



Volume 76 No. 2 *“And Ye Shall Know The Truth...”* December 28, 2022



Leading With Stability

Rosalind Arcscott, CEO Jeep Country Federal Credit Union

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Leading with Stability

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

The Truth Contributor

There is no coincidence that stability brings success, and success brings stability.

– Robert Green



Premier organizations understand that more is required than hiring a great leader. Extraordinary companies ensure that they also hire the **right** leader. Jeep Country Federal Credit Union maximized its success by accomplishing both when the financial institution hired Rosalind Arscott as its first African American CEO.

The U.S. economy has cycles of ups and downs, including recessions such as the great financial disruption of 2008/2009, which clobbered businesses and financial institutions. Then, the unprecedented COVID-19 pandemic recently closed businesses, brought chaos to individuals' pocketbooks, and left us operating virtually rather than in-person.

Arscott brings the stability needed to lead well, given the unpredictable times and the unstable future that tends to spark economic fears among financial institutions, such as credit unions.

Hired in as a teller in 1986, right out of college, Arscott has worked full-time at Jeep Country Federal Credit Union for 33 years. She was the first African American employee ever employed by Jeep Credit Union. She then worked herself up the ranks to become the first African American executive and, eventually, the first African American CEO.

I finally caught up with the always-busy CEO to discuss her unique leadership experience, including the stabilizing influence she brings to her organization.

Perryman: What does it take to lead a successful credit union?

Arscott: Strength! It takes a lot of patience, strength and dedication. You have to be strong. It's very hard. Being an African American in a leadership role hasn't always been easy. Still, the board we have currently has supported me 100 percent and helped me along the way.

I did break a record last year for this credit union's earnings. We had never had earnings like that in the credit union's history, and that is something I did accomplish despite the COVID pandemic. So even though everyone else was struggling, I managed to break financial records for the credit union.

Perryman: What else represents success for you, personally?

Arscott: I'm proud of how I came up through the ranks. I'm proud of how I stuck with it despite the obstacles. I love helping people, which is one of the main reasons I enjoy being in this position. It allows me to reach out and help the community and the surrounding areas because two of our credit unions are actually in underserved areas of Toledo. So, I enjoy being able to reach out and help the community.

Perryman: I'm going to come back to the topic of underserved credit unions. Can you elaborate on some of the struggles and obstacles you mentioned?

Arscott: Just being an African American female, I guess I can put

it out there like that: it comes with struggles and challenges. We live in a time and day and age where even though you probably think that we've overcome some things. Yet, we still struggle as African Americans to make it in the corporate world and be seen, heard, and taken seriously.

Perryman: Talk about your member groups and your effort to enhance the quality of the membership experience.

Arscott: We are seg-based, so we are not like a community charter. So, that means you have to have an affiliation or be a part of our select group. Our largest group is the Chrysler Jeep Corporation. They just got bought out by Stellantis earlier this year. But we also have churches and other groups. You can also join by area, like from the neighborhood where you live.

Perryman: I found it interesting that you serve several member groups, such as small and medium-sized churches and small businesses. Mainstream credit unions often overlook these typically underserved and smaller groups. What is your strategy behind reaching out to that segment?

Arscott: We look out there to see where we can help or assist. For instance, our North Detroit location is currently closed right now. Still, we'll remodel that location to better serve our members living there. We'll also add a drive-thru and ATMs to that location.

Perryman: Yes, that's a historic location that has been there for a long time.

Arscott: That is actually Jeep Credit Union's very first brick-and-mortar. Before that, we were located inside the actual Jeep plant. So yes, that's been there for a while, and I started at that location. I hired in at that location a couple of years after they had built it.

Perryman: How large is the credit union in terms of assets?

Arscott: Our assets fluctuate between \$82 million and \$85 million, but \$82 million roughly. We have a little over 10,000 members.

Perryman: What help do you have available for first-time homebuyers?

Arscott: We are the middleman for mortgages, so we take applications here but contract those out. We research everything to see...government regulations are tied to mortgages. So, we follow their regulations but try to provide the best possible interest rate.

Perryman: Do you do any commercial lending?

Arscott: We do not do commercial lending as of right now. We are researching that. We plan to get into commercial lending very soon. It is a hot market right now.

Perryman: Do you carry mortgages on Jeep's books, or are they carried on others'?

Arscott: We carry some mortgages on our books, and some mortgages we do not. We also do home equity loans and carry those on our books.

Perryman: Do you expand affordable banking and credit opportunities for low-income or underserved customers?

Arscott: Yes, we do a lot of that. We're not the typical credit union. We are here to help members and those in need. So, we do try our best to help those who don't exactly have the best credit rating.

Perryman: Are you doing financial education and programming for consumers, especially young adults?



Rosalind Arscott

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Commentary: 'Kaepernick & America' Traces a Greater Cause

By George Hamilton III

Howard University News Service

Guest Column

It was a clear Friday night in August of 2016 with a few clouds passing over Levi's Stadium in Santa Clara, California. The San Francisco 49ers were playing the Green Bay Packers in the third week of the NFL pre-season.

For NFL Network reporter, studio analyst and NFL.com senior writer Steve Wyche, this was another game he was watching as a football fan. However, he noticed something that many people didn't notice; 49ers quarterback Colin Kaepernick sat during the singing of the national anthem for a third straight week.

Kaepernick had sat the previous two weeks during the anthem, but no one thought anything because he was not in uniform. He was recovering from three surgeries for injuries throughout the 2015-16 season.

Wyche had reason to speculate that something bigger was happening with Kaepernick as he was in uniform against the Packers and still decided to sit during the national anthem. So, he broke the story of why Kaepernick was sitting and eventually kneeling during the national anthem. And Wyche's story was the beginning of what would become one of the biggest movements in modern history that linked culture, politics and sports.

"Kaepernick & America," a new documentary directed by D.C. native Tommy Walker, takes viewers on a journey into Kaepernick's life and legacy, navigating the world not only as a biracial football player, but also as an activist. It was the focus of a screening and discussion sponsored by the Howard University Association of Black Journalists and the Department of Media, Journalism and Film.

The documentary, produced by Gary Cowen, shows Kaepernick's days of getting ready for the NFL draft, becoming a star for his hometown team and fighting for the Black Lives Matter movement. This fight ultimately cost Kaepernick his football career, but he showed America the message it needed four years before George Floyd's murder.

The documentary is told from the lens of Black journalists, activists and coaches including Howard alumnus Steve Wyche. The film also features well-known journalists Don Lemon, Pam Oliver, activists DeRay McKesson and April Dinwoodie, former Army Green Beret-turned-football player Nate Boyer and Grambling State head coach Hue Jackson, who was the coach of the Oakland Raiders when Kaepernick was drafted.

As an aspiring journalist, I found this documentary truly riveting not only because Kaepernick was on my favorite team and is one of my favorite players, but also because people who look like me told the story of his activism after the fame he garnered.

Growing up in Harbor City, California, a small city 20 miles away from Los Angeles, my 49ers fandom came from my great-grandfather on my mom's side who lived in San Francisco, which has always been interesting considering he died before I was born. Through the ups and downs, I have been a fan of the San Francisco 49ers. I remember when our team was looking at Kaepernick ahead of the 2011 NFL draft. That was the year Alex Smith led us to the NFC championship game with first-year head coach Jim Harbaugh.

With Harbaugh coming from college, the 49ers wanted a quarterback who could make plays with his legs and arm. Following Kaepernick throughout his days at the University of Nevada, I was ecstatic when we drafted him with the 36th overall pick. He had the makings of being the next great franchise quarterback, with so much potential and room to grow under Harbaugh, a coach known for developing quarterbacks during his time at Stanford.

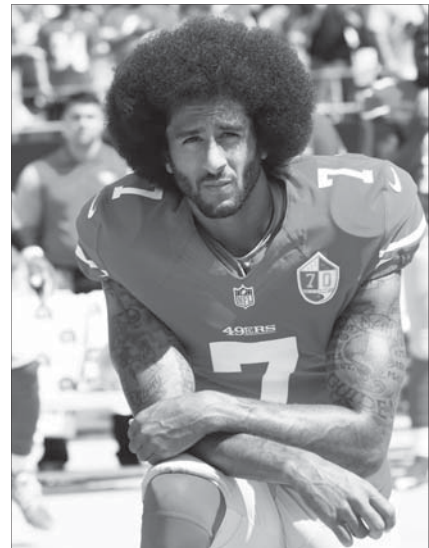
As a fan, the way Kaepernick took the starting job over Smith was tough to watch in 2012, but I knew that Kaepernick could do things that Smith could not do on the field. Kaepernick was the embodiment of the quote "Talent can take you so far; hard work can take you anywhere." Leading the 49ers to Super Bowl XLVII that year was the start of the fame that came with all the hard work he had put in since being drafted.

The one thing the film highlights that I really like is the journey from being in the spotlight to heavy criticism before the national anthem controversy. I remember the 49ers going from two NFC championship games and a Super Bowl appearance to being a middle-of-the conference team.

While Kaepernick had the fame, magazine covers and everything that came with being a star quarterback, he also had to take the criticism that


came after an 8-8 season resulting in Harbaugh and the team parting ways. Kaepernick wasn't the same player after that, simply because of his injuries over the next two years and the coach who played a pivotal role in bringing him to the 49ers was gone.

Fast forward to 2016, which was a weird time for me being a 49ers fan and a Black person in America. When Kaepernick first began to sit during the national anthem, I was a 15-year-old kid going into his sophomore



Colin Kaepernick

... continued on page 10




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Hicks-Hudson Condemns Anti-Transgender and Education Department Overhaul Bill

Last week, state Senator Paula Hicks-Hudson (D-Toledo) issued the following statement regarding the Senate's passage of House Bill 151, which was amended at the last minute to incorporate the entirety of Senate Bill 178. As amended and passed by the Senate, H.B. 151 prohibits transgender girls from playing on girls' school sports teams, overhauls the responsibilities of the State Board of Education and Department of Education, and makes related changes:



Paula Hicks-Hudson

"I am extremely disappointed that the Senate passed this unnecessary and discriminatory legislation. I have no doubt House Bill 151 will have unintended consequences. The chair of the committee even conceded, 'there's a lot of things...that will need to be clarified,'" Hicks-Hudson said.

During House Bill 151's final hearing in the Senate Primary and Secondary Education Committee, Senator Vernon Sykes offered an amendment that would have codified the Ohio High School Athletic Association's policy regarding transgender athletes.

"This amendment would have been a fair and thoughtful compromise. Instead, the committee chair stated they would 'be taking a look at this down the road.' Senator Sykes' amendment was tabled, and our fellow committee members decided to move ahead with the flawed version that more than 90 Ohioans expressed opposition to through in-person and written testimony. House Bill 151 targets women's sports as a whole. Children in Ohio already have enough stress in their lives."

The amended version of the bill will transfer most of the powers and duties of the State Board of Education and the Superintendent of Public Instruction to the newly created Department of Education and Workforce, under the direction of a gubernatorial appointee.

"While the amended version of H.B. 151 was deplorable on its own, the fact it was further amended on the floor to include more careless and unpopular legislation demonstrates to an even greater extent this legislature's indifference to the people we serve. Senate Bill 178 was criticized by Ohioans from both parties. Sprinting these bills across the finish line is fundamentally wrong."

House Bill 151 now returns to the House for a concurrence vote.

Kaptur Statement on Ukrainian President Volodymyr Zelenskyy's Address to Congress Washington, D.C.

Last week, Representative Marcy Kaptur (OH-09) – Co-Chair and founding member of the Congressional Ukraine Caucus – released the following statement on Ukrainian President Volodymyr Zelenskyy's address to Congress.



U.S. Rep. Marcy Kaptur

"As Co-Chair of the Congressional Ukraine Caucus with its more than 90 Republican and Democratic members, I was honored to welcome President Zelenskyy to the halls of the United States Congress," said Rep. Kaptur.

"The message President Zelenskyy delivered was clear: With the support of the United States and the Free World, Ukraine can win. Ukraine's victory in the fight to defend her sovereignty and her Liberty is a righteous cause in its own right. But the world must realize that Ukraine's victory is not a cause important to her alone.

"As we saw during the horrific battles of the 20th century, tyrants in far-off lands do not always limit their bloodshed to nearby borders. Russia is engaged in a war to extinguish international alliances and the global rule of law. Vladimir Putin seeks to remake Europe and the wider world in his image. The annihilation of free people and the destruction of their democracies is Russia's true and ultimate objective. For Liberty to endure in the 21st century, the United States and the Free World must stand firm in its defense – in Ukraine and everywhere it is threatened. Ukraine must and will prevail."

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Perryman... continued from page 2

Arscott: We did offer we had what was called finance 101. We partnered with other credit unions and the credit union league to go into actual schools providing a game formulated to help students understand finances. We are looking into getting back into that in 2023 and doing it ourselves.

Perryman: What is a typical day like for you?

Arscott: I come to work and deal with issues and situations. I have a support staff and an assistant that helps with the day-to-day operations, and I deal with future planning. My day consists of researching, looking for new ideas for our membership, and looking for ways to expand our membership.

Currently, we are expanding our Manhattan location. We are going to make that our main branch. I will put more of our office personnel over in that location so that the members have better accessibility to the executives and the management team. As I said, we're going to remodel the North Detroit location, adding a drive-thru and ATMs.

We're trying to come up to speed with technology and the things that our younger clientele want. The younger generation likes mobile apps, the online. They don't necessarily like to come into a branch. Some of the obstacles we face with that, though, are our older members who don't like change. They like the old way of doing things, so we're trying to accommodate both.

Perryman: Millennials have a reputation for job-hopping and change jobs more frequently than any generation in our history. So, what strategies do you have for attracting, developing, and retaining talent?

Arscott: Our managers have been here for a while regarding management talents and all that. They are primarily long-term employees from the credit union, and I believe in promoting from within. If you come in as a teller and display your talent and dedication, I will give you a chance to move up the ranks. So our management team is pretty good. Actually, I'm looking for a compliance officer at this present time. She left but not for bad reasons. She had family issues that she needed to take care of.

Our staffing issues come with tellers. We have a hard time finding support staff. And with the economy, everyone's having a hard time. Everywhere you go, it says help wanted, help wanted.

Perryman: How about risk management, expanding loans while keeping the loan delinquency down?

Arscott: Yes, you got me there, and I don't quite know the answer, except that's the nature of the beast. That's just there. We've been fortunate enough that our income supports our losses. So, it hasn't been anything that we've been really concerned about, but we've been able to sustain.

Perryman: So how are you different from a bank and what sets you apart from other credit unions?

Arscott: Well, we're member-owned, so our members actually have a say-so in the advancement or the decision-making of the credit union.



Rosalind Arscott

We have annual meetings where the members can come and voice their opinion and ask for whatever services they're interested in.

As with all credit unions, our membership also elects our board of directors. We're not for profit. A bank is for profit, looking to make tons of money for their purpose or reasons, but we're here for the members. Our profits return to helping our members or assisting them with their needs.

Perryman: What makes you stand out from other credit unions?

Arscott: Our name makes us stand out from other credit unions. We have a brand, Jeep Credit Union. Jeep is known worldwide. When you say Jeep, you get that 'wow,' I drive a Jeep. When I go to conferences and things, everyone loves our name. So, we stand apart from other credit unions because of our name and brand.

Perryman: Finally, what's next for you?

Arscott: I've been here 36 years. I've done my time, and I'm looking for retirement. But, still, even after retirement, I plan on being very active with the credit union. I've been here a very long time and through all the changes throughout the years. I have loyalty and dedication to this credit union.

Perryman: Any goals for the credit union before you get out of there?

Arscott: Yeah, to expand, to grow. We all want to grow and come up with new programs to help our members and to help our community.

Perryman: Do you think you can expand the credit union to \$100 million in assets before you leave?

Arscott: I'm going to do my best. Yes, I do!

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

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Neighborhood Health Association, Taylor Automotive and Seaway Foods Conduct Holiday Turkey Give-Away for Seniors

Special to The Truth

"I felt so good for the aspect of helping seniors at both places," said Terry Crosby, community relations representative for Taylor Automotive.

On Thursday, December 22, Tylor Automotive and Seaway Foods partnered with the Neighborhood Health Association (NHA) to hold a turkey give-away at the Mayors and Troy Senior Centers, two facilities operated by NHA and the Area Office on Aging.

Taylor Automotive is a nationally recognized and family-owned automotive retailer with a strong history of philanthropy to Toledo and commitment to supporting those issues important to a healthy and thriving community.

Seaway Foods is one of the few grocery stores located in Toledo's central city. It is often a partner in projects designed to assist the area's neediest residents.

The Neighborhood Health Association is a Toledo health care provider with a 53-year history of providing care to Toledo's underserved neighborhoods.

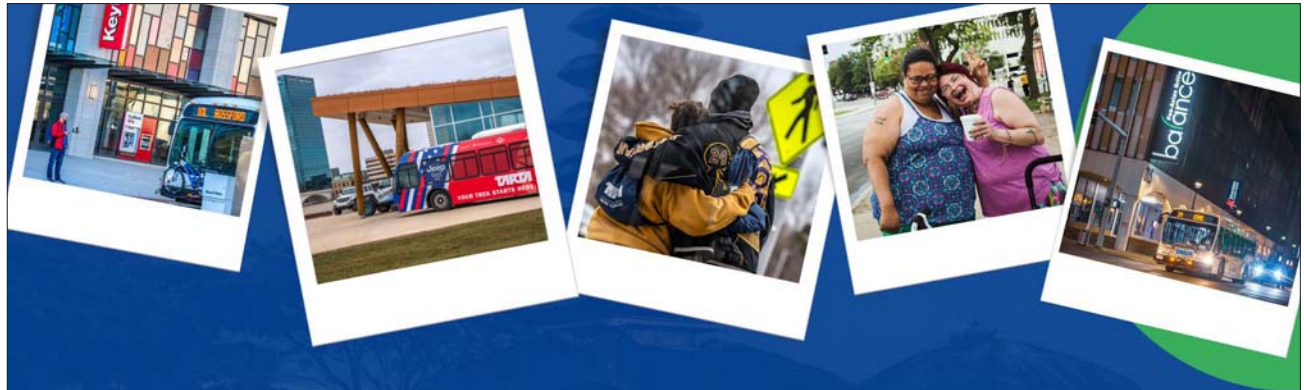
The event was held at noon at the Mayores Center and at 1:30 pm at the Troy Senior Center.

"We were so proud to partner with Doni Miller and the Neighborhood Health Association," said Crosby. "It was very positive and a very meaningful event. People were so appreciative."

The organizations gave away nearly 200 turkeys to seniors in preparation for their holiday dinners.



Terry Crosby - center - and two seniors at the J. Frank Troy Center



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How Mentoring Can Help Women-Led Businesses Thrive

Special to The Truth

The financial disparities between male and female entrepreneurs are far-reaching. Women-led businesses receive lower valuations, less capital and fewer conventional small business loans than those led by men. Women entrepreneurs also pay themselves less than men and often take the brunt of balancing their family's needs while growing their business. In spite of these challenges, women-led businesses of all types are thriving across the United States, thanks in part to initiatives offering tactical support and networking opportunities.

Take it from Racquel Garcia, whose substance abuse recovery and life coaching business HardBeauty had substantial outside funding but needed guidance in becoming an efficient and sustainable operation. She applied to join the Milestone Circles program offered by the Nasdaq Entrepreneurial Center and funded by Wells Fargo Foundation.

As part of Wells Fargo's Connect to More program, the Nasdaq Entrepreneurial Center places women entrepreneurs from across the country into "circles" that receive virtual and in-person peer and professional coaching over 12 weeks, plus the support of a growing network of fellow business leaders. As of June 2022, the program has graduated more than 540 entrepreneurs in 47 states, with an aim of graduating another 1,000 women over the next 12 months. Built by entrepreneurs for entrepreneurs, the goal is to create space for women to step away from business pressures, identify goals and support each other's growth.

With the assistance of her program "sisters," Garcia built two revenue streams that were less grant-dependent, growing her income by \$200,000 in 12 weeks. But the impact of this support went beyond the business. For Garcia, who is one of the only women of color in her small Colorado town, the program was a rare opportunity to share her dreams with other women she would not have crossed paths with otherwise.

"Many women entrepreneurs suffer from imposter syndrome. This confidence gap and the systemic financial barriers and pressures faced by women entrepreneurs are just some of the reasons I saw a need for this program," says Jenny Flores, head of Small Business Growth Philanthropy at Wells Fargo.

For Terriekka Cardenas, a sixth grade teacher, engineer and owner of Perceptive Engineering, having this support is what helped her embrace the title of CEO. "That was the first moment for me that I didn't box myself in," she says.

Others, such as Ruby Taylor, who graduated from the first Milestone Circle in 2021, haven't stopped meeting with their peers after the initial 12 weeks. In 2020, Taylor created a card game, LEGACY!, to teach people how to close the racial wealth gap and have fun doing it. Being able to craft a mission statement while enrolled inspired her to amplify her vision and found Financial Joy School, which coaches Black families on building generational wealth.

"My circle is a tight-knit group that continuously supports each other when we get stuck. We're just a telephone call away when we feel dis-



couraged," she said.

While founding and growing a business comes with risks, support from peers and mentors can make all the difference, say program organizers. "When you're able to show up authentically and say what you need help with -- the real things, the hard things -- and people can come around and provide support in an environment free of competition or judgment, that's really game-changing," says Flores.

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Trauma, Tresses & Truth: Untangling Our Hair Through Personal Narratives, edited by Lyzette Wanzer

By Terri Schlichenmeyer

The Truth Contributor

Your application was accepted. The phone interview went well; the person you spoke with seemed impressed with your credentials, your education and experience. You laughed at the same jokes. Knew some of the same industry people. At the in-person interview, they told you that the job was yours – if you'd change one thing. *Trauma, Tresses & Truth*, edited by Lyzette Wanzer, combs through this irritation.

Nearly four years ago, then-State Senator Holly Mitchell of California wrote and sponsored what she called the CROWN Act, which prohibits discrimination based on hair style and texture. That summer, California passed the law and since then, other states and municipalities have fol-

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lowed suit. And yet, hassles happen on behalf of hair.

In times of slavery, hair was hidden to “restrict the appearance” of marketable women and to enforce conformity, and preference was given to slaves that had straighter hair and lighter skin. A century ago, advertisements for “hair dressing” promised to tame “kinky, snarly, ugly” hair. The availability of Madame C.J. Walker’s products showed that “Black women... take [their] nappy hair and figure it out.”

Sometimes, though, it feels like “the Black body is a war zone and the Black skull, the helmet.” It happens to men, when people question their braids in professional settings, or they stereotype men with locs. It happens when a white person touches your hair or even asks to touch it. Worst of all, pelo malo (bad hair) are words that follow babies and small children who are too young to shout the word “no” or to choose for themselves.

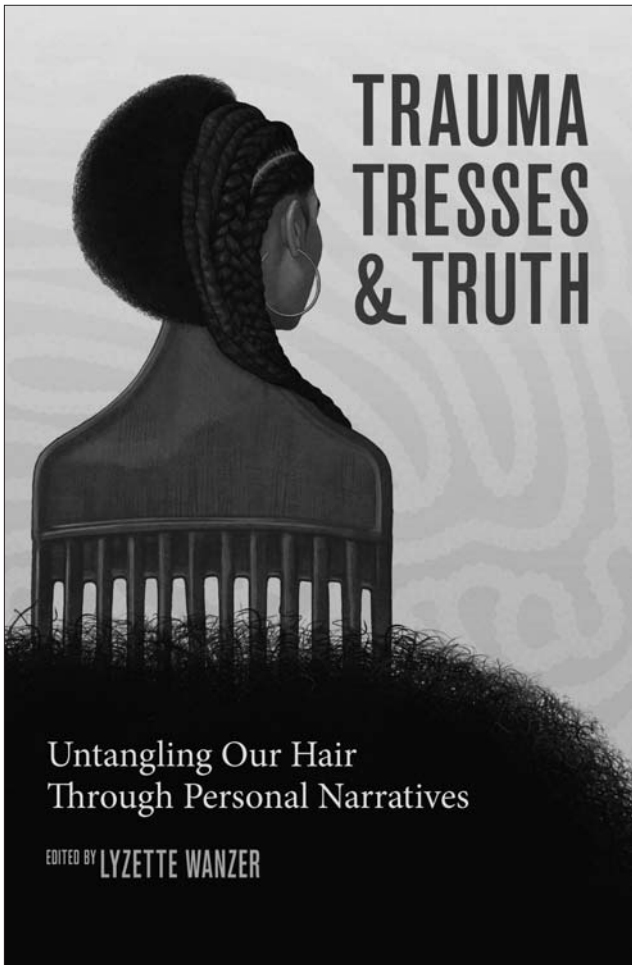
As for work, says one essayist, “A 2017 study confirms that Black women face bias in the workplace when wearing natural hairstyles.” It might happen with lowered tips at a restaurant job, a lack of promotion or a raise, or the loss of a job altogether – and for what?

Says another essayist, “My hair doesn’t do my job. I do.”

A quick flip through *Trauma, Tresses & Truth* suggests that this book isn’t going to tell you anything that’s new. It is, in fact, quite a bit of preaching to the choir, since most people who will pick it up are living it. And yet, there’s appeal in these pages, and support, as though you’ve just entered a town hall meeting for Black women’s hair.

While it’s a fact that men are slightly represented in this book, the essayists that editor Lyzette Wanzer has pulled together are mostly Black and Puerto Rican women who write about earlier hairstyles in a manner that can make you sit back, sigh in remembered happiness, and let your shoulders relax. It’s not all good, though: some essayists recall tender-headed pain, Jheri curl messes, and embarrassment from long ago or last week. These memories, these exasperations, serve to weave camaraderie into each tale.

Clearly, this is a book for women but Black men may likewise find words that’ll make sense to them, too. If you’re tired of hair harassment, read *Trauma, Tresses & Truth*. It’ll make your toes curl.





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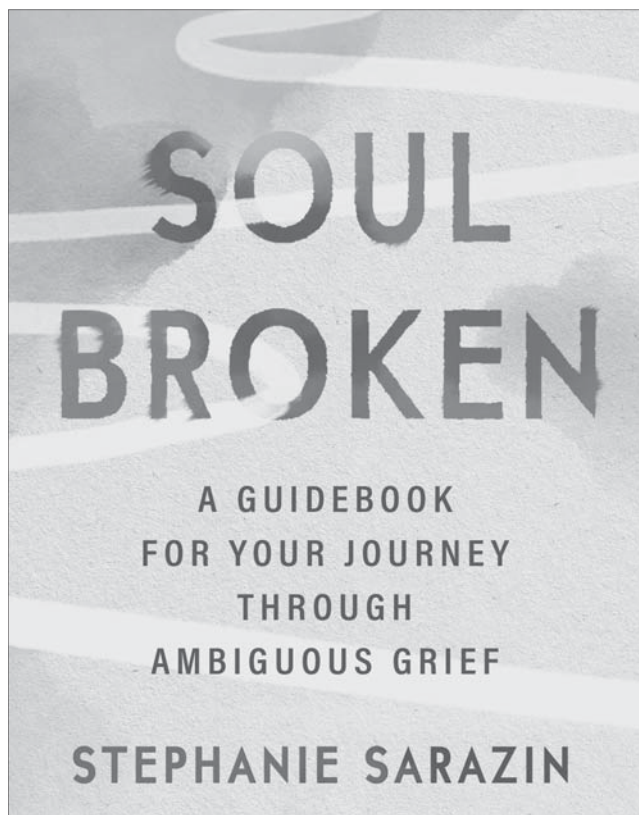
Soulbroken: A Guidebook for Your Journey Through Ambiguous Grief by Stephanie Sarazin

By Terri Schlichenmeyer

The Truth Contributor

Years. It had been going on for years. Right under your nose, while you were awake, working, taking care of household things, sitting on the same sofa, your partner was cheating on you with a series of others. This is a new kind of pain that you don't know what to do with, as author **Stephanie Sarazin** suggests, and in her new book *Soulbroken*, there is a path toward healing.

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Balance
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304 pages



It happened by accident: Stephanie Sarazin needed her husband's laptop to print a project and while she was doing that, confirmation from a dating website dropped into one corner of the screen. Unable to help herself, she peeked, and followed a trail of years of infidelity.

She thought she was the love of her husband's life but in a few short minutes, she learned that a good chunk of her marriage was a lie.

When there is a loss of this sort – or if the loss comes from a missing person, estrangement, dementia, or any other relationship suspension – we grieve, but not like we would a death. Sarazin calls the end of a loving relationship “ambiguous grief,” and it's more a “grief-like purgatory.” Processing it is different because it's trigger is different. Sufferers may experience the classic “stages” of grief but Sarazin indicates that ambiguous grief is messier.

Of course, “feeling better” is possible.

First, she says, it's important to identify the activating event that got you to this place. Next, find intent: how are you going to proceed?

Don't be ashamed to seek therapy or afraid to accept medication; both are tools to use on your healing path. If you get stuck, learn to work your way backward in your thoughts to find the sticking point and process it. Meditate, and start a journal so you can track your progress. Find Your People. Be patient with yourself. And finally, look for what Sarazin calls “internal hope” with a focus on life as it is, not as you thought it would be.

The premise behind *Soulbroken* is a good one: it's meant to help the person whose grief is not linked to death, but to something with a closure that's different or lacking altogether. This book, however, might make more of a struggle.

Author Stephanie Sarazin is thorough and her advice is presented simplistically – almost too much so, in many cases, as if a child is doing the healing work. Some readers may be put off by this; the repetition doesn't help, either, nor does the new-ageyness, at that point.

Conversely, readers who feel as though they're spinning in place may find a way out with the help in this book. Sarazin offers a host of ideas to try, quizzes to take, assurances, and valid suggestions that might not occur to someone in the thick of the pain.

In the end, the amount of help inside this book will depend on the tolerance of the reader. *Soulbroken* might be a balm to you – or getting to the end of it might feel like years.

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Kaepernick & America... continued from page 3

year of high school and still figuring out what it meant to be Black in America. I went to a diverse high school, but my class had only about 10 to 15 Black people, and it was difficult for us to understand what was going on.

To give some background, after the Trayvon Martin shooting in 2012, my parents sat me down and gave me the talk. They were teaching me about racism and told me not to wear a hood over my head. Due to my naivety, I replied to one of their statements with, "I can't wear a hood even when it's cold?" They replied sternly, "Yes. If anything, take a beanie with you."

At this point, I was realizing that others saw my skin color as a weapon, even though people who knew me perceived me as a kind and friendly person. Then the Michael Brown shooting happened in 2014, and my family revisited the conversation of what to do if pulled over by police as the driver or as a passenger. My parents told me: "Hands on the steering wheel or hands on the dashboard so that the officer can see your hands, and when they ask for your license and registration, ask if you are allowed to grab both slowly so that they don't mistake you for grabbing a weapon."

Although I never read Steve Wyche's article until after the screening, I remember reading the headlines, watching SportsCenter on ESPN and local news after the Packers-49ers game. I remember watching the interview Kaepernick did after the game with my parents. "I am not going to stand up to show pride in a flag for a country that oppresses Black people and people of color," he said. "To me, this is bigger than football and it would be selfish on my part to look the other way. There are bodies in the street and people getting paid leave and getting away with murder."

The documentary has this exact quote from the post-game interview. It also includes former Army Green Beret and football player Nate Boyer reading the open letter in the Army Times that he wrote to Kaepernick ahead of the 49ers last preseason game against the San Diego Chargers, which happened to be Military Appreciation Night. This article was one that taught me about people who are willing to listen, learn and understand what Kaepernick is fighting for and why the fight was important. Boyer was among the white people who listened, and he was the person who suggested that Kaepernick kneel for the anthem instead of sit, as he tells it in the film, a suggestion that made sense but ultimately angered people even further.

Throughout the 2016-17 season, Kaepernick knelt during the anthem. Even though Kaepernick's message was to protest police brutality against Black people, many people decided to make it about the flag, which is not what Kaepernick was doing. The president at the time also made it

about the flag.

During a 2017 rally, he said: "Wouldn't you love to see one of these NFL owners, when somebody disrespects our flag, to say, 'Get that son of a b-- off the field right now. Out! He's fired. He's fired!'"

While the president was talking about Eric Reid, Kaepernick's teammate who joined his protest movement in 2016 along with Eli Harold, it was disheartening as a Black person to hear the president, who is supposed to be a leader, say that. Citizens have a right to protest under the First Amendment.

Kaepernick would not be brought back to the 49ers after the 2016-17 season, and Kaepernick would not be picked up by any NFL team for almost three years, until the NFL gave him a random tryout in 2019. Although Kaepernick was one of the 64 best quarterbacks in the league, owners blackballed him.

It had been 1,090 days since Kaepernick was on an NFL field, and the NFL had been receiving so much backlash from fans that they were "forced" to give him a tryout. The league was ultimately saying, "Well, we will give him a tryout, and if no team signs him after the tryout, we at least tried to help him get back on the field."

Although Kaepernick showed that he was still a great quarterback during the tryout, teams were still not interested because of the potential backlash if they signed him. So, that was essentially the end of his career. If I could have asked him if he was OK with that at the time, he would have probably said yes.

By putting his career on the line, Kaepernick garnered the attention of athletes across sports leagues around the world who joined his protest. Football teams and schools across the country, like my high school, joined this protest against police brutality. During my junior year, the Black Student Union at our school had discussions about kneeling during the national anthem at a pep rally.

These meetings eventually spread to my class of Hispanic, Asian, and Black students who discussed why Kaepernick's message needed to be pushed forward. So, at a pep rally in February of 2018, our entire class knelt during the national anthem, with some people having their fists in the air. We didn't care about the talk beforehand of our class getting suspended, because the message needed to continue being heard.

Then came May 25, 2020, when George Floyd's murder showed the world what Kaepernick had been protesting four years earlier. For eight minutes and 46 seconds, the world watched Derek Chauvin's knee on Floyd's neck. After seeing side-by-side images of Chauvin's knee and Kaepernick's knee, many people understood why Kaepernick sacrificed his career for a greater cause. Many people started having tough conversations about race.

To Gary Cowen and Tommy Walker, thank you for documenting Kaepernick's journey through the eyes of Black journalists and activists who understood the what and why of Kaepernick's message. For Howard alum Steve Wyche, thank you for being a journalist first and advocating for your story to be published. And for Colin Kaepernick, thank you for being an inspiration and using your voice to advocate for our people, even if it meant sacrificing your career for a greater cause.

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Deadline to apply: The search committee will review applications until the position is filled, however, **for best consideration, applications should be provided by December 28, 2022.**

For a complete job description & to apply for this position visit <https://bgsu.hiretouch.com/> or contact the Office of Human Resources at (419) 372-8421. 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.

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Rudolph Libbe will receive proposals for Lucas County Canine Care & Control (LC4) – Bid Package 2. This Bid Package involves demolition of the existing building at 1301 Monroe Street.

Bids are due December 30, 2022, 12:00 p.m.

Bidding documents are available online at BuildingConnected. To receive an invitation to access these documents, contact Andy Wren at 419-725-3291.

One (1) set of bidding documents will be available to review at no charge, between the hours of 9 a.m. and 3 p.m., at 6494 Latcha Road, Walbridge, OH.

This project has MBE/WBE requirements.

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TARTA has established a Disadvantaged Business Enterprise (DBE) goal for this project of 11.65%.

Bids must be received by TARTA on or before Friday, December 16, 2022 at 2 p.m. local time, via sealed envelope or email. Mailed bid packages should be in a sealed envelope clearly marked with the bidder's full name, address and telephone number and "TARTA Tire Leasing IFB 2022-24," and sent to:

Sophie Giviyan, CFO
Toledo Area Regional Transit Authority
1127 W. Central Avenue
PO Box 792
Toledo, OH 43697-0792

Email submissions should be marked with the same information and sent to: sgiviyan@tarta.com

TARTA officially distributes bidding documents from the Purchasing Department. Copies from any other source are not considered official copies. Only those vendors who obtain bidding documents from the Purchasing Department are guaranteed to receive addendum information if such information is issued.

Questions about this project should be directed to Sophie Giviyan, CFO, at 419.245.5200.

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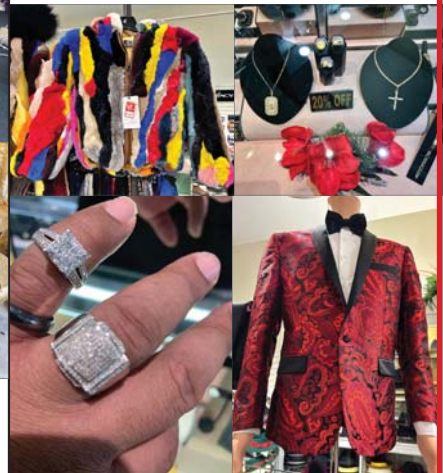
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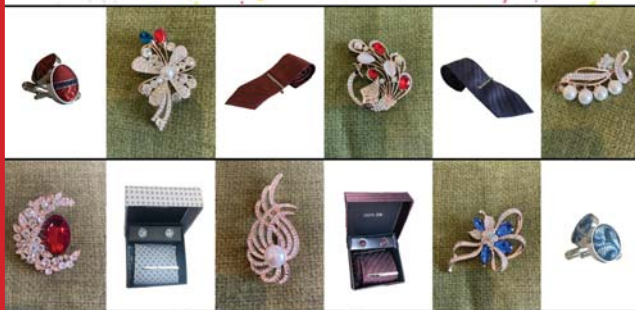
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