



Volume 75 No. 9

"And Ye Shall Know The Truth..."

December 14, 2022



Local Chapter Celebrates Sorority Centennial and Local Charter Day

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Leading with Authenticity

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

The Truth Contributor

To thy own self be true.

– William Shakespeare



For Tiffanie McNair, what you see is what you get. The Commissioner of Toledo's Department of Housing and Community Development is not a person who is one way at work but displays a "true" personality elsewhere. Sincerely committed to revitalizing economically challenged communities, McNair keeps it 100 to "make things happen" to improve the lives of people in our community.

McNair is a Toledo native, raised in the Englewood neighborhood, and a Jesup Wakeman Scott High School graduate. She earned a bachelor's degree in criminal justice and a post-baccalaureate in paralegal studies from the University of Toledo. McNair is also currently completing her master's degree in law at the University of Toledo's Law School.

Toledo Mayor Wade Kapszukiewicz describes her as a rockstar. "Tiffanie will be successful wherever her career takes her. I feel so blessed that she works for the City of Toledo. She is a true leader," he beamed.

I had the pleasure of speaking with McNair about her career and what it means to be an authentic public administrator and leader in the City of Toledo.

Perryman: Mayor Kapszukiewicz has spoken highly of your leadership. What does your career path look like?

McNair: I started literally at the bottom as a compliance specialist with United North, hired by Kim Cutcher and Terry Glazer. So, I began my career in affordable housing development and management as a part-time worker making \$10 an hour working 12 hours a week. So, I've been fortunate to gain experience working directly with the people and learning all aspects of affordable housing development, including developing and managing and community outreach.

Perryman: Please discuss your duties as Commissioner of Housing and Community Development.

McNair: In this position, one of the main things that I do is receive reviews and provide guidance to developers who want to build or rehab sites to add to the affordable housing stock here in Toledo. I oversee the housing division in the Department of Housing and Community Development. Right now, I have approximately 20 staff members.

A significant program that is still active is our partnership with Lucas County in the emergency rental assistance program. To date, we have received approximately \$42 million, so I've managed that project for the city and the county. I also oversee the city's lead grant program, meaning I supervise the lead grant manager here to ensure the program moves forward. I have the historic and environmental staff under my purview.

I also do a lot of reporting. I draft legislation, which our law department reviews for the programs that come out of the housing division. I contribute to our annual plan submitted to HUD and the annual report we have to provide to HUD. I draft notices of funding availability (NOFA) to inform the public



Housing Commissioner Tiffanie McNair explains the application process

that the city has funds for which they could submit a proposal for gap financing. I may go to community events and be the person you're talking to about any program we have in this department. I almost feel like I do everything, and I'm not listing it all, but that's keeping it simple.

Perryman: Let's get back to the career trajectory. Where do you plan to go from here?

McNair: Well, for me, it's just important to continue to serve the community. So, given the opportunity, I would like to move into a director's role given the right time and circumstances. Right now, I am learning a lot. That's where I see myself continuing to serve the community regarding their housing needs and ensuring fair, and just housing is available for everyone.

Perryman: How about the Mayor's administration, urban planner, or city council member? Are any of those positions on your radar?

McNair: Well, I would never say never because those are areas of interest. Right now, I'm more focused on the immediate. But if I have the opportunity and it is an excellent fit, I would also be interested in those types of positions.

Perryman: Let's talk about housing. Can you provide me with the number of supported affordable housing units created this year or last year?

McNair: Last year, our Notice of Funding Availability received 11 proposals, and that would've provided about 600 affordable housing units.

Perryman: You have recently launched a Rooftops Repair financial assistance program to help low to moderate-income households repair or replace their roof. How many people have you helped?

McNair: We received 552 submissions for the lottery. We are still working through the process, but we want to help 650 households with their roofing needs. That roofing program is still very early. We've not had anyone complete an application. What they've done is completed their lottery entry.

Perryman: How much money will you distribute for the Rooftops Repair program?

McNair: We have \$2.9 million in ARPA investment, \$300,000 from our community development block grant, and with our partnerships with Toledo Urban Federal Credit Union, Premier Bank and Huntington Bank, we're looking to leverage their dollars along with this program. So, we're looking at a total of approximately \$7 million.

Perryman: How about the first-time buyers' down payment assistance program?

McNair: We've helped 70 households with their down payment assistance in our last program year. For our Home Rehab and repairs program for owner-occupied, there were 218 households for the year ending June 30, 2022.

Perryman: Why is engagement by citizens critical?

McNair: Without the citizens, we don't have anything. I'm a lifelong Toledoan, so I've always felt the citizens should hold the people in these elected or appointed seats accountable because that's whom we work for. We are here to provide a service and make sure that citizens feel like they are valued. Without the citizen's support, we wouldn't be able to do the work we do.

... continued on page 6

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Brittany Griner and the GOP

By Lafe Tolliver, Esq

Guest Column

By now, you may have heard of the prisoner swap with Russia in which WNBA champion and two-time Olympic Gold Medal winner, Brittany Griner, was suddenly released from a Russian gulag in exchange for a dastardly weapons dealer.

Russia's Putin was literally playing political basketball with the life of Ms. Griner when she was given a kangaroo court trial and sentenced to nine years in prison for inadvertently bringing into Russia vape cartridges that contained residues of marijuana oil (her doctor had prescribed the drug for her various physical pains).

With the Russian invasion of Ukraine still being a hot spot, the arrest of Griner was a fabulous chance for Russia to stick it to the US by holding Griner for approximately nine months and enjoying seeing the US bend, pull, heave and push for an exchange deal.

Regrettably, the exchange deal did not include Paul Whelan who also has been a captive in Russia for approximately four years on grounds of espionage. The former Marine was hoping that he would be in that exchange group, but Putin nixed that idea believing that he could get more mileage out of Whelan and use him as bait for bigger fish.

When the news first hit, predictably, it was the myopic GOP leadership who went ballistic clamoring that Griner was not worthy of a prisoner swap over that of the former Marine. From the way that certain GOP voices were excoriating and denouncing her, not knowing better, you would have thought that Griner had stolen US secrets in her luggage and sold them to Russia!

Predictably, Fox News led the onslaught of political bludgeons against the basketball star allowing razor sharp commentary to be played in which she was pilloried for being, "anti-American."

The smear of being anti-American was due to her, and other athletes, making a stand and while commenting and bowing their knees or not standing up at sporting events when the National Anthem was played.

Their protest was in reference to police brutality and the deaths of George Floyd and Breonna Taylor (among other dozens of deaths of Black men and women) executed by police officers. Somehow and in some way, the clueless GOP have opined that if you do not stand for the anthem, you are a traitor or are anti-American!

Think of that. Somehow White America culture has so inculcated the society with the idea that sporting events and the playing of the National Anthem are twins joined at the hip.

How do you remotely equate playing the National Anthem as being required or necessary at a basketball or a football or a hockey game or a baseball game?

What does the playing of that anthem have to do with a player hitting a home run, or scoring a hat trick on the ice or performing a triple double on a basketball court?

How does one tabulate and keep score if a player kneels during the playing of the anthem and his touchdown throwing average or yards per carry?

Where is it found that in order to play a sports game that you must play the National Anthem or else?

It is sheer folly to even conflate the playing of the National Anthem with being a blessing for athletes who have never indicated that hearing the strains of that music caused them to kick a 70-yard field goal or to return a punt for 50 yards or hit three home runs in a single game.

What makes this GOP shameless charade even more disgusting is that these same spineless GOP leaders were morbidly fearful of pointing out Donald Trump for his many inane statements that were diametrically opposed to the goals and values of the US of A.

Donald Trump, the apparent titular head of the GOP, was ranting and raving on his Social Truth website about this exchange being an embarrassment to the US of A!

But it was this same demagogue who is in favor of shredding the Constitution to suit his own whims of still trying to overturn the 2020 elections.

Donald Trump Jr. was also lambasting Griner by calling her anti-American but Junior is mum on his Daddy willingness to support the January 6th rioters who used the American Flag to pummel Capitol Police Officers! You cannot make this stuff up!

The GOP has not denounced the rioters for attempting a coup and

the former disgraced president is already promising that if he is elected, he will pardon the rioters!

And yet these hypocrites would in their most sanctimonious voices rebuke Griner for making a first amendment stance regarding police misconduct! How rich is that?

Question? Could any of their feigned outrage be attributable to the fact that Ms. Griner is a Black gay person and for the GOP denouncing her as being "anti" plays into the playbook of their deplorable voting base?

As opposed to being glad that any American in illegal captivity has been returned, the GOP wants to slam her with invectives that bespeak that she is not one of, "us."

The GOP has predetermined who and what qualifies for approval and affirmation, and it surely is not a Black gay protester who does not stand for the National Anthem at sporting venues.

Maybe one day we can uncouple the playing of the National Anthem from the frenzy of playing sports, but that day is not now.

Contact Lafe Tolliver at tolliver@juno.com



Brittany Griner

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Warnock Supporters Say Democracy Is an Inch Closer

By Toni Odejimi and Joshua Heron
Howard University News Service

For 28 days, attack ad after attack ad bombarded Georgians, reminding them that they'd have to trek to the polls again to choose between U.S. Sen. Raphael Warnock and former football star Herschel Walker.

Last week's Senate runoff ended all of that, with Warnock winning 51.4 percent of the vote.

"I want all of Georgia to know whether you voted for me or not, that every single day, I am going to keep working for you," Warnock said at the final event of his "One More Time" run-off campaign, which he had called a "victory party," not an election watch party, long before votes were cast. It turned out that his hubris was well placed.

The Marriott Marquis was packed with patrons in buttoned-up suits and shimmering sequins. The crowd chattered into the night, and then at 10:24 p.m., it happened. CNN flickered on the screen, declaring that Warnock was projected to win the election.

The energy of the thunderous crowd echoed off the walls. Warnock supporters pumped their fists in the air and raised campaign signs in a raucous celebration to the song "All I Do Is Win."

Warnock sauntered across the stage with a smile on his face. "The people have spoken," he said, recognizing Georgians from essential workers to farmers and vowing to "walk with you, even as I work for you."

Georgia's first Black senator acknowledged voter suppression, but praised residents of the Peach State for accomplishing an "amazing thing" at the polls. What does this mean for Warnock's supporters? Some say democracy is an inch closer.

"It means that we are one step closer to electing Stacey Abrams as governor," Binh Truome said. "We are one step closer to establishing felony voting rights to ex-felons. And we are one step closer to making a democracy that people

actually believe in."

Warnock's win doesn't just represent Georgia Democrats getting one win after a trail of losses; it represents a cushion for Democrats nationwide. Democrats already had control of the Senate after Election Day, but Warnock's win acts as an extra buffer, an extra vote. And this extra vote has come into play, with Warnock repeatedly championing that he was the vote that put Ketanji Brown Jackson on the U.S. Supreme Court.

With Warnock remaining in the Senate, Democrats were able to stop the "red wave" that was predicted to occur in this year's midterms.

His opponent, Herschel Walker, accumulated an abundance of support, including fundraising help from re-elected Gov. Brian Kemp. However, the abundance was not enough for Walker and others handpicked by Donald Trump, who were characterized as lacking "candidate quality."

Unlike his political advisor, Walker willingly conceded the race. "No excuses," he said at his campaign headquarters after projections ascertained his loss. "We put up one heck of a fight."

Walker gave thanks to his team and donors, while encouraging those in attendance. "Always cast your votes and never give up," he said. "Believe in this country and its state officials."

The former Heisman Trophy winner does not regret running, glorifying the experience. "One of the best things I have ever done is run for the senate seat."

His loss was a sigh of relief for Warnock supporter Tesoro Kanwit.

"We're getting into a level of politics that's hitting harder and harder," Kanwit said. "For now, when we're so divided, we need someone who's going to speak up and really lead and have people follow him."

Tonya Holmes believes that Warnock is the right person at the right time. "He cares about people, all people," Holmes said. "He's experienced, and he's gonna do what needs to be done to make sure that the majority of people are well taken care of."

This was another close race for the senator, making it his second runoff. Warnock ran off against Republican Kelly Loeffler last year. Warnock had to run for reelection in 2022, unlike Jon Ossoff, because he was filling Johnny Isakson's seat after the senator resigned.

In 2024, Warnock can focus on promoting the Democratic presidential nominee in the battleground state, where Biden reigned victorious in 2020, along with three senate victories in the past two years.

"Now it is on us," Warnock said, "the latest generation of Americans and of Georgians to keep building that bridge to keep walking that long walk, pushing the nation towards our ideals."

"I am Georgia. I am an example and an iteration of its history, of its pain and its promise," he added. "You can't love the people unless you know the people, and you can't know the people unless you walk among the people."

Joshua Heron of Howard University and Toni Odejimi of Georgia State University are reporters for HUNewsService.com and part of the election team.



Sen. Raphael Warnock

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Toledo Museum of Art Names Jennifer McCary as Its First Chief People and Culture Officer

As the newest member of the leadership team, McCary will advance the Museum's culture of belonging and performance

Special to The Truth

The Toledo Museum of Art (TMA) has named Jennifer McCary as the institution's inaugural chief people and culture officer. In the new role, McCary will partner with the leadership team and board of directors to expand and operationalize existing diversity and inclusion strategies and promote a culture of performance and accountability. Her appointment begins Jan. 30, 2023.

McCary comes to TMA from Bowling Green State University (BGSU), where she has served as the chief diversity and belonging officer since 2019. She also serves by mayoral appointment to the city's Welcome BG Steering Committee, where she contributes to developing inclusive approaches to economic development, workforce participation, local school culture and more. She was among Toledo's 2019 Top 20 Under 40 and named a top diversity officer by the National Diversity Council in 2021.

"Jennifer's organizational acumen and experience with people and culture at institutions large and small will help the Toledo Museum of Art advance a culture of belonging and of high performance in all of our activities," said Adam Levine, the Museum's Edward Drummond and Florence Scott Libbey director and CEO.

Among her responsibilities, McCary will lead several teams at the Toledo Museum of Art to further the institution's diversity, equity, access and inclusion (DEAI) initiatives. She will work with the department of belonging and community engagement to help develop a data infrastructure to track the effectiveness and impact of the Belonging Plan, which ensures the Museum's outreach, collections and staffing practices align with the institution's DEAI goals.

In her work with the learning and interpretation department, McCary will lead efforts to engage historically underrepresented populations and enhance repeat visitation to the Museum. She will also partner with the curatorial team to help them maintain a vision that complements the Belonging Plan and manage the human resources team, ensuring hiring, professional development and compensation practices position the Museum as an employer of choice in both its region and its field. The manager of access initiatives also will work under her leadership.

"Creating equitable and inclusive spaces has been a part of my professional mission for many years. I have spent more than 15 years in higher education and enjoyed partnering with various organizations throughout Toledo to help people feel empowered to shift cultures. I look forward to working alongside my new colleagues to continue op-



Jennifer McCary

erationalizing the DEAI strategies at the Toledo Museum of Art. As an artist and DEAI leader, my heart could not be fuller," McCary said.

In her previous role as BGSU's chief diversity and belonging officer, McCary supported the University's strategic plan by partnering with the academic and student affairs divisions to engage students, faculty and staff in issues related to diversity. She also oversaw diversity councils and committees; collaborated with academic and administrative leaders to recruit and retain students, faculty and staff; and fostered relationships with external communities and stakeholders. McCary joined BGSU's staff in 2018 and served as the assistant vice president for student affairs and Title IX coordinator.

McCary also held several roles at Gettysburg College, including associate dean for violence prevention and resolution, Title IX coordinator, director of the women's center, assistant dean of college life and director of student rights and responsibilities. She also served as assistant director in the office of student life at Loyola University Maryland and area coordinator in the office of residence life at John Carroll University.

McCary is pursuing doctoral studies in organization development and change at Bowling Green State University. She holds a master's degree in college student personnel, a graduate certificate in instructional design and a bachelor's degree in art education and stone sculpture, all from Bowling Green State University.

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Perryman... continued from page 2

Perryman: In your department's policy projects, do the residents have input or are the programs dictated to them by the City?

McNair: I'll speak for my department, it's collaborative, and overall, the city is putting forth an effort to be collaborative.

Our department asks for different groups to be represented in some of our meetings. So, for example, we had everyone at the table during our 10-year housing strategy. We had tenants at the table. We had large landlords and community partners at the table to advise us of the needs and desires of the citizens. You can't impose a type of housing or economic development the people didn't ask for, and then wonder why it failed.

So yes, you definitely have to talk to the people and ask what they want. It's a conversation that has to be ongoing between the public and we that provide these services.

Perryman: Finally, let's talk about the experiences that have shaped your leadership. You spoke earlier about your community organizing and resident engagement background at United North. How did that experience shape your present perspective?

McNair: I've never forgotten that experience of being right there with the people and of the people. That is the crown jewel of anything that I do is being present and acknowledging and hearing the people. So, I don't feel far removed from people's struggles and constantly think of ways to address those struggles. If the work ever became about me and building my career or a professional resume, I'd lose a bit of my soul when doing this kind of work. So, I don't want any attention on me. I just want to do the work.

Perryman: How have other interests shaped your professional life? What hobbies do you have?

McNair: I love to read, spend a lot of time with my family and friends, and travel a lot. I love music, and I love food.

Perryman: That's very interesting.

McNair: I'm not a chain restaurant person. However, I am so much in love with food that if we were going to a new restaurant, I would've already Googled the restaurant and its menu. I know what I want when we get there. So, I get "hangry," and I would say I'm a girl's girl too.

Perryman: Do you cook?

McNair: Yes, and I am a good cook! I learned to cook by watching my grandmother, mother, and aunts. My mother had seven sisters, which definitely influenced my relatability to other women because I grew up in a very women-dominant, women-centered environment.

Perryman: And I assume they were powerful women, too! What type of foods are you good at cooking?

McNair: I am not being braggadocious. I can cook anything. The only thing I've never tried to cook, and I don't have any interest in cooking, is chitterlings. But I can make it all, all types of ethnic foods, all kinds of contemporary dishes, soul food, just straight American food, Vegan. So, I can do it all. And not only do I cook, but I can bake as well.

Perryman: Great, what kind of cakes?

McNair: I can make pound cake from scratch with Swan's cake flour, German chocolate cake, coconut cake, pineapple cake, whatever kind of cake I can make it.

Perryman: What are your music preferences?

McNair: I will say this, if we're traveling and it is family, my mother and my aunts want to ride with me because I love old school. I am so old school, but I love all kinds of music. I love real music. I like to hear instruments played live in the studio, not just people hitting buttons that make it sound like a trumpet or a snare drum. And people that didn't need any filter when it came to singing, they could sing, they had tone, they had range, that's what I like, real music.

Perryman: So, are you a musician or a singer?

McNair: I am not. My father played tuba in high school, his brother played trumpet, another brother played trombone, and my uncle sang with the Cleveland Orchestra. I played piano when I was a child, but those men, my father and his brothers, taught me how to listen to music. So, from a small child, I've always listened to music with a musician's ear. Even my uncle taught me to isolate different instruments in a song and tap only when I hear the specific instrument.

Perryman: Finally, then, do you think the culture - the cooking or the music, has influenced you as a professional and a leader?

McNair: Yes! Because I like it real, and I want it to have flavor!

Perryman: Awesome!

Contact Rev. Donald Perryman, PhD, at drdperryman@centerofhopebaptist.org

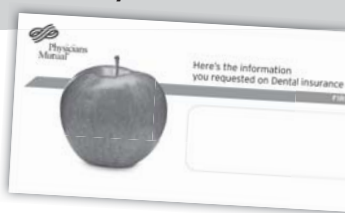
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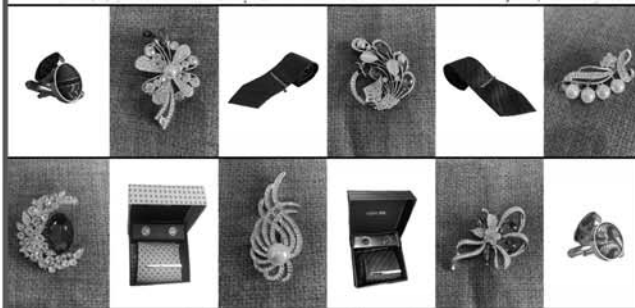
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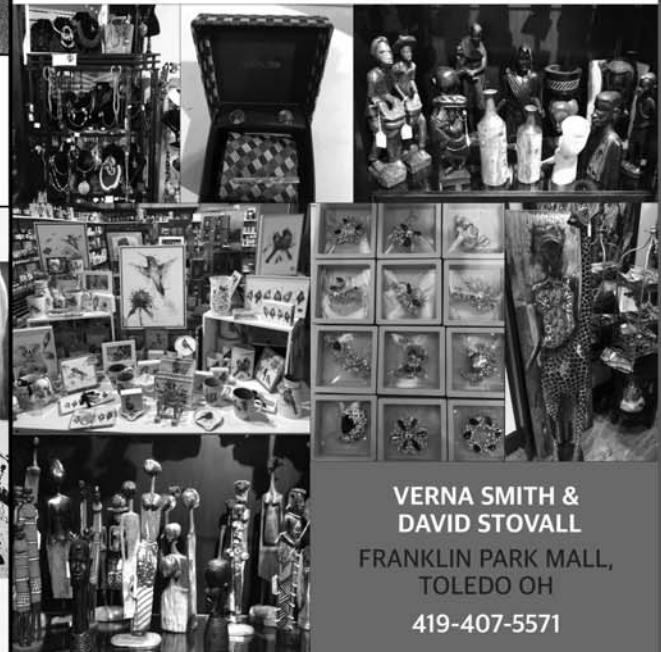
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Local Chapter Celebrates Sorority Centennial and Local Charter Day

By Tricia Hall

The Truth Reporter

Sigma Gamma Rho Sorority, Inc. was founded on November 12, 1922 and recently celebrated 100 years of "Greater Service Greater Progress." The sorority celebrated this milestone in various cities and different time zones.

The celebrations began on November 12, 2022, with members featured on NBC's Today Show, participating in Harlem's African American Day Parade, receiving official city-wide recognition, visiting 'The View', lighting of Las Vegas welcome sign, organizing the water of Niagara Falls turning Royal Blue, and attending a weekend celebration at Butler University where the sorority was founded by seven educators.

Locally, Iota Theta Sigma Chapter was chartered on December 8, 2001 by nine local members of the sorority. To commemorate 100 years of International service and 21 years of impacting the greater Toledo area, the local chapter organized a paint social event with artist and sorority member Brenda Singletary's studio located at 425 Jefferson Ave.

Royal Blue and Gold decorations, the sorority's official colors, decorated the space as members, guests and affiliates enjoyed an evening of food, fellowship, painting and music.

Iota Theta Sigma Chapter under the leadership of current Basileus Lutricia Prater has upheld the vision of the international sisterhood. The chapter supports a Rhoer Club for girls between 12-18, and supports a Philo Affiliate of women who support the sorority's mission. Additionally, the chapter physically and financially donates to local and national charities including March of Dimes, Ronald McDonald House, Sigma Youth Symposium in partnership with Toledo Public Schools and St. Jude Children's Research Hospital. The chapter recently acknowledged



Seated (L to R) Deshira Vines-Leak, Artisha Lawson, Lutricia Prater, Kimberly Ward, Danie Thomas; Standing: Lavada Griswold-Smith, Tatiana Cash, Risa Watkins

notable honorees: Lynn Gardner, Erika White, Petee Talley and Kimberly Ward.

"We're excited about this sisterhood, locally, regionally and nationally as we continue to serve and support our community. We're a sister-

... continued on page 9



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Local Chapter... continued from page 8

hood, first and foremost and look forward to the next 100 years of the sorority's impact," shared Basileus Prater.

Sigma Gamma Rho Sorority Incorporated was founded on November 12, 1922 at Butler University. The sorority currently has more than 500 chapters in the United States, U.S. Virgin Islands, Bahamas, Bermuda, Canada, Germany, South Korea and the United Arab Emirates. The sorority's mission is to enhance the quality of life of women and their families in the U.S. and globally through community service, civil and social action. According to an official website, the sorority still upholds the original slogan, 'Greater Service, Greater Progress,' while scaling up efforts to address concerns, dreams and values of all women regardless of race, education level or socioeconomic status through a 'Greater Women, Greater World' approach.

For additional information about the local chapter, services and upcoming events. Contact iotatsbasileus@gmail.com.



Current chapter members: Basileus, Lutricia Prater; First Anti-Basileus, Monee Carstarphen; Second Anti-Basileus, Risa Watkins; Grammateus, Artisha Lawson; Tamiochus, Kimberly Ward; Anti-Grammateus, Kiara Morgan; Philo/Rhoer Coordinator, Kisha Freeman, Chaplain Deshra Vines-Leak; and members: Danie Thomas, Lavada Griswold-Smith, Tatiana Cash, and Sherry Dunn.



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Tuskegee-Penn Partnership Advances Black Preservation

Special to The Truth

Not long after Booker T. Washington became the founding principal of Tuskegee University, on July 4, 1881, he moved the campus from a one-room schoolhouse to a 100-acre former plantation in Tuskegee, Alabama. In the years that followed, Washington worked with the Black architect Robert Robinson Taylor to build out the core buildings of the campus. Far from a simple facilities expansion, the growth of the campus mirrored the development of the curriculum. The University's first architecture students learned to design and build structures by building the campus itself.

"For us, when you walk on our campus, you're actually walking into an educational curriculum," says Kwesi Daniels, department head and associate professor of architecture at The Robert R. Taylor School of Architecture and Construction Science at Tuskegee University. "You're not sitting inside a building to learn. The learning starts the minute you get here."

More than a century later, that approach continues. Tuskegee architecture students today are studying the discipline of historic preservation through explorations of buildings on and near the historic HBCU campus, in part through a collaboration with the Graduate Program in Historic Preservation at the Weitzman School of Design at the University of Pennsylvania. Teaching collaborations between Penn and Tuskegee go back to a partnership established in 2019, when Tuskegee created

a minor in historic preservation, and the launch of the Center for the Preservation of Civil Rights Sites (CPCRS) at Penn the following year. Tuskegee now offers two courses in preservation, which have featured a series of guest speakers from Weitzman. And it's in the early stages of developing an undergraduate major in preservation—potentially the first such program at an HBCU.

"Penn is able to bring people to the table that have been doing it for 30 or 40 years," Daniels says. "The depth of knowledge they have—it allows us to understand how deep we need to go to build our program."

Randy Mason, professor of historic preservation at Weitzman and faculty director at CPCRS, says Penn's budding partnership with Tuskegee is part of a broader effort to bring more diverse professionals into the preservation field, and to correct a legacy of neglect for Black spaces and communities. Part of that push has involved supporting the work of Black-led organizations through the CPCRS. Working with Black-led institutions like Tuskegee advances those goals.

"HBCUs have an outsized influence as crucibles of Black culture, creativity and scholarship," Mason says. "The [Tuskegee] campus itself is this incredible artifact that testifies to architecture and building, and to preservation as a way of being good stewards of what you build."

... continued on page 12

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The Case for Historically Black Colleges and Universities

Applications to HBCUs rose 30 percent between 2018 and 2021 and 40,000 applications are expected to be submitted this year – four times that of 2016.

By Fedrick C. Ingram, American Federation of Teachers

Guest Column

The last two years have been hard for everyone.

Every sector of our society was impacted as we fought to protect our most vulnerable institutions from a once-in-a-century pandemic. Retail, entertainment, healthcare—everything felt the hit. Higher education was no exception, with admissions dropping 3.2 percent since 2020.

Interestingly, historically Black colleges and universities not only weathered the storm but saw admissions jump 2.5 percent. The New York Times reported this summer that applications to HBCUs rose 30 percent between 2018 and 2021, and 40,000 applications are expected to be submitted this year — four times that of 2016.

Why is that? What makes HBCUs, a network of schools nearly 200 years old that emerged to serve African American students when most schools would not, uniquely resilient?

My answer is personal.

In 1991, I was a smart kid and pretty good musician about to graduate from high school in southern Florida. Even though I had no political dog in the fight or any military background, I had all but decided my future was in the Army, playing in the military band.

Chance had it that my high school band director was a graduate from Xavier University of Louisiana, an HBCU. He suggested I think about college, specifically a Black college, instead of the military. This one conversation changed the trajectory of my life.

Ultimately, I chose Bethune-Cookman University in Daytona Beach — making me the first in my family to attend and graduate from college. You can imagine that I was not particularly prepared for the experience. I recall a phone conversation I had with my mother shortly after meeting my campus band director, Dr. Harold Bray.

“Yeah, he’s a doctor, too. I guess he teaches and then works in a hospital to deliver babies,” I told my mom on the phone, astonished.

I laugh now, but 18-year-old me had never met a Black Ph.D. before — I had no frame of reference of what the fruits of academic labor looked like. I had never seen so many Black people and students my age all wanting to be better: They had ambition and dreams, and those ambitions and dreams began to rub off on me. Suddenly, I was taking courses I’d never thought to take and achieving at a high level.

I thought, “If these people can do it, so can I.”

What I didn’t quite appreciate at the moment but am grateful for now is that Bethune-Cookman was giving me models of success I had never seen before. I was witnessing ambition in real time as my fellow students booked it to class and camped out in libraries. I was seeing the results of that ambition in my teachers and professors who opened the world of science and history to me while treating me like their own child.

Bethune-Cookman gave me a new appreciation for Black culture, my people and everything we have contributed to the world, sometimes despite the world. Every day I swam in the waters of Black excellence, and it made my chest swell with pride.

I’m not here to say that every Black child must attend a Bethune-Cookman, Hampton or Howard, or that predominantly white institutions are somehow subpar. But I do feel that foundational pride and excellence is a unique gift given only by the halls and campuses of HBCUs.

Young Black people who watched the spread of President Trump’s na-

ked bigotry and the deluge of Black lives turned into hashtags looked to HBCUs as a welcome respite. I remember reading about four young women, all excellent students with acceptance letters to our country’s most prestigious Ivies, saying they chose schools like Hampton and Spelman because “College is the time when you’re trying to figure out who you are. ... It’s impossible to figure that out in a space where you not only feel like you have to assimilate to fit into that space, when they didn’t invite you there or they tolerate you there, but you have to prove that your existence has value.”

Even Nikole Hannah-Jones, the Pulitzer Prize-winning journalist who launched The 1619 Project, found a better fit teaching at Howard, after her own alma mater, the University of North Carolina, refused her tenure—a move blamed on the school’s conservative board who did not like her scholarship on slavery and race.

That sense of camaraderie and purpose may explain why, even though HBCUs only account for nine percent of Black college graduates, they excel at graduating the best and brightest. They act as an incubator for people determined to make the world more equitable. Half of our country’s Black doctors, lawyers and teachers turn their tassels at an HBCU, and I can’t help but think it’s because those schools offer something more than a good curriculum.

However, despite their renewed strength, HBCUs need our help. The United Negro College Fund released a study showing that the federal funding gap between HBCUs and predominantly white institutions quadrupled between 2003 and 2015, from \$400 to \$1,600 per student. And while we know Black folks have always had to make dimes out of nickels, there’s no excuse for this targeted inequity.

That’s why educators and students were elated to see the Biden-Harris administration fund HBCUs to the tune of nearly \$6 billion in federal funding starting last year — a welcome sign from a government that seems to understand the value of Black education. The truth is, elections matter. Who is to say what happens to HBCU funding if a politician who works overtime to erase our history and lauds the criminals who take our lives as “heroes” gets into the White House?

Education has proven to be one of the most reliable tools in Black America’s quest for equality in this country. As a leader, a teacher and a father, I encourage anyone who can to apply, matriculate and graduate — you don’t need me to recite the numbers showing the financial advantages it can bring. But as a graduate from my beloved Bethune-Cookman University, I ask you to consider joining the legacy of those like Vice President Kamala Harris, Supreme Court Justice Thurgood Marshall, W. E. B. Du Bois and Toni Morrison to swell the ever-expanding ranks of Black excellence that has already left an indelible mark on American history.

Fedrick C. Ingram is the Secretary-Treasurer of the American Federation of Teachers, serving 1.7 million members, including pre-K through 12th-grade teachers; school and college support staff; higher education faculty; federal, state and local government employees; and nurses and other healthcare professionals. Ingram is the immediate past president of the 140,000-member Florida Education Association. He also has served as an elected vice president of the AFT’s executive council.

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Black Preservation... continued from page 10

For students, the growing preservation curriculum at Tuskegee opens up new professional possibilities. Jordan Lamar, a fourth-year architecture student, enrolled at Tuskegee with the intention of building a career in real estate development. At the urging of Daniels, he attended a workshop on historic window restoration hosted by the HOPE Crew, an initiative of the National Trust for Historic Preservation, which sparked an interest in hands-on preservation work. In his sophomore year, Lamar enrolled in the first of a two-part preservation course at Tuskegee, where he met Mason and other scholars from Penn and around the country. As part of that course, he worked on a historic structures report for the John H. Drakeford House.

While there wasn't much hands-on work because of the pandemic, Lamar says it was eye-opening to realize that a report like that wasn't just paperwork, but involved things like laser scanning and drones.

"What interested me is the different paths you can take with historic preservation," he says.

Lamar later got a fellowship with the HOPE Crew. He says he's still planning to build a career in real estate, but with a focus on restoring historic buildings.

"I definitely didn't expect to be doing any of this, at least to this extent," he says. "Every time I get into something new [in preservation] or find out something, it's shocking, because I didn't know it could go this deep."

Daniels says that when it comes to preserving Black history, Tuskegee has "a narrative no one else has." The school is within five hours of every major Civil Rights site in the country, and within 30 minutes of many of the most significant sites, he says. It's also embedded in a rural place. In that way, it's an ideal place for studying how to preserve cultural artifacts in communities all over the world that haven't benefited from traditional approaches to historic preservation. All of those things, combined with the opportunities for hands-on work, are a draw for potential preservation students, Daniels says. It's a natural extension of the work the school has already done.

"Students love it when they get into it, but initially these are all students who come to Tuskegee to study architecture. There's a case that has to be made to them that preservation is architecture," he says.

The collaboration between the universities has given Penn graduate students new opportunities, too. Over the summer, Calvin Nguyen, a second-year Master of Historic Preservation student at Penn, traveled to Alabama as an intern with the Center for the Preservation of Civil Rights Sites. Working with a group of preservationists, including recent Tuskegee graduates, Nguyen contributed to site assessments for the First Baptist Church (Brick-a-Day) in Montgomery, a hub of Civil Rights organizing, and the Trinity Lutheran Church Parsonage, which was repeatedly bombed because of its leader's involvement in the Civil Rights movement. More than an exercise in recording the conditions of the structures, Nguyen says, the project was concerned with finding ways for preservation to contribute to the broader uplift of disinvested parts of the city.

"It was about representing public history and Civil Rights history but also sustainable heritage conservation," he says. "It was more than just saving the building. We were thinking about how the building can be used by the community."

For much of its history, the preservation discipline has "prioritized the stories and places associated with a privileged few," says Brent Leggs, an adjunct associate professor of historic preservation at the Weitzman School and executive director of the African American Cultural Heritage Action Fund, a program of the National Trust. Black and brown communities often haven't had the resources to "insure their permanence and preservation," he says, and the field of practitioners hasn't reflected the diversity of the country. On one hand, collaborations like the one between Penn and Tuskegee can help bring new professionals of color into the field of preservation. On another, they can contribute to the preservation of invaluable cultural artifacts on the campuses of HBCUs like Tuskegee.

"The big opportunity is to create a blueprint at Tuskegee that can be replicated at the other six HBCUs with schools of design," Leggs says. "We, at Penn, are thrilled about this potential and our collaboration with Tuskegee."

SEGMENTS:

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Off With Her Head: Three Thousand Years of Demonizing Women in Power by Eleanor Herman

By Terri Schlichenmeyer

The Truth Contributor

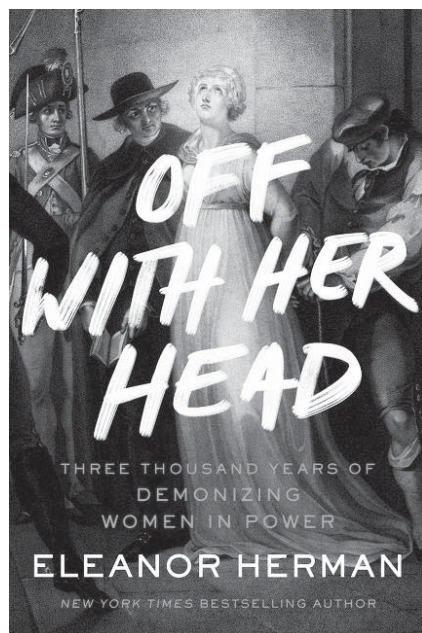
Sometimes, you think you're losing your mind.

Stress will do that to you, and chaos, and a total loss of control. Having a full schedule doesn't help, either, especially when time is in short supply. Misogyny, disrespect, rumor-mongering, slander, and denied support round out the list of crazy-makers and in *Off With Her Head* by Eleanor Herman, you might be surprised at how those things affected history.

In reading through a hundred books to research the writing of one, Eleanor Herman was a little shocked at what she noticed.

The subject she read about was "unlikable," power-grabbing, phony, she dressed poorly, and her voice was shrill. No, it wasn't Hillary Clinton, but Cleopatra, which sent Herman down a trail. When it comes to women and power, is it true that everything old is new again? Was

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there a sort of "Misogynist's Handbook" for the patriarchy, one attempting to victimize all women aspiring to higher places?

Did it start with Eve? "It's all her fault," says Herman, even though "Adam could have said, 'No, Eve.'" And Eve was followed by Pandora and Helen of Troy, and it continued as women were torn down by the Patriarchy, powerful queens in Europe were beset by mobs "howling with rage," and there we are, often on the sidelines.

Princess Hatshepsut became pharaoh of Egypt in 1479 BCE; she wanted to be

pharaoh very much, but she had to pretend she didn't. Catherine de Medici gained power when "she initially cloaked [her ambitions] in acceptably submissive female terms." Marie Antoinette was harshly criticized when she dressed fashionably, and also when she dressed for "play." People looked with suspicion at Elizabeth I because she was unmarried and childless. Women in power have been called witches and monsters, they've been compared to animals, and accused of having relations with animals. Heaven forbid, they should ever cry.

"Will things change?" Herman asks. "Can they change?"

If they can, now is the time."

The evidence was there all along. Women, especially those who aspire to positions of power, have always endured ceilings of stone, wood, and glass. Author Eleanor Herman lays it all out so that it's hard not to know it anymore, making *Off With Her Head* a jaw-dropper.

It's shocking, to be sure, to see in plain sight that we haven't come as far as we'd like to think; in fact, Herman takes examples from centuries ago and applies them tit-for-tat to our last two U.S. election cycles. This serves as a not-so-gentle chiding of the patriarchy, but Herman doesn't entirely blame men. She says – and she shows – that women have done their share of snarking and these days, men are often "savaged" for things irrelevant to their positions. It's an equal opportunity nobody wants and seeing it in print is the first step to making it stop.

This is a book for current-events watchers, women's historians, or for anyone who's tired of a 24/7 cycle of nastiness. If that's you, find *Off With Her Head*. You'll lose your mind over it.

* * *

Here's another book for historians and romantics alike: *The Tudors in Love* by Sarah Gristwood. Read about the love life of Henry VIII and his six wives, find out why Elizabeth I was popular with the gentlemen, and how wooing was done in the 1500s. Weddings, beheadings, and beddings, it's all here and you can't miss it.

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CLASSIFIEDS

December 14, 2022

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REQUEST FOR PROPOSALS BOND COUNSEL RFP#22-R011

Lucas Metropolitan Housing (LMH) will receive proposals for **Bond Counsel in accordance with RFP#22-R011**. Received in accordance with law until **January 5, 2022 at 3:00 PM ET**. For documents: www.lucasmha.org; 424 Jackson Street, Toledo, OH 43604; or 419-259-9446 (TRS: Dial 711). Bidders are required to meet Affirmative Action and Equal Employment Opportunity requirements as described in Executive Order #11246. This contract opportunity is a Section 3 Covered Contract, and any Section 3 Business Concerns are encouraged to apply.



REQUEST FOR PROPOSALS MASONRY & TUCKPOINT SERVICES RFP#22-R014

Lucas Metropolitan Housing (LMH) will receive proposals for Masonry & Tuckpoint Services in accordance with RFP#22-R014. Received in accordance with law until January 5, 2022 at 3:00 PM ET. For documents: www.lucasmha.org; 424 Jackson Street, Toledo, OH 43604; or 419-259-9446 (TRS: Dial 711). Bidders are required to meet Affirmative Action and Equal Employment Opportunity requirements as described in Executive Order #11246. This contract opportunity is a Section 3 Covered Contract, and any Section 3 Business Concerns are encouraged to apply.



INVITATION FOR BIDS ADMINISTRATIVE CLEANING SERVICES IFP#22-B007

Lucas Metropolitan Housing (LMH) will receive proposals for Masonry & Tuckpoint Services in accordance with RFP#22-R014. Received in accordance with law until January 5, 2022 at 3:00 PM ET. For documents: www.lucasmha.org; 424 Jackson Street, Toledo, OH 43604; or 419-259-9446 (TRS: Dial 711). Bidders are required to meet Affirmative Action and Equal Employment Opportunity requirements as described in Executive Order #11246. This contract opportunity is a Section 3 Covered Contract, and any Section 3 Business Concerns are encouraged to apply.



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The 11th Annual Christmas Bazaar

The 11th Annual Christmas Bazaar was held on Saturday, December 10, 2022 at St. Clements Hall in West Toledo on a beautiful winter day and people showed up and showed out in record numbers this year.

Some guests came as far as Bowling Green, Defiance, Findlay, Detroit, MI, Southfield, MI, and surrounding areas. This was a festivity with over 565 local vendors and crafters, Dj Steven Wolfe, Royalty 419 Dance team owner Antunette Russell, Santa Claus took photos and distributed candy canes to all the guests.

Some of the vendors who participated were Simply D'Vine Boutique, Yanbal, Glass Gardens by Jess, Lady K's Experience, Scentsy, Write the Vision Publishing, Bonita Adams and Damsel Defense. Food trucks that participated Maybe Cheese Born With It, Fatman's Barbeque and Bombay Kitchen Indian Restaurant.

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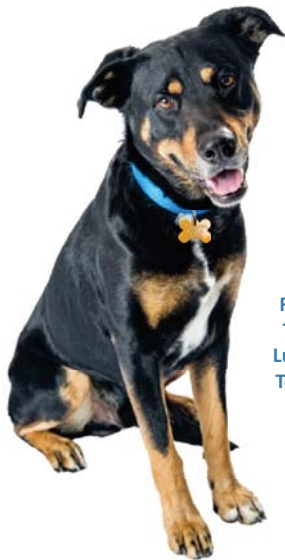
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Thank you to the sponsors: Taylor Automotive Family, Toledo Lucas County Public Library, Lucas County Mental Health and Recovery Service Board, The Huntington National Bank, The Sojourner's Truth, WNWO 24abc What's Go On" morning show, 95.7 FM WIMX Morning Blues, DJ Rockey Love, Morning News 1370 WSPD Fred LeFebvre, 102.3 Proclaim FM Afternoon Drive with Robin Sullivan, 13abc news for coverage, The Toledo Journal, Toledo City Paper, The Toledo Blade and SAVVY TV, Andre Savage and the volunteers Cathy Clayborne and Lisa Sahadi-Davis.

The next event will be held on Saturday, April 29, 2023 from 11:00 a.m. -4:00 p.m. "The 12th Annual Business and Health EXPO at St. Clements Hall 2990 Tremainsville Rd. Toledo, OH and for more information contact Donnetta Carter via email: thesocialbutterflyevents@yahoo.com or (419) 367-9765. Carter thanked everyone for their overwhelming support.



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