



Volume 71 No. 8                      *“And Ye Shall Know The Truth...”*                      March 30, 2022



*Erika White, Candidate for State Representative*

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# Biden-Harris Administration Releases Action Plan to Address Racial and Ethnic Bias in Home Valuations

*Special to The Truth*

*Vice President Kamala Harris Announces Release of Plan During White House Event with Secretary Marcia L. Fudge, White House Domestic Policy Advisor Susan Rice, and Americans Impacted by Bias in the Appraisal Process*

On June 1, 2021 – the centennial of the Tulsa Race Massacre – President Biden announced the creation of the Interagency Task Force on Property Appraisal and Valuation Equity (PAVE) to develop a transformative set of actions to root out racial and ethnic bias in home valuations.

This week, the Task Force is releasing the PAVE Action Plan which, when enacted, represents the most wide-ranging set of reforms ever put forward to advance equity in the home appraisal process, said Vice President Kamala Harris. The Task Force is co-chaired by U.S. Department of Housing and Urban Development Secretary Marcia L. Fudge and Domestic Policy Advisor Susan Rice.

A home appraisal is a critical element of the homebuying and lending process, intended to provide an independent, fair, and objective estimate of the market value of a property so that lenders can accurately evaluate risk.

Homeownership is the primary contributor to wealth building for Black and brown households and continues to hold promise for building multigenerational wealth and housing stability for households of color. However, bias in home valuations limits the ability of Black and brown families to enjoy the financial returns associated with homeownership, thereby contributing to the already sprawling racial wealth gap. Today, the median white family holds eight times the wealth of the typical Black family and five times the wealth of the typical Latino family. According to a recent study (<http://racialwealthaudit.org/downloads/RacialWealthGap.pdf>), eliminating racial disparities in the amount of wealth families gain from owning a home would narrow the wealth gap by an additional 16 percent between Black and white households and by an additional 41 percent between Latino and white households.

Just since the Task Force was launched, there have been numerous reports of Black homeowners receiving higher appraisals only after taking down family photos and having white families represent them in their stead.

New research shows that mis-valuation in communities of color can be widespread. A recent report from Freddie Mac (<https://www.freddiemac.com/research/insight/20210920-home-appraisals>) found that appraisals for home purchases in majority-Black and majority-Latino neighborhoods were roughly twice as likely to result in a value below the actual contract price (the amount a buyer is willing to pay for the property), compared to appraisals in predominantly white neighborhoods. Similarly, a recent study from Fannie Mae (<https://www.fanniemae.com/research-and-insights/publications/appraising-the-appraisal>) examining refinance transactions found that white-owned homes are much more likely than Black-owned homes to be appraised at values that exceed algorithmic predictions.

PAVE Action Plan

The Action Plan details a set of commitments and actions, most of which can



Marcia Fudge, Secretary  
HUD



Susan Rice, Domestic  
Policy Advisor



Vice President Kamala  
Harris

be taken using existing federal authorities, that will help every American to have a chance to build generational wealth through homeownership. You can read the full action plan at [PAVE.HUD.gov](http://PAVE.HUD.gov).

Member agencies will take the following actions:

- \* Make the appraisal industry more accountable. The Action Plan lays out steps to enhance oversight and accountability of the appraisal industry, which has long operated in a relatively closed and self-regulated framework and has not been effective at addressing deep-rooted inequities. Specifically, it commits federal agencies to create a legislative proposal to modernize the governance structure of the appraisal industry, and improves coordination and collaboration between federal enforcement agencies to better identify and redress discrimination in appraisals.

- \* Empower consumers with information and assistance. The Action Plan includes concrete efforts to empower homeowners and homebuyers on effective steps they can take when they receive a valuation that is lower than expected. For example, federal agencies commit to issue guidance and implement new policies to improve the process by which a valuation may be reconsidered.

- \* Prevent algorithmic bias in home valuation. Federal agencies that regulate mortgage financing commit to including a nondiscrimination quality control standard as part of a forthcoming proposed rule establishing quality control standards on AVMs (Automated Valuation Models). This will ensure AVMs do not rely upon biased data that could replicate past discrimination.

- \* Cultivate an appraiser profession that is well-trained and looks like the communities it serves. According to the Department of Labor's Bureau of Labor Statistics, the appraiser/assessor profession is roughly 97 percent white, making it one of the least diverse professions in the country. The Action Plan lays out a series of actions to remove unnecessary educational and experience requirements that make it difficult for underrepresented groups to access the

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## The Sojourner's Truth

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## Community Calendar

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Join the Toledo Interfaith Mass Choir in a "Season of Remembrance" as we remember present and past members of the music community. Rehearsals are held on Tuesdays at 7 pm at Greater St. Mary's Baptist Church. Join us in this music ministry. Please call 419-241-3330 or 419-2421-7332



# Clarence Thomas...In The Hot Seat!

By Lafe Tolliver, Esq

Guest Column

As we are now learning, a legal hurricane of F-5 (the most powerful ranking) proportions is about to hit the fan regarding Supreme Court Jurist, Clarence (a/k/a: Uncle Tom) Thomas.

If you have not been recently sleeping in a hollow log with no Internet, you would have learned that a legal iceberg 10 times the size that scuttled the famed ship, The Titanic, is about to hit both the Supreme Court and Congress.

The iceberg and the hurricane have joined deadly forces and promise to create judicial and ethical havoc when both touch ground.

It is reported that the right-wing (far right wing?) conservative wife of Clarence Thomas had been sharing scandalous emails with Mark Meadows, Donald Trump's former and now disgraced chief of staff.

The emails involved Ginni Thomas, the wife of Uncle Tom Thomas, throwing all her considerable weight (both physical and political), behind the debunked QAnon conspiracy theories that the 2020 election was stolen and that the Biden "crime family" was part of any election heist.

In the many mails, 29 uncovered to date, Ginni Thomas waxes longingly about the greatness of Donald Trump and she exhorts the MAGA crowd to fight the fight! Yes, Ginni attended the "Stop The Steal Rally!"

In response, Mark Meadows, gets spiritual and tries to invoke the King of Kings (aka: Jesus the Christ) as being on the side of the GOP in their glorious fight to save America from the "Lefties."

Mark Meadows pledges undying fidelity to the lost cause of Donald Trump and Ginni Thomas props him up by telling him to hold on, change is coming! Imagine if you will the other hundreds of emails that this treasure trove of documents will reveal to the January 6 committee which has received them from Mark Meadows due to a court order.

The surreal rantings of Ginni Thomas have the clear markings of a person who has lost touch with reality, and she is on a wingnut flight of her own fancy in her battle for the very soul of America and her fight to save liberty!

Into this caustic boiling cauldron of delusional people, fantasy talk and outright lies, we will have to see what response, if any, the Chief Justice of the US Supreme Court will make in order to shore up the public image of a court that is already under dire stress due to polling showing that Americans believe that the highest court of the land is already too partisan and political.

Into this ethical cesspool, we are also waiting for any commentary from Uncle Tom Thomas who will simply poo-poo it all away and smugly state that you cannot touch him because he is appointed for life to the court.

Chief Justice John Roberts will have to grow a missing backbone if he has any chance of trying to rehabilitate the image of a court that is somber, august and demands respect and obedience of the public to their decrees.

Mark Meadows has engaged in spiritual bluster when he invokes the name of Jesus Christ as his shield and source for waging a battle against the forces of evil (Of course the forces of good are always the

Republicans).

Neither Mark Meadows or his co-conspirator, Ginni Thomas have any claim to a high moral ground; and much less so in trying to wrap themselves in the cloak of holy scripture in their futile attempt to restore the White House back to Donald Trump.

Never mind that Donald Trump has never evidenced any remote characteristics of Jesus the Christ or that his life is a continuum of lies, bigotry, deception, sexual misconduct and a total disregard for all things legal and constitutional.

Those niceties have never bothered the collective conscience of the GOP, whose members, in some sections of their party, hold Trump in near messianic terms as some type of political savior that will prevent America from sliding into a present-day Sodom and Gomorrah.

This text scandal will become increasingly pronounced when more evidence may reveal that other people in high places in government participated in discussions and actions whose only purpose was to subvert a free and just election.

Never mind that Ginni Thomas and her cohort, Mark Meadows, cannot produce a shred of new evidence that would overturn the voluminous evidence that indicates that the 2020 elections were the most secure in election history.

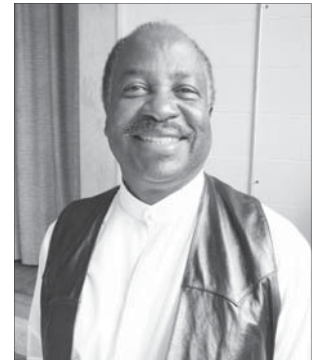
Such facts as those are of no importance to QAnon seekers and people such as Mark Meadows and Ginni Thomas because those adherents seek not the truth but what they perceive as being their own created truisms.

If Clarence Thomas has a modicum of self-respect, he would resign and take his conspiracy-laden wife with him to parts unknown because the credibility of Clarence Thomas is beyond restoration or redemption.

With his vote being the only dissenting one in the matter of turning over to the investigative commission these text records of Mark Meadows, Clarence Thomas has demonstrably shown that he has irretrievably compromised his judicial integrity and is a pawn to his QAnon addled wife.

The image of the Supreme Court has been dealt a crushing blow by these revelations and it will take an act of Congress to put the pieces back together again; and which may include having Ginni Thomas testify before the commission or Congress impeaching Clarence Thomas.

For me, the choice is impeachment due to Clarence Thomas being a willing pawn of outside negative influences.



Lafe Tolliver

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



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# TARTA Announces the Re-Start of Sunday Service

*Sojourner's Truth Staff*

TARTA representatives and community leaders held a press conference on Thursday, March 24, to announce the return of Sunday service as part of the public transportation system's spring service changes.

"When we won the ballot initiative in November, we promised the community that we would resume Sunday service," said TARTA CEO Laura Koprowski, as she kicked off the announcement at The Worship Center on Collingwood Avenue.

The November TARTA Sales and Use Tax ballot measure shifted the local TARTA revenue stream from reliance on the long-time property tax model to a sales tax that will go into effect on April 1. The increased revenues won't be available until the summertime. Nevertheless, Sunday service has resumed as of this past Sunday enabling those in need of public transportation to get back and forth to their destinations.

"It was critical for us to that as soon as possible," said Koprowski.

Sara Swisher, Toledo Regional Chamber of Commerce vice president of Talent and Workforce, said: "TARTA's return to seven days is good for employees and for employers." Swisher mentioned an internal statistic from the transit system that noted that over 37 percent of Sunday riders are using the system for transportation to and from work.

Also in attendance at the announcement were Bishop Pat McKinstry, pastor of the Worship Center and a TARTA board member, and Rev. Willie Perryman, pastor of Jerusalem Baptist Center.

Both expressed their excitement that members of their congregations and the community in general will be able to use TARTA services not only on Sundays but also on holidays.



TARTA CEO Laura Koprowski announces start of Sunday service as Rev. Willie Perryman, Bishop Pat McKinstry and TARTA Board members look on

"We are excited by the vision that TARTA Next is bringing to the community," said Perryman. "We want to ensure that the funding is in place along with the infrastructure."

TARTA Next is a comprehensive operational analysis that will include the input of TARTA employees as well as the community. The plan is to redesign TARTA's existing system and services in order to make transit in the Toledo area work better.

A community meeting will take place Thursday, March 31 at Jerusalem Baptist Church, located at 445 Dorr Street in Toledo. TARTA customers and community members may arrive at any time between 6 p.m. and 7:30 p.m. to view proposed route maps, discuss expanded service and micro-transit, and speak with TARTA personnel about the potential changes.

TARTA's vehicles will run from 6:30 a.m. to 10:23 p.m. weekdays; 6:30 a.m. to 9:23 p.m. Saturdays and 6:30 a.m. to 8:21 p.m. Sundays and holidays. Call-A-Ride house for Maumee, Waterville, Sylvania and Rossford are 6:30 a.m. to 8:30 p.m. on weekdays and 8:30 a.m. to 4 p.m. on weekends.

All TARTA vehicles remain free through July 31 and face masks are required through April 18.

Updates are available online at [tarta.com/routes](http://tarta.com/routes) or by calling the information line at 419-243-7433.

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# Erika White: Ready for the Challenge of Governing on the State Level

By Fletcher Word

The Truth Editor

Now that the Ohio Republicans in Columbus have made a total mess of the redistricting process, over and over again, both for U.S. House Districts and for state House and Senate districts, the upcoming primary and general election contests are more than a little confusing – particularly for the candidates.

Erika White, president of the Communications Workers of America, Local 4319, made a decision to run for the Ohio House to represent District 46, currently represented by the term limited Mike Sheehy, before the Columbus Republicans sullied the process.

House District 46 included parts of South Toledo, as well as the cities of Oregon, Maumee, the Village of Holland, Jerusalem Township and Springfield Township.

The new redistricting process, however, placed White's residence in the newly drawn District 40 – Toledo along River Road to the Zoo, along with Springfield, Holland, Maumee, Waterville, Swanton, Monclova, Whitehouse. After she had decided to enter the contest, White realized that now she is in the same district, although not nearly in the same neighborhood, as Toledo City Councilman Nick Komives who had also decided that he wanted to make a run for the General Assembly.

But wait! Even though the two Democratic progressive candidates from two very different neighborhoods – they reside almost 10 miles apart – are on the ballot facing each other, that may change any moment, given the vagaries of this year's election lineups and the repeated decisions of the Ohio Supreme Court to strike down Republican-drawn district maps.

Whether White ends up in the 40th Ohio District or is shuttled off to another, she will run for a house seat. "Everything can change but as a woman of color this is what I've been doing my whole life," she says. "When the campaign is ready, we have to be ready to go."

White is definitely ready. The long-time telecommunications specialist in the engineering department of AT&T and union leader – she served 13 years as vice president before she was elected president – also serves on the CWA National Executive Board as the Diversity Board At-Large Member for the Central Region and vice president of the Greater Northwest Ohio AFL-CIO. She also is vice chair of the Healthy Lucas County Executive Committee, an executive board member and Health Chair of the Toledo Chapter NACP, on the Executive Board for the Toledo Chapter of the Coalition of Trade Unionists (CBTU) and the Community Action and Response Against Toxics (CARAT) chair.

Her background with the union, collaborating with employers and representing workers during contract time, for example, have prepared her for the tasks required of elected officials in Columbus. "I have the tenacity to work with those in Columbus," she says. She also has acquired the ability and the knowledge of "how to bring home the resources," for the benefit of those in the greater Toledo area.

White is running for a state representative post for three primary rea-

sons she says.

First, there is a matter of education, particularly school funding and school safety. Last week marked the 25th anniversary of a landmark Ohio Supreme Court decision, *DeRolph v. State of Ohio*, which ruled that Ohio's public school funding formula was "neither thorough nor efficient," as required by the Ohio Constitution. In those 25 years, notes White, nothing substantial has changed about the way Ohio's public schools are being funded.

White's community roots and her ability to get to the heart of the problem about "how teachers view it, how parents view it, how students view it, will enable her to help make some progress on what appears to be an intractable problem.

Second, there is a matter of safety for the general community but especially for those in public safety positions, such as firemen and policemen.

"How do we protect those who protect us?" she asks. Right now, for example, fire fighters often wear bulletproof vests while on a call and much of the danger would seem to be exasperated by a society that places the right to bear arms so far above that of public safety.

"Conceal and carry puts someone's public safety at risk," she says. "You go to work and you want to go home. More guns in the community do not make us safer."

Third on White's list of immediate concerns is building a stronger economy. "A strong economy built on sustaining wages," the candidate says. As White explains, a skilled tradesperson should be able "to take care of a family with a job" and good jobs that pay taxes can take care of a community's needs – the bridges and roads and multiple items that the government is responsible for building and maintaining.

... continued on page 6



Erika White

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# Toledo Opera Seeks Applications for “View Then Voice” Focus Groups

First time opera attendees are sought to become guest critics by Toledo Opera. The Opera is hoping to engage such audience members in its second round of “View Then Voice” focus groups in order to gain insights that will help build and diversify the next generation of opera-goers in Toledo.

Each selected participant will receive two tickets – one for them and one for a guest – to attend the final dress rehearsal of Toledo Opera's upcoming performance of *La Traviata*.

“This project was inspired by ‘Look at Art. Get Paid.’ a model co-created by artists Maia Chao and Josephine Devanbu. We believe we can learn a lot from first-time opera attendees,” said Alyssa Greenberg, community engagement director for Toledo Opera. “We look forward to meeting our participants, listening to what they have to share, and developing impactful ways to engage more deeply Toledo area residents.”

The performance will take place at the Valentine Theatre, located at 410 Adams Street, Wednesday, April 20 at 7:00 p.m. Then, during the week of April 25, participants must also participate in a focus group session that will be held at the ProMedica Ebeid Center, 1806 Madison Avenue. Free transportation will be available upon request. All selected participants will receive a \$50 honorarium.



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“This initiative is in line with Toledo Opera's new mission, vision, and values,” said Suzanne Rorick, executive director of Toledo Opera. “In order to create a space for everyone, we must listen to

feedback, collaborate with the community, and innovate. We are excited to see where this will lead.”

The View Then Voice application form can be found at [toleddopera.org/view](http://toleddopera.org/view).

Toledo Opera will accept applications now through Monday, March 28. Selected participants will be notified in early April.

For more information about View Then Voice, please contact Alyssa Greenberg, community engagement director for Toledo Opera, at [agreenberg@toleddopera.org](mailto:agreenberg@toleddopera.org), or visit [toleddopera.org/view](http://toleddopera.org/view).

*Erika White... continued from page 5*

“Employers need to understand the way the economy must grow and why jobs are a part of that economy,” says the candidate.

As president of the Communications Workers of America Local 4319, White represents union workers at the University of Toledo, AT&T, the Toledo Lucas County Public Library, Allen County Children Services, Allen County Child Support and Johnson Controls.

She has been honored with the CBTU Trade Unionist of the Year and the CA District 4 Women's Committee Breaking the Glass Ceiling Award.

“This is me!” she says of the opportunity to serve her community on the state level. “We have a chance to have representation by the voters.”

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# Toledo Opera Continues the *Blue* Discussion

By Dawn Scotland  
The Truth Reporter

The Toledo Opera hosted "Building Trust: A Documentary Film Screening and Panel Discussion" at Lourdes University's Franciscan Center March 23. This was the second screening of the documentary 'Blue: Stories from Toledo' created for the opera *Blue* that debuts in August.

The welcome was given by Lisa McDuffie, president/CEO of the YWCA of Northwest Ohio and community chairperson for Toledo Racial Equity and Inclusion Council (TREIC).

The 20-minute film highlights interactions with the Toledo Police Department and commentary from Toledo residents and retired law enforcement. 'Blue: Stories from Toledo' includes interviews with local artist James Dickerson (Facebook, IG: @dirtykics), Shirley Green, PhD, former lieutenant, retired Sergeant Anita Madison and Crystal Harris, the mother of Christopher Harris who was killed by Toledo police in 2021. The aim of the documentary is to conceptualize the story of the opera *Blue* in a local context. The film was produced by Madhouse.

Following the screening of the film a panel discussed the current climate between residence and law enforcement. Patrice McClellan, PhD, president and lead strategist of the Ronald Group, moderated the panel presentation.

Panelists for the event included:

- Tonya Rider - Former Toledo Police Department (TPD) detective
- Sarah Shendy - director of the Office of Law Enforcement Recruitment in the Ohio Office of Criminal Justice Services and officer in the Copley Police Department
- David Ross - artist who co-created the George Floyd and Damia Ezell murals in Toledo
- Darriontae Stewart - State Trooper
- Dr. Marvin Whitfield - Founder of Blue Force Mobile Training Team and President & CEO of Big Brothers Big Sisters of Northwestern Ohio

Panelist discussed the origins of the policing in America, implicit bias, community policing and solutions to changing the culture of policing. "If they're from the community it doesn't really matter the race. [Police] should be from the community and understand the barriers in community... How can police work and communicate with people and they don't know their barriers?" asked David Ross, the artist who created the George Floyd mural in Toledo. "Integrity, compassion [are] all things that are needed to make a good cop. If you don't know the community - learn it. It's that simple."

The opera *Blue* debuts this August 26 & 28 at the Valentine Theatre and features an all-black cast. The opera addresses the complex issues of living while black in America.

"Blue is the story of an African American couple in Harlem who anticipates the birth of their firstborn, a son, with both hope and fear. As the baby grows into a young man, the mother worries for his future, and the father tries to prepare his son for the realities of 21st century America, while wrestling with his own identity as a police officer, a 'Black man in blue.' When their deepest fears come true, the family is forced to navigate a devastating reality seeking answers and support from their church and community. Toledo Opera presents the Tony Award®-winning composer Jeanine Tesori and NAACP Theatre Award-winning librettist Tazewell Thompson's new opera inspired by contemporary events and Black literature. Influenced by gospel music



and using vivid flashbacks, *Blue* places timely issues at the forefront of modern opera and invites audiences to the emotional epicenter of their impact. Chelsea Tipton, II returns to Toledo to conduct the opera and librettist Tazewell Thompson serves as the stage director." (source: ToledoOpera.org)

*Blue* is made possible by Owens Corning, The National Endowment for the Arts, and Ohio Humanities, a state affiliate of the National Endowment for the Humanities. For more information about *Blue*, please visit [www.toledoopera.org/upcoming-performances/season-event/blue/](http://www.toledoopera.org/upcoming-performances/season-event/blue/). For more information on Toledo Opera, visit <https://toledoopera.org>. Tickets can be purchased for *Blue* via phone 419-255-SING or online.

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# Local Leaders Salute Federal Funding for Community Education Projects

*Sojourner's Truth Staff*

Congresswoman Marcy Kaptur, Toledo Public School leaders, union leaders held a press conference on Wednesday, March 23 at the Toledo Technology Academy to welcome the news that the federal funds are on the way to provide training for auto mechanic and electrical vehicle curricula at the Academy along with teacher training.

Due to the congresswoman's efforts, \$1.25 million will be used to establish an electric vehicle training program to provide students and workers the skills and knowledge for high-wage careers in a growing career field.

The funds are part of a larger package of \$14 million recently unveiled by Kaptur

"This is the defense and industry of our country from Toledo and miles around us, where America hums," said Kaptur

"What we want is the kids to be the engineering minds in regards to innovations and advancements in the electric vehicle field," said Romules Durant, EdD, superintendent of Toledo Public Schools. So, at the same time as we evolve into that, we need to provide a succession because we're really in an area that's heavily the automakers of the world."

TPS ill be putting together a plan for the newly acquired funds, part of which may be used for a bigger facility for students. However, the goal is to ultimately increase the number of technicians and mechanics TTA prepares, especially those who can focus their talents and expertise on the development of electric vehicles.

"These are investments in the future," said Kaptur. "We are moving into the future whether the rest of Ohio wants to or not."

According to Durant, TPS will be leveraging the federal funds to acquire "outside dollars," in order to maximize the impact of the 'total electric vehicle program.'

Also speaking at the announcement were Polly Taylor Gerken, president of the Toledo Board of Education, and Kevin Dalton, president of Toledo Fed-



*Toledo Board of Education member Rev. Randall Clark with electric vehicles*

eration of Teachers. Both praised Kaptur for her part in acquiring the funds and noted the positive impact the enhanced program will have in preparing students for meaningful, living wage jobs in the future.

"This is an investment that will grow exponentially," said Dalton. "It's important to have advocates; this is exactly what we need around the nation. Labor and management all came together."



*Congresswoman Marcy Kaptur announces Toledo Tech funding*



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## VIEW THEN VOICE

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Now accepting applications for first-time opera attendees to become guest critics.

This socially-engaged project will grow the next generation of opera-goers in Toledo.

Each selected participant will receive two tickets for themselves and a guest to the final dress rehearsal of *La Traviata* on Wednesday, April 20 at 7pm at the Valentine Theatre.

A focus group with a \$50 honorarium will follow during the week of April 25 at the ProMedica Ebeid Center. Free transportation available.

**TO APPLY, VISIT: TOLEDOOPERA.ORG/VIEW**

Survey closes Monday, March 28



# 1,000 Pairs of Socks for the Community

Mt. Nebo Baptist Church has raised the funds and donations for 1,000 pairs of socks to be given away to the youth of Toledo. The bulk of the

funds came from the annual Silent Soldier Awards banquet on March 6. Later this week, the church ministry will be handing out 100 pairs to 10 different schools in the city, thanks to the generosity of the city of Toledo and its residents.



Sock donation for children



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# Supporting U.S. Troops in Eastern Europe

Special to The Truth

As U.S. troops support NATO allies in Eastern Europe amid the crisis in Ukraine, efforts are being made to boost morale and connect service members to friends and family back home.

Sudden deployments like these are incredibly challenging for military families. One moment, a family is making plans for the weekend and deciding who will pick up groceries on the way home – and the next, a service member is packing their bags in a rush, canceling that vacation they had planned and saying goodbye to their spouse, children and friends. Suddenly, life goes from everyday normalcy to life on the frontlines.

"This is something they train for. Soldiers do layout after layout preparing to grab their bags and go at a moment's notice," said the spouse of a soldier at Fort Bragg.

However, no matter how much a spouse mentally prepares, nothing can explain the way it feels to watch them walk out the door. According to the Blue Star Families 2020 Military Lifestyle Survey, deployment and time spent away from family were two of the top five issues facing active duty, Reserve and National Guard families today. To support troops and military families, USO staff and volunteers in the United States and Europe are working around the clock to deliver helpful resources. These efforts include:

- Providing Wi-Fi and call centers to keep service members connected to family back home. This is particularly important for the thousands of troops in Eastern Europe who otherwise have no access to cell phones and laptops.
- Distributing care packages, to ensure service members feel valued and supported. Packages include hygiene kits with essential toiletries, and snack packs with foods that remind them of home.
- Sending USO2GO and portable boxed programs to military units on the move, which include snacks, toiletries, games and sports equipment to keep troops entertained while giving them much-needed opportunities for relaxation.
- Providing hot meals to deployed service members, as well as their families at home.
- Offering a place to relax at USO locations throughout Europe, including a newly opened center in Poland and unstaffed centers in Eastern Europe.
- Delivering thousands of blankets, beanies and hand warmers to those operating in extremely cold environments.

• Supporting military families on the home front with community-building activities, opportunities to communicate with deployed loved ones, and other essential resources.

Although deployment can be stressful, efforts like these can help alleviate the tension. According to USO research, 94% of surveyed service members reported that USO Programs ease their stress during deployment, and 96% feel more connected to loved ones during absence through the use of USO programs.

To learn more and discover ways to give back to military members and families, visit [uso.org/uso-stands-ready-to-support](https://uso.org/uso-stands-ready-to-support).

"Although deployments are part of the journey for our service members and their families, the separation and uncertainty are among the most difficult aspects of life in the military," said USO chief operating officer, Alan Reyes. "That's why the USO always stands beside both service members and their families to strengthen and support them, especially during these short-fuse deployments."

Courtesy StatePoint

## Biden-Harris Admin... continued from page 2

profession and to strengthen anti-bias, fair housing, and fair lending training of existing appraisers.

\* Leverage federal data and expertise to inform policy, practice, and research on appraisal bias. The Action Plan proposes the development of an aggregated database of federal appraisal data to better study, understand, and address appraisal bias, complemented by a working group composed of subject matter experts from stakeholder agencies to develop a research agenda on appraisal bias.

The PAVE Task Force has already made significant progress, and its commitment is ongoing. The Task Force identified several additional policy initiatives that may have the potential to make a significant difference in ensuring fair and accurate home valuations for all communities. These policy ideas require in-depth evaluation and research, greater input from stakeholders, and further exploration.

The Task Force is committed to doing this work. As the Task Force transitions into the next phase of its work to advance equity in home appraisals, it will continue seeking opportunities to collaborate with lending institutions, philanthropy groups, academia, civil rights groups, advocates, and industry associations to create a coordinated approach in tackling this issue.

To read the full report and stay up to date on the work of the Task Force, you can visit [PAVE.hud.gov](https://PAVE.hud.gov).

**The Social Butterfly presents**  
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# Closing the Wealth Gap, One Woman Entrepreneur at a Time

*Special to The Truth*

Women represent the majority of all entrepreneurs today. In 2020 alone, women started 2,000 small businesses nationwide and of those, 64 percent were founded by women from diverse backgrounds, according to Fundera statistics.

While this trend is encouraging, a recent study conducted by the Nasdaq Entrepreneurial Center, Penn State University and Fair Pay Workplace shows that pay, ownership and valuation disparities are compounding the already large gender wealth gap.

Barriers to profitability and pay equity. According to the study, access to capital is the number one barrier impacting the profitability of women entrepreneurs. The top three reasons women entrepreneurs don't seek additional funding are:

- They don't want to accrue debt.
- They don't think they'd be approved by a lender.
- They decided to wait until their company hit a milestone to be in a stronger position to raise funds.

The second barrier identified by the study is declining sales, followed by the unpredictability of business conditions. Fifty-nine percent of women entrepreneur respondents said their income varies from month to month, and 53 percent said they're spending equal to or more than their income. Additionally, more than half of early-stage women entrepreneurs (55 percent) do not pay themselves for the work they do for their company.

On average, women pay themselves \$53,000 less than men. Men who are entrepreneurs earn an average salary of \$232,659 versus women entrepreneurs, who earn an average of \$179,444. According to the 2018 Inc Women Entrepreneurship Report, the broader workforce pay gap shows that among entrepreneurs, women earn 77 percent of what men earn.

Investment disparity. Additionally, data reveals a significant gender gap in the venture capital (VC) system. According to the Angel Resource Institute, nearly 75 percent of investments in 2019 and 2020 went to white men, and less than two percent went to women of color. Additionally, the Center for Venture Research finds that:

- Only five percent of accredited women investors have access to invest in VC funds, even though women control 50 percent of wealth today.
- Only 1.8 percent of VC investments go to solely women-led startups. There are no large funds focused solely on women founders.
- Only five percent of general partners in VC firms are women.

The total impact of these pay and investment disparities added up to a \$140 billion gap in 2020, according to Crunchbase. If the current growth trajectory of women entrepreneurs continues, the Global Gender Gap Re-

port 2021 calculates that it will take 135.6 years to close the gender gap worldwide.

Closing the gap and empowering women entrepreneurs. Closing the gender wealth gap starts with education and awareness, empowering women to break the cycle of debt, and equipping them with the tools and financial knowledge to start their own businesses and be successful entrepreneurs, say experts.

"Acknowledging the gender gaps that exist today is one of the first steps toward eradicating inequalities," said Jenny Flores, head of Wells Fargo Small Business Growth Philanthropy. "By bringing more awareness, additional resources, and key connections and conversations to the table, we can create more avenues to capital, more equality, and help more women reach their full potential."

According to Flores, these are actions women entrepreneurs can take to support the growth of their businesses:

- Start with a strong foundation to support business decisions and strategic planning, and to help build wealth that can be reinvested into scaling the business over time.
- Connect with mentors and experts to exchange knowledge, share best practices and learn from each other.
- Utilize resources that guide business owners to getting to a place where they're paying themselves a fair wage.
- Gain knowledge and support critical business decisions by turning to trustworthy resources.

For additional tips, visit [wellsfargo.com](https://wellsfargo.com).

While women are founding new enterprises every day, data reveals there's still a long way to go toward ensuring they have equal opportunities to be successful. Fortunately, there are resources to help.

*Courtesy StatePoint*

*YWCA... continued from page 16*

**Greene**, a longtime banker and government department head, has in recent years been the go-to person for groups such as the Toledo Community coalition and the Black and Brown Unity Coalition.

She has also worked with the Parents Institute Advisory Board, the Toledo Lead Poisoning Prevention coalition, Toledo Firefighter Council, Toledo Police Department Chief's Advisory Board and YWCA's Dialogue to Change.

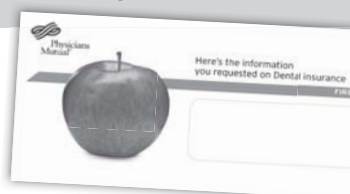
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# *To Walk About in Freedom: The Long Emancipation of Priscilla Joyner* by Carole Emberton

By Terri Schlichenmeyer

The Truth Contributor

You are not confined to your chair.

If you want to get up and move around, in fact, you can. Stand up, stretch, wiggle your toes, shake out the knots. Step out and drop in on the space next door or down the street and it's okay. You're not stuck in your chair or this room or even this building, and in *To Walk About in Freedom* by Carole Emberton, you'll get a new appreciation for that ability.

In 1935, at the end of the Depression, the Federal Writers' Project (FWP) was created to put unemployed teachers, writers, and editors to work, in part by gathering oral histories, with the goal to establish a uniquely American story. Over an eight-year period, FWP workers collected 10,000 interviews, including stories from the Emancipation.

Priscilla Joyner's was one of them.

She was 80 years old when two FWP workers, both of them Black, came to interview her about her life. Eager to see them, she was waiting for them on the porch of the home she'd lived in for decades. She was ready to talk...

Joyner was born in January of 1858, the child of a white mother and a Black father – or so she was told. She never knew for sure; the white man who gave her his name did so reluctantly. Her Black birth father's identity was something her mother took to her grave but Emberton says there were other possibilities to explain how Joyner was different from her white siblings and why they were allowed to torment her.

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W.W. Norton  
\$28.95  
242 Pages

family, who sent Joyner to school. The move was "upsetting," and she didn't understand it but it turned out to be what Joyner needed.

She learned to love her new home. There, she met her husband and found community...

There's no other way to say this: *To Walk About in Freedom* is an exceptional book.

On every page, in every single story, author Carole Emberton leads readers to learn something they didn't know or to meet someone new, and it's done between the facts of history and social mores, presented concurrently with Priscilla Joyner's story.

But Joyner's life isn't the only one shared here; other FWP interviewees and former slaves' words are added to the overall, which lends further richness to what you'll read. Emberton then explains how some FWP interviews were nearly ruined by over-editing and "Uncle Remus" additions made by white writers and editors who insisted on it, and how Joyner's full story was almost lost.

This is one of those books that'll make you lose track of time and your surroundings. It'll answer questions, raise your pride, and it'll make your head spin for days after you're done reading it. *To Walk About in Freedom* is the book you need to keep you in your chair.

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Though she was not a slave in the strictest sense, Joyner lived as one: she was taught domestic tasks but not how to read or write until she was 12 and her mother sent her to live with a Black

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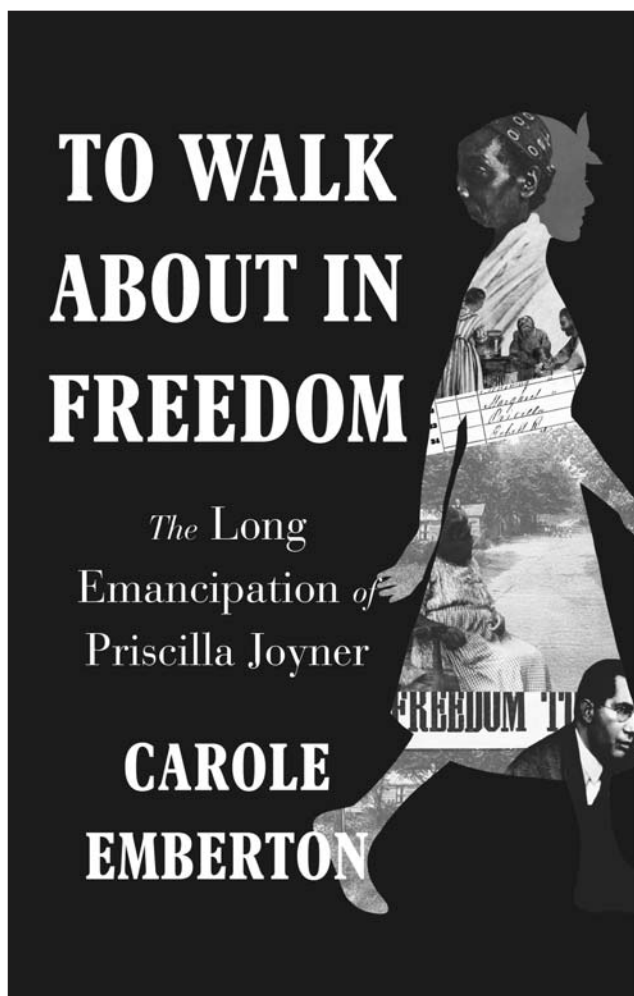
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The Long Emancipation of Priscilla Joyner

**CAROLE EMBERTON**





**ADVERTISEMENT FOR PROPOSALS  
TOLEDO-LUCAS COUNTY PORT AUTHORITY  
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**NOTICE IS HEREBY GIVEN** by the Board of Directors that Sealed Bids will be received by the Toledo-Lucas County Port Authority for:

**Construct an Industrial Road and Retaining Wall Improvements at  
Toledo Shipyard  
2245 Front Street  
Toledo, OH 43605**

This contract is for all labor, material, insurance, and equipment necessary for the **Construct an Industrial Road and Retaining Wall Improvements** project located at the Toledo Shipyard, 2245 Front Street, Toledo, Ohio 43605, in accordance with the approved plans and specifications, to the Port Authority at One Maritime Plaza, Toledo, Ohio 43604.

Sealed bids will be received at the Port Authority's administrative offices, 1<sup>st</sup> floor reception area at One Maritime Plaza, Toledo, OH 43604 until Thursday, April 28, 2022, at 10:30 AM, at which time and place all bids will be publicly opened and read aloud via conference call. Conference call-in information will be shared in addendum no. 1.

The "Construct an Industrial Road and Retaining Wall Improvements" project consists of all site work, including but not limited to: Clearing the Pad area, removing and stockpiling all topsoil, excavating/backfilling the construction site to the proposed grades, compaction, all storm sewer lines, storm structures, low density concrete fill, redi-rock wall, concrete pavement & accessories, asphalt pavement, stone base, site grading, and seeding.

Scrap metal uncovered during demo and/or excavation is to be stockpiled onsite for Owner.

Removal of 2 shore power units and associated conduit back to a point beyond work limits will be included in the Site Demo bid item. Units are to remain onsite for Owner. Owner/Operator to de-energize the units, but Contractor responsible for verifying that power is off.

Project may be awarded by the Toledo-Lucas County Port Authority at its sole discretion. This project is partially funded through an ODOT Maritime Assistance Program (MAP) grant. The engineer's estimate for the construct an industrial road and retaining wall improvements base bid is approximately \$680,000.00, alternate 1 and alternate 2 combined is approximately \$190,000.00. The combined total bid for this project is approximately \$871,000.00. Bids that are in excess of 10% above the engineer's estimate would be considered non-responsive.

Plans, Specifications, Instructions to Proposers, and Forms of Proposal and Contract are on file and may be obtained by either (1) obtaining hard copies from Becker Impressions, 4646 Angola Road, Toledo, OH 43615, phone 419-385-5303, during normal business hours or (2) ordering from Becker Impressions, via their website [www.beckerplanroom.com](http://www.beckerplanroom.com) at the cost of reproduction.

Proposals must be submitted on the form included in the Specifications and shall be accompanied by a certified check or an acceptable Proposal Bond with satisfactory surety specifying the Toledo-Lucas County Port Authority as the obligee, in the sum of not less than ten percent (10%) of the total proposal amount.

Any bid may be withdrawn prior to the scheduled closing time for receipt of bids.

The successful bidder will be required to submit a Contract Bond and Certificate of Insurance.

The lowest responsive and responsible bid shall be determined in accordance with the Port Authority's Resolution No. 68-00 as found in the General Conditions.

The Port Authority reserves the right to reject any or all bids, and to waive any technicalities as it may deem best for their interest. The Port Authority also reserves the right to add or subtract from quantities shown in the proposal.

Please note there will be a pre-bid meeting for this project for all prospective bidders on Thursday, April 7, 2022, at 11:30 AM, this meeting will be held online via Zoom Video Conference. Prospective Bidders interested in joining in the Pre-Bid meeting should contact Tina Perkins ([TPerkins@Toledoport.org](mailto:TPerkins@Toledoport.org)) at Toledo-Lucas County Port Authority prior to Wednesday, April 6, 2022, at 3:30 PM, for a copy for the meeting invitation to be used. This meeting invitation will include a link to the video conference as well as separate call-in numbers to join either by video or by phone. Attendance is suggested, but not mandatory.

A site visit has been scheduled for Thursday, April 7, 2022, at 2:00 PM, for interested bidders. Interested bidders should email Tina Perkins at the email address listed above if planning on attending.

Thomas J. Winston  
President and CEO  
Toledo-Lucas County Port Authority

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Bowling Green State University is a tier-one, public university serving 19,000 students on two campuses in northwest Ohio. The University has nationally recognized programs and research in the natural and social sciences, education, arts, business, health and wellness, humanities and applied technologies. BGSU seeks talented individuals to join our community in Bowling Green, Ohio, recognized as one of the "Best College Towns of America."

Staff Clinicians provide counseling and mental health services to students enrolled at BGSU, as well as consultation with faculty, staff, families, and others who may be concerned about students. Services may include individual, group, and couples counseling; crisis intervention; consultation; outreach and psychoeducation; referral; and liaison activities. Clinicians may also provide training and supervision for mental health trainees who are providing services at the Counseling Center. Staff Clinicians typically serve as a liaison between the Counseling Center and one or more campus areas. Deadline to apply: April 5, 2022

Full-time Administrative Staff position available. For a complete job description & to apply for this position visit <https://bgsu.hiretouch.com/> or contact the Office of Human Resources. BGSU. AA/EEO/Disabilities/Veterans. In compliance with the ADA Amendments Act (ADAAA), if you have a disability and would like to request an accommodation in order to apply for a position with Bowling Green State University, please call 419-372-8421.



**RUDOLPH LIBBE GROUP JOB POSTING**

The Rudolph Libbe Group is a one-stop provider of construction and consulting services that range from site selection and financing to ongoing facility management. RLG, comprised of Rudolph Libbe Inc., GEM Inc., GEM Energy, Lehman Daman and Rudolph Libbe Properties, operates as one team. For additional information, visit [RLGbuilds.com](http://RLGbuilds.com).

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# CLASSIFIEDS

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March 30, 2022

## RUDOLPH LIBBE INC RUDOLPH LIBBE GROUP

### JOB POSTING

#### JOB TITLE: Accounts Receivable

Rudolph Libbe Inc. (RLI) offers a complete range of project contract delivery methods including general contracting, design/build and construction management. Based in Toledo, Ohio for more than 60 years, RLI is part of the Rudolph Libbe Group of companies with offices in Cleveland, Columbus and Lima, Ohio, and Plymouth, Michigan. For additional information, visit [RLGBuilds.com](http://RLGBuilds.com). Rudolph Libbe Inc is seeking a qualified applicant for our Accounts Receivable position. The some of the duties for this position include utilizing project management and accounting software systems to compile accurate and timely billings and understanding how the project contract terms relate to billing.

At least 2-3 years accounting experience, preferably in the construction industry. A minimum of a high school degree is required. An Associates' degree in Accounting would be beneficial.

INTERESTED PARTIES SHOULD APPLY ON OUR WEBSITE AT [WWW.RLGBUILDS.COM/CAREERS](http://WWW.RLGBUILDS.COM/CAREERS).

Rudolph Libbe Inc. is an Equal Employment Opportunity Employer.

### EMPLOYMENT OPPORTUNITIES

Lucas Metropolitan Housing (LMH), located in Toledo, Ohio is seeking experienced applicants for the following position(s): Procurement Associate, Laborers Crew Leader (Set-Out), Assistant Property Manager, Maintenance Mechanic III, Service Coordination Specialist. For complete details, visit <https://www.lucasmha.org> and click on Careers. Deadline: 04/07/22. This is a Section 3 covered position. HUD recipients are encouraged to apply and are to indicate on the application if you are a LMHA Public Housing client or Housing Choice Voucher Program participant. Persons with disabilities are encouraged to apply. NO PHONE CALLS. Equal employment opportunity shall be afforded to all qualified persons without regard to age, race, color, religion, religious creed, gender, military status, ancestry, disability, handicap, sexual orientation, genetic information or national origin.

## GEM SERVICE RUDOLPH LIBBE GROUP

GEM Service is a trusted adviser and leading organization in the commercial / industrial service industry. We offer routine maintenance, repair services and replacement/upgrade capital projects in the areas of HVAC, Plumbing, Electrical, Building Controls and Ductwork Air Balance, Duct Cleaning and Fire Damper Services. Other Service offerings include Facility Risk and Expense Evaluations, Facility Management Services and Utility Procurement.

We are in search of a Service Accounting Clerk that will perform accounts receivable duties for the GEM Service Division.

The preferred candidate has good communication skills, working knowledge of accounting principles. They will also have, the ability to assist with collections for assigned Account Manager, facilitate transfers for assigned customers and five years accounting experience or a college education in business/accounting.

GEM Inc. is an Equal Opportunity Employer.

Interested candidates may apply at [www.RLGBuilds.com](http://www.RLGBuilds.com).

### OWNER'S REPRESENTATIVE

The Mental Health & Recovery Services Board of Lucas County (MHR SB) seeks to secure an Owner's Representative (OR) for the development of a 16-bed residential facility. Proposals are to be delivered no later than 5:00 p.m. ET on April 21, 2022. All questions should be submitted to [sally.luken@lukensolutions.com](mailto:sally.luken@lukensolutions.com) by 5 p.m. ET on April 1, 2022. Details regarding the project deliverables and submission criteria are located on the MHR SB's website: <http://www.lcmhrsb.oh.gov/publicnotice/>.

### INVITATION FOR BIDS IFB22-B001 CASUALTY LOSS (2 UNITS)

Lucas Metropolitan Housing Authority (LMH) will receive sealed bids from General Contractors for the renovation of 2 Casualty Loss units located in the City of Toledo. Received in accordance with law until April 18, 2022, 3:00 PM ET. see documents: [www.lucasmha.org](http://www.lucasmha.org); 435 Nebraska Avenue, Toledo, OH 43604; or 419-259-9446 (TRS: Dial 711). Affirmative Action and Equal Employment Opportunity requirements (Executive Order #11246). This contract opportunity is a Section 3 Covered Contract, and any Section 3 Business Concerns are encouraged to apply.



### LEGAL NOTICE TO BIDDERS Toledo Lucas County Public Library Renovations for Main Library Café

Sealed proposals will be received at the main Toledo-Lucas County Public Library, 325 N. Michigan St., Toledo, Ohio, 43604 (Dispatch Office addressed to the Fiscal Officer) until April 18, 2022, 12:00 P.M. to be opened immediately thereafter for furnishing the necessary labor, equipment, tools and materials for renovations involving the Café at the Main Library.

Copies of the bid and contract documents including instructions to bidders and specifications may be obtained, upon deposit of \$25.00 (twenty-five dollars) in cash or check for each set, from the office of Buehrer Group Architecture & Engineering, Inc.; 314 Conant Street, Maumee, Ohio 43537. Electronic documents are available at no cost. **NOTE: CASH DEPOSITS WILL NOT BE REFUNDED. If within ten (10) days after the opening of bids,** documents are returned undamaged, deposits **paid by check** will be fully refunded. The bid and contract documents shall be on file, for inspection, at the office of Buehrer Group Architecture & Engineering, Inc. 314 Conant Street, Maumee, OH 43537.

Each bid shall be accompanied by a Bid Guarantee and Contract Bond in the amount of 100% of the bid; or a certified check; cashier's check or letter of credit in the amount of 10% of the bid which will require a 100% Performance Bond upon award of the contract. All bids shall be submitted on forms of proposal supplied by the Architect. All bidders, by bidding, agree to pay wages not less than the minimum as determined by the State of Ohio, Department of Industrial Relations, and agree to comply with Executive Order No. 11246 of the President of the United States.

The Board of Trustees, Toledo Lucas County Public Library reserves the right to reject any or all bids and to waive any irregularities in bidding. No Bidder may withdraw his or her bid for a period of sixty (60) days after bid opening.

A voluntary pre-bid meeting will be held at 10:00 am local time, on April 4, 2022, at the Main Library Café, 325 N. Michigan Street, Toledo, Ohio 43604.

By order of the Board of Trustees, Toledo Lucas County Public Library.

JOIN THE TOLEDO INTERFAITH MASS CHOIR IN "A SEASON OF REMEMBRANCE" as we remember present and past members of the music community. Rehearsals will be held on Tuesdays at 7:00 p.m. at Greater St. Mary's Baptist Church, 416 Belmont Ave. Come join us in this music ministry. More information, please call 419-241-3330 or 419-241-7332. Thank you!



# CLASSIFIEDS

March 30, 2022

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## COMMUNITY HEALTH WORKER

Two (2) Full-time positions, Community Health Worker (CHW). Minimum one-year experience in community-based case management/outreach is required. Responsible for outreach, recruitment, care coordination, maintaining an active caseload of 30, timely follow-up on referrals from community agencies. Excellent organizational and time management skills required. Must be certified as Community Health Worker or obtain certification within the first year of employment.

Minimum of an associate degree in public health, social work, or related field required. BA preferred. Knowledge of community of resources and excellent interpersonal skills required.

Salary: \$16-19.00/hour. Full benefits available. Submit resume to admin@ywcawo.org or mail to YWCA 1018 Jefferson Ave Toledo, OH 43604.

## Notice of Public Hearing

Lucas Metropolitan Housing (LMH) is preparing to submit its 2022-26 Capital Fund 5-Year Action Plan to HUD. Review the plan at <https://www.lucasmha.org/pages.php?id=120>. You may submit comments during the next 45 days to [msutter@lucasmha.org](mailto:msutter@lucasmha.org).

You are invited to a public hearing on **May 3, 2022**, at 8:30 am, at the Port Lawrence Community Room, 201 Belmont Ave., Toledo, OH 43604. Attendees will be provided information about LMH's Plan. You are encouraged to attend this public hearing and provide comments.

Should attendees require auxiliary aids due to a disability, contact LMH at 419-259-9457 or TRS 711, at least one week prior to hearing date. If you require language assistance services, contact LMH at 419-259-9459, at least one week prior to hearing date.

如果您需要语言协助服务, 请至少在听证会日期前一周致电 419-259-9459, 与 LMH 取得联系。

Si necesita servicios de asistencia del idioma, comuníquese con LMH al 419-259-9459, al menos una semana antes de la fecha de la audiencia.

إذا كنت بحاجة لمساعدة في خدمة الترجمة, عليك الاتصال بـ LMH على الرقم (419) 259 - 9459 قبل أسبوع واحد على الأقل من موعد الجلسة.



Hugh W. Grefe, Chairman  
Joaquin Cintron Vega, President & Chief Executive Officer

## Public Bid Advertisement (Electronic Bidding) State of Ohio Standard Forms and Documents

**Project #1130-21-240**  
Underground Utility Infrastructure Upgrades  
The University of Toledo  
Lucas County

**Bids Due:** 2:00pm, April 19, 2022; through the State's electronic bidding system at: <https://bidexpress.com>

**EDGE Participation Goal:** 15.0% of contract  
**Domestic steel use is required per ORC 153.011.**

### Contract

General Contract  
Alternate #1  
Alternate #2

### Estimated Cost

\$600,000.00  
\$290,000.00  
\$310,000.00

**Pre-bid Meeting:** April 5, 2022, 11:00am, Plant Operations Building - Room 1000, The University of Toledo, 1135 East Rocket Drive, Toledo OH 43606

**Walk-through:** A walk-through of the project sites is scheduled for April 5, 2022 immediately following Pre-bid meeting.

**Walk-through Location:** Plant Operations Building

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

**More Info:** Project contact: David Mercer, RMF Engineering, Phone: 614-441-9411, E-mail: [david.mercer@rmf.com](mailto:david.mercer@rmf.com)

Call to place your ad:

419-243-0007

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

## Public Bid Advertisement (Electronic Bidding) State of Ohio Standard Forms and Documents

**Project #0016-22-281**  
SU Dean's Suite Renovation  
The University of Toledo  
Lucas County

**Bids Due:** 2:00pm, April 19, 2022; through the State's electronic bidding system at: <https://bidexpress.com>

**EDGE Participation Goal:** 15.0% of contract  
**Domestic steel use is required per ORC 153.011.**

### Contract

General Contract  
Alternate #1- Window A

### Estimated Cost

\$245,000.00  
\$2,750.00

**Pre-bid Meeting:** April 5, 2022, 10:00am, Plant Operations Building - Room 1000, The University of Toledo, 1135 East Rocket Drive, Toledo OH 43606

**Walk-through:** A walk-through of the project sites is scheduled for April 5, 2022 immediately following Pre-bid meeting.

**Walk-through Location:** Plant Operations Building

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

**More Info:** Project contact: Kent Buehrer, Buehrer Group Architecture and Engineering, Phone: 419-893-9021, E-mail: [kent@buehrergroup.com](mailto:kent@buehrergroup.com)



## FIREFIGHTER/PARAMEDIC

In an effort to establish a current Applicant List, **Sylvania Fire-EMS** is seeking firefighter/paramedics for full-time positions.

Sylvania Fire-EMS offers entry level examinations for the position of firefighter/paramedic through National Testing Network, Inc. To initiate the application process and schedule an examination, go to [www.nationaltestingnetwork.com](http://www.nationaltestingnetwork.com).

Sylvania Fire-EMS also offers a lateral entry process for the position of firefighter/paramedic for those who are currently employed, or who separated (within the last twelve months) as a result of layoff, as a full-time firefighter/paramedic by a federal, state, county or municipal fire/EMS department or holds an equivalent position in the United States military.

For full details about our hiring process, please visit our website at: <https://www.sylvaniatownship.com/wp-content/uploads/2022/01/2011-001-Hiring-Policy-Revision-1-18-2022.pdf>. Or you may contact our administrative offices at 419-882-7676 for further information.

The deadline for initiating an application and completing the entry level examination and Firefighter Mile is April 1, 2022.

Sylvania Fire-EMS is an Equal Opportunity Employer

# The YWCA 2022 Milestones: A Tribute to Women

*The Truth Staff*

"The pandemic has not halted our celebration of women," said Lisa McDuffie, CEO of the YWCA of Northwest Ohio during her opening remarks at last week's 2022 Milestones: A Tribute to Women Awards.

However, while the 27th annual celebration was held as scheduled, it was not held with a live audience as in the past. This year, due to the ongoing fears over the pandemic, it was held virtually.

These honorees have impacted lives," said Randy Oostra, president and CEO of ProMedica, a longtime sponsor of the Milestones awards.

This year's honorees were: Jennifer Jarrett in Arts; Marsha Manahan in Business; Mary Werner in Education; Perlean Griffin in Government; Dr. Joan Duggan in Science; Robin Sulier-Charney in Social Services and Juanita Greene in Volunteerism.

**Jarrett** is chief operating officer of the Arts Commission of Greater Toledo and during her time there has helped greatly increase the organization's level of funding, has helped preserve and revitalize cultural institution such as the Ohio Theatre and the Valentine Theatre, and has helped bring in diverse communities to share the cultural experiences.

"It's an opportunity to make the arts a part of the lives of everyone in our community," said Jarrett about her vision. She was praised by colleagues for being "the intelligent strength behind every group in which you participate."

**Manahan** joined Fifth Third Bank in 1983 and is currently vice president and Senior Trust Adviser for the Northwest Ohio Region. She is a relationship manager and fiduciary advisor for trust administration and estate planning. She is also a lawyer and has served as president



Jennifer Jarrett



Marsha Manahan



Perlean Griffin



Mary Werner



Dr. Joan Duggan



Robin Sulier-Charney

of the Toledo Bar Association and as chair of the Medical College of Ohio Foundation, the American Red Cross, the American Red Cross of Northwest Ohio, the Toledo Bar Foundation, Mercy College, St. Ursula Academy and St. Ursula Foundation.

**Werner** has had a 30-year career as a certified public accountant but that career took an abrupt turn in 2012 when she was recruited to serve as president of her alma mater, St. Ursula Academy.

In 2020, Werner, with the support of her Board of Trustees, instituted an official Board Committee for Diversity, Equity and Inclusion as well as a Diversity Advisory Committee. She is and has been involved with numerous community organizations such as the Toledo Community Foundation, Northwest Ohio Scholarship Fund and the Bishop's Education Council of the Diocese of Toledo.

**Griffin** was the longest serving Affirmative Action director in the City of Toledo's history, having served with distinction for over 23 years. She wrote the comprehensive Affirmative Action plan which included hiring and promotional goals to correct disparities and deficiencies throughout city government; a plan approved by the Ohio Civil Rights Commission. She also wrote the City's Sexual Harassment policy to address issues of hostile work environments.

She convinced city leaders to hold an annual women's conference, initiated the annual Pacesetter Awards Conference to recognize individuals working for civil rights, designed the Diversity Training Manual for the City, drafted deed restrictions for homeowners in Plats in Washington Village and trained groups through the Department of Health, Education and Welfare to deal with various areas of daycare services.

**Dr. Duggan's** medical practice has placed an emphasis on infectious diseases, particularly HIV. In the early stages of the HIV pandemic, Dr. Duggan saw the need for a one-stop shop approach for HIV care, especially for women and opened the Ryan White Clinic that specializes in women's and pediatric health care, prenatal and prevention service, HIC testing, social services, counseling and other supportive services.

**Sulier-Charney**, ProMedica Community Liaison, has established the Toledo Help Project, a yearly program with a goal of bringing unhoused people together for family photos; the ProMedica's Men's Health & Wellness at the Black Barbershop to address health disparities. She has broken down barriers, working to build trust between medical providers and neighborhoods with health disparities.



Juanita Greene

## Open for healing



Tyree, UTMCM Physical Therapy Patient

**OPEN FOR YOU**

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

utmc.utoledo.edu



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