

Volume 77 No. 5                      *“And Ye Shall Know The Truth...”*                      March 22, 2023



**The Mosaic Family Zone Meets the Harlem Children's Zone**

*David Kaiser, of the MFZ, and Geoffrey Canada, of the HCZ*

***In This Issue...***

**Perryman**  
Page 3

**New Perspectives Sober Living**  
Page 4

**DESI ALLiance Meeting**  
Pages 7-9

**Classifieds**  
Pages 13-14

**Tolliver**  
Page 3

**Cover Story: Mosaic Meets Harlem**  
Page 5

**Time to Break Silence**  
Page 11

**Ashford Resigns Party Post**  
Page 16

# INFORMATIONAL MEETING AND OPEN HOUSE



**PLEASE JOIN US!** This is an opportunity for you and your student to 'discover' everything about the Kindergarten program through Toledo Public Schools. You'll meet teachers, the principal, tour the school and have the opportunity to register for Kindergarten.

## WHERE:

All TPS elementary schools

## WHEN:

THURSDAY, MARCH 30,  
5:00-7:00 PM  
FRIDAY, MARCH 31,  
9:00-11:00 AM & 12:30-3:00 PM

## WHO:

Children who are 5 on or before September 30, 2023 are eligible for Kindergarten enrollment

## WHAT DO I NEED TO REGISTER MY CHILD FOR KINDERGARTEN?

1. Birth Certificate
2. Parent Identification
3. Custody Papers (if applicable)
4. Immunization or Shot Records
5. One (1) Proof of Residence, including:
  - Lease agreement or mortgage deed
  - Source of income, utility bill, telephone bill, US Post Office change of address form, Driver's License

## HOW DO I REGISTER MY CHILD FOR KINDERGARTEN?

- Visit the Enrollment page of [TPS.org](https://www.tps.org) or scan the QR code.



- If your kindergarten student attended a TPS preschool, use the Returning Student link.
- If your student did not attend a TPS preschool and are registering with TPS for the first time, use the New Student link.
- Parents can also visit any TPS elementary school on Friday, March 31st to register their student for kindergarten.

## NO RSVP NEEDED

**QUESTIONS:**  
**419-671-9101**



# The Challenge of Achieving Success Beyond Access

by Rev. Donald L. Perryman, Ph.D.  
The Truth Contributor



*Once you cross the bridge, there is no guarantee of success. Guarding the other end of the bridge are the trolls from the land of opportunity. These are the inheritors of [the positions] who were born on this side ... and see anyone entering their land as a threat. – Patrick B. Reyes*

Former Toledo Central Catholic Girls Head Basketball Coach Ericka Haney's resume seemed to speak for itself.

Haney's achievements as a local high-school athlete at Central Catholic are legendary. Her accolades include Metro City Basketball Player of the year, two-time first-team all-state, and an Honorable Mention All-American.

In addition, she still owns school records of 1,353 career points and 11.4 rebounds. Haney led Central to a 25-2 record and state tournament as a senior, scoring 26 points in 1998 state semi-final loss.

A multi-star athlete, Haney also led Central's volleyball team to its first-ever state tournament and was a high school All-American in track, ranking fifth nationally while setting school records in the 100 and 200-meter sprints and 400-meter hurdles.

Then, while in college, Haney played a pivotal role in helping the Notre Dame Fighting Irish women's basketball team capture their first national championship in the program's vaunted history.

She was later drafted by the WNBA's Detroit Shock in 2002 and played professionally for a short time in Sweden.

Yet, according to her friends, Haney's greatest desire was to return home and do great things for her high school Alma Mater.

So, it was a no-brainer for the Central Catholic leadership to name its Athletic Hall of Fame alumna and Ohio Basketball Hall of Fame member as Head Coach of the girls' varsity basketball team in May 2020.

There has always been a need for more coaching diversity in girls' high school hoops at Toledo's Parochial and Catholic schools. So, when Haney, a trailblazer as the first Black woman coach at Central Catholic (CCHS), immediately started winning, the problems seemed to develop.

Last season Haney's team reached the Division II regionals finishing with 24 wins and 2 losses. This year, the team was ranked No. 3 in the final D-II state poll and won its second straight Three Rivers Athletic Conference title when OHSAA removed the team amid another deep tourney run for allegedly committing multiple recruiting violations.

Although CCHS officially lists Haney as suspended indefinitely, according to sources, she was "forced to resign."

What really happened?

CCHS has kept things on "low-profile" and Haney, according to those close to the situation, was told to "zip it, put it in your pocket, and lock it." So, apparently, an agreement was made which could threaten her severance if she speaks out.

However, the word on the street identifies a recruiting violation centered around texts about a student who allegedly said she was racially harassed at Sylvania Northview. Another student allegedly wanted to transfer from Whitmer to Central.

As the team continued to win, other texts were incrementally provided to authorities over a period of time. Others say that although the alleged recruiting violations occurred five months before the sanctions, the various texts were sent to the authorities as the basketball team garnered more success on the court.

Specifically, insiders say, an assistant returned a text asking one of the students, "are you planning to come to Central's Open House event? Hope to see you!"

For Haney, "appointing friends as assistants who lacked prior coaching experi-



Ericka Haney

... continued on page 6

# Is You ... Awake or Is You "Woke?"

By Lafe Tolliver, Esq  
Guest Column

Have you begun to notice that there is emerging a hot political word that will be used by the GOP to attack the Democrats and to foment another culture war and that is the word, 'Woke.' Depending upon what source you utilize, some pundits opine that the word, 'Woke' was in play, 'back in the day' and it simply meant that a Black person was knowledgeable about the virulent racism that terrorized many Black communities.

It meant that she or he was circumspect in how they could size up a room regarding the racial themes being manifested at them. It meant that you were not easily deceived or placed in harm's way by knowing the current racial temperature.

'Woke,' in the aggregate sense of context makes correct understanding, also indicates that community of people recognize that systems, programs, or policies can be manufactured to maintain racial separations; and those persons being the object of Woke, are reasonable to assume that such a word equals oppression, overt or covert.

Being 'Woke' is having your social or political antennae finely tuned so that when there is a game being played on you, you counter with appropriate conduct to show those malefactors that you will not be part of their victimology scheme.

The GOP is now enthralled with using the word woke because it gives them a false sense that they are knowledgeable about Black people and people of color and their means of exposing America's racial aggressions.

In order to try to get the conversational high ground, GOP podcasters and influencers want to throw the word woke around like an infected blanket with smallpox and thus create a backlash against people who effectively use the word.

Of course, we know how Florida Governor DeSantis is falling over his feet trying to project the image of a strongman who says that 'woke' comes to die in Florida. Translation: Any positive talk of progressive politics or those who support such things as railing against discrimination and lack of fairness in jobs and housing, will find Florida not receptive.

Imagine this...the recent failure of the SVB (a large bank in California) is now being attributable to a 'woke' policy that caused the banking officials to lose to their perspective on properly overseeing depositor's funds.

So, envision a banking business failure and in order to deflect blame for risky banking practices, your public agenda platform is hijacked by certain GOP members who say due to the banks focusing on diversity, equality, and inclusion (DEI policies), that is the real reason for its failure! Twisted logic to be sure, but in some right-wing GOP caves, it works for them.

It is akin to saying a bank cannot do two things at a time: It cannot engage in safe and risk-free financial undertakings and at the same time, provide a banking culture in which people of color, women and others are afforded both a welcome and ongoing mentorships and constructive job evaluations.

So for the immediate future, the public will have to endure half-wit com-

... continued on page 12

## A Grant up to \$1,500 towards your Mortgage Closing Costs!<sup>1</sup>

### DO YOU QUALIFY?

- Purchase of a primary residence located within State Bank's lending area<sup>2</sup>
- Must meet borrower or geography low- to moderate-income eligibility requirements<sup>3</sup>
- A signed purchase agreement must be presented to reserve funds

State Bank CARE Grant funds are limited, so **APPLY TODAY.**



1900 Monroe Street, Suite 108  
Toledo, OH 43604  
419.508.0806

930 W. Market Street  
Lima, OH 45805  
419.228.3361



Program subject to change with or without notice. Other restrictions may apply. Please see lender for complete details. Subject to credit approval.

<sup>1</sup>Actual amount applied at closing.

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

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

# New Perspectives Sober Living: Refining the Approach to Sobriety

By Asia Nail

The Truth Reporter

Addiction is a complex and multifaceted experience.

At first use, drugs or alcohol may feel intense and exciting with rushes of dopamine flooding the brain. However, as addiction sets in overtime, things change. The high becomes more fleeting, and as years goes by the need for the substance can become all-consuming.

Deciding to get sober can be the hardest experience of one's life. Yet, when someone is determined, he can overcome addiction with detox and rehabilitation.

"After the first six months of sobriety, people often face a new set of challenges," explains Arlene Ford-Bond, director and CEO of New Perspectives Sober Living.

These challenges can be just as difficult to overcome as the initial struggle to get clean, she shares. Getting sober is often the first and most challenging step in overcoming addiction, but it is not the end of the journey. Staying sober can be even harder.

"New Perspectives exists to provide an alternative, temporary supportive environment for adult men ages 18 years or older, who are currently in recovery from a wide variety of drug and/or alcohol addiction," says Ford-Bond.

Their services include: virtual and in-person behavioral modification courses, sobriety coaching and individualized holistic plans of care with goal-oriented & solution-focused therapies. "What sets us apart is our commitment to providing after-care services," says Arlene. "This means if someone is still struggling to maintain sobriety after their release from an authorized rehabilitation program, they are still eligible to receive services from New Perspectives."

Arlene Ford-Bond, RN BSN MOL, is a retired registered nurse with over 30 years of experience working with the Pro-Medica Hospital group. She spent her nursing career caring for the needs of the most critical patients serving as an ICU nurse in post-anesthesia care. Her dedication to lifelong learning led her to return to school a few years before her retirement and she went on to earn her master's degree in Organizational Leadership from Lourdes University.

"Over the course of my career, I've served as Nurse Manager, Clinician, and a Patient Care Supervisor, among others," she said. "I went from serving as Lourdes Adjunct Faculty, teaching clinical procedures to prospective nurses, to now fulfilling my dream of helping men struggling with addiction."

Ford-Bond is keenly aware of the lack of affordable services available to men, in particular, who are struggling to maintain sobriety.

"I had a family member struggling with addiction. I personally assisted in transitioning them from in-patient to out-patient care," she shares. "I learned first hand that women often have children in the home and are usually prioritized over the men here in Toledo. New Perspectives Sober Living is here to help fill that void. We are: Your Answer In The Meantime."

New Perspectives serves Toledo residents by helping the community's men gain the skills to maintain a stable, productive life, free from drug and alcohol addiction.

As a chronic condition, addiction and recovery is a lifelong process. While getting sober involves a significant change in lifestyle and habits, staying sober requires sustained effort and ongoing commitment.

Addiction can also be deeply rooted in an individual's psychological, emotional, and social factors, explains Ford-Bond. "Even after getting sober, people can experience triggers that may lead them to relapse. These triggers can be anything from stress to trauma to encountering old acquaintances who used to use with them."

Managing and avoiding these triggers require coping skills as well as ongoing effort and support. "I named the sobriety center New Perspectives because refining one's approach to sobriety involves making changes and adjustments that last long term."

Arlene Ford-Bond



## Modeling is a career, it is not an activity.

If you are seriously thinking about getting into acting or modeling you are going to

need an agency that will be willing to work with you to find you paid assignments.

Alright let's get down to business, Do you have to pay to be a client of a modeling agency? NO

Do I need to pay for photos? Yes, However not out-of-pocket....

What does that mean? Agencies work on commission and some will work with you, now that digital photos are what they work with.

The agency will have that in your agreement.

Do I have to sign with the agency? Yes if you want to be considered for work through the agency.

How much do I get paid?

You are paid 80% of what the assignment pays and the agency 20%.

you will get more information from your agency.....

submit your photo to: [expressionsmodels@gmail.com](mailto:expressionsmodels@gmail.com)



**XI Models**  
Expressions International Model Management

151 N. Michigan St. Suite 316 Toledo, Oh [www.ximodels.com](http://www.ximodels.com)

... continued on page 6

# GLASS CITY GRIND

Saturdays @ 8 AM  
Sundays @ NOON  
Anytime on VOD

Find us on:



# Geoffrey Canada's Harlem Children Zone to Partner with the Mosaic Family Zone

By Fletcher Word

The Truth Editor

First, for the good news! And the good news is very good indeed. The Mosaic Family Zone, which is leading an effort to transform Toledo's Old South End by addressing the needs of families in poverty, particularly by working with children from birth, or cradle to career, has entered into a formal partnership with the Harlem Children's Zone

That partnership, one of just four such arrangements the HCZ has approved across the country, will bring support and enable Mosaic to continue model its program along the lines that has brought such success to the community served by the HCZ.

Established more than 20 years ago, the Harlem Children's Zone has implemented a program of working with families in poverty in its 97-block area that has the children of those families accepted into college at a rate of 97 percent.

Now, for the not so good news! It won't be easy ... or cheap.

The Harlem Children Zone founder and president, Geoffrey Canada, spoke to a group of Toledo civic leaders on Tuesday, March 14, at the offices of Hart Associates and delivered a message of just how difficult it is to change a community's will and ability to get the children of the underserved population educated and out of poverty. He also shared his thoughts about just how worthwhile that endeavor is.

"Children and families have been stuck in poverty for two reasons," said Canada as he opened his address. Those two reasons are the complexity of the problem and the scale of the effort needed.

"We've tried to find out one single strategy to work," he said of the complexity. "But we've misunderstood the depth of the problem – poverty is complex and folks don't have a strategy for getting us all together to solve the problems – you've got to come together."

As for the scale of the problem, Canada noted that an organization that is working well can typically save hundreds of children "but not thousands – you can't do this on the cheap."

"If you care about your city, you have to make an investment in children," continued Canada, who emphasized throughout his talk that the initial investment to ensure a good cradle to college education was not nearly as expensive as the costs to society of trying to repair the damage done by the income gap the country experiences. Those are the costs of welfare programs and incarceration, for example.

"Let's fix this system, through education, social services, parks and recreation," said Canada, noting the all-encompassing effort such a change takes. "Start at birth and stay with these kids until we get them through college."

Canada repeatedly emphasized the fact that his program, the HCZ, sets a goal of preparing kids for college and preparing the neighborhood at large for the expectation that the children of that neighborhood will be expected to go to college, just like the wealthier neighborhoods expect their children to attend college. Vocational education is not part of his vision for the children



A Mosaic Early Learning Center classroom



of the Harlem Children's Zone.

"I reject out of hand a plan B," he said. "The vocational plan is not an option. Once you get into college, you think differently about yourself. You need to have an effort on the ground to get kids into college and I will challenge anybody to come to Harlem and see how this is working."

Indeed, according to statistics compiled by the New York State Department of Education, graduates of the HCZ attend college at a rate well over 90 percent and after two decades of work in the central Harlem community, the area is thriving, crime is down, development is booming, families and businesses are moving into the area and it's normal for children to stay in school and go to college – and many even return to find jobs and start their careers.

That's a model that David Kaiser and the Mosaic Family Zone will continue to emulate..

... continued on page 6



*Join Us!*

**Worship**

Every Sundays at 5:30 p.m.

Let's FELLOWSHIP together - Acts 2:42

**EXPERIENCE**





Eastern Star Missionary Baptist Church  
 2102 Mulberry Street, Toledo, Ohio 43608  
 (419) 726-1180, FAX: (419) 726-6240  
 E-mail: EasternStarMBC@aol.com  
 Website: www.drjwilliams.org

Dr. John W. Williams, Pastor

- Full-service Banking
- Exclusive Member Benefits
- Local & Convenient
- Easy to Join
- Loans for Every Need



**GLASS CITY  
 FEDERAL  
 CREDIT UNION**

Toledo • Maumee • Bowling Green  
 419-887-1000 • glasscityfcu.com

*We're working for you!*

Loans subject to credit approval & membership eligibility. NMLS ID #445858




*Sober Living... continued from page 4*

Here are some ways Ford-Bond and her clinical staff help people refine their approach to sobriety:

**Reassessing triggers:** Identifying the people, places, and situations that trigger cravings or temptations make a lasting difference. "Lifestyle changes that include diet, exercise, sleep, and stress management, when taken seriously, help to maintain positive results," says Ford-Bond.

**Finding new activities and interests:** Although a focus on career choices may be suitable for some, finding new activities and interests can be a great way to refine one's approach to sobriety. Ford-Bond recommends engaging in new hobbies or activities that provide a sense of purpose and fulfillment to maintain recovery.

*Perryman... continued from page 3*

ence was a misstep. Relying on staff members without any training on OHSAA recruiting rules is another," said sources. Apparently, the first two violations were committed by an assistant coach and a staff member. "Haney spoke up for them and got burned in the process," according to swirling rumors.

Another anonymous friend confided, "Haney's sin was trying to be a counselor, helping kids get through an emotional issue without understanding OHSAA rules. There were no promises of money, tuition assistance, vouchers, or preying on vulnerable young people."

**Crossing the Bridge**

As a trailblazing Black woman coach in the Parochial School environment, Haney's real challenge is navigating white spaces not created for her to operate in. Although being a former superstar athlete and the pride of CCHS provided Haney access, her favored status did not guarantee her success as a coach.

Scholar Patrick B. Reyes says once first-generation [Black women coaches] have attained access to cross that particular bridge, "they are in a land that is completely foreign with no real help or guidance." People of color are often navigating hyper-competitive systems like coaching that are "not designed for us and must mirror dominant cultural definitions of success where privileged descendants of power and privilege inherit a world built and designed for them."

The truth is that all coaches contact potential players directly or indirectly but have learned how to do it within the rules. They can speak suggestively to potential recruits without leaving paperwork, text messages, or other documentation that can be used against them. But in the hyper-competitive arena of sports, no one reveals their secrets on going up to (or even across) the boundaries without appearing to break the rules.

On the other hand, because of their scarcity in the coaching ranks, Black women must almost always be perfect, constantly operating with little margin for error.

*...continued on page 11*

**Learning new coping skills:** Developing new coping skills helps individuals better manage stress and difficult emotions, reducing the likelihood of relapse.

**Staying connected with sober peers:** Staying connected with sober peers can be a powerful tool for refining one's approach to sobriety. Peer support can provide a sense of community, accountability, and encouragement to stay clean.

**Seeking ongoing support:** Sobriety is a lifelong process, and ongoing support is critical. Refining one's approach to sobriety may involve seeking out new sources of support, such as therapy, support groups, or recovery coaching.

Addiction can leave people feeling lost and without direction. Though challenges may at times feel overwhelming, the road to sobriety is a journey worth taking. A commitment to long-term recovery requires consistent effort and ongoing support. If you or someone you know needs help maintaining sobriety contact New Perspectives Sober Living at 419-360-8251 or online at [newperspectiveossoberliving.org](http://newperspectiveossoberliving.org).

*Geoffrey Canada... continued from page 5*

Mosaic's information states that "low-income families need a variety of supports from the birth of a baby and lasting until the child achieves meaningful adult employment."

To that end, Mosaic has enlisted the aid of agencies and organizations such as Toledo Public Schools, Toledo Tomorrow and the Art Tatum Zone (Christine and Calvin Sweeney) in its journey to change a neighborhood – the Old South End neighborhood.

"This is the way to end poverty," says Kaiser, executive director of the Mosaic Family Zone and the pastor and founder of Mosaic Ministries. "Start when the children are born and stick with them until they are 24 years old."

As Kaiser describes the program he and his team have been developing over the past 15 years, "The pattern starts at pre-birth and is both wholistic and longitudinal – try to get children the best education possible, get them into the best college possible and into the best career imaginable."

If that prescription for turning around the fortunes of a depressed community sounds similar to something that the legendary founder of the Harlem Children's Zone, Geoffrey Canada, might say, it is not a coincidence.

"The Mosaic Family Zone is leading an effort to transform Toledo's Old South End by working with families over the course of a lifetime," according to the organization's literature. "Low-income families need a variety of supports from the birth of a baby and lasting until the child achieves meaningful adult employment."

David Kaiser and his wife Kelly arrived in the Old South End 16 years ago from their rural home to establish a school in a former church, the Western Avenue Baptist Church. "We were overwhelmed with problems at the start," recalls Kaiser. The poverty, the struggle of residents of the neighborhood to

*...continued on page 15*

**GENERAC**

**Prepare for power outages today**

WITH A HOME STANDBY GENERATOR

**\$0 MONEY DOWN + LOW MONTHLY PAYMENT OPTIONS**

Contact a Generac dealer for full terms and conditions

**REQUEST A FREE QUOTE**

CALL NOW BEFORE THE NEXT POWER OUTAGE

**(866) 967-3358**

**FREE 7-Year Extended Warranty\* - A \$695 Value!**

**GENERAC**

\*To qualify, consumers must request a quote, purchase, install and activate the generator with a participating dealer. Call for a full list of terms and conditions.

**DENTAL Insurance**

Get help paying big dental bills

It doesn't matter what dentist you see, we can help pay the bill. Get **dental insurance** from Physicians Mutual Insurance Company.

No deductible, **no annual maximum**

Preventive care **starts right away**

See any dentist – **save more** if you stay in network

**Get your FREE Information Kit**

**Call now!** **1-844-334-8627**

**Dental50Plus.com/Truth**

**SCAN ME!**

Product not available in all states. Contact us to see the coverage and offer available in your state. Contact us for complete details about this insurance solicitation including costs and limitations. This specific offer is not available in CO. Call 1-800-969-4781 or respond for a similar offer. In WV. To find a provider in the network visit us at <https://www.physiciansmutual.com/web/dental/find-dentist>. Certificate C250A (ID: C250E); Insurance Policy P150; Rider Kinds B438/ B439. In CA, CO, ID, KY, ME, MD, MA, MI, MO, NV, NJ, NC, ND, VA: Includes Participating Providers and Preventive Benefits Rider. Certificate C254/B465 (PA: C254PA); Insurance Policy P154/B469 (GA: P154GA; OK: P154OK; TN: P154TN).

6323

# DEAI ALLiance Hosts First Annual Meeting

By The Truth Staff

The Diversity Equity Access Inclusive Alliance of Northwest Ohio held its first annual meeting last week. The two-day event encompassed a variety of sessions including the CEO Summit and Professional Panel on Wednesday March 15 in the McMaster Room at the Toledo Lucas County Public Library Main Branch; the DEAI Career Fair and the NW Ohio Supplier Diversity Expo on Thursday, March 16 at the Glass City Center.

The DEAI ALLiance was formed in May 2022 after Toledo's Diversity Employment Career Fair and is comprised of a number of individuals from assorted businesses, agencies and educational organizations, most of whom are focused on the work of diversity, equity and inclusion principles within those organizations.

Last week's conference presented an astonishing array of guest speakers, panelists and presenters designed to address a variety of topics related to DEI issues such as entrepreneurship, diversity programs, career advice, business best practices and the reasons that large corporations should strive to incorporate those principles.

The CEO Summit Wednesday's CEO Summit – sold out well in advance – featured moderator Marquis Miller, vice president, Diversity, Equity and Inclusion with the Obama Foundation and a panel of local leaders: Brian Chambers, CEO of Owens Corning; Vince DiPofi, CEO of SSOE and Dionne Dorsey Somerville, PhD, president of Owens Community College. The panel members addressed their individual attempts to bring diversity, equity and inclusion into their workplaces.

"These are not conversations that we have always been comfortable at having," said Miller setting the tone at the outset. "But there are the kinds of conversations that are absolutely essential and necessary ... we should all be proud of the willingness and ability to have these conversations and do the hard work of transformation from the inside out."

"There is a cultural imperative here to make the company different," said DiPofi describing the challenge at SSOE. He added that the traditional culture had not been "sustainable in the long run."

Chambers introduced the fact that such a change in a company's culture to be more inclusive starts at the top. "It's a personal commitment to create more opportunity."

Chambers noted that within Owens Corning, there had been a celebration of diversity in the workplace for quite some time. However, "we did not have an inclusive environment," he said. An incident within the company in 2014 led the company's leaders to start talking about bringing real change.

DiPofi echoed the sentiment that change all starts within a company "with a personal commitment."

"It has to start at the top," said DiPofi. "This is important to us and important to the people I work with."

Diversity, equity and inclusion, both leaders agreed, means that a diverse workforce must be brought in, and that a company must begin the process of



Marquis Miller, Dionne Dorsey Somerville, Vince DiPofi, Brian Chambers



Lenora McIntyre and Dilip Das, PhD



Tasha Wood, OMSDC Secretary and George Simms, OMSDC President



Marquis Miller

becoming diverse and inclusive all the way to the top.

"If we cannot attract the best diverse talent in the world," said Chambers, "we cannot remain competitive."

When Dorsey-Somerville took over the top post at Owens Community College, she observed that a lot of DEI effort "goes into symbolism and infrastructure." She came into that position, however, when there were a lot of questions about the future plans but now "it's part of our strategic plan ... because our product is our people."

Dorsey-Somerville arrived on campus realizing that "our student demographics reflected Toledo but our employees weren't reflecting that – we weren't doing for our employees what we were doing for our students."

The questions for the college were "how do we become an employer of

...continued on page 8

Join Us~  
April 16, 2023  
11am



Warren AME Church  
Pastor Otis J. Gordon Jr.  
915 Collingwood Blvd.  
Toledo, OH 43604  
(419) 243-2237

**PURPLE SUNDAY**

Q: Did you know older African Americans are twice as likely to have Alzheimer's than white Americans?  
"Wear your Purple" \*All are welcome \*Bring a friend



alzheimer's association®

\*Awareness presentation and a tribute service for our loved ones who has died from Alzheimer's

\*For more information  
You Are Not Alone  
Dementia Talk with Pamela  
(419) 984-3540

**First Church of God**  
Honoring Bishop Robert A. Culp  
*The Legacy Of The Man*  
**Retirement Banquet**  
Hiltons at Downtown Toledo  
May 20, 2023 at 6:00 P.M.



**Ticket Price \$125**





Vanessa Bell-Armstrong Kishna Davis Fowler James Crumbly

For more info call 419-255-0097  
retirement2023@fcogtoledo.com

**TICKETS ON SALE**  
bishopculp retirement.eventbrite.com



*DEAI ALLiance...continued from page 7*

choice? And “are we doing everything we need to do to become inclusive?”

“How do you do it?” asked Miller of the panel. That is, how does a company or organization go about finding the process of becoming diverse and inclusive?

“Be prepared for frustration and set backs – be resolved that it is a journey,” said Chambers. He added, however, that it is a very systematic process that is time consuming and requires behavioral training up and down the line – from the board members to every level of employees.

“You can’t just say ‘let’s do it and not back it up with money – you have to make the investment,’” said DiPofi.

It’s also a community process all three panelists agreed. That is, such an effort to transform a company’s culture must involve the community at large. “Allies are so important,” said Dorsey Somerville.

The NW Ohio Supplier Diversity Expo

The program for Thursday’s Supplier Diversity Expo at the newly remodeled Glass City Center, hosted by the Ohio Minority Supplier Development Council (OMSDC) and the University of Toledo Office of Diversity, Equity and Inclusion, promised a jam-packed schedule of “Special Presentations, a Fireside Chat and Breakout Sessions on a variety of topics.”

In fact, Thursday’s event was all that and more – a day with a wealth of information and multiple opportunities for business owners to connect with suppliers and advisors, gain insights and learn to grow their enterprises.

Adding to the spectacular lineup of events and networking opportunities was the venue itself – the Glass City Center with its recently renovated space and breathtaking view of the ball park and its surroundings.

The Expo was organized by Lenora McIntyre, interim program manager for Equity Community Relations and Supplier Diversity at UT and her staff.

The Supplier Diversity Expo attendees were greeted by Greg Braylock, Jr., ProMedica VP of Talent and Organizational Chief Diversity, Equity and Inclusion Officer; by Toledo Mayor Wade Kapszukiewicz and by Dila Das, PhD, UT VP for Diversity, Equity and Inclusion.

*... continued on page 9*



The DEAI Team



Erik Johnson and Ambrea Mikolajczyk



## Step in the driver's seat of your career

TARTA offers:

- Sign-on bonuses
- Paid training
- Excellent benefits

Visit [www.tarta.com/careers](http://www.tarta.com/careers) to find out more and apply.

**TARTA**  
TAKING YOU PLACES



DEAI ALLiance...continued from page 8

"We've been able to find our way to economic success ... but we can do even better by having everyone at the table," said Kapszukiewicz during his remarks. The mayor spoke of a diversity study the city had commissioned that produced "a mixed bag of results" and laid out "12 recommendations that we are going to act on."

"We want to work with the City of Toledo to grow minority-owned businesses," said Das. "We are determined to reach out to hundreds of thousands to help more move into the middles class. Degree attainment translates into business success and life success."

The Fireside Chat portion of the program featured Wendy Gramza, president and CEO of the Toledo Regional Chamber of Commerce, moderating a panel consisting of David Zenk, executive director of the Metroparks of the Toledo Area; Gael Heskia, Owens Corning VP Global Sourcing & Supply Chain and Stephanie Smith, Fifth Third Bank Senior VP & Chief Diversity Officer.

The discussion revolved around the issue of "how companies and organizations work together to achieve diversity success," started Gramza at the start. "Why? Because it's something we have to do - it's the right thing to do for our society to survive."

While that Fireside Chat session dealt with the concepts of working together, Derick Gant, financial expert with PGN Consulting, led a discussion on opportunities for minority businesses in the Lucas County and Ohio areas. Joining Gant were panelists Jennifer Van Horn, Chief Planning and Capital Projects Officer for Metroparks; Jason Toth, Sr. AVP for Administration at UT; Lacy Deberry, III, director of Diversity and Inclusion with the City of Toledo; Mary Kunkel, deputy director for Support Services with the Lucas County Commissioners and Valarie M. Williams, Minority Procurement Manager with the Ohio Department of Development.

This group focused on the issue of the opportunities that are within minority businesses graps in the immediate future.

Marquis Miller returned to the stage during lunchtime on Thursday for a presentation on reimagining supplier diversity. Miller, during his address, focused on the need for companies and organizations to have the frank conversations about what no longer works in their attempts to maintain supplier diversity.

"Supplier diversity has not kept up with the economy," he said while adding that "a model that doesn't work anymore becomes out of fashion."

He urged companies to start training and looking at things "in a \$360 degree way ... it's time for us to lean into this new way of thinking."

He suggested dedicating resources, supporting local contractors and equity consulting as several ways to start that re-thinking process. He also called for greater transparency in reviewing actions that have perhaps been unsuccessful in creating greater diversity.

"If you don't know how you have come in seeking a contract, it will be harder to be [successful in the future]."

The key, said Miller, for small minority companies in obtaining contracts, is for larger businesses and organizations to streamline the process so that the MBE's can "get work, do work and be paid."

After lunch, numerous breakout sessions were held.

The Ohio Minority Supplier Development Council held sessions on re-

branding, the origins of OMSDC University engagement for corporate supplier diversity professionals.

Simultaneously, supplier diversity breakouts were moderated by Erik Johnson, president of Ivy Development Agency; Calvin Brown, co-founder and COO PGN Consulting and Jeff Schaaf, director of Talent Strategy with the Toledo Regional Chamber of Commerce.

Access to Capital was the subject of Schaaf's session and included panelists Craig Teamer, director Finance and Special Projects, Toledo-Lucas County Port Authority; Sarah Allen, Sr Program Officer with LISC; Monica Womack, of the Ohio Department of Development; Jill Badger, VP Small Business Services, Toledo Chamber and Luther Thomas, VP and Metro Toledo Reg. Director Fifth Third Bank.

This group dealt with the Port Authority's D-cap program along with other city and state resources for capital for minority-owned business.

Courageous Conversation Regarding Supplier Diversity Programs was the focus in Brown's session and included Carla Cobb, VP Director of Supplier Diversity for Fifth Third; Jennifer Van Horn of Metroparks; Valoree Ohl, manage, Inclusion and Contract Compliance for the City of Toledo; Vincent Wiggins, Lead Sourcing Manager - Supplier Inclusion with La Z Boy and Kelli Snow, Supplier Management and Supplier Diversity Leader with Owens Corning.

This group dealt with issues concerning start up, enhancing and best practices in the realm of such supplier diversity sources.

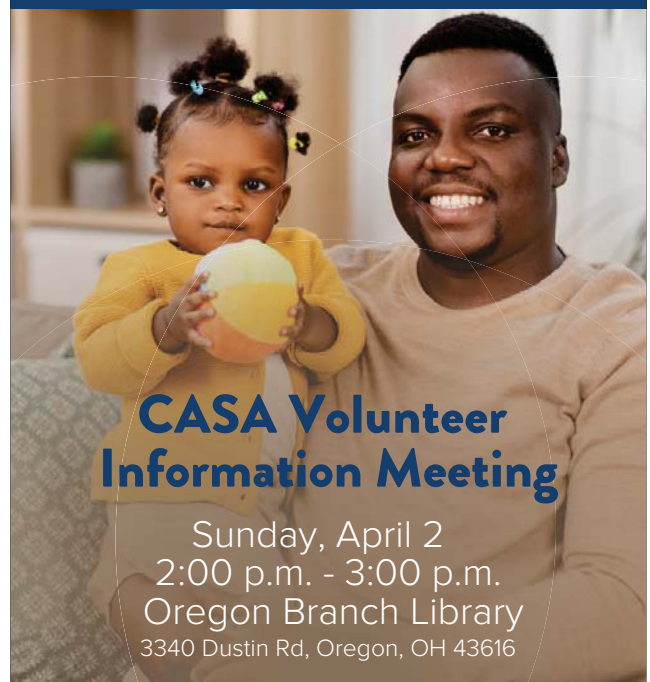
... continued on page 12



Alan Bannister, Vince Wiggins and Rhonda Sewell



ADVOCATE FOR AN ABUSED CHILD



CASA Volunteer Information Meeting

Sunday, April 2
2:00 p.m. - 3:00 p.m.
Oregon Branch Library
3340 Dustin Rd, Oregon, OH 43616



Lucas County CASA trains community volunteers to advocate in court for the best interests of abused and neglected children.

APPLY TODAY AT WWW.CASAKIDS.NET

Advertisement for North America's #1 Selling Walk-In Tub. Features a 'FREE Shower Package' and a '\$1600 OFF' discount. Includes a list of benefits and contact information: 1-866-497-1642.

# UPGRADE FOR A DECADE



Learn more about Ohio Lottery Scratch-Offs



# Toledo Youth Will Break Silences at Free Community Event Saturday

By Lynne Hamer, Ph.D.

Special to the Truth

The Fifth Annual *Our Time to Break Silence: A Community Reading of Dr. Martin Luther King's A Time to Break Silence* features Toledo's children and youth sharing spoken word poetry, songs, and visual art on the theme of BREAKING SILENCE.

The FREE community event will take place on Saturday, March 25, at 3 pm, with doors open at 2:30. It is held at Monroe Street Church, 3613 Monroe Street, Toledo. All are invited to attend.

Given one year to the day before his assassination, Dr. Martin Luther King's *Beyond Vietnam: A Time to Break Silence* motivated the American public across lines that had formerly divided groups.

This is the fifth Toledo area reading of the speech, bringing together representatives from 29 area organizations and over 100 area students to celebrate and be inspired by this lesser-known but vitally important work. Most famously, Dr. King described the U.S. as "the greatest purveyor of violence in the world" and urged all citizens to unite to confront "the giant triplets of racism, materialism, and militarism."

The MLK organizers invited Toledo Public Schools to cosponsor the event, focused on the theme of youth breaking silence and asking:

ABOUT WHAT DO WE NEED TO BREAK SILENCE?

HOW ARE YOUTH AND OTHERS ALREADY BREAKING SILENCE?

ARE WE LISTENING?

Many teachers across the area answered the call from Toledo Public's Department of Equity, Diversity and Inclusion to support their students to participate in Saturday's presentation of the speech.

Edward McDaniel's fifth grade class at TPS's Escuela SMART Academy composed the poem *The Way We See It*, to be recited by classmates Edward McDaniel III and Santiago Ellis. Both composing and reciting the poem were valuable learning experiences: McDaniels observed, "Breaking the silence entails a level of discomfort to give voice to vulnerable communities that would otherwise go unheard. Young people today face many challenges and rarely are given the space to process their frustrations. This event will afford our youth the opportunity to speak to the pressures of life while confronting the ills plaguing our society."

Dianne Stubblefield-Moore, music teacher at Ann Jerkins-Harris Academy of Excellence, composed *Break the Silence* to be performed by children from her school. "It's very important for the children to know more about what MLK values were and not about all the common speeches. MLK had principles he lived by each and every day," Stubblefield-Moore said.

TPS high school students are breaking silences at the event, too. Senior Cheyenne Metz, of Rogers High School and Toledo's MADD Poets, will perform her original spoken word composition, *When I Speak*. The Rogers High School Mass Choir, under the direction of Dr. Joan Walldorf, will perform two rousing numbers, while students from Westfield High School, taught by Peggy Martinez, will speak out through sculpture.

Martinez stated, "It can be hard for teenagers to speak their truth. I facilitate a space in the art room for my students to use art as a way to say the things they can't, or don't want to say. Our art room is a safe space and the art they created for this rally was focused on process and the ability to convey what is hard to talk about." Martinez's students created sculptures, then recorded their artists' statements about their work.

The sculptures, along with the statements available via QR code, will be the center of a BREAKING HARD SILENCES art exhibit representing work from many TPS schools' students, as well as UToledo and community artists. Community poets and musicians will further contribute to the event.

The heart of the event remains the chorale reading of Dr. King's speech, but the emphasis is on making it relevant for today. The MLK 2023 Breaking Silence Organizing Committee's mission statement for the annual reading includes to "inform and educate young people about Dr. King's important impact. ...build



Rogers HS Choir, under direction of Dr. Joan Walldorf

the movement to break silence, promote dialogue, and engage in nonviolent direct action, and recognize the relevance of Dr. King's words half a century later and to continue to "Break the Silence" today." Bringing Toledo Public Schools into the event as a cosponsor has been an important step toward realizing the mission.

Amerah Archer, EdD, acting executive director of the Department of Equity, Diversity and Inclusion, Toledo Public Schools, explained why TPS is cosponsoring this year's event: "This event gives our students and community members an opportunity to express themselves in whatever artistic form they desire. Events like Break Our Silence are so important because we want our students to know that we want to hear their voices and their concerns and celebrate them for using their talent to advocate for what they believe in."

Teachers amplify the need to expose their students to work by community activists and other citizens in order to educate their youth for participation in democratic society. McDaniel stated, "My goal is to cultivate the seeds of empowerment that enable young people to take action and advocate for the betterment of the people. I simply want to equip my students with the experience and exposure needed to navigate the intricacies of the world they inhabit."

Learning and equipping go both ways: Martinez requested, "When looking at our Westfield art, we would like you to focus on the spaces young adults take up and why it is important to listen to who they are and what matters to them."

Please attend this Saturday, March 25, 3 pm (doors open at 2:30), Monroe Street Church, 3613 Monroe Street, Toledo. Questions? Contact the MLK 2023 Break Silence Organizing Committee at 419-283-8288 (call or text) or c/o lynne.hamer@utoledo.edu. The author is part of the committee.

Perryman... continued from page 6

As a young first-time head coach in what a former graduate and board member called a "repressive and patriarchal religious high school," Haney apparently "did not recognize her new surroundings, had no guides or mentors, and had to navigate her newly gained access on her own, making it difficult to impossible to achieve her goals."

Nevertheless, although Erica took an "L" on the CCHS job, she is still a champion and a woman of integrity who, despite mistakes, is resilient and will bounce back to turn the loss into a win.

Yet, Haney can learn from the experience. New opportunities will certainly arise, and she can again cross the bridge to build, manage, lead, and guard if she chooses.

More importantly, though, Haney has also learned that she doesn't have to merely settle with gaining access to parochial or other systems that, in Reyes' words, "imagine they are meritocracies." She also can choose to "build in her own spaces, and on her own terms."

Therefore, those that follow and learn from her will also "have access to the resources, knowledge, and practices to achieve big dreams."

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



**Bernadette Joy Graham, LPCC, LLC**  
 Licensed Professional  
 Clinical Counselor  
 419.409.4929  
 Mental Health...Get Your Mind Right  
[www.bjgrahamcounseling.com](http://www.bjgrahamcounseling.com)  
 3454 Oak Alley Court Suite 300  
 Toledo, OH 43606  
[graham.bernadette@gmail.com](mailto:graham.bernadette@gmail.com)

**DIXIE** Auto Leasing Toledo, OH  
 5880 N. Detroit  
**Month to Month Leasing**  
 419-476-8674  
 WE ARE A FULL SERVICE BUSINESS



**Welcome Home to Sylvan Lakes Apartments!**

Our elegant apartments feature spacious bedrooms with ample storage, high ceilings and breath-taking views! Stop in today to see our beautifully landscaped grounds, resort-like swimming pool and clubhouse with its fully-equipped fitness center. Located just west of King road off of Sylvania Ave.

**Sylvan Lakes**  
 Apartment Homes

4045 A Langston Place, Sylvania, Ohio 43560  
 P: 419-842-8480 E: [investekmanagement.com](mailto:investekmanagement.com)

# Code Gray: Death, Life, and Uncertainty in the ER by Farzon A. Nahvi, M.D.

By Terri Schlichenmeyer  
The Truth Contributor

You know exactly who's in charge here.

It's the person in the white coat, a physician with a stethoscope around their neck and a packed pocketful of paper notes and pens. The white coat instantly gets your attention. It's meant to quickly convey authority, and it does – so much so that you trust your very life to the person wearing it. **In Code Gray by Farzon A. Nahvi, M.D.**, that white coat won't leave you in the dark.

It was only supposed to be a friends-catching-up kind of text thread but for Farzon Nahvi and his colleagues around the country, the flurry of messages they exchanged during the pandemic became a lifeline. For each, it was good to know that their hospital's reaction to the Covid-19 pandemic wasn't the only one lacking.

And yet, Nahvi said, "The most challenging circumstances I faced during the pandemic... had little to do with the virus itself."

More than a decade ago, Nahvi went to medical school because he "wanted to help people," which is "a meaningless catchphrase" with good intentions, he says. Indeed, he was "surprised at how hard it was to truly help anyone at all." Sometimes, it made Nahvi wonder if a goofy Labrador retriever might be the "doctor" his patients really need.

Patients, in a way, are surprised, too; treatment for a disease can save a life, but it comes with sometimes-hidden strings attached – and despite all that doctors do, people still die. A patient's family can rally around a bed and cheer as though they're in a race, but coaching and bargaining can't restart a pulse that's been missing for twenty minutes. And sometimes, getting what you want can be the worst thing of all.

Medicine can sometimes be rather arbitrary. Manuals are written for certain procedures, but not for others, which goes doubly when things are not always black and white. In fact, says Nahvi, "the Code that most often applies in the emergency room, as in life, is code gray."

So you try to take care of yourself. You eat right, give up your vices, spend time exercising and look: you're going to die someday anyhow. As you'll see in *Code Gray*,

c.2023  
Simon & Schuster  
\$27.99  
256 pages

that's not at all for a lack of effort.

Beginning with text messages and an arc'd story of a 43-year-old New York woman who comes to his ER with no pulse, author Farzon A. Nahvi, M.D. writes about the daily struggles of life, health, and being completely truthful to patients versus doing what's easiest. There's frustration in this, of course, and with the medical system in America but also with decision-making that's never clear and maybe never will be. What Nahvi writes about here may be things your doctor wishes she could say; for sure, these are things every patient and family-member needs to hear.

Medical drama fans will love everything about this book, as will those who enjoy thoughtful meditations on humanity, life, and death. If that's you, then you'll find that *Code Gray* is gold.

## DEAI ALLiance...continued from page 9

Johnson's group discussed the issue of vendors in the marketplace- who they are, where they are and, as Johnson said, "how to get out of a resource what you want to get out of it."

Joining Johnson were panelists: Ambrea Mikolajczyk, owner of ARK Restoration & Construction; John Tooson, principal/CEO of PGN Consulting; Ebony Carter, interim director, Minority Business Assistance Center and Kenny Farrar, SR associate, JumpStart.

This year's first ever Supplier Diversity Expo was organized by a planning team that included representatives of JumpStart, the City of Toledo, Peak Electric, Owens Corning, the Toledo Chamber and the Lucas-County Port Authority, along with the staffs of UT and the OMSDC.

The DEAI members are Felicia Clerk of Metroparks; Houston C. Young of Owens Corning; Rhonda Sewell of Toledo Museum of Art; Bob Savage of Toledo Tomorrow; Erin Baker of the Toledo Lucas County Public Library; Joy Goodner of Global People and Culture Leader; Shannon K. Loar of Huntington Bank; Crystal Darnell of the LC Board of Commissioners; Matt Scheiber, education and workforce professional; Lesean Shaw of Bitwise Industries; Melvin Jackson of Toledo Tomorrow, Pam Moehler of Toledo Tomorrow; Tiff Thompson of ProMedica; Austin McDonald of Owens Corning, Vincent Wiggins of La Z Boy and Lenora McIntyre of UT.

## Tolliver...continued from page 3

mentators trying with a straight face to decode for you what they mean by 'woke.' Make no doubt about it. Using the word 'woke' is a pejorative and is meant to be a cudgel against any public person, teacher, politico, or media personality who uses the word in its proper context.

Just to illustrate how devious and history bending this wokeness concept is in the hands of people like Gov. DeSantis, there is the proven story that a book publisher, in order to curry favor with the governor, has submitted a historical revision of Rosa Parks in which the issue of race has been whitewashed out!

Image, telling the story of one of the early pioneers of the civil rights movement and you re-write history and take out her race and why she was protesting being told to move to the back of the bus.

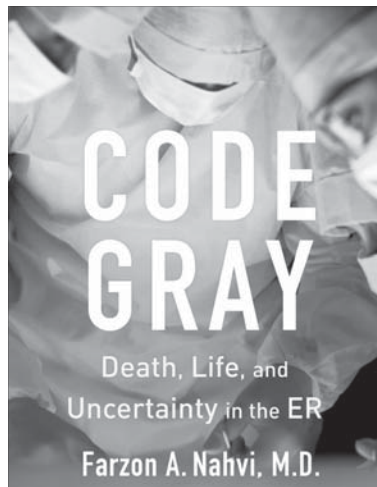
It would be akin to saying that Genghis Khan was not a famous Mongolian warrior. It would be saying that Anne Frank was not Jewish. It is like saying blueberries are not blue.

Ron DeSantis years for a sanitized white society in which the irritants of Black protests and Indian removal and the discomfits of civil rights are quietly banished to the corner of history for fear of offending white citizens.

If Ron DeSantis would wave a magic wand and say the three magic words, Abra-Ca-Dabra, the following would vanish in an instant: (1) issues of civil rights, (2) LGBTQ issues, (3) reparations for Indigenous Peoples, (4) Black sororities and fraternities (yes that was being discussed!), (5) all Democrats, (6) any books that challenge or offend white people when it comes to issues of fairness, inclusion, and diversity, (7) affirmative action and any other program, policy, or position that champions limits on arbitrary governmental authority.

I have said it before and will say it again, America has entered a grim period of history in which too many Americans are willing to surrender their protections and rights to authoritarian people, whom, themselves are filled with anxiety, hate, bitterness and are conflicted about 'playing fairly in our mutual sandbox.'

Contact Lafe Tolliver at tolliver@juno.com



**America's urban community alternative station!**

iHeartRADIO

Entrepreneurs  
Independent Artist & Producers  
Actors  
Sports  
Fashion  
Book Authors  
Educators  
Community Awareness  
Health Awareness  
Safety Awareness

With your host  
**DeVonn**  
aka The Musical Teddy Bear!

**Jam Packed Emagazine Morning Show!**

**All Genres Welcome!**

"We Make Stars Happen!"  
Independent Music & Majors welcome!

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

Call in days Monday 12 noon - 2pm & Wednesday 12 noon - 2pm  
# (712) 770-4010 use access code 760462

**LEGAL ADVERTISEMENT  
FOR PROPOSALS  
TOLEDO-LUCAS COUNTY  
PORT AUTHORITY  
TOLEDO, OHIO**

NOTICE IS HEREBY GIVEN that Electronic Bids will be received by the Toledo-Lucas County Port Authority for all labor, material, insurance, and equipment necessary for the Plaza Repairs project at One Government Center, Toledo, Ohio 43604, in accordance with the approved plans and specifications, for the Port Authority at One Maritime Plaza, Toledo, Ohio 43604.

The project One Government Center Plaza Repairs project consists of: plaza waterproofing, replacement and structural concrete repairs. Demolition includes the removal and storage of existing granite pavers, removal of existing concrete fill and stamped wear slabs, and removal of existing waterproofing system in designates areas. A new waterproofing and drainage system will be installed on top of the existing structural slab with a new concrete fill slab and reinstallation of existing stored granite pavers on new mortar setting bed. Structural concrete slab, beam and wall repairs will be completed at the truck loading dock below the plaza level. The project also includes installation of joint and cove sealants, traffic topping, plumbing, and electrical work. This project includes an alternate to install a new stamped concrete wear slab in lieu of reinstalling the existing granite pavers. This project may be awarded by the Toledo-Lucas County Port Authority at its sole discretion. The engineer's estimate for the base bid and alternate 1 is approximately \$341,000.00.

Bids will be received through Bid Express an online electronic bidding system until Thursday, April 13, 2023, at 11:00 AM, at which time all bids will be opened through the Bid Express website.

The plans and bid proposal documents are available through Bid Express at: <https://www.bidexpress.com/businesses/66075/home>. Bidders new to the electronic bidding system must first register on the Bid Express website ([www.bidexpress.com](http://www.bidexpress.com)). Registration is Free. It can take up to five (5) business days to process a Digital ID and it is highly recommended that a Digital ID be enabled 48 hours in advance of submitting an electronic bid. Bidders must plan accordingly. For additional guidance regarding the electronic bidding, bidders must contact Bid Express directly. Each bidder shall be responsible for submitting its electronic bid before the bid deadline.

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

Please note that there will be a pre-bid meeting for this project for all prospective bidders on Tuesday, March 28, 2023, at 10:00 AM, at the Port Authority's administrative offices at One Maritime Plaza, 2nd floor conference room, Toledo, OH 43604. Attendance is suggested, but not mandatory. Please submit all questions through the Bid Express service by April 3, 2023, at 10:00 AM local time. Questions submitted after the deadline will not receive a response. Additional information can be found at [www.toledoport.org/projects/public-notice/](http://www.toledoport.org/projects/public-notice/)  
Thomas J. Winston  
President and CEO  
Toledo-Lucas County Port Authority

**PADUA CENTER OPEN  
POSITIONS**

The Padua Center is seeking a Director of the NIA After School Tutoring Program. The position is Monday to Thursday from 3:15-5:30 beginning immediately until May 25, 2023. The Director is responsible for conducting a tutoring program for approximately ten elementary school children. EOE Please submit resume immediately to [thepaduacenter@gmail.com](mailto:thepaduacenter@gmail.com) or Human Resources 1416 Nebraska Ave., Toledo Ohio 43607

The Padua Center is seeking a Director for the Summer Camps (7 weeks, 8:30-3:00 Monday-Friday). Ideal position for a teacher who wants to continue to help children over the summer while making some extra money. Camps run from June 5 through the end of July. Good pay, great staff and lots of fun activities already planned. EOE. Please submit resume by April 30th to [thepaduacenter@gmail.com](mailto:thepaduacenter@gmail.com) or Human Resources, 1416 Nebraska Ave., Toledo Ohio 43607.

**REQUEST FOR PROPOSALS  
RENOVATIONS OF 2 CASUALTY  
LOSS UNITS  
IFB23-B006**

Lucas Metropolitan Housing (LMH) will receive proposals for **Renovations of 2 Casualty Loss Units in accordance with IFB23-B006**. Received in accordance with law until **April 7, 2023 at 3:00 PM ET**. For documents: [www.lucasmha.org](http://www.lucasmha.org); 424 Jackson Street., Toledo, OH 43604; or 419-259-9438 (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  
LAWN CARE SERVICES FOR  
REDM PROPERTIES  
IFB23-B005**

Lucas Metropolitan Housing (LMH) will receive proposals for **Lawn Care Services for REDM Properties in accordance with IFB23-B005**. Received in accordance with law until **March 24, 2023 at 3:00 PM ET**. For documents: [www.lucasmha.org](http://www.lucasmha.org); 424 Jackson Street., Toledo, OH 43604; or 419-259-9438 (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.



**Public Notice**

**2023 Program of Projects  
Toledo Area Regional Transit Authority (TARTA)  
5307 Federal Fiscal Year**

Total Funds Available for 2023 Capital Projects, Section 5307: \$7,889,462 after split  
(does not include the allocations of Sections 5339)

Activity	Fed Share	Total Price
Preventive Maintenance	\$1,760,000	\$2,200,000
Hardware	\$160,000	\$200,000
Surveillance	\$1,200,000	\$1,500,000
Vehicle Replacement	\$1,600,000	\$2,000,000
Rehabilitation/ Renovation Admin/Maintenance	\$1,120,000	\$1,400,000
Rehabilitation/Renovation Bus Station	\$2,049,462	\$2,561,828
<b>Total Section 5307 funded items</b>	<b>\$7,889,462</b>	<b>\$9,861,828</b>

Written public comment on the proposed Program of Projects will be accepted by the Toledo Area Regional Transit Authority until the close of business on April 10, 2023. All comments shall be addressed to:

Laura Koprowski, CEO  
Toledo Area Regional Transit Authority  
P.O. Box 792  
Toledo, Ohio 43697-0792

Comments received by the closing date will be considered in preparing and carrying out the program. An opportunity for a public hearing will be afforded if requested in the comments.

This program will become final and will be submitted to the Federal Transit Administration on completion of the public participation process unless amended by the action of the Board of Trustees of the Toledo Area Regional Transit Authority.

# CLASSIFIEDS

March 22, 2023

Page 14

## REQUEST FOR PROPOSALS SITE IMPROVEMENTS AT OAK GROVE ESTATES IFB23-B004

Lucas Metropolitan Housing (LMH) will receive proposals for **Site Improvements at Oak Grove Estates in accordance with IFB23-B004**. Received in accordance with law until **April 11, 2023 at 3:00 PM ET**. For documents: [www.lucasmha.org](http://www.lucasmha.org); 424 Jackson Street., Toledo, OH 43604; or 419-259-9438 (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 FIRE PUMP REPLACEMENT AT DORRELL MANOR IFB23-B003

Lucas Metropolitan Housing (LMH) will receive proposals for **Fire Pump Replacement at Dorrell Manor in accordance with IFB23-B003**. Received in accordance with law until **April 13, 2023 at 3:00 PM ET**. For documents: [www.lucasmha.org](http://www.lucasmha.org); 424 Jackson Street., Toledo, OH 43604; or 419-259-9438 (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 LAWN CARE SERVICES FOR AMP 112 COMMUNITIES IFB23-B007

Lucas Metropolitan Housing (LMH) will receive proposals for **Lawn Care Services for AMP 112 Communities in accordance with IFB23-B007**. Received in accordance with law until **April 6, 2023 at 3:00 PM ET**. For documents: [www.lucasmha.org](http://www.lucasmha.org); 424 Jackson Street., Toledo, OH 43604; or 419-259-9438 (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 DIGITAL VIDEO MAINTENANCE SERVICES RFP#23-R003

Lucas Metropolitan Housing (LMH) will receive proposals for **Digital Video Maintenance Services in accordance with RFP#23-R003**. Received in accordance with law until **March 24, 2023 at 3:00 PM ET**. For documents: [www.lucasmha.org](http://www.lucasmha.org); 424 Jackson Street., Toledo, OH 43604; or 419-259-9438 (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.



## POSITION AVAILABLE ATTORNEY

Legal Aid of Western Ohio, Inc. (LAWO), a non-profit law firm that provides high-quality legal assistance to eligible low-income individuals and groups in western Ohio, seeks a resourceful, culturally competent, hard-working attorney. This position will be located in LAWO's Toledo office, with outreach work at the Lucas County Department of Job and Family Services.

This position will focus on representing individuals and households living in poverty in Lucas County. Advocacy will primarily focus on family law and government benefits cases and issues. The position will also involve advocacy efforts with community-based partners.

Please visit LAWO's website at [www.lawolaw.org](http://www.lawolaw.org) to review the full details and apply for the supervising attorney position.

*LAWO is an Equal Opportunity Employer and places a high value on diversity in our workplace, including diversity in race, ethnicity, gender, sexual orientation, age, and physical ability. We strive to create an environment welcoming to all individuals and we encourage applications from individuals traditionally underrepresented in the legal profession. Applicants requiring accommodation for the interview/application process should contact the recruitment coordinator at [lawojobs@freelawyers.org](mailto:lawojobs@freelawyers.org).*

## SALES

WGTE Public Media has an exciting opportunity for an energetic and enthusiastic media sales representative. Candidate will build and maintain profitable relationships to secure corporate and non-profit financial support for our radio and television programs and digital content. Previous sales experience required; media sales preferred.

WGTE Public Media provides a competitive salary and excellent benefits and is committed to attracting and retaining a diverse staff that honors your experience, perspective, and unique identity. Together, the team at WGTE strives to create and maintain working and learning environments that are inclusive, equitable, and welcoming.

Send your letter and résumé to: Human Resources, P.O. Box 30, Toledo, OH 43614, or at [employment@wgte.org](mailto:employment@wgte.org). EOE/ADA

## LEGAL NOTICE

Proposals will be received by Pathway, Inc. until **4:00 p.m., April 7, 2023** for the selection of Provider(s) to implement IT Managed Services. Submitted proposals must be completed according to the specifications and provisions outlined in the Request for Proposals (RFP). The contract period will be from approximately **May 1, 2023** through **May 31, 2024**.

No proposals will be accepted after **4:00 p.m., April 7, 2023**; proposals that are submitted via any method other than that described in the RFP will not be accepted.

The Request for Proposals will be available on **February 17, 2023**. It will be available for potential bidders to download by going to the site: [www.pathwaytoledo.org](http://www.pathwaytoledo.org)

The right is reserved to reject any and all proposals.

Call to place your ad:

419-243-0007

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

Geoffrey Canada... continued from page 6

survive, surprised and startled the couple.

Inspired by the HCZ model that they read about in those early days, they set about their mission with a goal of developing a wholistic approach to neighborhood revitalization.

Baby University, which began operations in 2011 with funding from the ProMedica Advocacy Fund, and in partnership with Cherry Street Mission, was the natural first step that Mosaic Ministries established in developing a Cradle to Purpose pipeline.

The Old South End is just the place for such a wholistic approach. The population, currently 28 percent Latino, 18 percent African American and 54 percent Caucasian, is one of the most impoverished areas of the city.

Baby University works with parents in that neighborhood to educate and support them. The goal is to introduce parenting skills that help them prepare their children for the school experience – reading to children for a certain amount of time daily, seeking proper healthcare for their children, disciplining children appropriately – through productive rather than abusive methods.

Along the way over 900 adults have graduated from Baby University by “demonstrating significant improvements in reading to their children, parenting skills, family stability and empathy,” according to Kaiser.

Then came pre-school for zero to five-year olds – the Mosaic Early Childhood Learning Center – as the organization continues to deal with the problem of generational poverty by working with pre-schoolers to address the three “markers” indicating whether children of low-income families are keeping up with their more advantaged counterparts.

Those three markers are: first the word gap that low-income children face by the age of three. Studies of this problem note that children at this age have heard millions fewer words than their counterparts and have command of perhaps about 10 percent of the number of words.

The second marker is kindergarten readiness - a measure of the success that children have on the tests they take when entering school. Nationally low-income children test 60 percent lower than their middle-income peers. A Toledo Public Schools report indicates that 82 percent of incoming kindergarteners are ready to start school.

The third marker is the performance on third grade reading tests, a typically reliable indicator of future academic success and a predictor of major life difficult outcomes such as early pregnancies, incarceration rates and drug and alcohol abuse.

The third phase in the Mosaic plan will be the Mosaic Classical Academy for five-to-14 year olds – a formal state charter school.

All of these programs will include “wrap-around” programs for children and families. Summer enrichment, after-school and mentoring programs for the youngsters; family, social service and wellness programs for the parents along with the engagement, collaboration and support of local organizations such as Sofia Quintero, the Believe Center, Adelante, South Toledo Library, Toledo Tomorrow, the Art Tatum Zone, etc.

Again, none of this is cheap, notes Kaiser, much of whose time is spent fundraising – no easy task in Toledo. The societal problem, however, is that the costs to remedy or mask the ills besetting low-income families takes so much more money.

Geoffrey Canada notes that the cost in New York City of jailing a citizen for one year is in the range of \$400,000. Jail is not nearly as expensive in other locations but the yearly costs of incarcerating an individual everywhere in the USA are more than 10 times more expensive than educating a child for that same length of time.

“It is easier to raise strong children than to fix broken adults,” said Frederick Douglas – as cited in the Mosaic literature.

“If we make the investments up front,” says Kaiser, “we are giving kids a start.”

Canada visited Toledo several years ago for a function at the Renaissance Hotel and was introduced to the Mosaic Family Zone via their website and liked what he saw. He requested more contact with Mosaic staff over the next few months through zoom meetings and eventually informed them that the HCZ would like to work with them. That commitment will mean bringing them into the HCZ network and providing them with funding, through the tech billionaires he has gained access to, says Kaiser.



David Kaiser and Geoffrey Canada



Geoffrey Canada

The partnership between Mosaic and HCZ means that Toledo is one of only four cities selected from around the nation – Poughkeepsie, NY, Hartford, CT, Orland, FL – to be so honored.

The partnership also ensures that Mosaic will be able to continue its mission of addressing poverty, not as an adult problem, but through working with children in poverty from birth and continue to have the success that the Harlem Children's Zone has achieved.

“We need to stop pulling people out of the river. We need to go upstream and prevent them from falling in.” Desmond Tutu – as cited in the Mosaic literature.

The Lucas County Recorder's Office Honors  
**VIETNAM WAR VETERANS DAY**  
 MARCH 29



Lucas County Recorder Michael Ashford with Purple Heart Vietnam Veteran Robert Stewart

Are YOUR Military Documents Up To Date?

- DD-214 Forms
- Military Service Discharges
- Military Service I.D. Cards
- Powers of Attorney
- Living Will Declarations
- Medicaid Recovery Forms
- Real Estate Transactions

Contact us. We're here to help.

Lucas County Recorder  
 One Government Center / Suite 700  
 Toledo, OH 43604  
 (ph) 419-213-4400 • (fx) 419-213-4284  
[co.lucas.oh.us/recorder](http://co.lucas.oh.us/recorder)



# Ashford Hosts Fundraiser; Resigns Party Chairman Post

The Truth Staff

Lucas County Recorder Michael Ashford hosted a fundraiser at The Truth Gallery last week during which he addressed his audience and spoke of the fact that he wears two hats – County Recorder and chairman of the Lucas County Democratic Party. He addressed his duties and the changes coming in both offices.

As Lucas County Recorder, Ashford answered the age-old question about that position – “What do we do?”

“The office is the foundation of every communication in county government,” he said, answering his own query. His job, he noted, is to make record keeping and communication as easy for users as possible. He commended his team, a number of whom were on hand, and spoke at length about the contributions they had made to what he sees as the continuing success of the office.

Ashford is up for re-election in next year’s general election, having won a special election last year after he assumed office to fill the position left vacant by the death of the previous office holder, Phil Copeland.

But he won’t be wearing two hats for much longer. Ashford has served as chairman of the local Democratic Party for 30 months – an unusually long term given the fact that there had been nine chairmen in the 17 years before he took over the top party post.

“But my expiration date has come,” he said. “March 31 will be my last day.”

Ashford noted that during his 30-month tenure as chairman he had notched some notable accomplishments.

“I’ve had a great run and have had the opportunity to help some great people get elected. We have won 36 out of 41 seats – that’s 36 and five!”

Ashford also took pride in the number of minority candidates who have

prevailed in their contests during that 30-month period.

“We’ve been able to get people of color elected when they weren’t supposed to get elected – we have much more diversity in office than we have seen before.”

Ashford, the first Black person to lead the local Democratic party, said that he was also proud of the fact that the party was able to “keep the doors open” during the peak of the pandemic, unlike other political operations that shut down for various periods.

“I am proud of my record, and more importantly that I had the opportunity to work with dedicated volunteers and committed elected officials. It’s time to pass the torch,” Ashford said. “In 2024, there will be President, Senate, and Congress races. It will take time to organize those campaigns on a county level. My first responsibility is to the citizens of Lucas County as Recorder. That’s 40-plus hours per week and I still have to work at being Recorder and to run my re-election campaign in 2024. I simply don’t have the time.”



Ashford with Cheryl and John Folsom



Ruth Ashford



Michael Ashford and Rick Hogan

*Open for wellness*

**OPEN FOR YOU**

From preventative health and wellness to management of chronic conditions, we are open to care for our community.

Tanya, UTMC primary care patient

utmc.utoledo.edu