

# The *Sojourner's* Truth

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Volume 69 No. 7

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

November 17, 2021

## Zonta Club's Centennial Celebration



Zonta Honorees: (L. to R.) Wendy Pestrue, Robin Reese, Rita Mansour, Linda Parra, Billie Johnson, Wendi Huntley, Sister Dorothy Thum, Helen Cook, Suzette Cowell, Christina Rodriguez



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The Community Energy Center, a cooperative with the National Newspaper Publishers Association and National Association of Hispanic Publications Media, will provide information and perspectives on the integral role of the energy sector in daily life for American families in a wide range of communities.

# The Costliness of Ignorance

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

The Truth Contributor

*Dictators know an illiterate crowd is the easiest to rule, thus the history of reading is replete with book bannings and burnings.*

- Laurien Alexandre



The Critical Race Theory (CRT) hysteria train arrived at the Ohio Legislature in May and June when Republican legislators introduced bills to restrict discussions on racial history and sex in schools. The bills (HB 322, HB 327) also ban political subdivisions or state agencies' diversity, equity, and inclusion (DEI) efforts.

According to the African American Policy Forum (AAPF), as of September 2, 28 states have introduced legislation with restrictions on what can be taught or learned about the systemic forces which have led to current racial disparities and inequalities.

CRT is a catch-all term to silence discussions on race and racial justice. CRT is also, most notably, a political tool designed to foment outrage and rally the base needed to achieve favorable electoral outcomes for conservatives.

I spoke with Tim Johnson about the implications of HB 327. Mr. Johnson is a policy analyst for the Ohio Poverty Law Center and previously worked in the Ohio Legislature as an aide to several state senators and representatives. He has also served as a policy advisor for the Ohio Senate Minority Caucus, covering health and tax policy. The following is our discussion.

**Perryman:** Please provide us with a synopsis of HB 327.

**Johnson:** House Bill 327 essentially has four components. There is the K-12 component, which essentially bans the teaching of "divisive concepts." The bill punishes K-12 schools who teach what the bill terms divisive concepts by withholding funds, and a teacher can also lose their teaching license.

**Perryman:** The second part?

**Johnson:** The second part is for higher education, which is a little different. In layman's terms, you're allowed to teach concepts that are divisive in higher ed because they do want "academic freedom." But, still, you can't affect someone's grade if they refuse to believe in a specific divisive concept. Also, if an investigation says that's what happened, there are penalties, including withholding funding from the university.

**Perryman:** How about components three and four?

**Johnson:** So, think state departments like the Department of Medicaid, Department of Health, or any other state agency. The bill does not allow them to do any training, participate in any grants, do any workshops or seminars that have to do with the teaching of divisive concepts.

We are worried about that specifically because many state departments focus on things like health or criminal justice or look at racial disparities. Our concern is that the bill's language will see looking at racial disparities and systemic oppression as divisive concepts and not allow them to continue or begin work in those specific areas.

One obvious example would be the work addressing infant mortality. We know that the rate of African-American babies dying is nearly three times that of white babies. There are a lot of systemic barriers and other things that contribute to that. So that's the third aspect.

And then, the fourth part of the bill addresses political subdivisions, things like the city government, the county government, township governments, school boards, library councils, and these other quasi-governmental entities.

**Perryman:** How do the bills affect political subdivisions like city government?

**Johnson:** They are prohibited from consulting or training, giving out grants, or doing seminars or workshops that teach divisive concepts. For example, a local sheriff or police department that wants to bring forth implicit bias training for their police force would not be able to do so. Again, one of the divisive concepts in HB 327 states that there is no such thing as implicit or unconscious bias, and teaching so is teaching a divisive concept. So that's an example of how they would not be able to address something that they see in their community that's important to them.

**Perryman:** Please define the term divisive concepts.

**Johnson:** Under House Bill 327, divisive concepts are defined as: (1) Any specific nationality, color, ethnicity, race, or sex is superior to another or that the United States is fundamentally racist or sexist. (2) That any person by virtue of their nationality, color, ethnicity, race, or sex is inherently racist or sexist, whether consciously or unconsciously, so that gets to the implicit or explicit bias, conscious or unconscious. (3) Individuals shouldn't be discriminated against or receive a certain type of treatment based on their nationality, color, ethnicity, race, or sex. (4) Members of a specific nationality, color, ethnicity, race, or sex should not attempt to treat others without respect to their own nationality, color, ethnicity, race or sex. (5) That a person's moral character is inherently determined by their nationality, color, ethnicity, race or sex. (6) An individual by virtue of their nationality, color, ethnicity, race or sex bears some responsibility for actions committed in the past. (7) Meritocracy, traits of hard work, or having a good work ethic are racist or sexist and created to oppress a specific type of nationality, color, ethnicity, race, or sex. (8) Any other form of race or sex-stereotyping or any other form of race or sex scapegoating, which is a catch-all provision in the bill, which essentially means if we didn't list it previously and we find out that you're teaching or explaining this, you can still be held responsible if we feel it fits into another category.

**Perryman:** What are the implications of the bill?

**Johnson:** I do think there will be a lot of fear in K-12 education.

You will see some teachers and school districts pare back some of the history that they're teaching or the way that it's currently taught, to try to make it as inoffensive as possible to the students learning it, which I don't think will necessarily convey an accurate depiction of whatever it is that they're trying to teach.

You could also have a school district, for example, getting rid of certain textbooks or library books on hand that talk about specific issues, especially around race or sex. So, they will get rid of certain books and not allow their students access to them because they're afraid if someone reads them and becomes offended, there could be a report filed. That would mean trouble for the school district or the school librarian, whoever that person is.

**Perryman:** How about economic consequences?

**Johnson:** It's hard to parse that out. However, if HB 327 passes, I can see people who otherwise might have wanted to come to Ohio to teach or learn or even enroll their kids in school if they're going to move for a job, maybe not necessarily wanting to do so because of some of the rules that would be in place.

**Perryman:** Political implications?

**Johnson:** Politically, that's the entirety of what's driving this. "Critical Race Theory" continues to be a huge topic that has motivated the conservative base around the country, arguably helping to shape the governor's race in Virginia.

...continued on page 4

## The Sojourner's Truth

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## Community Calendar

November 21

Mt. Nebo Baptist Church: 181 Enterprise and Mr. Snow Removal & Landscaping; 3 to 6 pm: 419-246-8561



# Hello ... Hollywood Calling Kyle

By Lafe Tolliver, Esq

Guest Column

I wonder how many Hollywood scouts are rushing to Kenosha, Wisconsin to try to convince Kyle Rittenhouse that his true calling is being before the cameras and avoiding the paparazzi.

If you have had a chance to watch Kyle turn on the spigot of tears during his murder trial, you may have come away with a gut feeling that this Kyle guy will beat the charges (except the lesser misdemeanor charge of having a gun while underage).

I mean, folks, Kyle was good...too good for my comfort when he, seemingly on cue, released a torrent of tears when he was detailing what happened to him when he, as a minor, traveled to Kenosha to "guard property of store owners."

Kyle cried and honked like a stuck goose when his dialogue coach (one of his defense attorneys) gave him the football and told Kyle to run it into the endzone.

Kyle ran alright. Crying and boo-hooing the whole time and even to the point that his crying and honking like a low flying goose, had the judge call a 10-minute recess so that Kyle could gather his strength and return for a second round of contrite testimony.

Isn't it amazing that when self-appointed sheriff and vigilante Kyle was roaming the riot area in Kenosha that when he gave himself up, he was not crying. Matter of fact, Kyle was able to get back to his home in Indiana before his mother (another crying honker in court) took him to the police.

To date, there has been no testimony that at any time when Kyle was strutting around Kenosha with a visible deadly weapon he was not supposed to have (at the time he was a minor of 17 years of age) and playing judge, jury and executioner of three men, two of whom were killed, that he cried one tear of remorse.

No, good ol' Kyle was in his chosen element. He was weaponized and he was self-sworn to protect America from these BLM protesters, even if it meant using lethal force.

Ostensibly, Kyle was hyped up on news programming that led him to believe that he was answering a righteous call to defend the values and freedoms of America by voluntarily placing himself in a hot zone of civil unrest.

Kyle was of the high-minded opinion that his presence was critical and crucial to help maintain law and order in Kenosha, even though no one asked him to appear and much less, appear with an assault weapon loaded with 30 rounds of ammo.

Kyle was on a mission. A mission to help restore law and order in Kenosha and to teach those rioters that if they were to mess with Kyle, there would be grave consequences because his AR-15 was locked and loaded!

As to the statement made by Kyle that he was a "medic" to help with any injuries, that was a crock to say the least. Real medics do not even go to real war combat zones armed with assault rifles.

Destiny was calling Kyle and he gladly saluted and went off to fight the good fight.

So what that an earlier recording of Kyle watching a store looting in which he indicated that if he had his weapon, he would be shooting them. So much for his cover story of being a medic!

Come to think of it...if Kyle were with one of the three persons who spotted Armaud Arbery leaving that home under construction in Glynn County, Georgia, would we take bets that Kyle would be angling and jostling to get a good kill shot at Mr. Arbery with the other vigilantes who killed Armaud?

Is there any "kin" connection between the vigilantes in Glynn County and the acts of Kyle in Kenosha, Wisconsin?

Are they kissing cousins who were responding to an unnamed boogey man residing in their psychic makeup that propelled them to take up arms and execute those whom they find offensive or those engaging in supposed illegal conduct. But rather than leave criminal justice to the police, we now have agent provocateurs who self-assign as sheriffs and patrolling parties.

When the batch of Hollywood agents arrived in Kenosha, they will give Kyle the spiel that his stellar performance in that witness chair was sublime perfection in a suit and tie and that he is wasting his time going to nursing school but should put on pancake makeup and keep those award winning tears flowing!

When that jury saw that 18-year-old cherub wailing and crying up a fit on the witness stand, saying he was only defending himself from marauders, the jury will also have a good cry, wipe their eyes, have an epiphany and see one of their own on trial and vote, not guilty!

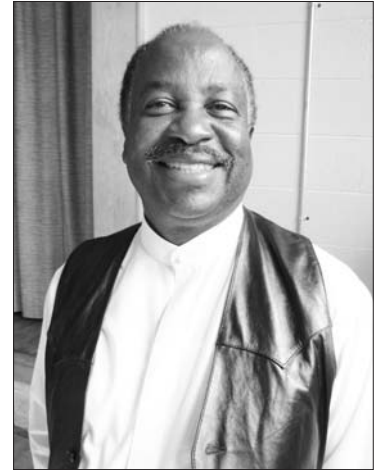
One of their own, who manned up on their behalf and took to the ramparts to defend all that is good, true and noble in America.

Upon a likelihood finding of not guilty, Kyle Rittenhouse will be deluged with book offers, offers for TV appearances (especially on

FOX NEWS) and will become a new hero of the far right who will see in Kyle the rising prototype of a new John Wayne and Charlton Heston that they can rally around and stop America's drift towards anarchy!

We live in interesting times.

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



Lafe Tolliver

An advertisement for XI Models, Expressions International Model Management. It features a collage of three black and white photographs of models: a woman with long dark hair, a woman with curly hair, and a woman in a white top. The text reads: "XI Models Expressions International Model Management", "Your Fast Track To The Modeling Industry", "Now Located At 151 N. Michigan St, Suite 316 (Downtown Toledo, OH)", "OPEN CALL for MODELS By Appointment Only!!!", "Call: 419.810.8848", and "Print.Runway.Television".

# Letter to the Editor: An Open Letter to My Community

The election is over; voters have made their decision. Congratulations to Mayor Wade and all twelve Toledo city council members. This is a new day. Your challenge to lead has never been greater.

Toledo's central city has become a scene from the "wild wild west." The violence, now this day there have been 60 murders, coupled with a few drug over doses. I believe we have a problem.

In the event you missed a recent news item, the song "Respect" by the late Aretha Franklin has been slated as the number one song of all time. Do we realize the impact of what that means? Respect means a feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements; due regard for the feelings, wishes, rights or traditions of others or by contrast, "young people's lack of respect for their parents." This can be the beginning, one word, RESPECT.

As one of the older residents of Toledo's central city, I remember how good it used to be. In addition to respect, we had love for one another.

There was a gentleman, his name was Lucius Huntley, and he had a vision. He established with a couple of other people, The Belmont Enterprise, that was the hallmark in the central city for us all. There was a roller skating rink, a bowling alley, fun and the place to be.

Today, we have nothing of that sort in the central city. Mr. Huntley did not stop, he moved that vision to Junction Avenue, to what, I believe, was named the Red Carpet lounge. Another place to be, enjoy fellowship and each other.

This period we are living is a "wake up" call, and it begins with our leaders. There are alternatives to the violence and neglect that currently exists in the central city, and other neighborhoods that have been abandoned, and need attention.

To Mayor Wade, the District Council representatives – Vanice Williams and Johnny Hobbs; the at large members, Cerssandra McPherson and Dr. Tiffany M. Preston-Whitman; this past election became a mandate from residents, young people and all, needing economic development, quality education, recreation and whatever it takes to make a community whole again, and prepare a place for the future for our children, grandchildren, and anyone who deserves better.

The future belongs to our young.

Economic development is paramount in creating facilities that we can enjoy, and jobs to elevate residents in our community. Improvements need to be made block by block, alley by alley. In the rear of my home in the alley, there are at least 15 craters or more when driving over, it seems like a mountain/valley encounter.

Do not neglect the leadership skills of former Mayor Carty Finkbeiner; he can become a vital part of the "renaissance" needed in our central city. Like him or not, it is not about any one individual it is about rebuilding a community. Call on him, it is now or never.

Toledo was once designated as an "All American city. We can again achieve the honor, by bringing people together, and having an awareness of what can be done and the willingness of us all to make it happen.

Lastly, voter Suppression; it is real and alive; please do not succumb to the threat of denying one's right to vote, it is happening, however, it is up to all prospective voters aged 17 and over to either register for the first time, and or check your status as a registered voter and be prepared for 2022.

The bad guys do not want you to vote. Defy them and vote as though your lives depend on it, and it does.

June Boyd



June Boyd

*Perryman... continued from page 2*

So, CRT is already a big topic in several high-profile races here in Ohio right now.

The governor's race, for instance, and the primary between Mike DeWine and Jim Renacci. Jim Renacci has made this a big topic, saying that Mike DeWine has allowed critical race theory in our schools and on our state school board. So, I foresee this being a big thing for folks to highlight as a significant issue for at least the next year or so.

You'll also see a lot more angry school board meetings with parents showing up and protesting. I think you'll see a lot more parent groups at the statehouse as well, demanding that HB 327 or something similar is passed. I think politically, this is where all this is coming from. It's almost all politics.

**Perryman:** Please talk about the potential societal costs of sanitizing our education and having a country's true history whitewashed.

**Johnson:** I don't have any specific numbers, but we all can imagine just how huge that would be. If kids are taught this sanitized, whitewashed version of history, those kids will grow up to be our next generation of leaders, lawmakers, and decision-makers. In that case, they will make decisions and put in place policy based on the specific lens they were taught.

For instance, if they were taught that, maybe a long time ago, bad things happened, but they had no bearing on what's happening today. Or, if any specific group of people has significant disparities compared to others, that is a result of the character of that group and the people that make up that group and their own problem to deal with. So, the result is that you're going to see dispari-

*...continued on page 16*

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~Brian Tracey

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# Mayor Unveils 2022 Budget and Staff Organization Plans

*Sojourner's Truth Staff*

Mayor Wade Kapszukiewicz held a press conference on Monday, November 15, to introduce his 2022 budget proposal and to unveil a new personnel organization chart that describes the moves a variety of management personnel will undertake in the mayor's second term.

"The 2022 proposed budget revenues total \$890 million and expenditures total \$883 million with a general fund budget of approximately \$279.1 million," said Kapszukiewicz, introducing the overall figures for the budget which will be presented soon to City Council for approval.

Some of the highlights he mentioned are: "our commitment to grow the size of the safety forces ... more road repairs breaking last years record ... investment in fixing damaged sidewalks ... training and development of the workforce ... tools and equipment for the safety forces."

The budget proposal is balanced, he noted, and expected to have a total of \$35 million in the "rainy day fund" at the end of the next fiscal year.

The mayor announced that the police department, which had 602 officers two years ago, will have 647 by the end of 2022 and 700 by 2025. The fire department will be adding 80 new firefighters for a total of 595 by the end of 2022.

The budget proposes the repair of 152 roads and over 60 land miles, including the completion of Anthony Wayne Trail.

Personnel shifts will also be presented to City Council for approval. Instead of a chief of staff, a position that was filled for three of the mayor's four years in office by Katie Crosby, who left to take a position in North Carolina, two of the people who reported to Crosby are being elevated to deputy mayor positions. Abby Arnold and Karen Moore will handle administration and direct services areas, respectively.

Within the Administration area are two new departments – the Department of Transportation led by Doug Stephens – promoted from his commissioner position – and the Department of Parks and Youth Services, headed Joe Faus-



*Fire Chief, soon-to-be- Safety Director Brian Byrd*

naugh, joining the City from Metroparks.

In the Direct Services are, Fire Chief Brian Byrd will be promoted to Safety Director. Byrd has to retire from his current position because of his length of service with the City. In his new position, Byrd, along with newly appointed Deputy Safety Director Angel Tucker (currently a police officer in Oregon, OH) will oversee the police and fire forces along with the Save Our Community group under JoJuan Armour's direction.

The Department of Neighborhoods has now morphed into the Department of Housing and Community Development. Rosalyn Clemens will remain the director.

## Senators' Statement on Historic Infrastructure Investment and Jobs Act Being Signed into Law

U.S. Senators Rob Portman (R-OH), Kyrsten Sinema (D-AZ), Bill Cassidy (R-LA), Susan Collins (R-ME), Joe Manchin (D-WV), Lisa Murkowski (R-AK), Mitt Romney (R-UT), Jeanne Shaheen (D-NH), Jon Tester (D-MT), and Mark Warner (D-VA) issued the following statement after the historic Infrastructure Investment and Jobs Act was signed into law. The law represents the largest investment in infrastructure in our nation's history.

"Today's signing of the bipartisan Infrastructure Investment and Jobs

Act is a victory for all Americans. When Congress puts America's needs over politics, we make genuine progress. We were proud to work together on this historic investment in our nation's core infrastructure to modernize roads and bridges, strengthen rail and transit systems, upgrade ports, expand broadband access, improve water systems, and increase the resiliency of the nation's energy grid. It strengthens our economy without raising taxes or increasing inflation. This legislation will positively impact every American."

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# TARTA's Hub of Hope Kicks off with Library's Ready to Read Program

*Special to The Truth*

In addition to sheltering riders as they head to their destinations, the Toledo Area Regional Transit Authority's (TARTA) downtown Transit Hub will serve as a road to community resources through the new Hub of Hope program.

The Toledo Lucas County Public Library and TARTA are teaming up to introduce passengers to the library's Ready to Read program at the Transit Hub (612 N. Huron Street) on Wednesday, November 17. It's the first in a series of planned partnerships and events for Hub of Hope, which will strive to connect TARTA riders with community services and organizations all over Lucas County and Rossford.

"We have always envisioned our Transit Hub as not only a place where riders could comfortably wait for their trip, but also a welcoming place for the entire community," said TARTA CEO Laura Koprowski. "In the last two years, TARTA has greatly increased its engagement with the community, and the Hub of Hope program is a natural next step to allow the use of TARTA facilities to connect residents young and old to what they might need through our community partners.

"Hub of Hope will give organizations that are doing some great things another way to reach people with their services, and bring those services a step closer to our customers."

Ready to Read is a parent education initiative designed to help families prepare children for kindergarten, while providing the tools needed to help children build those skills through their first years of school.

"The Library and TARTA have partnered for nearly 3 decades on youth literacy initiatives including the summer reading program," said Nancy Eames, Youth Services Coordinator at the Toledo Lucas County Public Library. "Countless children and teens benefited from this partnership with free bus rides to the Library during the summer months. During the past 5 years our partnership expanded as the TLCPL Ready to Read team rode busses and shared early literacy parent training with many TARTA riders. We are excited to see how the new transportation hub will expand our opportunities to collaborate."

Information will be coming soon about more collaborations with community organizations through Hub of Hope at the TARTA Transit Hub. The Hub is accessible directly through 17 TARTA fixed-line routes, and travel on TARTA vehicles remains free through at least the end of the year.

As it moves people throughout northwest Ohio to jobs, doctors' offices, and family events, TARTA sees Hub of Hope as one more way of empowering riders and connecting them with what they need.

TARTA provides a vital link in the Toledo metro area to jobs, education, health care and other destinations. It enables everyone in our community to have access to transportation regardless of their age, race, physical ability or economic background. TARTA is underway with exploring and introducing new initiatives and service options that will enhance convenience and customer experience while moving our region into the future of public transit.

The Truth

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# Ethnic Studies Conference Held at Bowling Green State University

By Tricia Hall

*Sojourner's Truth Reporter*

The Association for Ethnic Studies Conference sponsored a series hybrid panel discussions and in-person networking activities from November 4-6 on the campus of Bowling Green State University.

The two-day conference kicked off with a Welcome Reception at the Dorothy Uber Bryan Gallery. Attendees were able to attend a variety of panel discussion topics: Racism in America's Founding, Policing of Racialized Communities, Latina X Activism and Pedagogy, Asian and Pacific Islander American Activism, African American Musical Traditions, Mapping Multi-cities a Scholar-Activities and Artists in Ohio, 21st Century Regional Ethnic Conflicts, Conversation with Editors of the Ethnic Studies Review, Feminist Discourses, Native Cultures and History, 25 Years of Latinx Voices at BGSU, Critical Approaches to Civil Rights and Equity, and Ethnic Studies Pedagogies.

A Friday afternoon panel discussion, "Masculinity and Racial Construction," was moderated by Jeff Brown, PhD, and featured panelists Rob Barry from The Ohio State University and Thomas Edge from Bowling Green State University.

Barry presented research entitled, "One time, I took a swim in [De]nial: The Currents of Anti-Blackness and Reimagining Black Masculinities in the age of #BlackBoyJoy" and Edge presented research entitled, "The Original Black Panther: Regis Siki, Pro Wrestling, and the Framing of African Identities in the U.S."

The discussion started by examining the notion of Black boy joy. The moderator drew connections between the theme and Beyonce's last album and Chance the Rapper's public response to a brief interaction with Beyonce.

"The question is what is joy in an anti-black world. The album questions how and why Black men survive post slavery and how Black male bodies are scripted as men even when they are boys like Emmitt Till and Tamir Rice. What happens when men reclaim boyhood? What happens when Black boy joy seeks to find answers?" explained Brown

Black boy joy became mainstream in 2016, when according to the moderator, a black male social media influencer searched for black boy joy virtually and zero results were founded. He then started a social media campaign asking followers to post pictures of Black men smiling while using the same hashtag #blackboyjoy.

"Black men having access to Black boy joy must be willing to reflect on experiences and heal. The world is critical of Black men who experience joy," explained Dr. Brown.

A Saturday afternoon panel discussion, "Bringing Ethnic Studies to Ohio High Schools," was moderated by Vibha Bhalla, PhD and featured panelists Ariana Sanders and Lucas George from Ohio. Sanders' presented research entitled, "Why bring Ethnic Studies to the high school classroom and what importance will it have for our students?" and George's research was entitled, "Developing an Ethnic Studies framework and modules to help teachers embed important content into their curriculum." Attendees were also invited to view the draft version of education materials and provide feedback.

George explained that a committee was formed and charged with shaping educational materials for teachers, this committee isn't affiliated with the Ohio Department of Education but is crafting these documents in a format familiar to teachers. George formed the committee following the death of George Floyd. "I realized what I was doing wasn't enough as an Ohio Social Studies teacher," explained George.

Once the content is finalized it will be accessible to teachers virtually in Thematic and Chronological recommendations standards. The committee is working on the following education modules standards list about race and ethnicity: African Americans, Asian Americans, Hispanics and Latino Americans, American Indians; standards about gender identity and history: sexual orientation, gender identity, and women's history and future standards; Arab



Baldemar Velasquez



Julia Jordan-Zachery, PhD



Rob Barry

Americans, Americans with disabilities and world religions.

"The committee is comprised of Ohio educators focusing on inclusive language and intersectionality framework seeking to connect competency with diverse identities," explained George.

In addition to workshops, Friday's luncheon featured a welcome address from Julia Jordan-Zachery, the Ethnic Studies president and Saturday's luncheon featured Baldemar Velasquez, the founder of the Farm Labor Organizing Committee (FLOC).



Thomas Edge

Several students, professors and staff from BGSU participated as topic experts including: Justin Mulls, Timothy Messer-Kruse, William Daniels, Mohammad Rahman, Marlena Graves, Stevie Scheurich, John King, Jacqueline Hudson, PhD, Steven Stendebach, Susana Pena, Luis Moreno, and Mark Sprang.

Individuals from other institutions of higher learning also contributed to this conference including: Albion College, Charles University, California State University San Marcos, St. Francis College, Millersville University of Pennsylvania, Michigan State University, Newcastle University of the United Kingdom, North West University of South Africa, Northern Arizona University, Oregon State University, Temple University, University of Chittagong, University from Tennessee at Chattanooga, University of California San Diego, University of Arizona, University of California Berkeley, University of Texas, University of Dayton, Virginia Commonwealth University, Yale University;

According to the conference website, AES was formed in the early 1970s with a small group of Midwest scholars and by 1972 the group identified a need to form an association. The association would bring together those interested in interdisciplinary approach. The association's first conference was held in 1973 in Wisconsin.

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<sup>2</sup>Property must be located within one of the following counties: Allen Ohio, Allen Indiana, Defiance, Delaware, Franklin, Hancock, Lucas, Madison, Union, Williams, or Wood.

<sup>3</sup>Borrower income must be below 80% of the area median income, or property must be located in a low- to moderate-income census tract, as updated annually by the FFIEC (Federal Financial Institutions Examination Council).



# Legacy of Giving for Local Zonta Chapter with over \$300,000 in Grants to Empower Women and Girls

*Special to The Truth*

Members of Zonta Club Toledo I, marked the club's 100-year milestone anniversary at its Centennial Celebration on Saturday, Nov. 6 at the Inverness Club of Toledo. Zonta's mission is to empower women and girls through service and advocacy. The Zonta Club of

Toledo 1, established on November 25, 1921, is one of the founding affiliates of Zonta International with more than 1,100 clubs worldwide.

The Centennial Celebration honored 11 local leaders who are empowering women in diverse areas such as social services, broadcasting, financial stability, and healthcare. Presenting sponsors of the event are Buckeye Broadband and the Area Office on Aging of Northwest Ohio.

"100 years of service and advocacy for women and girls. That's quite a legacy of support and hope," said Catharine Harned, the Club's president.

"This Centennial Celebration gave us the opportunity to honor the contributions and achievements our organization has made locally and globally since its founding."

Since 2000, the Zonta Club of Toledo 1, and its affiliate the Zonta Club of Toledo 1 Foundation, have provided more than \$300,000 in financial support to local and global projects ranging from planning assistance, scholarships, financial and volunteer support to a variety of organizations that expand access to education, healthcare, economic opportunities and safe living conditions for women and girls.

The Club has spearheaded many local projects and promoted the development of women and girls, both locally and internationally. This support has ranged from scholarship opportunities for girls, as well as projects that



*Robin Reese and Suzette Cowell*

improve the quality of life for women, such as ending human trafficking and violence against women.

"Zonta has been empowering women and girls locally since 1921. We look forward to the next 100 years of support and continuing our critical work to advance understanding, goodwill and peace through this global fellowship," Harned continued.

Billie Johnson, President and Chief Executive of the Area Office of Aging

*... continued on page 9*



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*Legacy of Giving... continued from page 8*

of Northwest Ohio received special recognition for her more than 25-year leadership and support of Zonta Club of Toledo I and Zonta International.

In addition, 10 Toledo-area women were recognized as "Women of Achievement" for their actions which align with Zonta's mission. Those Honorees included:

- Suzette Cowell, founder and CEO of the Toledo Urban Federal Credit Union;
- Honorable Teresa Fedor, Member of the Ohio Senate District 11;
- Wendi Huntley; President of Connecting Kids to Meals;
- Rita Mansour, Senior Managing Director, Mansour Wealth Management;
- Linda Parra, Radio Broadcaster Advocate of the Toledo Latino community;
- Wendy Pestrue, CEO of United Way of Greater Toledo;
- Chrys Peterson, Communications and Leadership Consultant;
- Robin Reese, Executive Director of Lucas County Children's Services;
- Christina Rodriguez, Executive Director of Mom's House;
- Sister Dorothy Thum, SVP, Mission and Values Integration, Mercy Health.

The honored guest and featured speaker of the evening was Zonta International President Sharon Langenbeck. Langenbeck, a tireless advocate for women and girls, shared her views on their global state today, along with the challenges this group faces going forward in today's society.

Since 1923, Zonta International has provided more than \$40.9 million dollars to empower women and expand their access to education, healthcare, economic opportunities and safe living conditions. Zonta promotes and strives to protect the human rights of women and girls to reduce the incidence of violence against them and help every woman and girl realize her full potential.



Billie Johnson, Robin Reese, State Sen. Teresa Fedor, Wendy Pestrue, Rita Mansour, Wendi Huntley, Sis. Dorothy Thum



Christina Rodriguez, State Rep. Paula Hicks-Hudson



Congresswoman Marcy Kaptur and Suzette Cowell







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## Taxpayer Advocacy Panel (TAP)

## Want to Improve the IRS? SPEAK UP

Andrea Price, TAP member representing Ohio

The Truth Contributor

Thank you for your support for the past three years as I represented the State of Ohio. This is my last article. You may still provide suggestions for how the IRS can improve by contacting one of the following: Call toll-free at: 1-888-912-1227 or visit the website: [www.improveirs.org](http://www.improveirs.org).

**Easy steps taxpayers can take now to make tax filing easier in 2022**

IR-2021-217, Nov. 8, 2021

The Internal Revenue Service (IRS) encourages taxpayers, including those who received stimulus payments or advance Child Tax Credit payments, to take important steps this fall to help themselves file their federal tax returns in 2022.

Planning ahead can help people file an accurate return and avoid processing delays that can slow tax refunds.

**Gather and organize tax records**

Organized tax records make preparing a complete and accurate tax return easier. It helps avoid errors that lead to processing and refund delays. Individuals should have all their tax information available before filing to ensure the return is complete and accurate. They should notify the IRS if their address changes at <https://www.irs.gov/faqs/irs-procedures/address-changes>. Notify the Social Security Administration at [ssa.gov](https://www.ssa.gov) of a legal name change.

Remember, most income is taxable. Visit <https://www.irs.gov/taxtopics/tc305>. Recording keeping for individuals includes

- Form W-2 (s) from employer(s)
- Forms 1099 from banks, issuing agencies and other payers, including unemployment compensation, dividends, distributions from a pension, annuity or retirement plan
- Form 1099-K, 1099-MISC, W-2 or other income statement for workers in the gig economy
- Form 1099-INT or interest received
- Other income documents and records of virtual currency transactions. Income documents can help individuals determine if they're eligible for deductions or credits. Visit <https://www.irs.gov/businesses/small-businesses-self-employed/virtual-currencies>. Additionally, people who need to reconcile their advance payments of the Child Tax Credit and Premium Tax Credit will need their related 2021 information. Those who received third Economic Impact Payments and think they qualify for an additional amount will need their stimulus payment and plus-up amounts to figure and claim the 2021 Recovery Rebate Credit. Taxpayers should also keep end of year documents including:

- Letter 6419, 2021 Total Advance Child Tax Credit Payments, to reconcile advance Child Tax Credit payments
- Letter 6475, Your 2021 Economic Impact Payment, to determine eligibility to claim the Recovery Rebate Credit

Form 1095-A, Health Insurance Marketplace Statement, to reconcile advance Premium Tax Credits for Marketplace coverage

- Taxpayers who have an Online Account may: Online Account securely provides tax account information on [IRS.gov](https://www.irs.gov); helps provide important filing information

- Eligible individuals claiming a 2021 Recovery Rebate Credit can log in to their online account to see their Economic Impact Payment amounts so they can accurately claim the credit when they file.

- Taxpayers who ac-

cess Online Account can securely gain entry to the Child Tax Credit Update Portal to see their payment dates and amounts. Taxpayers will need this information to reconcile their advance Child Tax Credit payments with the Child Tax

- Credit they can claim when they file their 2021 tax returns.
- Access Child Tax Credit Update Portal for information about their advance Child Tax Credit payments

- Approve or reject authorization requests from their tax professional
- Update their email address and opt-out/in for selected paper notice preferences

**Want a faster refund? Getting banked speeds tax refunds with direct deposit**

Direct deposits at [irs.gov/refunds/direct-deposit](https://irs.gov/refunds/direct-deposit) gives individuals access to their refund faster than a paper check. Those without a bank account can learn how to open an account at an FDIC insured-banks at [fdic.gov](https://fdic.gov) or through the National Credit Union Locator Tool at [mycreditunion.gov](https://mycreditunion.gov).

Veterans should see the Veterans Benefits Banking Program (VBBP) at [benefits.va.gov](https://benefits.va.gov) for access to financial services at participating banks.

Well-organized records make it easier to prepare a tax return and help provide answers if your return is selected for examination or if you receive an IRS notice.

You must keep records, such as receipts, canceled checks, and other documents that support an item of income, a deduction, or a credit appearing on a return as long as they may become material in the administration of any provision of the Internal Revenue Code, which generally will be until the period of limitations expires for that return.

Period of limitations for assessment of taxes owed:

**3 years** - For assessment of tax you owe, this period is generally 3 years from the date you filed the return. Returns filed before the due date are treated as filed on the due date.

**No limit** - There's no period of limitations to assess tax when you file a fraudulent return or when you don't file a return.

**6 years** - If you don't report income that you should have reported, and it's more than 25% of the gross income shown on the return, or it's attributable to foreign financial assets and is more than \$5,000, the time to assess tax is 6 years from the date you filed the return.

**Period of limitations for refund claims:**

The later of 3 years or 2 years after tax was paid - For filing a claim for credit or refund, the period to make the claim generally is 3 years from the date you filed the original return (or the due date for filing the return if you filed the return before that date) or 2 years from the date the tax was paid, whichever is later.

**7 years** - For filing a claim for an overpayment resulting from a bad debt deduction or a loss from worthless securities, the time to make the claim is 7 years from when the return was due.

**Property Records**

Keep records relating to property until the period of limitations expires for the year in which you dispose of the property in a taxable disposition. You must keep these records to figure your basis for computing gain or loss when you sell or otherwise dispose of the property.

**Healthcare Insurance**

You should keep records of your own and your family members' health care insurance coverage. If you're claiming the premium tax credit, you'll need information about any advance credit payments you received through the Health

Insurance Marketplace and the premiums you paid.

... continued on page 11



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## In Retirement Planning, Short-Term Greed Never Outweighs Long-Term Benefits

By Peter Blatt

When it comes to investing, people fall into many categories.

There are risk-takers and there are overly cautious people. Some investors react to every up and down in the market, exulting in the gains they achieved at trading day's end or fretting every time their stock prices drop. Conversely, some pay little attention to what their money is doing day to day, going about their lives without getting caught up in the stock market's twists, turns, and endless drama.

But, regardless of your investing personality, one thing I've learned in more than 20 years of financial advising is this: Short-term greed never outweighs long-term benefits.

I find this adage to be true whether you are making business decisions, investment decisions, or life decisions. Whenever you pursue a goal that's worth pursuing you will find that there are no shortcuts, unless you count lying or cheating, and let's not count those.

To achieve your objectives, whatever they may be, you must put in the work and you also must accept that today's effort may not provide immediate gratification. Instead, the fruits of your labor may not play out for months, years, or even decades.

That's certainly true of investing, especially when you aim to build a tidy retirement fund that can see you through a retirement that could last for decades.

And if that is your goal, a balanced portfolio – one with a nice mixture of stocks and bonds – will usually outperform day trading over a long period. Yes, those day traders may enjoy stunning results on any given day, which could cause you to gaze with an envious eye in their direction because your investments are just plodding along, experiencing good steady growth, but nothing attention-grabbing.

But those who become overly aggressive with their investments also can endure extraordinary losses, ones that you can largely avoid if your portfolio mix is right and you keep focused on the long-term benefits.

This is especially important as you draw close to retirement because time begins to work against you, and you don't have time to recover from a major loss. Before the market can begin to right itself, you may need to start withdrawing money from your retirement accounts to live on and your portfolio balance will be shrinking right before your desperate eyes. This is one reason why staying focused on the long-term is so important. When the long-term (the future) finally arrives, you want to be well-positioned to enjoy a wonderful and

fruitful retirement.

Unfortunately, short-term greed can raise its unpleasant head and undermine your efforts if you aren't careful. It entices people into thinking that there are shortcuts, that they are not restrained by the rules that apply to others. Sure, it's OK to consult experts, people with experience or background knowledge who can share their wisdom and give you an advantage that way, helping you to avoid the errors that others make.

But it's certainly not OK to cut corners and cheat to attain your ultimate ends. Cheating can be uncovered, and even on the chance that it's not, you would know you cheated and would have to live with that.

We all have a moral compass that we should put to use when we weigh decisions, whether those decisions be short-term or long-term – and once again, whether they are business, investment, or life decisions. As you ponder your options and make your choices, always be sure your decisions are aligned with your long-term goals.

Thinking of it that way may even help you see your way through tough decisions. Whenever you are faced with two options and struggling to decide, choose the option that is true to your long-term goals or growth.

Ignore the allure of short-term greed.

Your future self will be happy you did.

*TAP... continued from page 10*

Business Income and Expenses

If you're in business, there's not a required method of bookkeeping you must use. However, you must use a method that clearly and accurately reflects your gross income and expenses. The records should substantiate both your income and expenses. If you have employees, you must keep all your employment tax records for at least 4 years after the tax becomes due or is paid, whichever is later.

Additional IRS Resources

Publication 15, (Circular E), Employer's Tax Guide

Publication 583, Starting a Business and Keeping Records

Publication 463, Travel, Entertainment, Gift, and Car Expenses

Publication 17, Your Federal Income Tax for Individuals

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“The NAACP now eagerly awaits the approval of the Build Back Better Act, which will have a revolutionary effect on resolving long-standing racial inequities in education, health care, employment, and child care access. Together, these two packages mark a significant milestone for Black communities and families

Mayor Sylvester Turner, Houston, TX, President, African American Mayors Association: "Friday marked a monumental victory for our entire country. Lawmakers passed a landmark bipartisan infrastructure bill, and the Build Back Better Act will receive a vote soon. There is no question that these bills combined

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# Change Sings: A Children's Anthem by Amanda Gorman, pictures by Loren Long

By Terri Schlichenmeyer

The Truth Contributor

You don't like that.

It wasn't what you wanted. You didn't ask for it and you're not happy. Things shouldn't be that way. It's not right, and you don't like it. Somebody needs to fix this, so why not you? Why, as in the new book *Change Sings: A Children's Anthem* by Amanda Gorman, pictures by Loren Long, don't you reach for a different kind of music?

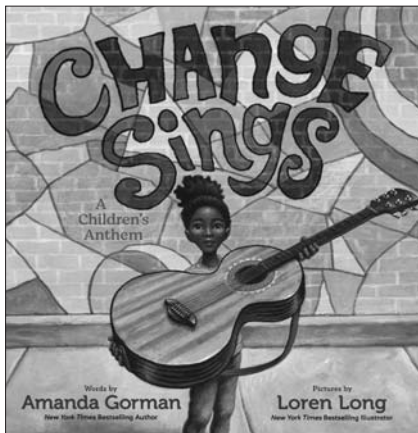
One thing you can count on for the rest of your life: things won't always stay the same. You were once a baby and now you're grown. Your room changed when you were too big for your crib. Look around and your neighborhood changes all the time! Change happens every minute of every day, it hums like a guitar string, and if you listen, you can "sing along." You won't be the first one, you know; many of America's most beloved heroes screamed and spoke and "speeched" and sang for change to come.

That's because with change comes hope.

Change doesn't have to be big, of course. You can make change by picking up trash in the park near your home, or asking for cleaner air or better playground equipment or better schools. You can volunteer to help others by being generous with your time. Bring your friends along and make it "a hundred hearts, each of us lifting a hand." Do it today, tomorrow morning, the next day or the next, even when no one else knows about it.

Make change, even if you aren't around to see it and the good that comes from it. Make your change into music that anyone can play, even if they're different than you. Make it something fun. Make the change that's inside you, to see the results you want to see.

Then watch what happens: when you start to do good, someone else is inspired and they want to do something good, too.



Two people become four and more and more and that's "just what the world needs." So what will you do? Where will you start? Who will you ask? Won't you jump on the bandwagon, too?

When everybody around you is doing something that looks like fun, you naturally want to jump in and join them. Your 4-to-8-year-old may feel shy about that, or they may

feel excited when they see people doing something for the world; either way, *Change Sings* shows why it's important to get involved, especially if you're a kid.

Grab this book to read aloud to your child, and you'll notice two things: the illustrations are lush and colorful, but artist Loren Long doesn't overstimulate. In this book are gentle, quiet pictures to accompany the second thing: a story that consists of relatively few words, as author-poet Amanda Gorman tells the tale simply but in a way that truly calls kids to action.

This book is a good start to a current-events conversation, or you can just enjoy it for its musical prose. *Change Sings* is a joyous book, and your child will like that.

## Black Leaders... continued from page 12

will transform our nation for decades to come.

"The two bills will help make enormous progress toward uplifting communities of color across the nation. The bills provide a huge infusion of funding to fix our crumbling infrastructure and build healthier, more walkable communities -- while creating jobs. They also mark our nation's largest-ever commitment to environmental justice. The plans include desperately-needed investments to combat climate change -- like funding to control flooding and modernize our electricity grid to improve access to renewable energy. Importantly, there's additional funding to remove lead service lines throughout our older cities to eliminate potential water disasters like we saw in Flint and Benton Harbor, Michigan. Furthermore, the bills will help close the digital divide by expanding access to high speed internet so all Americans have an opportunity to compete in the 21st century global economy.

"The bills will improve access to economic prosperity through provisions that strengthen health care, affordable housing, child care, and employment. For example, the package includes four weeks of paid family leave -- a revolutionary provision to strengthen families and help working parents maintain their jobs. The package could also create more than one million affordable homes, provide significant funding for youth apprenticeship programs, target new money for programs that serve out-of-school youth in high-crime and high-poverty areas, and fund employment activities for justice-involved young adults who have dropped out of school.

"The list goes on. Together the infrastructure and Build Back Better plans represent a promise fulfilled to communities of color. Now, we need to make sure the latter makes it through the House and the Senate. When that happens, the United States will take a giant leap toward becoming the equitable nation we all deserve."

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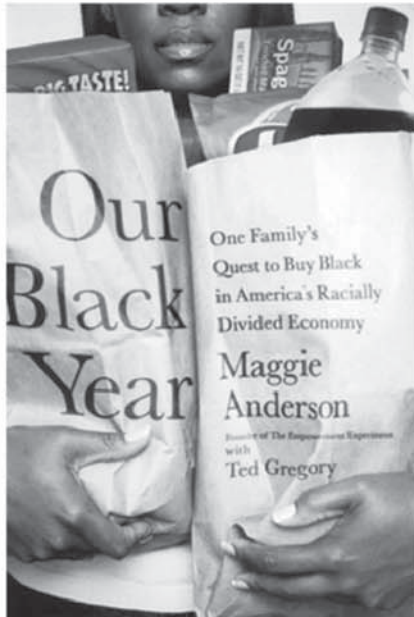
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**Youth & Young Adult 4th Sunday**

When: Every 4th Sunday  
Time: 11:00 am

Where: Crusaders for Christ Church  
910 Woodbine Rd.  
Toledo, Ohio

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



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Annual Membership available and receive complimentary Bookings Church and Organizational Bookings welcomed

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# CLASSIFIEDS

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November 17, 2021

## ACCOUNTING ASSISTANT

The Village of Ottawa Hills is accepting applications for the full time position of Accounting Assistant.

The Accounting Assistant is responsible for accounts payable, in-house payroll, and a variety of other accounting duties. In addition, the Assistant performs general office functions including answering phones, preparing correspondence, and assisting the Village Administrator.

Visit [www.ottawahills.org/employment](http://www.ottawahills.org/employment) for more information. Employment applications and resumes can be submitted to [village@ottawahills.org](mailto:village@ottawahills.org).

Pay Range: \$48,960-\$59,660

The Village of Ottawa Hills is an equal opportunity employer.

## CONSERVATION SCIENCE MANAGER

Metroparks Toledo is looking for a qualified individual for a Conservation Science Manager position. Master's degree in natural resources, biological sciences, wildlife, or equivalent combination of education and work experience.

Full-time with benefits. Go to [www.MetroparksToledo.com/careers](http://www.MetroparksToledo.com/careers) to review job description and apply. Applicants must submit an online application and resume. EOE

Call to place your ad:

419-243-0007

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

## PUBLIC NOTICE

### SUBSTANTIAL AMENDMENT TO THE 2020 FIVE-YEAR CONSOLIDATED PLAN AND 2021 ANNUAL ACTION PLAN

The City of Toledo intends to make application to the U.S. Department of Housing and Urban Development (HUD) for the use of Section 108 Loan Guaranty Funds in an amount not to exceed \$37,000,000.00. The purpose of the Section 108 Loan Fund is to assist with equitable investments in economic, housing, and community development activities throughout the City of Toledo. Goals of the Section 108 Loan Fund include acquiring land for redevelopment, revitalizing housing stock, development of new public facilities and directly assisting businesses, nonprofits, and real estate development projects that produce a public benefit. Individual projects are proposed to be evaluated by a loan and investment committee involving City and community representatives, led by the Department of Neighborhoods.

The City of Toledo Section 108 loan pool will be administered by the Department of Neighborhoods including application intake, underwriting, closing, servicing and reporting oversight. A loan committee consisting of representation from the Department of Neighborhoods, Department of Economic Development, Lucas County Land Bank, Lucas County Plan Commission, as well as philanthropic and financial institution partners will review and recommend projects for approval by the Toledo City Council and Mayor.

The Substantial Amendment to the 2020 Five-Year Consolidated Plan, 2021 Annual Action Plan, and City of Toledo Section 108 HUD Application will be available for review beginning **Friday, November 26, 2021**, on the website of the following entities:

Department of Neighborhoods  
One Government Center, 18th Floor  
Downtown Toledo, Jackson & Erie Streets  
website: <https://toledo.oh.gov/departments/neighborhoods>

Office of the Mayor  
One Government Center, 22nd Floor  
Downtown Toledo, Jackson & Erie Streets  
website: <https://toledo.oh.gov/government/mayor>

Clerk of Council  
One Government Center, 21st Floor  
Downtown Toledo, Jackson & Erie Streets  
website: <https://toledo.oh.gov/government/city-council/>

The Fair Housing Center  
326 N. Erie Street  
Toledo, Ohio 43604  
website: [www.toledofhc.org](http://www.toledofhc.org)

Lucas Metropolitan Housing  
435 Nebraska Avenue  
Toledo, Ohio 43604  
website: [www.lucasmh.org](http://www.lucasmh.org)

Toledo Lucas County Homelessness Board  
1220 Madison Avenue  
Toledo, Ohio 43604  
website: [www.endinghomelessness.toledo.oh.gov](http://www.endinghomelessness.toledo.oh.gov)

Toledo-Lucas County Public Library  
325 Michigan Street  
Toledo, Ohio 43604  
website: [www.toledolibrary.org](http://www.toledolibrary.org)

Lucas Co. Board of Developmental Disabilities  
1154 Larc Lane  
Toledo, Ohio 43614  
website: [www.lucasdd.info](http://www.lucasdd.info)

A public hearing on the Substantial Amendment to the 2020 Five-Year Consolidated Plan, 2021 Annual Action Plan, and City of Toledo Section 108 HUD Application is scheduled as follows:

**Thursday, December 16, 2021, 5:30 p.m., by Virtual Hearing**

Please click the link below to join the webinar:

<https://toledo-oh-gov.zoom.us/j/84831962604?pwd=Q3FhVmZLK0JRcWZkYjNpQVVKWnJVZz09>

Passcode: 954025

Or Telephone:

Dial:

USA 216 706 7052 US Toll

USA 866 528 2256 US Toll-free

Conference code: 800378

The City of Toledo will also receive comments from the public in writing beginning **Friday, November 26, 2021**, through **Monday, December 27, 2021**, at the following address:

CITY OF TOLEDO  
DEPARTMENT OF NEIGHBORHOODS  
2021 SUBSTANTIAL AMENDMENT #1  
ONE GOVERNMENT CENTER, SUITE 1800  
TOLEDO, OHIO 43604

Application to HUD for use of the Section 108 Loan Pool will be submitted in January, 2022. Specific projects selected for the Section 108 Loan Pool funding will be identified through a rolling application process that will evaluate compliance with Section 108 National Objectives and Public Benefit Criteria; financial feasibility including the ability to support debt service; cost reasonableness; developer or business experience and capacity; leveraging of other funding sources; and readiness to proceed.

The City will prioritize investments in projects using Section 108 Financing that are located in targeted neighborhood revitalization areas including Junction, Englewood, Old South End and East Toledo; and promote equity and equitable development. Equitable development projects will include projects that support investments in communities and neighborhoods of color or provide financing to BIPOC-led developers, businesses, or organizations. The City may elect to support non-income producing projects and use a portion of annual CDBG allocation as a source of repayment.

The City of Toledo supports the provisions of the Americans with Disabilities Act. If you would like to request a reasonable accommodation, please contact the Office of Diversity and Inclusion ADA coordinator at (419) 245-1198 or submit a request online at [toledo.oh.gov/ada](http://toledo.oh.gov/ada).

## VICTIM SERVICES OUTREACH CASE MANAGER

Full-time position with benefits. Responsible for providing case management and crisis services for victims of Domestic Violence & Sexual Assault. Perform intake interviews, case management services, advocacy safety planning and follow up services for families experiencing DV/SA. Work within communities of color to address DV issues. Bi-lingual (Spanish speaking) preferred.

Degree in Social Work or related field. Experience working with families of various ethnic, racial, and economic backgrounds. Knowledge of domestic violence, crisis intervention and community resources.

Salary: \$19 hourly. Benefits available. Submit resume to [admin@ywcanwo.org](mailto:admin@ywcanwo.org) or mail to 1018 Jefferson Ave. Toledo, OH 43604


## GIS/ENGINEERING TECHNICIAN LUCAS COUNTY ENGINEER

Lucas County Engineer is accepting applications to fill the GIS/Engineering Technician position. Application deadline is November 26, 2021 at 4:00 pm. Additional information regarding the duties is available on the Lucas County web site ([www.co.lucas.oh.us](http://www.co.lucas.oh.us)). Click on "Apply for a Job" and then select "GIS Engineering Technician" from the list to read more or apply. Resumes are also accepted by email to [jamiller@co.lucas.oh.us](mailto:jamiller@co.lucas.oh.us).

*An Equal Opportunity Employer*

## CHILD CARE/HOUSE CLEANER URGENTLY NEEDED

This is a part time job, live-out position from Tuesday to Friday. \$850 weekly. Must be able to interact with children. Speak English, and non smoker MUST HAVE REFERENCES. If interested you can reach "Mrs Claudia" at [claudiapredacoop1960@gmail.com](mailto:claudiapredacoop1960@gmail.com)




Lucas County will provide up to  
**\$10,000**  
 in grants to innovative community-based  
 organizations to further criminal justice reform.



FOR MORE INFORMATION AND TO APPLY, PLEASE VISIT:  
[lucascountycjcc.org/SJC](http://lucascountycjcc.org/SJC)

APPLICATION DEADLINE  
 November 22, 2021

*Perryman... continued from page 2*

ties exacerbated, and you're not going to see people willing to take that on.

For the last few years, there was a significant movement in the state legislature to tackle criminal justice reform and do things for infant mortality because they viewed racial disparities as something that we should work to fix. I'm worried that that attitude will go away. Instead, the blame will be placed on those suffering in those situations rather than what the government can do to help. The education of the people who are coming after you and I will be a lot less empathetic, a lot less understanding. Because, ultimately, they will make policy decisions based on that lens.

**Perryman:** Where do we go from here?

**Johnson:** Right now, we're doing all we can to push back on these bills in terms of having testimony and organizing groups together. The Ohio Poverty Law Center is part of a coalition called Honesty for Ohio Education. We're working with members of the general assembly who might be willing to maybe vote against this. We're also trying to raise this issue more in the media and spotlight attention on it.

We've also tried to organize locally. For example, Honesty for Ohio Education is looking at school board candidates, trying to get more people who support diversity, equity, and inclusion, and things like that in local school board races.

**Perryman:** Is there a bright side at all anywhere for what has been described as a "manufactured" political concern?

**Johnson:** It's been pretty bleak, honestly, trying to get the folks with power to recognize the harm they're going to do by passing these bills. Then of course, there are the folks who know what harm they will do by passing the bills, and that's their intent in the first place. So, it is not the rosier picture.

Governor DeWine has said that he doesn't support teaching CRT, which we know isn't being taught in schools anyhow. DeWine, however, says that he wants to sign something that unites us rather than divides us.

Yet, the issue is so politically charged and politicians desperately want to be able to run on this and not have their political enemies try and hit them for supporting CRT.

**Perryman:** Thank you.

Contact Rev. Donald Perryman, PhD at [drdperryman@centerofhopebaptist.org](mailto:drdperryman@centerofhopebaptist.org)



Tim Johnson



## Mediator Position Available

The Fair Housing Center (Toledo) seeks an experienced mediator to serve as a neutral party in their Landlord-Tenant Mediation department. The successful candidate will, through education and experience:

- (1) Have a strong foundation of basic mediation skills and ethics for mediators.
- (2) Be able to explain the mediation process and confidentiality to landlords, tenants, and the general public.
- (3) Be comfortable working with a widely diverse population of people.
- (4) Have the ability to work effectively with people under stressful situations, identify problems and potential solutions, and be well-versed in conflict management and diffusion skills.
- (5) Ability to utilize Microsoft Office software applications (Word, Excel, etc.) with ability to track activities in our proprietary case management system.
- (6) Have (or learn) a working knowledge of Ohio's landlord-tenant laws, and eviction procedures.
- (7) Have knowledge about and be able to interpret Federal, State, and Local laws concerning discrimination in housing; and
- (8) Have the ability to build relationships with and educate the community through outreach, presentations, and workshops.

### Qualifications:

- (1) Bachelor's degree in the social sciences (particularly fields dealing with people) or equivalent required. Some amount of relevant experience may be substituted for educational requirements;
- (2) Solid conflict resolution skills; formal training(s) preferred.
- (3) One or more years experience in mediation.

This is a full-time (9:00 a.m. to 5:00 p.m.) exempt position, with some evenings or weekends as needed. Additional training will be provided. The Fair Housing Center offers competitive salary and benefits package.

### How to Apply:

Please send resume and cover letter detailing qualifications to [HR@toledofhc.org](mailto:HR@toledofhc.org).