with the Herculean burden it takes to show that a bad cop had malice, ill-will or intent to harm or hurt a dead or near-dead suspect.

Without qualified immunity, cases like Sandra Bland and Breonna Taylor would be proceeding towards a trial or a settlement along with Tamir Rice and other Blacks who died under highly questionable fact patterns.

Without qualified immunity, the law would allow lawsuits against rogue cops to at least reach a jury for their deliberations as opposed to being gutted in the early stages of the legal process.

In today's, "shoot 'em up" society, police shoot first and worry later about being indicted for murder or manslaughter charges because their unions will man the ramparts for them and howl to the moon about cops being in the line of danger, which they are, at times.

Police unions do not want civilian control over their internal policies and procedures because they want the power to protect their own, even when their "own" act devilish and as executioners of those they have sworn to "protect and serve."

As a civil rights attorney and a reader of situations and caselaw across this country regarding the outcomes of what happens when police shoot and they then go, "silent", it is extremely frustrating to see the procrastinations of police unions doing back flips in protecting rogue cops who use their badge and gun to murder others. Walter Scott... anyone?

You would think that after the national and international uproar about the murder of George Floyd that sensible police reform would be a no brainer, but it wasn't because when the fervor cooled down, the police unions put away their crying towels and went back to the serious business of making sure no one steps on their turf... no one.

Not even Congress has the moral fortitude to say no to powerful police unions and lobbyists. After all, we are simply talking about Black people and other people of color which only demonstrates that the value system in place in America does not recognize the value of Black people being worthy of life.

Quite frankly, if all things were equal, there should not even be discussions of the need for police reform since all American citizens would be viewed through a lens of having equal value and thus not subject to arbitrary and capricious standards of who should live and who should die when racially jaded police encounter Black people.

Changes to the law/principle of qualified immunity could look like the following:

(1) No law enforcement personnel, part time or full time, and regardless of their rank or status

shall do, commit or conspire to enable any of the following acts, directly or indirectly

(a) use deadly force when other immediate methods of resolution are available and accessible.

(b) conspire with other law enforcement personnel to deprive any citizen, arrestee, of his or her civil rights to be free from false or wrongful incarceration or imprisonment unless due process rights are afforded to that person.

(c) no command officer shall knowingly allow, engage, permit or condone any act of violence or mis treatment against any detained person or, allow others under their command to do so.

(d) all law enforcement personnel shall be subject to the same terms of

bond, detainment,

detention, arrest and imprisonment as the citizens that they are engaged to protect and serve when they are brought before a court of law to answer for police misconduct charges.

(e) all law enforcement personnel, just as the citizens that they are sworn to protect and serve, shall be entitled to the presumption of innocence until proven guilty by a judge or a jury of their peers.

(f) except for matters of juveniles and national security concerns, all information relating to charges of police misconduct shall be considered as the public's right to review unless a judge issues an order withholding such information due to its sensitive nature, or its release would impair the rights of the accused to a fair and impartial hearing or trial.

(g) all law enforcement personnel can be subject to civil liability for their acts of misconduct and the time frame to bring such a civil case shall be within four years from the date of the harmful act, injury or legal infraction.

(h) any law enforcement personnel that has been found by a judge or a jury to have engaged in intentional conduct depriving or denying an arrestee or a citizen of their civil rights to be free from police misconduct, shall be denied any accumulated pension rights and shall be immediately discharged from their employment.

(i) punitive damages may be assessed against the law enforcement personnel who engaged in Illegal conduct and against their employer (city or state) for their failure to properly supervise the convicted law enforcement personnel when the record of the convicted person shows a history of aberrant conduct against the public.

(j) There shall be a national public registry for the required listing or filing of all police officers who have been found guilty of willful conduct against the public and that registry shall be accessible to the public. The filings shall be permanent.

(k) In the event that an accused police officer resigns before he is charged or convicted by a judge or a jury, that resignation shall also be part of the national registry and such resignation shall not protect the pension rights of the named officer.

Basically, the above protections will not be needed if cities and municipalities engaged in stronger vetting procedures of police candidates and intervene with offending police officers when matters are initially brought to the attention of the police chief and Mayor's office for immediate disciplinary actions.

Real police reform is both needed and possible but only if the powers that be, view citizens, black or white, as people of value and worth.



Lafe Tolliver

Contact Lafe Tolliver at [tolliver@juno.com](mailto:tolliver@juno.com)

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# To Be Equal Honoring a champion

By Mark Morial

Guest Column

We lost Judge Damon J. Keith, one of the greatest champions of voting rights in American history. More on his legacy.

*"By denying the most vulnerable the right to vote, the Majority shuts minorities out of our political process. Rather than honor the men and women whose murdered lives opened the doors of our democracy and secured our right to vote, the Majority has abandoned this court's standard of review in order to conceal the votes of the most defenseless behind the dangerous veneers of factual findings lacking support and legal standards lacking precedent. I am deeply saddened and distraught by the court's deliberate decision to reverse the progress of history. I dissent."*

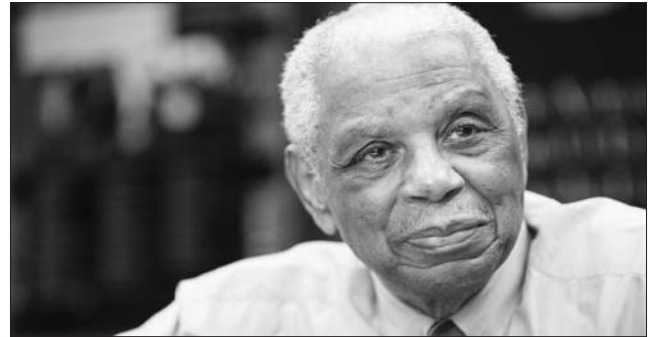
- Judge Damon J. Keith, dissenting in the 6th Circuit Court of Appeals decision on *Northeast Ohio Coalition, et al. v. Husted*, et al



Marc Morial

As the National Urban League prepares to release the 2019 State of Black America ® -- focused for the first time on the state of the Black vote -- we mourn one of the greatest champions of voting rights in American history: Judge Damon J. Keith. Keith, the grandson of former slaves, was Judge of the U.S. Court of Appeals for the Sixth Circuit and a former Judge of the U.S. District Court for the Eastern District of Michigan. He died this week at the age of 96.

His extraordinary career included the desegregation of public schools in Pontiac, Michigan, establishing affirmative action in police departments, and halting President Richard Nixon's illegal wiretap program. Following his desegregation order, Judge Keith received death threats and 10 Pontiac school buses were firebombed by Ku Klux Klansmen.



Circuit Court Judge Damon Keith

His dissent in *NEOCH v. Husted*, which upheld Ohio's draconian voting restrictions on early in-person and absentee voting, included a photo gallery of voting rights martyrs. "I wanted to dramatize the racist attitude of the majority," he told a reporter shortly after the decision. "Look at those pictures. These are men and women who died for the right to vote. I was really so hurt by the decision of the majority of the court. My grandparents lived in Georgia, and they were not allowed to vote because of racism.

I thought about them." Judge Keith was born in Detroit, the son parents who were part of the Great Migration from Georgia. His father worked for \$5 a day in a Ford Motor plant. He served in the segregated U.S. Army during World War II, working mainly at kitchen duties, and was discharged as a sergeant. While studying the law, he worked as a janitor at a newspaper, where a white reporter told him "keep mopping," rather than strive for a legal career.

He earned his law degree at Howard University, where future Supreme Court Justice Thurgood Marshall was a mentor. "He used to tell us to remember those four words engraved on the Supreme Court: Equal justice under law," Judge Keith said of Justice Marshall. "He'd say, 'The white man wrote those letters on the Supreme Court. Now use those words to make equal justice under law a reality.' Thurgood also used to tell us: 'Use the law as a means of social change.'

I tried to do that throughout my judicial career." We in the National Urban League join his family and friends in mourning his passing. His landmark decisions reflect the highest ideals of the equitable, honorable nation we strive to be. His life and work stand as an example of dignity, integrity, and determination. As a civil rights organization, we strive to uphold his legacy.

Marc Morial is president/CEO of the National Urban League.

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## Letter to The Editor

In response to Rev. Donald L. Perryman, PhD, it is fair to your readers to have another writer's perspective concerning the Race for Mayor in Toledo.

First of all, this race is about leadership; it is about us, it is up to us. There is a rude awakening wherein the African American community had better have a wake-up call; across this nation, we are under siege..

Compare the situation wherein over 100,000 Afghanistans have literally been flown into the United States, being welcomed, and the Haitians at Del Rio have been terrorized by men riding horses, which includes beatings when they have only fled their country because of a corrupt government, and they never see the relief funds to aid them from earthquakes, hurricanes and any other atrocities. Thank God, Toledo is not like that, however, there are leadership issues that could benefit our community.

We own very little; we have two abandoned malls, Swayne Field and the Warren-Sherman Plaza.

Drive through our neighborhood and see trash, boarded up homes, no recreation for the children; and we are at a loss of what we can do relative to the violence and too many young people dying. Ask yourself, have any of those issues improved in a four-year period?

I recall Mayor Wade Kapszukiewicz stating it was his intention to hire 30, 40 and 50 year olds in his administration totally excluding senior citizens or anyone over 50 who just might have the wisdom and knowledge to address the foregoing concerns.

There is no way this past primary election made a thunderous statement; only eight per cent of the electorate voted; also, I personally do not think that Jan Scotland's voters are expected to support the current mayor. These voters will have a few weeks to examine or compare the leadership styles, and what it will take to have Toledo's central city get the same attention that ProMedica gets in upgrading our city.

We need a total overall: Swayne Field could have a bowling alley; Warren Sherman could have a skating rink; there are dozens of vacant land that could be putt putt golf and go karts for our kids. I personally have to drive my grandchildren a long way to get to the go karts they love. Why do we not have them in the central city which would not only create employment, it would be a boost for the neighborhood, and something we could teach our young to appreciate. My endorsement will come later..

June Boyd

## Rep. Hicks-Hudson Cslls for Hearing on Redistricting Bill as Sept. 30 Deadline Looms Says open, transparent process critical to deliver fair maps for Ohio

State Rep. Paula Hicks-Hudson (D-Toledo) last week called on House Republican leaders, including Speaker Robert Cupp (R-Lima), to schedule hearings on House Bill 313, which has sat idle in the House Government Oversight Committee since its introduction in May, 2021. The Hicks-Hudson-sponsored bill would strengthen transparency requirements in the redistricting process and help Ohio fulfill its duties under the reforms voters overwhelmingly passed in 2015 and 2018.

"House Bill 313 was introduced May 18 and assigned to committee on May 19, but it still hasn't had a hearing. Though we're halfway through the process, we should not lose sight of the need to ensure the deliberations of the legislature and Redistricting Commission be transparent and accessible. Ohioans deserve to see this process unfold in front of them in an open and straightforward manner, not have fully baked maps thrust upon them at the eleventh hour," said Rep. Hicks-Hudson.

HB 313 would create the constitutionally required joint legislative committee to hold hearings on new congressional district maps. To date, the Speaker has not convened a joint committee. The deadline for the legislature to adopt a bipartisan, 10-year plan is Sept. 30.

Other provisions of the bill would set requirements regarding public records, public meetings, and funding which the legislature would need to follow to meet the Constitutional obligations mandated by voters in 2015 and 2018.



State Rep. Paula Hicks-Hudson

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# A History of Colorism Sheds Light on Discrimination Today

By Katie Cowart, University of Georgia, Media Relations

Special to The Truth

Colorism is a form of discrimination, typically within a racial or ethnic group, favoring people with lighter skin over those with darker skin. This pernicious form of discrimination is often overshadowed in discussions about racism, but it affects a broad swath of people across multiple populations.

A new study by a University of Georgia researcher explores the present-day impact of colorism, provides case studies of the effect of skin tone on U.S. politics, and discusses the appropriation of skin color seen in transracial performances, as well as the global skin lightening industry.

Researcher Vanessa Gonlin says the effects of colorism can be devastating within and across communities. Several studies since 2006 have documented how darker skin is associated with longer prison sentences for the same crime, decreased mental and physical health, lower marital rates for women, lower wages for men and immigrants, and lower perceived intelligence.

While this form of discrimination changes across cultures and through time, in most cases darker skin is associated with negative attributes and lighter skin is connected to positive attributes. The question is, why is more melanin seen as bad and lighter skin seen as good?

"In Asian communities, this was a part of their culture long before they met Europeans. People with the luxury of staying inside and avoiding physical labor outdoors had lighter skin. Lighter skin became a symbol of higher class," said Gonlin, assistant professor in the Franklin College of Arts and Sciences department of sociology. "This was also the case historically in Europe, where having 'blue veins' or 'blue blood,' which re-

fers to having pale and cool-toned skin thus making veins look blue, was viewed as having 'noble' and 'untainted' blood. Today, this has reversed in the western world as tan skin among white people has become more popular, as tan skin is now associated with the luxury of going on vacations or spending leisure time tanning."

By highlighting historical examples and origins that connect to modern-day experiences, Gonlin hopes to encourage more knowledge of this phenomenon and include history in conversations about colorism.

The phenomenon of 'passing'

Gonlin addresses the complex issue of transraciality, and the phenomenon of "passing." Transracial refers to people who change their outward appearance, such as tanning their skin, modifying their hair, and choosing to wear certain fashions, to be in line with their asserted BIPOC (Black, Indigenous, People of Color) racial identity.



Vanessa Gonlin

... continued on page 12

The Truth

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# Children & Mental Health: Public Awareness Campaign Discussion with Tracee Perryman, PhD

**Q: Why is it so important to be talking about mental health right now – especially in the case of children?**

**A:** It's not front of mind for people, but children can also suffer from mental health challenges. I'm here to say: Don't ignore the signs.

• Mental health visits for children aged five-11 are up 24 percent since the beginning of the Covid pandemic.

• *Good mental health is really important.* It helps children develop socially, emotionally, mentally and physically.

**Q: How does the pandemic fit in? What's the impact on children's mental health?**

**A:** Recent national studies show that:

• More than 25 percent of high school students reported worsening emotional and cognitive health and over 20 percent of parents with children ages five-12 reported similar worsening conditions for their children.

• There has been a large decline in pediatric mental health care usage since the start of the pandemic. While access to mental health services via telehealth has increased, mental health services via schools likely decreased with closures.

• In addition to loneliness and isolation in light of public health safety measures, the poor mental health of parents could be a contributing factor in negative mental health outcomes for children.

• <https://www.kff.org/coronavirus-covid-19/press-release/the-pandemics-impact-on-childrens-mental-health/>

**Q: What do you see happening here in Lucas County with kids?**

• 38 percent of Lucas County youth reported they felt so sad or hopeless almost every day for two weeks or more in a row that they stopped doing some usual activities, increasing to 47 percent of females. <http://www.healthylucascounty.org/wp-content/uploads/sites/2/2020/11/2019-2020-Lucas-County-Community-Health-Assessment.pdf>

**Q: Why are common signs of depression in children?**

**A:** I'm glad you asked:

- Feeling and/or expressing guilt or a general sense of uselessness
- Not paying attention when others are focused
- Ongoing irritability much of the time
- Passing on fun activities
- Changes in behavior such as eating more or less, sleeping more, or feeling tired, tense or droopy.

- Signs of self-injury (cutting, scraping) and self-destructive behavior

**Q: What are some tips you have for parents that want to help better their kid's mental health?**

**A:** Again, have a healthy mental health state is really crucial as it helps children develop socially, emotionally, mentally and physically. I suggest these parenting tips to promote mental health at home:

- Encourage healthy relationships
- Establish a routine
- Make children feel loved, even after a mistake
- Build resilience, and elevate hope.

**Q: Where can people turn to if their child is experiencing a mental health crisis or challenges that they simply don't know how to handle?**

- Text 4HOPE to 741 741

*From The Truth's Archives: April 2021*

**Be Well Toledo: Struggle No More Campaign Raises Awareness About Mental Health And Wellness Impacts of Pandemic**

*In a typical year, one out of every five adults struggle with mental health. No one could say 2020 was a typical year. The Centers for Disease Control and Prevention (CDC) revealed that 40 percent of adults described having challenges with mental health in 2020. Tracee Perryman, PhD, CEO of the Center of Hope Family Services, saw these statistics playing out in the lives of those around her, and decided to take action and gather critical, life-saving information on how to get help to Toledoans.*

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Tracee Perryman, PhD

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# Honoring Robert Perry: A Trailblazer

By Fletcher Word

Sojourner's Truth Editor

Family, friends, former colleagues of Robert L. Perry, PhD, joined the staff, faculty and administration of Bowling Green State University on Thursday, June 23, to unveil the Robert L. Perry Veranda which will be located at the campus's Shatzel Hall.

During a ceremony in which BGSU's Chief Diversity and Belonging Officer Jennifer McCary served as mistress of ceremonies, several current university officials praised Perry for his contributions to the institution especially in founding and leading the Ethnic Studies program in 1970.

"The work of belonging and diversity can be traced back more than 50 years ago to Dr. Perry," said University President Rodney Rogers during his remarks as he called Perry "a trailblazer in the discipline and in our community."

He added: "To know where we are heading as a university, we have to recognize and understand where we have been. Dr. Perry's work is one of those mileposts of progress in our history."

Perry's association with BGSU runs deep. He is a two-time alumnus of BGSU, earning a bachelor's degree in 1959 and a masters in 1965.

Then came the seismic changes of 1970.

"In 1970, a committee was approved," said Provost and Sr. Vice President for Academic and Student Affairs Angela Nelson, PhD, as she traced the development and the timeline of the Ethnic Studies



program that Perry founded and led.

The department, she noted, made "BGSU one of the first in the Midwest" to develop such a course of studies.

By 1979, Ethnic Studies was granted departmental status which "provided a strong academic background for advancing the discipline," said Nelson,

...continued on page 10



From left to right Ravi K. Perry, PhD, Milada V. Perry (front), Kai M. Perry (back) Bâye K. Perry, II, Bâye K. Perry



Robert Perry and son Baye



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# Jera's Heavenly Sweet's Grand Opening

On June 17, 2017, Jera Stewart opened her a full-service bakery, Heavenly Sweet, overlooking the serene fountains of Promenade Park.

This past Saturday, September 25, Stewart had the opportunity to do it all over again, but on a much grander scale.

This time Jera's Heavenly Sweet opened its own shop at 3057 Bancroft Street with all the fanfare that the occasion could call for.

Live entertainment was supplied by Nate Hicks and Vicky Simpson; gift cards, T-shirts and cake give-aways were featured attractions and lots of samples and prizes abounded.

But, as always is the case at Jera's, the baked goods – particularly the cookies – were the highlight. And the large crowd who attended the grand opening took note, buying up all of the store's supplies.

"Yesterday was exactly what we've always dreamed it would be. We sold out by noon, baked what dough we had left...then sold out again by 3 pm just in time to close!" said Stewart.

"Our family and friends volunteered their day helping pass out samples,

run the raffle, wash the endless mountain for dishes, clean up messes, and anything else we asked of them.

The live music was beautiful and set a warm and friendly environment and the sounds of people chatting as they sat at our tables filled the space. It was perfect.

Thank you to every single person who came, shared our posts, sent money for someone else to buy, or just sent verbal congratulations. We felt all of that love!"

The new location is just perfect for Jera's growing enterprise. Located at the entrance to the University of Toledo's north entrance and next to a bookstore, the shop has space for relaxing while munching on some of the best baked sweet goods Toledo has to offer. In addition to the cookies, brownies, pies, pastries, dinner rolls, cupcakes and cakes, Jera's also offers a line of specialty ice cream.

Jera's Heavenly Sweets can be reached at 419-214-1107 or online at [jheavensweets.com](http://jheavensweets.com) where you can see a menu displaying all the goodies.



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**Lathrop**

Development Agency, LLC

**For Additional Information Contact**

Tim Meyer, Vice President

419.392.4865 | [tmeyer@tcco.com](mailto:tmeyer@tcco.com)

RSVP Preferred by Monday, September 27, 2021

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# African American Mayors Association Calls for Bipartisan Action on Debt Ceiling

The African American Mayors Association (AAMA) joined a growing list of community organizations, state and local officials, and private sector leaders to implore Congress to take timely, bipartisan action to address the debt limit "to avoid widespread economic crisis."

Houston Mayor Sylvester Turner, president of the African American Mayors Association (AAMA), warned in a statement: "If the debt ceiling isn't raised, state and local governments will face enormous reductions in federal grants-in-aid, ranging from the federal share of states' Medicaid costs to fed-

eral funding for education. The cuts will only exacerbate the long-standing economic challenges working families across the country have struggled to overcome, and which are more acute now as a result of the pandemic."

He concluded: "American families shouldn't have to shoulder new financial burdens that can easily be avoided if Congress does its job. The country's financial stability should not be a pawn in a game of political chess. Congress must act now to increase the debt ceiling and protect our nation's economic future."

## Children and Mental Health... continued from page 7

Perryman explained, "I'm closely connected to friends, family, and church members who have been personally impacted by the pandemic. With people all around me suffering from ripple effect of the pandemic, I felt compelled to get involved and serve as an instrument of change."

In late 2020, Perryman launched a campaign to encourage minority populations to wear masks to guard against coronavirus infections and help pave a path toward greater vaccine compliance as well. The premise of the "Mask Up Toledo" campaign was simple: use education and an upbeat music video to encourage more people to wear masks, especially among minority populations the virus is known to disproportionately affect. Since the pandemic's onset, National Center for Health Statistics data has shown that people of color are almost three times as likely to contract coronavirus compared to their white counterparts, and twice as likely to die from it.

Inspired by the success of the Mask Up Toledo campaign and wanting to further help the community, Perryman started to focus on understanding and spreading education on the deep and long-lasting impacts of the pandemic on individual's mental health and wellness.

"When launching this second public awareness campaign, I felt confident that addressing the mental health challenges and consequences of these lockdowns was imperative," said Perryman. "I couldn't stop thinking about the children being out of school for almost a year ... the stress the pandemic has put on parents trying to work and take on additional responsibilities ... the anxiety brought on by those now unemployed, not to mention the impact on those who have lost loved ones. It's a lot to process for everyone. So, I asked myself: how can I help?"

With Perryman leading the effort, the Center of Hope Family Services, the Ohio Mental Health & Addiction Services, and the Mental Health & Recovery Services Board of Lucas County, recently launched another powerful public awareness campaign called "Be Well Toledo: Struggle No More" emphasizing the need for mental health and wellness for minority populations."

## Robert Perry... continued from page 8

"which helped to make Bowling Green a better place to learn."

In 1992, under Perry's guidance, BGSU established a cultural diversity course requirement for all students. It was the first such required course in the nation.

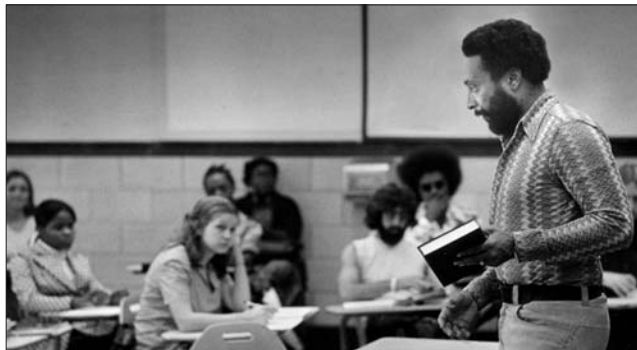
Perry, now a distinguished Professor Emeritus in the Department of Ethnic Studies, retired in 1997 after chairing the department for nearly two decades.

Present at the ceremony, along with Perry's two sons, daughter and two grandchildren, was John Scott, PhD, former professor, who chaired the committee which selected Perry to lead the program.

Perry took the podium to express his thanks not only for the honor that was bestowed upon him but also for the university's enduring "commitment to ensuring the continuity of ethnic studies."

Acknowledging the "ongoing attacks" on the struggle for equity and inclusion in the country today, Perry said: "it is very inspiring to witness some zeal for inclusiveness among the statements today."

Indeed, he said, "racism is alive and well today, the attacks on local school



Robert-Perry in the 1970s

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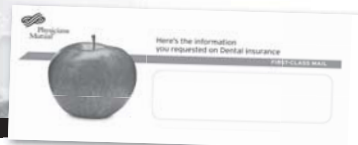
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# Head Full of DREAMS for the Ella P. Stewart Academy

*Special to The Truth*

In an effort to encourage and inspire the City of Toledo, Ella P. Stewart Academy for Girls, sixth grade students to believe and activate their dreams, find and love their self-worth, actively participate in school, and enjoy the learning process, Diana Patton's RISE With Diana and the University of Toledo's Talented Aspiring Women Leaders (TAWL - mentors and mentees) launched the Head Full of Dream program (HFOD) at the academy.

The HFOD's program was founded by Diana Patton with Rise Advocates™ Academy while she was a board member at the now closed Polly Fox Academy, a school for pregnant and mothering teens. It was founded on the premise that when students are faced with significant adversity, trauma, and hardship, like having a child as a teenager, they have a difficult time trying to concentrate in school. As a result, they often lose interest in school, and they tend to forget about focusing on their dreams, and in most cases, do not dream at all.

They often give up hope, and tend to drop out of school.

How the HFOD's will work at the Ella P. Stewart Academy:

Students attended a workshop where they learned the value of having dreams, and how to value the unique aspects of themselves. They will then be encouraged to think of what that means, specifically to them, and to write that down and ask their teachers and parents to help them.

Weeks later, students will attend a photo shoot, where they will be pampered with a modest hair and make-up session, and they will be encouraged to write down their dream on a chalkboard. They then will hold the chalkboard and take a photo. The University of Toledo's TAWL students, and their mentors, will attend this photoshoot, and they too will be encouraged to take photos with the students.

The single photos of each student will then be placed in a prominent area of the school, entitled the "Head Full of Dreams Wall," where they will be asked to look at it daily, and where other students will see it.

Then, for each month during the 2020-2021 school year, the Stewart teachers will select an HFOD's Student of the Month. In order for dreams to become a reality, it takes work, discipline, and a positive attitude. Students will be chosen for this monthly award based on the following categories: attendance, attitude, character, and work ethic.

Each month, HFOD's Student of the Month will be featured on social media and, when available, appear on a local news outlet, and receive other incentives throughout the month. At the end of the school year, ALL sixth-grade students will be celebrated at Head Full of Dreams Year-End Celebration.

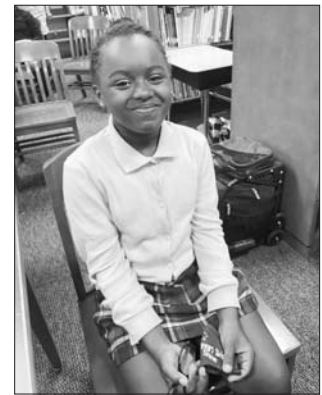
In addition to the special recognition for the chosen Dreams Take Wing Student of the Month, the TAWL mentors and mentees will join the Ella sixth grade students for a bi-weekly Focus Topic. These focus topics may include subjects such as mental health, self-worth, discipline and stamina, resilience, forgiveness and grace, beauty (hair, nails, etc), etiquette, speaking up and having a voice, and other areas of focus as determined after conduct-

ing monthly need assessments.

Ideally, each Ella student will be paired with a TAWL student, in a mentor/mentee relationship, in order to allow for a deeper connection.

Throughout various times during the year, students, teachers, and TAWL mentors and mentees, and parents (where appropriate), will be asked to take a brief survey to gain feedback on the effectiveness of the HFOD program.

An end of the year celebration will take place in May 2022, to recognize all of the students, teachers, and parents, for all of their hard work.



*Robert Perry... continued from page 10*

boards nationwide over critical race theory demonstrate how important ethnic studies is today."

Perry also expressed his thanks for those who worked with him to start the program at BGSU.

"We did it together," he recalled. "We began by listening to the students' experiences."

Highly publicized events such as the Orangeburg (three protesters shot and killed in 1968 on the South Carolina State University campus) and the Kent State (four protesters shot and killed) massacres paved the way for the BGSU program.

"That era birthed ethnic studies at Bowling Green State University," said Perry. "And we were fortunate to have faculty dedicated to their craft."

Perry also reminisced about the contribution of author James Baldwin to the program. Baldwin, the first hire, would return four times to the campus, said Perry, and wrote much of his last novel, *Just Above My Head*, at the university.

"Bowling Green is a very special place for me and my family," said Perry, closing his acceptance remarks. "I look forward to help create even more growth and to reach higher heights."

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# Five Tips for On-the-Go Business Owners

*Special to The Truth*

Does your business take you places? Whether you work remotely or you're on the road often, here are five tips to better manage operations from anywhere.

- **Treat yourself:** When traveling for business, it's important to arrive at your destination energized and ready to meet clients, investors and partners. With that said, it's worthwhile to consider strategies for streamlining the logistics of getting from point A to point B. For example, you may want to apply for TSA PreCheck, a convenience that comes at a cost, but one that can save you significant hassle at the airport. Or, if you frequently hit the road, consider acquiring an electronic toll collection pass for the highways and byways you use most often. This can save you money and help you avoid time-consuming bottlenecks.

- **Lean on new tech:** Whenever you're away from your home base, it's especially important to keep a finger on the heartbeat of your company. New technology can help. For example, Motiv powered by Eturi Corp., is the world's first mobile app delivering productivity metrics to CEOs, managers and leaders. The app features analytics in concise graphs that collectively function as a virtual corner office vantage point. This can help to smooth out communication and collaboration, and give you insights into whether your team is running efficiently. Easily adopted by small- and medium-sized businesses, which have been underserved by existing productivity solutions, Motiv is available through the iOS App Store and Google Play Store. To learn more, visit [motivapp.com](http://motivapp.com).

- **Maintain your "open door" policy:** The same open door approach to management that works when you and your team are sharing a physical space can be virtually replicated when you're on-the-go or otherwise away

from your staff. Make sure key members of your team know how and when they can best reach you.

- **Stay connected:** Most business owners can't afford to go off the grid for too long. When you're on-the-go, be sure to bring chargers for all your devices, a battery pack and a Wi-Fi hotspot. This way, you leave nothing to chance.

- **Schedule your social:** If social media plays a big role in your customer engagement or marketing strategy, be sure to schedule your social media posts when you know you're going to be out-of-pocket for a long stretch. Using a social media dashboard like Hootsuite, you can set it and forget it.

If you're like many business owners today, you're regularly on the go. Be sure to take advantage of the latest tools and strategies to avoid the most common bumps and snags that can occur with remote management.

*Courtesy StatePoint*

*Colorism... continued from page 6*

"We see this in different academic and activist settings where we have people that may have been born white and identified by their parents as white, who are then asserting themselves as a person of color," said Gonlin.

The act of "passing" as a different racial group has historical roots during Jim Crow when BIPOC, particularly Black people, passed as white to obtain benefits otherwise withheld from them. Gonlin's research questions why someone who is white would darken their skin to identify themselves as a person of color.

Contemporary life is replete with examples, from scholar Jessica Krug to activist Rachel Dolezal, academics who both assumed identities of Blackness only later to be outed, situations where colleagues and allied groups can feel threatened and betrayed at the same time. And according to Gonlin, the conflicts about assumed racial identities can quickly spill over into discussions about gender.

"I argue that most people who identify as transracial have a goal of being able to one, gain some type of benefit usually reserved for BIPOC such as affirmative action, and two, absolve themselves of any white guilt they might feel," said Gonlin.

To further the conversation on these complex topics, Gonlin has developed a new course titled "Colorism and Hairism across Communities of Color" to be offered in the spring semester of 2022. Gonlin received the Innovation in Multicultural Curriculum grant from UGA's Franklin College of Arts and Sciences to support her endeavors.

Co-authors on the study are hephzibah v. strmic-pawl, associate professor of sociology at Manhattanville College, and Steve Garner, research fellow of social sciences at Cardiff University

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# You Have More Influence Than You Think by Vanessa Bohns

By Terri Schlichenmeyer  
The Truth Contributor

Now, lookit here.

There's something you need to know, eyes forward and listen, keep an open mind and a shut mouth, and pay attention. Then know that this is not the way to persuade anyone to do anything; in fact, it'll backfire and in *You Have More Influence Than You Think* by Vanessa Bohns, you'll learn what will work to gently change someone's mind. "Hey, I like your shirt!"

It literally takes two seconds to say that, but watch what happens when you say it to a stranger: they stand a little taller, happily flustered that someone approves; they feel good, and boom, you've just influenced someone to smile.

You'd be surprised at how easy it is to be influential, says social psychologist Bohns. You just have to be noticed, and you won't need to "wave your hands around and shout" for that to happen. If you want attention, "you already have it" because we humans are "wired to notice... people," and people who are noticed are often followed.

So you have influence without even trying, but how do you create the biggest impact? Here's another surprise: studies show that sometimes, all you have to do is ask. Students sent out to borrow cell phones from strangers were successful more than not; one experiment proved that people will commit minor vandalism, if they're asked.

This may be explained by an extreme human difficulty in saying "no." Research shows that even if something is illegal or uncomfortable and a person clearly doesn't want to say "yes," many will, to avoid saying "no." This, says Bohns, is why understanding the ask is essential, and dating and mating can be irritating; add perceived power to the mix, and an issue becomes less influential and more wrong.

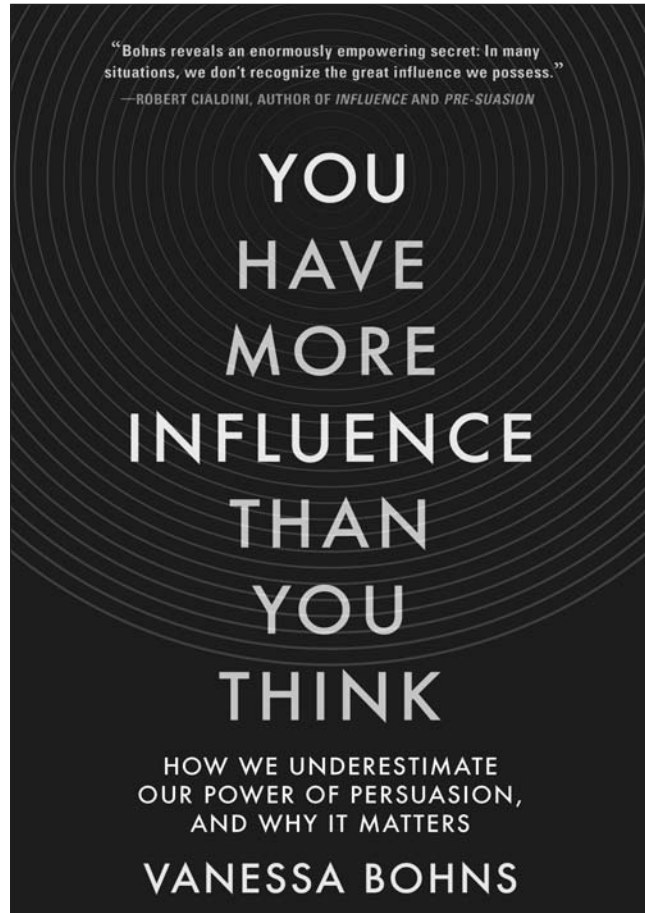
To further your influence, try to connect with people. State what you think; that alone may help. Utilize crowd behaviour. Always communicate in-person. And chill: as every parent will tell you, overreactions just make things worse...

You are being watched. And that's a good thing but it can also be detrimental, so complete your actions wisely: in *You Have More Influence Than You Think*, you'll see how even innocuous behaviours can make an impact.

Beware, but as author Vanessa Bohns states, there's no need to be "paranoid" if you keep in mind that the title of this book is correct and that being an influencer has serious weight. Indeed, the notion that influence can be harnessed with a mere appropriately-stated request is almost shocking, like having a SuperPower that's too big to control. Whether it's verbal, action, or a posting, your influence can hurt someone and can cause misinformation and rumors to be perceived as truth, even when said in jest. Pick your convictions with caution, as she indicates, and remember that "You don't need to have an opinion on everything..."

Read *You Have More Influence Than You Think* carefully and with great thought, take its confidence-boosting, and use it wisely. There's power in this book and if you need sway, lookit here.

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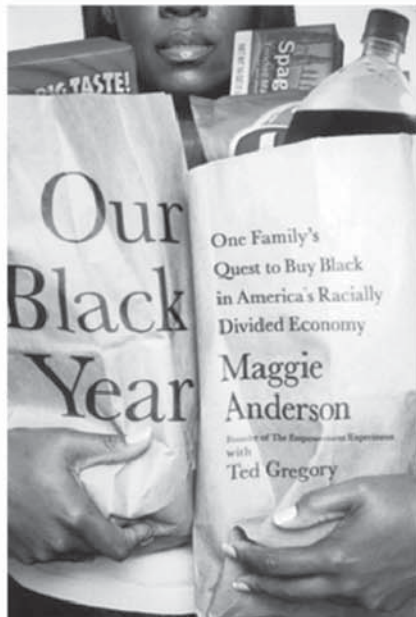
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Toledo Refining Company LLC (TRC) is located in Oregon, Ohio and is owned by PBF Energy LLC. The refinery has a throughput capacity of approximately 180,000 barrels per day and processes a slate of light, sweet crudes from Canada, the Mid-continent, the Bakken region and the U.S. Gulf Coast. The refinery is currently accepting applications for First-Class Maintenance Electrician positions. Starting pay is \$43.74 per hour. After completion of Fifty-Two (52) consecutive calendar week probationary period, the rate of pay is \$46.46 per hour.

#### Description

First-Class Maintenance Electricians will complete assignments relative to the inspection, repair, installation and maintenance of refinery electrical equipment. Work will be performed inside the maintenance shop as well as outside in all weather conditions. Electricians will be expected to perform tasks in other incidental craft areas as assigned. TRC is committed to a foundation of safe and environmentally compliant operations so First-Class Electricians must follow all procedures and safe work practices. First-Class Electricians will be scheduled to work five, eight hour shifts in a regular work week (3:30pm - 11:30pm M-F); however, mandatory overtime including weekends and holidays is required as needed.

#### Basic/Required Qualifications

Must be at least 18 years of age; be legally authorized to work in the United States without restrictions; have a High School diploma or equivalent; and hold a current/valid driver's license.

For consideration, candidates must have completed a state approved Electrician apprenticeship program with no less than 4 years' work experience OR have equivalent work experience of no less than 8 years as an Electrician. Successful candidates must possess First-Class Electrician work experience and First-Class Electrician skills. Candidates must be able to demonstrate First-Class performance. Candidates must have the ability to read blueprints as it pertains to electrical work and follow written and verbal directions to complete tasks. Candidates must also have the ability to coordinate work; function as a member of a team to get work done; perform tasks in any craft or incidental work; participate in training programs to maintain and/or upgrade skills; and must have working knowledge of equipment and tools required to expedite the efficient installation and repair of refinery equipment.

Must be willing to perform/comply with the following: working overtime; working on holidays and weekends; working in enclosed/confined spaces, such as tanks and towers; working at high elevations; working with large, hot, high-speed machines; lifting a minimum of 50 pounds; working around chemicals; wearing fire retardant clothing and personal protective equipment; performing fire-fighting duties; working outside in harsh weather conditions; and working with petroleum products and support systems that are under high pressure and heat.

#### Conditions of Employment

Written tests and assessments including an interview; meeting physical criteria for the job; a physical skills demonstration test; ability to demonstrate basic computer skills; pass a background check and drug screening; and be eligible to qualify or hold a Transportation Workers Identification Credential (TWIC card).

In order to be considered for this position, applicants must submit their resume in Microsoft Word or .pdf format per the following process. All interested candidates must apply by going to [www.pbenergy.com/careers](http://www.pbenergy.com/careers) and select "First-Class Maintenance Electrician" (Oregon, OH). All applicants must provide a valid e-mail address where they can be contacted regarding updates on the recruiting process. Applications must be received no later than Sunday, October 17, 2021 to be considered. Should an applicant be selected for testing, contact will be made via email. All contact information must be accurate and up to date. Relocation is not available for this position. Phone calls will not be accepted.

EOE/M/F/D/V

## MORTGAGE LOAN ORIGINATOR

Toledo Urban Federal Credit Union has an immediate opening for a Full time Mortgage Loan Originator (MLO).

Mortgage Loan Originator (MLO) is responsible for servicing the customer and processing of residential loan requests. The MLO handles origination of all types of real estate mortgage loans. Solicits and meets with prospective members, both onsite and offsite to develop consumer lending mortgage business. Takes loan applications and obtains information necessary for the loan underwriting department. Calls on real estate agents, builders and brokers; presents the bank's financial package and builds a working relationship for referrals. Attends mortgage closings onsite and offsite as well as loan officer meetings. Cross-sells other Credit Union products and services. Identifies and participates in appropriate community and/or business groups to develop and maintain prospective business relationships.

Required Skills: Community lender.

Required Experience: Must have at least 2 years MLO experience.

The MLO must possess stellar oral and written communication skills. A minimum associate's degree (AA) or equivalent from two-year college or technical school; or five years related experience; or the equivalent combination of education and experience is preferred. Continuing education is required to remain current with area of responsibility.

Interested candidates should email resumes to [Zcollins@toledourban.net](mailto:Zcollins@toledourban.net) or mail to

Toledo Urban Federal Credit Union  
Attn: Z. Collins  
1441 Dorr Street  
Toledo, Ohio 43607  
419-255-8876

## TOLEDO LEGAL AID SOCIETY

Assistant Public Defender and TLAS Fellowship candidates must be licensed with the Ohio Supreme Court. Graduates from an accredited college of law that are awaiting Ohio bar results; have a UBE score that transfers to Ohio; or are eligible for Practice Pending Admission will be considered. Please see <https://www.nlada.org/node/43386> for more detailed descriptions.

## FREE ELECTRIC ORGAN

Free working vintage electric organ with percussion available to be picked up in Sylvania. This 1968 Hammond Rhythm II(T-212-2) has a walnut finish and comes with a bench. If you are interested, please call me at 419-930-7489.

## SNOW PLOW OPERATORS WITH VEHICLES

The City of Toledo Division of Streets, Bridges & Harbor is interested in contracting with owners/operators of snow plow vehicles for plowing on residential streets during heavy snow conditions. All bids must be received by 1:30 PM October 19th, 2021. For a copy of the bid proposals and specifications visit <https://pbsystem.planetbids.com/portal/22576/portal-home> or contact:

STREETS, BRIDGES & HARBOR  
1189 W. Central Ave. Toledo, Ohio 43610  
PHONE: 419-245-1588



Toledo Refining Company LLC is currently hiring First-Class Maintenance Pipefitters.

#### Overview

Toledo Refining Company LLC (TRC) is located in Oregon, Ohio and is owned by PBF Energy LLC. The refinery has a throughput capacity of approximately 180,000 barrels per day and processes a slate of light, sweet crudes from Canada, the Mid-continent, the Bakken region and the U.S. Gulf Coast. The refinery is currently accepting applications for First-Class Maintenance Pipefitter positions. Starting pay is \$43.74 per hour. After the completion of a Fifty-Two (52) consecutive calendar week probationary period, the rate of pay is \$46.46 per hour.

#### Description

First-Class Pipefitters will complete assignments relative to the inspection, repair, installation and maintenance of piping within the refinery. Work will be performed in the shop as well as in all weather conditions. Our Company is committed to a foundation of safe and environmentally compliant operations so First-Class Pipefitters must follow all procedures and safe work practices. First-Class Pipefitters will be scheduled to work five, eight hour shifts in a regular work week (3:30pm - 11:30pm M-F); however, mandatory overtime including weekends and holidays is required as needed.

#### Basic/Required Qualifications

Must be at least 18 years of age; be legally authorized to work in the United States without restrictions; have a High School diploma or equivalent; and hold a current/valid driver's license.

For consideration, candidates must have completed a state approved Pipefitter apprenticeship program with no less than 4 years work experience OR have equivalent work experience of no less than 8 years as a Pipefitter. Successful candidates must possess First-Class Pipefitter work experience and First-Class Pipefitter skills. Other requirements include: the ability to demonstrate First-Class performance; proficiency to read blueprints as it pertains to pipe fabrication and installation; ability to work from written and verbal directions to perform assigned tasks; experience in coordinating work; function as a team member, perform tasks in any craft as incidental work; and participate in training programs to maintain and/or upgrade skills. Candidates must have knowledge of equipment and tools required to expedite the efficient installation and repair of refinery equipment.

Must be willing to perform/comply with the following: working overtime; working on holidays and weekends; working in enclosed/confined spaces, such as tanks and towers; working at high elevations; working with large, hot, high-speed machines; lifting a minimum of 50 pounds; working around chemicals; wearing fire retardant clothing and personal protective equipment; maintaining/shaving your face daily so that a respirator/face mask can seal properly; performing fire fighting duties; working outside in harsh weather conditions; and working with petroleum products and support systems that are under high pressure and heat.

#### Conditions of Employment

Written tests and assessments including an interview; meeting physical criteria for the job; a physical skills demonstration test; ability to demonstrate basic computer skills; pass a background check and drug screening; and be eligible to qualify or hold a Transportation Workers Identification Credential (TWIC card).

In order to be considered for this position, applicants must submit their resume in Microsoft Word or .pdf format per the following process. All interested candidates must apply by going to [www.pbenergy.com/careers](http://www.pbenergy.com/careers) and select "First-Class Maintenance Pipefitter" (Oregon, OH). All applicants must provide a valid e-mail address where they can be contacted regarding updates on the recruiting process. Applications must be received no later than Sunday, October 17, 2021 to be considered. Should an applicant be selected for testing, contact will be made via email. All contact information must be accurate and up to date. Relocation is not available for this position. Phone calls will not be accepted.

EOE/M/F/D/V

Call to place your ad:

419-243-0007

[www.TheTruthToledo.com](http://www.TheTruthToledo.com)

# The Fall Open Air Community Expo

On a beautiful day, the Fall Open Air Community Expo was held on Saturday, September 18, 2021 at Aldersgate United Methodist Church in west Toledo.

Among the vendors were small business owners with their products and services such as Shaiem Hampton, Bomaye Bracelets and Accessories, Tyhisha Jelks, Be Tru 2 You, Joenette Grant, Miss Stella's Cakes, Cookies and Pies, Veronica Phillips, OWN IT Hair Oil, Sheri Singer, Color Street, Sandra Combs, Scentsy, Wanda Presberry, Promises Bliss & Book Author and Kelly Westmoreland, Younique Cosmetics, Erica Buchanan, Ebtonelement Apparel and many more.



Eric R. Thompson, Owner of FEEZ FUSIONS Apple Butter Sauce



Jonathan Staples, Kynard guest and Tyhisha Jelks, Owner of Be Tru 2 You

The event organizer, Donnetta Carter, held the second annual Food Drive for non-perishable items for Aldersgate United Methodist Church, residing Pastor Melissa Steinecker, to restock their Food Pantry.

The event sponsors included Taylor Automotive Family, Molina Health Care, The Sojourner's Truth Newspaper and The Huntington National Bank; event volunteers were Jasmine Tilman, Debbie Harris and Tamara Bennett.

The next EXPOS are scheduled for Saturday, October 30, Fall Indoor Expo-Extravaganza and 10th Annual Christmas Bazaar on Saturday, December 11, both from 10 a.m. to 4:00 p.m. and both held at St. Clements Hall 2990 Tremainsville Road.

For more information on vendor availability contact via email: [thesocialbutterflyevents@yahoo.com](mailto:thesocialbutterflyevents@yahoo.com) or (419) 367-9765



Larry Jones donated over 100 canned goods for the Food Pantry Drive



Clara Petty, Executive Director of the Monroe Neigh, and Donnetta Carter

## Open for wellness

### OPEN FOR YOU

Whether you need preventive and wellness care or help managing a complex health condition, The University of Toledo Medical Center's internal medicine providers are the healthcare leaders you want on your team.



THE UNIVERSITY OF TOLEDO  
MEDICAL CENTER

[utmc.utoledo.edu](http://utmc.utoledo.edu)



Angel McNeal and Tammi McNeal-Sherman Guest in attendance



Jacques Shabazz, Vendor and Owner of Collective Jewels



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Preparing youth with disabilities for employment and independent living.

[www.abilitycenter.org](http://www.abilitycenter.org) | 419.885.5733