

Volume 77 No. 6 *“And Ye Shall Know The Truth...”* March 29, 2023

Sheena Barnes, Toledo Board of Education



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Fighting The War on Classrooms

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

The Truth Contributor



We want education that teaches us our true history and our role in present-day society.

– Anonymous, Black Panther Party Platform

Republican Glenn Youngkin's upset victory in the 2022 Virginia gubernatorial election provided a template for conservatives to exploit sensitive education issues to mobilize their base, turnout suburban or swing voters, and attract their lukewarm conservative constituents.

After all, voters will surely respond intensely when it concerns their kids. And unfortunately, how schools address diversity has set off a polarizing conservative intrusion into public education and fueled a fierce culture war.

Especially contentious are issues such as the teaching of race, and the banning of books on the history of racial inequality, sexuality, gender, and gender identity.

Local school boards and other supporters of place-based, school-based education are concerned that the battleground of public education could further cause a weakening of support and bolster the growing egress from traditional public schools to private, charter, homeschooling, or virtual/technological education.

I caught up with Sheena Barnes, president of the Toledo Public School Board, to chat about the nation's culture wars being played out on the battlefield of local public education.

Here is our conversation:

Perryman: This is an interesting time because of the war on schools and classrooms. There's been a mass exodus of students from TPS since the late 1980s. You're down almost half from your peak enrollment. How much of that ties in with what somebody has called the "exploitation of vouchers where private schools and others cherry-pick the best and the brightest" academically and athletically from public schools?

Barnes: The percentage would be very high because people don't make the [relevant] correlations when discussing vouchers. Yes, vouchers help that one student get more access to resources because we don't have the funding. But people don't know that we still have to offer special needs support to accommodate all of the students in our district, whether they go to our schools or not. We're required to provide transportation and support to those students, whether in private or charter schools. So, it hinders what we can really do for our students.



Sheena Barnes

Perryman: Can we attribute implicit bias to the mass departure of students? Or might cultural changes or the nation's inability to solve its most pressing social problems be a factor?

Barnes: We have to be honest. The systems traditionally known as education and justice are all institutionalized and based on colonization. So, we have to unlearn why we feel kids in certain zip codes are more dangerous than others; the myths that Black and Brown kids don't have high-quality education; or LGBT kids are a threat to these kids. Those things were put out there to divide us.

And that also plays in the "well, I don't want my kids to go to this school because they're thugs." The others have challenges like this school, but we are highlighted for our challenges versus the school you think is better. Yes, we have to fight for things you don't have to fight for in another school district like grocery stores or housing. So, you would think, okay, my student would be better over there when we have the same problems regarding student behaviors, drugs and, let's be honest, violence. But it's usually highlighted in more inner-city public schools because that's the narrative that they want to give.

Perryman: The US Department of Justice was in town last week concerning their agreement based upon your disparity in school discipline by race. What are you doing to address the problem?

Barnes: Our DEI Department has been vital in working with the administrative staff to address those concerns that the DOJ did bring up. I want us to ensure this process is ongoing because no one gets it right overnight. I'm hopeful we're making the right choices, but we need our community to hold us accountable. This is where it's essential to show up and learn what the school board is doing, so they have the information to ask questions if we get it wrong and support us when we are getting things right. I wasn't on the board when the agreement happened, but I think we are doing a better job. We are definitely having those honest conversations.

Perryman: We are currently seeing the extreme right-wing attempting to take over school boards for their own purposes. Can you speak to the politicization of school boards?

Barnes: Yes. The right-wingers figured out something many of us should've paid attention to. These elected official positions are important, but the school board has the most significant impact. I mean that you're not only making changes currently but also educating students who will make that impact in the future. So, how you educate them, how you teach the truth or not and how you teach them about the society we live in shapes the next 12 years. It impacts businesses, it affects our communities, but also it impacts future leaders.

The conservatives tapped into that, knowing they could dismantle everything we are trying to do as a country. The way to dismantle that is to make it about "no, these things never happened in history." These people who

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GOP: "Rosa Parks... Who Dat?"

By Lafe Tolliver, Esq
Guest Column

If the ban the books hysteria, which is running amuck in Florida under the GOP Trump Lite wannabee, Ron DeSantis, has its way, the GOP will be on track to create an educational White Ghetto in history and literature classes for its students.

Apparently, most of the White parents in Florida have no disagreement with keeping their kids mentally dull when it comes to knowing and understanding American history. One of the banned books that appears troublesome for many White parents to read and digest is one concerning the civil rights icon, Rosa Parks.

Imagine if you can, legislators and parents in Florida being critical of any history taught to students that includes the heroic story of Rosa Parks. I mean, if you cannot even read and discuss Rosa Parks in any grade level for fear of making "White students feel ashamed or embarrassed" about the acts of their parents and grandparents towards people of color, America is in serious denial about itself.

When the powerful can, with a stroke of a pen, eradicate in their history books, the stories and achievements of Black people, Indigenous People and Brown people, America is dangerously toying with ideologies that warp the very fabric of what makes America... America.

What dangerous thinking does Rosa Parks inspire in White people that they feel fearful and alarmed about a tired seamstress not wanting to give up her bus seat to a white man; and she willing to go to jail for such an act of courage?

Tell me the dangers of fourth and fifth graders learning how Rosa Parks was one of the pivotal personalities in birthing the modern day civil rights movement? Tell me of the grave concerns White parents in Florida will have if their Johnny or Suzie comes home and ask their parents pointed questions about why Rosa Parks was arrested and why there was the Montgomery Bus Boycott?

Is White America comprised of so many "snowflakes" that the mere thought of engaging in direct racial dialogue about, discrimination, lynching, Jim Crow, red lining, George Floyd and a host of other subjects, gives them the shivers?

The racial divide in this country is both gaping and widening because White America is profoundly and morbidly fearful of taking a gut punch when they are rightfully accused of being the enforcers and beneficiaries of apartheid policies.

A Letter from the Mayor Correcting an Inaccurate Report

Last night a community meeting was held to discuss the City of Toledo's ongoing efforts to combat gun violence.

Unfortunately, one of the local media outlets that covered the event misrepresented an important fact, and since the misrepresentation threatens the personal safety of City of Toledo employees, we feel it is crucial we set the record straight immediately.

The Save Our Community program is completely separate from the Toledo Police Department. Interrupters never have and never will share information with police. This separation is what allows the interrupters to work at the grassroots level and earn trust in the community.

The intelligence that interrupters obtain comes from the relationships they have built themselves. It doesn't come from the police, and they don't share it with the police. Period.

To its credit, the local media outlet corrected its story as soon as it was made aware of its error. However, we felt it was important to issue this statement to protect their safety — and encourage the local media to work with us to better understand the important work they do.

Mayor Wade Kapszukiewicz
Interim Chief Mike Troendle

It does not take a lot of conjuring to understand that if Rosa Parks is the first sacrificial lamb on the altar of White guilt, it won't be long before other civil rights luminaries will be excised out of American history books.

America has never been "at ease" in discussing the racial quagmire in America for fear of rightfully being called out as hypocrites and exploiters regarding the lack of racial parity in America.

Fundamentally, we are, at the bottom line, talking about the re-distribution of natural resources and the allocation (through the tax code) of wealth so that those who have been denied, have a chance to be compensated for the injustices done to them.

One of those glaring injustices is in the re-working of American History books, which, if the Ron DeSantis model was to be adopted elsewhere, Black American history would only register as an afterthought or a dusty footnote.

America will not be making any progress in racial healing or reconciliations without first a tearing off of the racial band aid that prevents a serious look at the underlying festering cancer.

The Donald Trumps and the Ron DeSantis' of the US of A are feverishly working to make sure that Make America Great Again is an America that holds in a historical death grip the accomplishments and achievements of Black Americans.

Both men have shown that their allegiance is to their MAGA GOP base in the hopes that such a base will infect others with their ignorance and fear of a multi-cultural America because it appears they do not wish to have any sustained debate and a set of resolutions that would dilute their racist whistles and cat calls.

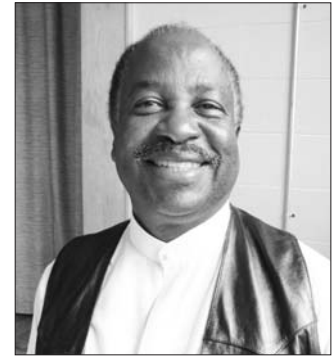
Both men (among many others) are reprehensible in their debasement of Black History which is American History.

And what is equally sad and profoundly important to note is that these two personalities are simply avatars that represent an America that has been given political and cultural permission to act upon their worse impulses against people of color.

The offensive underbelly of America which has been somewhat in check for a period of time is now being given a green light to come out of the shadows and do their dance in the public square; and there seems to be no condemning consequences for such a vulgarity.

Rosa Parks is only the parakeet in the coal mine. More to come.

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The Current Grandparent Dilemma – Especially in Black Households

By Paul Hubbard

Guest Column

Many African American grandparents have dreamed of retirement and planned well for their retirement. However, some African American grandparents are summoned for the unexpected role of becoming a child caregiver long after they thought those years were behind them. They illustrate a social trend in America: the high number of "grand families"-grandparents raising grandchildren.

United States' census data shows that 7.1 million American grandparents are living with their grandchildren under the age of 18. Some 2.3 millions of those grandparents are responsible for their grandchildren.

About a third of grandchildren living with grandparents who are responsible for them are younger than six years according to AARP. I am sure the percentage is higher for African American grandparents. About half of the grandparents who are responsible for their grandchildren are 60 and over, according to census data.

The crises spike that have created this grandparent's care-giving situation are COVID-19, substance abuse, incarceration, death of a parent and child abuse.

"Tragically, at least 140,000 children were orphaned by the pandemic and are now living with grandparents or next of kin," said Sen. Bob Casey (D-PA) in a statement before the U.S. Senate Special Committee on aging which he chairs.

Sen. Susan Collins (R-ME) told AARP that the American opioid problem greatly increased the pressure on grandparents to take over the responsibility for grandchildren.

Financial strains are a problem for some of these grandparent children-care givers. Childcare, beds, Pampers, food, pocket money for the kids, medical care, etc. are the reasons for some of the financial problems. According to Generations' United, about 18 percent of U.S. grandparents responsible for their grandchildren live in poverty.



Paul Hubbard

This number is a lot higher for African American grandparents' caregiving for their grandkids. A quarter or more of these African American grandparents have disabilities.

African American grandparent who are their grandchildren caregivers need support of all types; as they bridge generational support as care givers to the grandkids.

Paul L. Hubbard, M.S.W. "a Senior Moment" Comfort Care Adult Day Care Services.

Hicks-Hudson Votes to Approve Transportation Budget

Last week, state Senator Paula Hicks-Hudson (D-Toledo) voted to approve House Bill 23, the state's two-year transportation budget.

"Although I do not fully endorse this transportation budget, my vote today reflects my belief that it will nonetheless improve the lives of my fellow Northwest Ohioans," said Senator Hicks-Hudson. "While I would have liked to see more of the amendments we offered incorporated into the bill, such as adding language to establish an Electric Vehicle Commission and study potential improvements to the entirety of U.S. Route 23, it is crucial that we invest in our infrastructure and ensure that our communities have access to safe and reliable transportation options. Sometimes compromise is necessary in politics, but my commitment to fighting for the residents of Lucas County remains unwavering."

H.B. 23 (<https://www.legislature.ohio.gov/legislation/135/hb23>) invests over \$13 billion over the biennium in Ohio's infrastructure to fund the state's roads, bridges, airports, and trains. The budget allocates approximately \$100 million over the next two years to public transportation initiatives and includes rail safety measures that have been in the works for the last decade.

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The Coalition for Peaceful Toledo Neighborhoods Seeks Meeting with the Mayor

The Truth Staff

Several dozen members of the community gathered at Park Church on Saturday, March 25, to hear former Toledo mayors expound on their belief that the problems of gun violence in the city can be solved by utilizing the commonsense approach they have proposed and without the expensive interference of an outside group.

Former mayors Donna Owens, Mike Bell and Carty Finkbeiner, of the Coalition for Peaceful Toledo Neighborhoods, all spoke passionately about the 12-point proposal they have assembled after months of listening to the community while also railing against the city's administration for the apparent unwillingness to meet with them and discuss the options.

"We got together because nothing was happening and people were getting shot," said Owens. "We have not been welcomed by the administration but we have been welcomed by the people."

Owens spoke of some of the items on the 12-point list, particularly restoring block watch to its previous prominence in the city.

"Block watch is what people want ... it's not hard and there is money available. We want to help ... we don't want to accuse but get off your duffs and do something."

Former mayor Bell emphasized the importance of the input the mayors' group had received from the community.

"We are four taxpayers," said Bell of the group of former mayors (former mayor Paula Hicks-Hudson is also part of the group, though not present on this particular day). "We are not talking for ourselves, we are talking about what people are saying."

"The 12 points are what citizens are saying. We four former mayors are taking our egos out of this. From multiple dimensions we are talking. But we're done sitting here talking and talking and talking. We want a one-on-one with the mayor ... we've been waiting too long for a report," said Bell referring to a report from Cities United, the firm the city will be hiring to tell the administration and city council how to reduce gun violence.

"That [report] looks like a waste of time and money," he added.

Bell then told the attendees that the mayor's group will be heading down to Columbus within the week to meet with the state safety director and the director of mental health.

Finkbeiner also expressed his frustration with what he sees is inaction on the part of the city administration and the proposed contract with the outside firm, Cities United.

"We will solve our problems in our city," he told the attendees. "We shouldn't be hiring them to come here to solve the problem."

Cities United is a firm that was founded a dozen years ago to advise city administrations on solutions to gun violence. To date, the organization lists 130 cities that they have worked with and one of those cities, much to Finkbeiner's chagrin, is Louisville, Kentucky, also the headquarters of the firm.

"Louisville, Kentucky has just been identified as the most messed up



Former Mayors Donna Owens and Carty Finkbeiner

city in the United States," said Finkbeiner referring to an announcement by the U.S. Department of Justice about the work that Louisville, particularly its police department, needs to do to clean up its many issues.

United States Attorney General Merrick Garland released a report earlier this month finding that the city and its police department have violated the constitutional rights of its citizens, particularly Black people.

The department, for years, "has practiced an aggressive style of policing that it deploys selectively, especially against Black people, but also against vulnerable people throughout the city. LMPD cites people for minor offenses, like wide turns and broken taillights, while serious crimes like sexual assault and homicide go unsolved," said Garland.

Kristen Clarke, assistant attorney general for Civil Rights, added: "People in Louisville deserve constitutional policing. They deserve policing that is fair and non-discriminatory."

She said, for instance, Louisville police selectively targeted Black people compared to their white counterparts.

"Our investigation found that the police department and city government failed to adequately protect and serve the people of Louisville, breached the public's trust and discriminated against Black people through unjustified stop, searches and arrests," she said.

Garland also announced Louisville has agreed "in principle" to forge a consent decree that will be enforced by a federal judge who will monitor the city's progress in adopting reforms.

This weekend, Bell added one more criticism of the current city administration's failure to move on a plan to curb violence. "What we are trying

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Peaceful Toledo Neighborhoods... continued from page 5

to do now," he said referring to the administration, "is figure out what is perfect politics for moving forward, meanwhile ... pop ... pop ... pop."

The 12-point Coalition platform is comprised of the following points:

1. Youth programming that provides access to mentorship, job training and educational opportunities;
2. Neighborhood support and community building resources that foster positive relationships and build stronger, more cohesive communities;
3. Increased police presence and involvement in neighborhoods, focused on community policing efforts that prioritize communications, trust and respect between law enforcement and residents;
4. Our judicial, probation and parole system, while following the law, must apply stringent penalties to convicted offenders and limit the ability of repeat violent offenders to walk the streets while awaiting trial.
5. Support for parents and parenting classes, including access to resources on conflict resolution and parenting techniques;
6. Revitalization and cleanup of neighborhoods, including investment in infrastructure and beautification efforts that support community engagement and increase access to public spaces;
7. Mental health resources that provide access to counseling, crisis intervention and other mental health services;
8. Renewal and strengthening of Community Watch programs, including the expansion of programs and resources that facilitate communica-



Former Mayor Mike Bell

tion and engagement between neighbors and law enforcement.

9. Strengthening of gun laws, including the adoption of local policies and ordinances aimed at preventing gun violence and supporting responsible gun ownership;
10. Safe methods of reporting crimes, including the development of anonymous reporting mechanisms and the adoption of policies that protect whistleblowers and other informants;
11. Cameras in the neighborhoods, including the deployment of surveillance technologies that are subject to strict privacy protections and oversight mechanisms;
12. Enforcement of curfews, including the adoption of clear, consistent policies on curfews for minors and the provision of resources and support for parents to ensure compliance.

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Kripke, Taylor and Aly Sterling Honored for Doing Right

By Fletcher Word
The Truth Editor

The University of Toledo Family Business Center honored three area companies on Tuesday, March 21, for doing the right thing. Kripke Enterprises, Taylor Automotive Family and Aly Sterling Philanthropy were celebrated during a luncheon for their part in making “a positive difference in the world.”

“It is our mission to develop ethical businesses that represent good and socially responsible [principles,” said Anne Balazs, dean of the UT College of Business and Innovation. “We have honorable and generous businesses in Toledo making a difference – even in a quiet way ... who are doing well by doing good.”

The Doing Right Spotlight, highlighting companies in the community, is a project of the UT Family Business Center that is supported by the Robert and Donna Martin family.

“Her gift has enabled us to create a platform that encourages people and companies to make meaningful choices that embody the concept of doing right,” according to the program notes.

The luncheon buffet at The Pinnacle brought together about 200 community members, Business Center staffers and employees and guests of the honored companies to not only applaud the honorees but also to hear words of wisdom from the guest speaker Jeremy Park, a corporate executive, philanthropist, author, contributor to Forbes and producer and host of television and radio shows.

The CEO of cityCURRENT, Park addressed his thoughts about the “power of caring for others” within a business environment and how entities can “make a difference by caring for others.” He urged his audience to get involved because only people can solve problems and provide opportunities for other people. “Having a higher purpose is mandatory,” he said.

Park introduced the three honorees:

Kripke Enterprises received the award for “Doing Right for Their Employees.”

Kripke Enterprises, a family-owned business, was founded 30 years ago and has become one of the nation’s most important non-ferrous brokerages – recycling metal by selling it to manufacturers. They have also become a firm that treats their employees like family. They treat employees to a financial literacy course, assists with down payment of a home and helps them pay off part of the mortgage for period of three years.

“It is meaningful to be recognized for just doing the right thing,” said Matt Kripke accepting the award. “We look for ways to make [employees’] lives better.”

Taylor Automotive Family received the award for “Doing Right for Their Community.”

The Family Business Center observed that Taylor, in business for more than 40 ways, has “donated thousands of dollars to different organizations and has held multiple fundraisers to show their support of the community.”

Taylor’s community involvement took a step up six years ago when they brought on Tom Cole, then a BCSN broadcaster, and Terry Crosby, a legendary former athlete with Toledo Public Schools, in college with the University of Tennessee men’s basketball team and overseas playing professional basketball for more than a dozen seasons. Last Tuesday Cole and Crosby accepted the award for Taylor.

“What they do in the community is just off the charts,” said Cole of his employers. “Everybody gets their recognition and we’re proud to be a small part of that.”

“So many community partnerships,” added Crosby. “Connecting Kids to



Tom Cole and Terry Crosby

Meals, Toledo Art Museum, Toledo Public Schools ... a plethora of community groups ... if you do good, you will be good.”

With seven dealerships in the Toledo area, Taylor Automotive is the largest dealership in northwest Ohio.

Aly Sterling Philanthropy received the award for “Doing Right for the Future of Humankind.”




Steve Taylor, Jr., Terry Crosby, Steve Taylor, Sr., Tom Cole

Aly Sterling Philanthropy is a full-service consulting firm, specializing in building sustainable solutions for nonprofits by providing fundraising, board governance, strategic planning and executive search services to a variety of organizations.

“We believe if we work with clients, if we work with each other that we will leave the world a better place,” said Aly Sterling accepting the award for her company. “I encourage companies to get involved.”

With over 200 family privately-held businesses, the University of Toledo Family Business Center offers membership benefits that include access to local, regional, and nationally recognized business experts and affiliates. Membership in the Center is open to family and privately-held businesses.




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Billie Johnson Honored By Commissioners, City Leaders, Friends and Family

By Fletcher Word

The Truth Editor

For more than four decades Billie Johnson has overseen the Area Office on Aging of Northwest Ohio, constantly increasing services for senior citizens, expanding the breadth of coverage to 10 counties and many thousands of seniors, growing the agency from the staff of four when she started to over 180 today.

On Monday, March 27, the Lucas County Commissioners recognized Billie Johnson for her service, for the love she has shown for the area's seniors, by honoring her in a surprise ceremony and adding her plaque to the County's Wall of Friends – only the 19th person to be so honored.

Over 60 people – friends, family, elected officials, agency heads – crowded the Lucas County Commissions' chambers to be part of the event, to show their respect for a community icon.

A number of speakers spoke of the love that Johnson has shown for so many in the community – particularly senior members of the community. During Monday's ceremony, Johnson received a repayment of that love, an outpouring of affection from so many who have known her over the years.

"Love, honesty, integrity," said Doni Miller, CEO of the Neighborhood Health Association, in describing the qualities she has admired in her friend's character for 30 years. "Your commitment to seniors is boundless ... you carry every one of us on your shoulders."

"Thank you for the lives you have touched," said Bill Harris, chairman of the Area Office on Aging board and someone who has known Johnson for more than 40 years.

Johnson's daughter, Rhonda Sewell, also spoke of her mother's background and her commitment to family and the community. "She loves with her entire

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Billie Johnson



Rev. Willie Perryman, Rhonda Sewell, Billie Johnson



Lucas County Commissioners Tina Skeldon Wozniak, Lisa Sobecki and Pete Gerken with Billie Johnson - second from right



Rhonda Sewell and Terri Parker



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Local Fraternity's Successful Bowl-A-Thon Event Raises Funds for School

By Reginald E. Temple, VP Director Community Development, Premier Bank
Special to The Truth

On March 25, the Xi Tau Chapter of Omega Psi Phi Fraternity, Incorporated hosted its Second Annual "Strike Out With The Ques" Bowl-A-Thon event, with a portion of the proceeds going to uplift Rosa Parks Elementary School. The event, held at Timbers Bowling Lanes, was attended by over 100 participants who bowled and raised funds for the cause.

Toledo Public Schools' mission is to produce competitive college and career ready graduates through a rigorous curriculum across all grade levels by implementing Ohio's New Learning Standards with fidelity. The funds do...

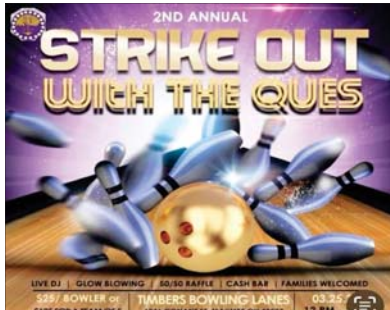
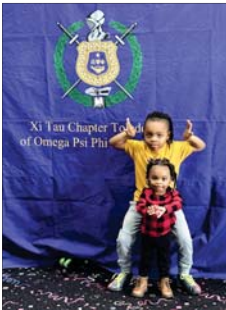
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Warren AME Church

- Address: 915 Collingwood Blvd, Toledo, OH 43604
- Church service begins at 11am and 15 minutes presentation and question/answer.



Contact:

Pamela Anderson, Program Organizer
"You Are Not Alone Dementia Talk with Pamela"
419.984.3540
or
Dakota Stone Alzheimer's Association
Northwest Ohio Chapter distone@alz.org
567.302.3608

Actors' Reading at The Toledo Gallery Celebrates Women's History Month

Theater fans will receive a rare opportunity to witness a live, dramatic reading from Pearl Cleage's book, "Bourbon at the Border," by Toledo actors celebrating Women's History Month at 7:30 p.m. March 31, 2023. The presentation by New Works Writers Series at Truth Colours Art Gallery, 1811 Adams St., will be followed by a second actors' reading at 7:30 p.m. April 1, 2023 at the same location.

Part of proceeds from the \$10 guest admission fee will benefit Portrait, a Toledo-based, non-profit arts and empowerment program for girls.

"Bourbon at the Border" is a tale inspired by the historic struggle for voting rights in 1960's Mississippi.

"The story is a good fit for Women's History Month because it focuses on the sacrifices made by a college student and her partner, while trying to help

their community," says Dr. Imelda Hunt, founder and artistic director of New Works Writers Series. "The strength that May, the main character displays, is inspiring."

Percy Rankins, Toledo's first Black banker, and his wife Rose Cannon-Rankins, Toledo's first Black court stenographer, will be recognized at the March 28 reading, for their contributions to the city and for their achievements.

New Works Writers Series is Northwest Ohio's longest independently operated theatrical organization, specializing in stage productions, workshops and arts-related events.

For additional information about the "Bourbon at the Border" reading, or to request interviews, media may contact Dr. Imelda Hunt at (419) 380-8464 or e-mail director@newworkswritersseries.org.

Four Tips to Grow Cash Flow For Your Small Business

Special to The Truth

As every small business owner soon learns, growing sources of revenue and cash flow are key to survival, particularly during a venture's first few years. While this is easier said than done, small businesses can focus on attracting new customers, building partnerships and scaling up sustainably to improve cash flow.

To get you started, Wells Fargo is sharing actionable tips for entrepreneurs, along with information about how to leverage helpful resources:

1. Create an action plan: Don't just make a business plan, put it into action. Tech tools can help. For example, the Silver Lining Action Plan, a data-driven software service from the American Small Business Growth Program, pro-

vides wide-ranging support and structure so you can develop behaviors and drive actions that lead to long-term, sustainable growth. The program also offers the opportunity to build capital, lending money to business owners based on their behavior in the program, not their credit history. With Wells Fargo philanthropic funding, the program is expanding and is now available in Spanish.

"Having access to a trusted expert in business and financial planning can be a game-changer for any small business owner to get their initial footing and grow for the long-term," said Jenny Flores, head of small business growth philanthropy at Wells Fargo. "We are very intentional about funding non-profit organizations that can help guide small business owners through goal setting and improving their profitability."

2. Expand your network: Expanding your network can be a powerful path to attracting new customers, contracts and cash flow. In addition to joining your local chamber of commerce, consider opportunities like Wells Fargo's Connect to More program, which through 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. Since its inception, the program has empowered more than 1,200 entrepreneurs in 47 states to grow their business through a wider network of engagement.

3. Scaling up: From streamlining operations to adjusting the business model, there are many moving parts to scaling up a business. Look into programs that can help you develop a growth mindset and provide you with an empowering ecosystem of support needed to make it happen.

The Latino Business Action Network's Business Scaling Program, a nine-week online and in-person hybrid program at the Stanford Graduate School of Business, teaches participants about funding and capital options and pairs them with mentors who will challenge and support them. Corporate funders like Wells Fargo make it possible for the program to offer significant scholarships to admitted participants.

4. Get certified: If you're a diverse business owner, consider getting certified with a third party, such as the Women's Business Enterprise National Council, the National LGBT Chamber of Commerce or Disability:In. Doing so can open up lucrative opportunities. For example, Wells Fargo, which is committed to working with diverse suppliers, spent over \$330 million with certified women-owned businesses in 2021 alone.

For more small business ideas that will help you take action and increase your opportunities for business success, visit <https://smallbusinessresources.wf.com>.

"As a bank that serves millions of small business customers, we know that success is hard to come by without support," said Flores. "That's why we're always trying to connect entrepreneurs to valuable resources and contacts. It's important to find the right expertise for where you are on running or growing your company."

Courtesy StatePoint

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TARTA Opens New Routes, Expanded Locations, Faster Service

The Truth Staff

The Toledo Area Regional Transit Authority held a ribbon-cutting ceremony on Monday, March 27 to announce the opening of three new routes. "Promises made, promises kept," said Lucas County Commissioner Tina Skeldon Wozniak as she spoke approvingly of the new transit access that so many Toledo area residents will now have available to them.

Route 33 is touted as a totally new route, replacing parts of Routes 28 on Indiana and 32R on Arlington and Spencer and will run every day, every hour rather than on the 90-minute rotation that the replaced routes ran.

Route 33 will connect the Uptown and Junction city neighborhoods with distant parts of the city such as the Walmart on Glendale and the University of Toledo Medical Center while also offering destinations such as "the African American Legacy Project, Warren AME, the Bible Belt of Black churches, and the Toledo Urban Federal Credit Union," noted TARTA board member and president of the Toledo NAACP Rev. Willie Perryman.

"The NAACP applauds TARTA for exploring these opportunities," Perryman added.

Route 32 has been extended will run into Holland, OH, the first time that that community will have the benefit of TARTA public transit. It will also extend into the Springfield Township.

Route 34, another extended route, now travels via Western Avenue and Detroit in both directions.

"The board approved and set a marker to expand services," said Laura Kowprowski, TARTA CEO, of the actions the transit service has taken.

Kendra Smith, board vice chairman, expounded on the new services as well, explaining both the routes and the new hourly time frame. "Great cities need great transit systems," said Smith.

"This route is more efficient and more frequent," said State Representative

Elgin Rogers. "We are proud of this work and TARTA has our support at the statehouse."

Similarly, Lucas County Commissioner praised the new services and "the commitment TARTA has made to the community." Sobecki also noted that a good deal of the expanded service was directly due to the voters in Lucas County who approved the recent change via levy from a property tax to a sales tax to support public transit. This switch has enabled TARTA to increase revenues and to expand service both in the original Toledo areas and also into outlying cities.



TARTA CEO Laura Kowprowski speaks as Rev. Willie Perryman, LC Commissioner Lisa Sobecki and Rep. Elgin Rogers await their turns at the podium



Billie Johnson... continued from page 8

heart," said Sewell. "We look upon you and we are renewed."

Of the many highlights of the morning ceremony, a sketch by Lucas County Commissioner Tina Skeldon Wozniak, doing an impression of Johnson answering multiple phone calls and solving numerous problems for the community, was the comedic highlight of the event. "A day in the life of Ms. Billie Johnson," Skeldon Wozniak titled the piece.

The Area Office on Aging is viewed as one of the premier such agencies in the United States and has receive 11 national achievement and innovation awards. Johnson has been responsible for the development of three wholly-owned subsidiary corporations which offer apartment living for low-income senior citizens in North Baltimore, Defiance and Napoleon, Ohio. She also organized the agency's Foundation Board and developed a 46-acre campus which includes a full continuum of care for seniors.



The ribbon cutting

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Perryman...continued from page 2

are trying to say that are erasing history and communities. That is the most robust way to do it because our kids are learning, absorbing whatever we try to teach them and will teach their kids.

People who are hateful and bigots decided that their world is the right world, and they don't want to see people of color, LGBTQ people, women's rights, or any of these things exist anymore. So, they feel the best way to do it is to act like it never existed and then teach children that so when they grow up they won't question what is gone.

Perryman: Let's talk specifically about the war in the classroom. Last week, a Tallahassee school principal was fired after complaints over an art lesson. Only three parents out of the school complained that this classical art piece was pornographic. Also, a Florida governor is promoting a "don't say gay" law. Talk about gender and sexuality and the war over curriculum from your perspective.

Barnes: Yes, so once again, misinformation. LGBTQ people, especially Trans folks, have been here since this land was stolen. Two-spirit people existed even before in the indigenous nations. They have not just come about. They have been in movies and have been authors and political leaders. So, LGBTQ people have been around forever.

What you have is an attack to make sure that when you don't see them in the books or you don't see them in the movies, then you label them as something derogatory. So, their humanity is devalued so that you can cause harm, and nobody would make noise.

We saw this during the Civil Rights. We saw this when Japanese Americans were forced into internment camps. When you dehumanize a particular population, people are okay with them being hurt. I think that's what's happening, and that is what this governor is doing in Florida. Unfortunately, that's also what's coming to Ohio.

I just want to also say that, when we see these very openly, aggressive attacks against the LGBT community, we have to be mindful who are they going to attack next. They started by banning LGBT content, then they took away African American content, and then Asian American content. So, it's not just one group they're focusing on, they're going to attack all of us. That's why it's important that we stand together and make sure that public education is protected.

Perryman: Also, in Florida, there was an issue with an African American

Advanced Placement class, which was completely watered down. They're banning books dealing with Black authors, black history, and all of that from the curriculum. How is TPS preventing the negative consequences of actions like that?

Barnes: We are preparing to protect our schools. We know our teachers know what they know and what to do and have those discussions in a very structured, educational way. So, we are willing to support them all the way. We are making moves to ensure that their licenses are protected. We will keep talking, making noise for them, and showing up in the legislative hearings. I testified earlier at the state school board when something like this was coming about. I plan on going up there and testifying to make sure they know in TPS, we're going to teach the truth.

Perryman: I have a daughter at Western Michigan University who is an international expert on rhetoric, writing and competition. She has written a book, Students' Right to Their Own Language. There are also attacks today against non-standard English speakers and bilingual education. What is TPS doing to strengthen students seeing their own culture in their schools?

Barnes: Escuela SMART is our academy for bilingual education. We have grown, and I am so proud of Jones Leadership Academy, Waite High School, for creating a safe and welcoming space for Spanish-speaking families to feel included.

We're seeing the growth in the student numbers coming from Spanish-speaking homes and, of course, throughout our district. So, we are offering Spanish interpreters for the families to be feeling welcome. I am trying to get our board meetings interpreted in Spanish.

It is vital to see yourself in the books, the classroom, and the hallways. Escuela staff does a fantastic job of making sure they do that. They have the day of the child. They have traditional celebrations in which they welcome the community to participate and learn about different cultures in the Hispanic and Latina communities. I try to go to all of them. They have great food, a great event every time, and an amazing staff. I hope that spreads out through the district, and we can learn about each other, not just Black and Brown, but all different cultures, and embrace that.

We have also started Afrocentric schools. They're embedded in several elementary K-8 and then high schools. In addition, we have implemented a curriculum based on the Afrocentric curriculum. Then we also integrated artwork throughout the hallways.

So, we have a team of principals and teachers and building reps that have started slowly incorporating that Afrocentric curriculum into our classrooms.

Contact Rev. Donald Perryman, PhD, at drdpperryman@enterofhopebaptist.org

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Inclusive Books for Business by various authors

By Terri Schlichenmeyer
The Truth Contributor

Every year has its challenges.

A few years ago, it was Covid-19. The economy influences your business constantly. Customer acquisition is a big issue, but you're also laser-focusing on staffing. You're determined to make a change in the people you hire and the workplace you offer them so let these two books be your guides...

c.2023
various publishers
\$28.99-\$30.00
various page counts

Unless you fall into the non-white, non-cis-male category, you may not realize the amount of extra labor that women and minorities do at work and do to be able to work. It's hidden, and few folks discuss it but those who experience it, know it. **Emotional Labor** by **Rose Hackman** (Flatiron Books, \$28.99) helps you recognize those burdens and, if you're someone dealing with the issues, learn how to regain your sanity and your strength.

Women – even, maybe especially, professional women – are asked to “smile more” and are often talked-over. People of color feel that they need to “code switch” and talk differently in the presence of their white co-workers. Black hair is now a workplace issue. Assuming who brings the coffee to a meeting is an issue. Gender is a workplace issue. None of this – or any other, similar thorniness on the job – is new; in fact, emotional labor has a long, long history and Hackman unpacks it with firmness.

And yet, this is not an anti-white-men rant kind of book. The author has a lot to say and she's respectful, and though a good amount of it may be uncomfortable, leaders, supervisors, business owners, and C-Suiters will be glad they read what she and her case-study subjects have to say. Business owners can no longer pretend not to know this information, making “Emotional Labor” an eye-opener, to be sure.

Another surety: you know you need to make change and you want to do it. You've wanted to do it for years, actually, but you're not sure where to get started. **In Rising Together** by **Sally Helgesen** (Hachette Go, \$30.00), you'll see why you're stymied and you'll learn how to move forward.

There are, says Helgesen, eight barriers to making change, including gender and age. Here, you'll learn how to spot the most common walls between you and an inclusive workplace, and how to knock them down with communication, equity, and (yay!) humor. And just to be sure you can do this, the

author offers tools to implement every workday until inclusivity feels natural and automatic. If you're looking to make a better team or a new, top-notch, first-rate workplace with different and dynamic outlooks, then this easy-to-grasp, calm and methodical book is what you need.

But let's say you're hungry for more on this subject. You want to be **absolutely** sure that forming an inclusive, welcoming, productive workplace is done right. Good for you, now head to your local book spot and ask your favorite librarian or bookseller for help. They'll know what books you need, what you're missing, and where you can find them. They'll help you make change by stepping up to the challenge.

Bowl-A-Thon... continued from page 9

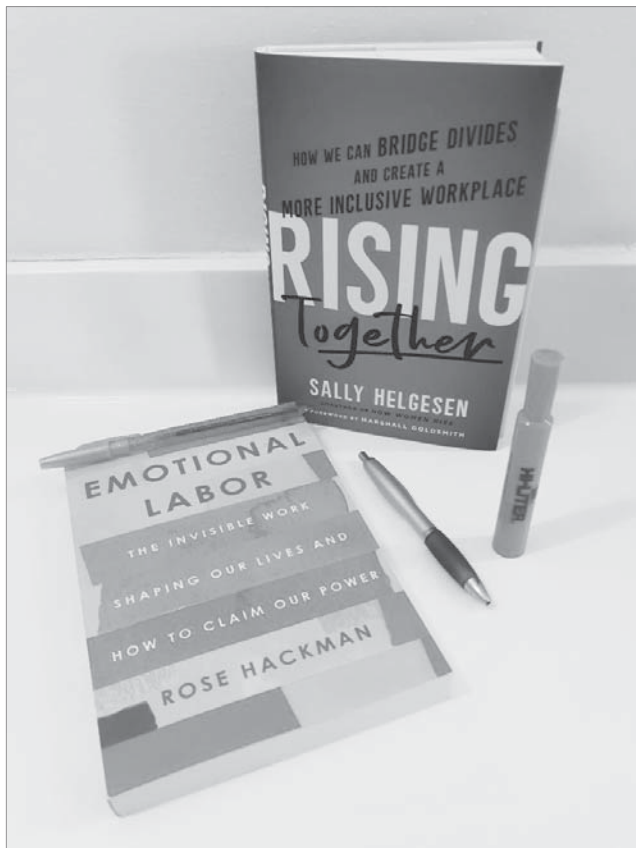
nated from the Bowl-A-Thon event will go directly to supporting Rosa Parks' ongoing programs and initiatives to meet this mission. “We are thrilled with the success of our Bowl-A-Thon event,” said Chris McClendon who served as Chair of the event. “We could not have achieved this without the support of our generous sponsors and participants who contributed to the event's success. The funds raised will make a meaningful impact on Rosa Parks' efforts to serve our community.”

The Bowl-A-Thon event was made possible through the support of numerous sponsors, including Toledo Urban FCU, A Better Life 2 Embrace, Melanie Johnson with Key Realty, niversity of Toledo Division of Student Affairs, Premier Bank, Center of Hope Family Services, ARK Restoration and Construction, SSOE, DJ Chris Hollywood, The ONYX Café, The Alpha Xi Lambda Chapter of Alpha Phi Alpha Fraternity, Incorporated, Hobbs For Council D1, Milton Carswell, Jr. Golf, The Toledo Chapter of The Girlfriends, Inc, Janice Carson-Hearn, and The Greeno Family.

The Bowl-A-Thon event not only raised funds for a worthy cause, but it was also an opportunity for members of the community to come together and have fun while supporting a good cause. Participants enjoyed an afternoon of glow bowling, food, music, and prizes, all while knowing that their contributions were making a difference in the community. The Xi Tau Chapter of Omega Psi Phi Fraternity, Incorporated would like to thank everyone who participated, sponsored, or supported the event in any way. The success of the Bowl-A-Thon event is a testament to the power of community and the generosity of individuals who want to make a difference. Omega Psi Phi Fraternity, Inc. is the first international fraternal organization founded on the campus of a historically black college.

On the evening of November 17, 1911, Omega Psi Phi was founded inside the Science Building (later renamed Thirkield Hall) at Howard University located in Washington, D.C. The founders were three undergraduates — Edgar Amos Love, Oscar James Cooper and Frank Coleman. Joining them was their faculty adviser, Ernest Everett Just.

From the initials of the Greek phrase meaning, “friendship is essential to the soul,” the name Omega Psi Phi was derived. That phrase was selected as the motto. Manhood, Scholarship, Perseverance and Uplift were adopted as Cardinal Principles.



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March 29, 2023

Page 15

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; 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; 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; 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; 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.



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Lucas County

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Contract **Estimated Cost**

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Walkthrough: A walkthrough of the project site is scheduled for 4/4/2023, immediately following Pre-bid.

Walkthrough Location: Plant Operations Building

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

More Info: Project contact: The Collaborative Inc, Dave Serra, 419-242-7405, Ext 220, dserra@tc.design

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Winterfield Venture Academy Students Receive Some Extra Lessons

The Truth Staff

Seven Toledo area men visited Winterfield Venture Academy on Wednesday, March 22, and had the pleasure of interacting with, and giving instruction to, some of the Academy's young men. It was a learning experience for all, and it won't be the last one.

Tyra Smith, founder and CEO of Pathway 4 Successful Leadership, Inc, organized the "Tie The Knot" event during which the men had an ice breaker with the school's seventh and eighth graders, then showed them how to tie a tie (which is part of the everyday uniform) while also talking to them about hygiene, high-school readiness, respect and responsibility.

The seven men who lent their time and tie-tying expertise to the event were: Paul Lee, case manager at the Zepf Center; Dennis Hopson, coach of the Lourdes University men's basketball team; Pastor Tim Pettaway of Walk the Word Church; Zonta Moore, barber and firefighter; Moni Featchurs, DJ and recording studio owner; John Jones, CEO of HOPE Toledo and Damon Horton, vice president of Pathway 4 Successful Leadership.

Each of the men addressed the students, explaining who they were and, often, what they thought was important about the event.

"These moments are priceless," said Jones. "It is priceless for you to be here ... don't waste this moment."

The seven men then separated into different groups with the students to

teach the process – the first step of their interaction with Pathway students.

Winterfield Venture Academy is a charter school that serves approximately 450 students in the K through eighth grades. Kimberly Scribner is the principal.

Tyra Smith founded Pathway 4 Successful Leadership 15 years ago to help students who need an extra push. Pathway currently provides services for 46 different schools along with offering scholarships and adopting families at holiday time.

Smith started Pathway after several years of volunteering in the public school system, helping with unruly students and, because of that success, being asked to do more and more. School leaders impressed upon her the value of her contributions and encouraged her to give more of herself. Thus, Pathway was formed and the vision was created to provide a positive outlook and successful future to troubled, disruptive youth and rebuild their confidence, self esteem, trust and respect.

Last week's Tie The Knot event is just the first step for these men who are volunteering their time and experience. They will be part of the upcoming Pathway six-week summer program during which they will take turns with power point presentations on six topics: respect, protect, responsibility, liability, loyalty and finance.



Principal Scribner and students



Damon Horton demonstrates the proper technique



Tyra Smith and Kimberly Scribner



Rev. Tim Pettaway instructs his young charges



(Left to Right): John Jones, Damon Horton, Moni Featchurs, Kimberly Scribner, Tyra Smith, Zonta Moore, Dennis Hopson, Rev. Tim Pettaway, Paul Lee

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