

Volume 80 No. 4 *“And Ye Shall Know The Truth...”* October 4, 2023



Ribbon cutting: Tony Belt (UT athletics), Christine Sweeney (Art Tatum Zone executive director and co-founder), Nicole Alderson (UT athletics), Ward Barnett, EdD (Jones Leadership Academy principal)

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Black Futures Matter

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

The Truth Contributor

I'm grieving the loss of potential, what could've been allowed if they possessed the freedom to live the full length and the full width of life. A loss of hope and anticipation for many futures that may never be.

- Laura Morgan Roberts



Judge Denise Navarre Cubbon's sudden retirement on September 30 sent ripples through the community, highlighting the pivotal role of juvenile justice in determining the trajectory of young Black lives. Her departure has ignited community-wide discourse, grappling with overarching concerns about systemic discrimination and the juvenile justice system's philosophical orientations.

Cubbon understood 30 years ago that young individuals who have spent time in detention facilities have a higher tendency to re-offend and are thus on the treacherous road of no return to the adult prison pipeline.

She was also conversant with current research in the juvenile justice field that underscored the enduring adverse effects experienced by young people post-incarceration. These include a sense of alienation from school and family, experiences of trauma and depression, association with negative peer groups, and a heightened probability of further interactions with the juvenile system.

Perhaps most notably, Cubbon took seriously the data which revealed that Black and Brown youth were being detained at much higher rates although they committed offenses at roughly the same rate as white youth.

With her emphasis on rehabilitation and diversity, Judge Cubbon prioritized diversionary practices and management strategies to prevent the irreversible tarnishing of young Black lives for youthful indiscretions.

However, the void left by Cubbon's abrupt departure and the consequent gubernatorial power to appoint her successor have prompted intense community and political reflection, creating a state of anticipation and concern. There's a prevailing worry that Governor Mike DeWine's decision might signify a political and philosophical shift towards a more punitive, "law and order, get tough" stance contrasting sharply with Cubbon's rehabilitative focus.

As this political chess game unfolds, prominent figures such as Vallie Bowman English, Monica Yvonne from ABLE, and Juvenile Magistrate Carmille Akande are emerging as potential Democratic contenders against the anticipated Republican appointee. There are also whispers circulating around Anita Lopez, the current Lucas County Auditor, though confirmation regarding her candidacy remains elusive.

Still, the community is marked by a discernible sense of frustration and a dwindling tolerance towards youth violence, especially firearms-related incidents. While the prevalent issues of racial and ethnic disparities weaken the credibility of a justice system that purports to treat everyone equitably, dis-

cussions surrounding Cubbon's retirement reveal a juxtaposition of perceived leniency against a clamor for more stringent measures. At the same time, diversity and overrepresentation entwine with broader societal challenges like drug use, poverty, and the availability of liquor, creating an extraordinarily

tangled landscape that Cubbon's successor must navigate meticulously.

Adding another layer to this complex puzzle is the ongoing opioid crisis, demanding balanced and nuanced decisions around child custody, neglect or abuse and interventions that consider their long-term ramifications on families and communities.

However, it is essential to contextualize that arrests of juveniles for severe violent offenses are relatively rare, constituting approximately five percent of all juvenile arrests, while the overwhelming majority of detentions are for non-violent or sometimes even non-criminal actions like probation violations.

Yet, the collective apprehension lingers. Will Cubbon's successor maintain the rehabilitative ethos, or will there be a paradigmatic shift towards more punitive methodologies that resurrect the harmful detention overreliance of the distant past?

The successor's journey will undoubtedly be fraught with complexities, demands, and expectations. The philosophical and ideological battleground that unfolds will accentuate the critical need for a blend of rehabilitation, rule of law, diversity, representation, and systemic efforts to reduce detention overreliance.

The evolution of this scenario will be pivotal in shaping the trajectory of the juvenile justice system and, consequently, determine whether the lives of numerous young Black and Brown individuals matter.

Judge Cubbon recognized that the harmful effects of detention necessitate developing and implementing a spectrum of alternatives, focusing on holistic

... continued on page 5



Judge Denise Navarre Cubbon honored by the IMA on Monday afternoon

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Financial Health 101 – For the Black Church!

By Lafe Tolliver, Esq

Guest Column

Well, it is that time again for a simple quiz to make sure that my faithful and dear readers are actually putting in the time to digest my statements of reason and wisdom! (Yes, you can laugh out loud).

But, seriously, please take the below quiz and see how you can personally improve the management of the capital accumulations that are in your local banks (aka: The local Black churches in Toledo).

Remember, some of the quiz questions are both inspirational and aspirational in their desired effect.

If you do not attend a Black church, you should immediately start attending but, in all fairness, you should not take this quiz. If it is found out that you did in fact take this quiz and you are not a member of a local church, you will receive the plague of a grinning Ron DeSantis invading your dreams every night for the next 30 days.

QUESTION ONE: Which of the following acts should your local bank (Black church) take in managing their deposits (i.e., your tithes, offerings, and gifts) to maximize its return.

- (1) checking account only
- (2) savings account only
- (3) money market accounts
- (4) local real estate investments and business loans
- (5) re-purposing vacant buildings
- (6) all the above

QUESTION TWO: Should your local bank (your church) be engaged in any of the following undertakings:

- (1) lavish pastor appreciation gifts and dinners (yes) (no)
- (2) new car every other year for the pastor (yes) (no)
- (3) financing a costly new facility (yes) (no)
- (4) expense accounts for senior leadership (yes) (no)
- (5) inviting in costly special guests or speakers (yes) (no)

QUESTION THREE: If you were presented with a plan by which your local bank (your church) funds could be combined with other local banks (Black churches) and managed by a professional and insured group, would you vote for it? (yes) (no).

QUESTION FOUR: Should the Black church accumulate wealth for both the furtherance of the gospel and to uplift the people in its surrounding area? (yes) (no).

QUESTION FIVE: Would you vote at a church meeting for a resolution that your local bank (your Black church) would set aside at least 10 percent of its weekly gross income to finance a wealth accumulation fund? (yes) (no).

QUESTION SIX: Do you see in your neighborhood matters that could be improved with the use of targeted funding? (yes) (no).

QUESTION SEVEN: Are you familiar with the phrase “collective economics.” (yes) (no).

QUESTION EIGHT: At your local bank (Black church), are you able to request and review the financial income and expenses of its operation. (yes) (no).

QUESTION NINE: Considering how your local bank (Black church) is managing its finances, how comfortable are you in making a financial bequest to your local bank via your will?

- (1) comfortable.
- (2) somewhat comfortable.
- (3) I do not know about this method of transferring wealth via a will.

QUESTION 10: When you experience having “extra” income, do you im-

mediately think about donating some of it to your local bank (Black church)?

- (1) yes.
- (2) no.
- (3) never thought about it in that way.
- (4) need to know more about how it would be spent.

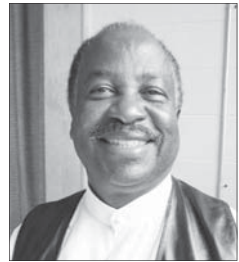
QUESTION 11: Choose any and all of the below regarding why your local bank (Black church) is not engaged in collective economics:

- (1) pastor or elders are simply not informed about such matters.
- (2) lack of trust between Black churches to share economics with each other.
- (3) the members of the congregation have negative images of past failures of Black churches working together regarding accumulating money.
- (4) it is something that the Black churches should not be doing
- (5) need an experienced financial person to spear head such an undertaking and I would follow along.

Well, dear readers, there you have it. Hopefully, the questions will generate more questions as you ponder about the financial health of the many local banks (Black churches) in Toledo.

If you are uncertain about what to do next, simply read and read more about Black economics in America and how people of color are regimented into not being able to fully maximize their potential, be it red lining, predatory lending practices, lack of job mobility, disparate income for similar work done by White Americans and systemic racism, both overt and covert.

Contact Lafe Tolliver at tolliver@juno.com



Community Calendar

October 7
Calvary MBC Cancer Awareness and Wellness Luncheon: 11 am; At Calvary 702 Collingwood

October 10
Toledo Branch NAACP October meeting: 7 pm; Jerusalem Baptist Church

October 15
Toledo NAACP Youth Council October meeting: 3 pm; Sanger Branch Library

October 22
Calvary MBC 94th church anniversary: 4 pm; Guest Speaker Rev. Nathan Madison of 4th Street Baptist in Lima

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Consumers Deserve to Have Choices in the Grocery Store: Lawmakers Should Reverse Course on Misguided SNAP Restrictions

By John Burnett

Amidst Congress' best efforts to keep the government open, it's also hard at work to re-authorize affordable food, farmers are able to insure their crops, and ranchers can export their products to foreign markets. It's not an understatement to say it's one of the most important bills Congress can send to the president's desk, which is why it is so important to get it right.

Yet, some in Congress think getting it "right" means restricting certain consumers' food items as "wrong" to buy. According to a recently introduced proposal, Americans enrolled in the Supplemental Nutrition Assistance Program would be prohibited from purchasing snacks, fruit juice, and soda – including beverages that are low calorie or zero sugar – with their benefits. It's the equivalent of putting the federal government in between consumers and the products they enjoy.

Bottom line: consumers deserve to have choices in the grocery store. SNAP recipients are Americans in need and are fully capable of making their own food choices, and limiting their options also stigmatizes them as incapable of responsible decision-making. This approach undermines the dignity and self-respect of SNAP participants, and it puts the government in the position of choosing what people can serve their families. This is a slippery slope that would open the door to a government good-food or bad-food list that could apply to other everyday items on the grocery list.

Nevertheless, lawmakers like Marco Rubio and others may be seeking to jam this misguided idea into the farm bill. The legislative process is hard enough as it is, but it becomes significantly more difficult as individual members of Congress and D.C. special interest groups seek to attach pet projects or priorities to what should be bipartisan legislation. And in Congress, it's easy for a few lawmakers to derail the progress on must-pass legislation.

The basis of the idea is about removing choice, but the authors of the so-called "Healthy SNAP Act" claim it'll help reduce spending, but the data doesn't support it. SNAP recipients will still have the same amount of benefits.

On the SNAP side, lawmakers could look at generating savings by capping benefits, implementing work requirements, or reducing the overall size of the program.

We all want Americans to make good choices that promote healthier eating habits, but restricting the treats parents buy their kids is not the solution. It's a shortsighted and ineffective approach that infringes on individual freedom, further stigmatizing lower-income communities, and won't yield the savings Senator Rubio is promising. Instead, we should focus on real policies that improve access to nutritious foods and empower all individuals, regardless of their income, to make healthier choices.

As Republicans, we are proud to be the party of individual choice and freedom. These foundational principles are essential to the promise of liberty for all – that we trust our fellow Americans to make their own life choices, even if we don't agree with them. I'm proud to subscribe to these values, which is why it is important we push back on ideas from within our party that restrict the ability for us to make our own decisions.

These values should apply at the grocery store, so lawmakers should reverse course on their misguided SNAP restriction proposal. The last thing Americans need is more nanny state decrees from politicians who think they know best for them.

John Burnett is a business and political analyst and an adjunct assistant professor at New York University.



John Burnett

Kaptur Statement Following Vote To Pass Continuing Resolution To Fund Government Through November 17

On Sunday morning, Congresswoman Marcy Kaptur (OH-09) ranking member of the House Appropriations Subcommittee on Energy and Water, founder and co-chair of the Congressional Ukraine Caucus, and dean of the Ohio Congressional Delegation released the following statement following her vote to

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Local Legislators Make the Case for Redistricting

By Dawn Scotland
The Truth Reporter

Ohio Legislators, State Senator Paula Hicks-Hudson and State Representative Elgin Rogers, held an unofficial redistricting town hall for northwest Ohio on September 25 at The McMaster Center of the Toledo Lucas County Public Library.

Northwest Ohio was not included in the three recent public hearings held across the state by The Ohio Redistricting Commission. Therefore, the Lucas County legislators created their own town hall to represent northwest Ohio and take the feedback back to Columbus. The final public hearing was scheduled for the next day at the state capitol on September 26.

The two legislators explained the process and issues with the maps in the ongoing battle across the state and nation for fair maps that all parties believe are fair and constitutional.

"We're in a situation where our maps have been gerrymandered..." stated Rogers. "These maps are not fair, these maps are not clear and these maps were intended so that one particular political party maintains power." He explained, "Our colleagues in the Ohio House and Ohio Senate are not paying attention to the rules the citizens have come up with."

Hicks-Hudson explained that the maps were introduced by the Ohio Redistricting Commission five days (September 20) before the final public hearing scheduled for last Tuesday. The Senator noted that the commission had 16 months to create new maps, "16 months ago the Ohio Supreme Court five times determined that the maps were unconstitutional... what has happened from [then] to today has been pretty much nothing."

"It is important for us [the voters] in northwest Ohio to be heard...your voices will be taken back to Columbus, and we speak on behalf of you all." said Hicks-Hudson.

Residents in attendance voiced their opinions to give back to the commission including their frustrations on the lack of timeliness by the ORC to provide maps that citizens could adequately review, the dissatisfaction of the NWO region in not being included by the official process and the splitting of districts in a way that disadvantages residents, among other comments.

The two legislators urged those present to send comments to their state legislators via email or call to voice their opinions. The two also documented responses to take back to the hearing.

The sixth set of maps were adopted Tuesday night in Columbus. The new maps indicate a Republican-to-Democratic advantage of 61 to 38 in the Ohio House, and a 23 to 10 Republican advantage in the Ohio Senate.

Following the decision, civil rights leaders with the Ohio Organizing Collaborative, the Ohio Unity Coalition and the Ohio NAACP noted that the new maps diluted the political power of Black voters. They released the following statement:

"For over a year, communities of color have been living in state legislative and congressional districts separated from or combined with communities where they do not share common interests; nor have the issues of concern to these voters been addressed by the new legislator who should be representing them," said Pierrette "Petee" Talley, petitioner and executive director, Ohio Unity Coalition. "By ignoring the racial impact of the new maps on these citizens, the Commission has done a grave disservice by not assuring that districts are drawn that do not disenfranchise some voters at the expense of others. This

minimizes voters' ability to elect candidates to represent their interests. We are better than this as a state, it's time to trust citizens, not politicians."

The group continued to express its concerns.

"It is extremely frustrating that politicians are looking out for their own interests. Consequently, Black and Brown communities will end up with the short end of the stick," said Jeniece L. Brock, Policy & Advocacy director at the Ohio Organizing Collaborative. "These maps dilute the political power of underrepresented communities, and it is evident politicians cannot be trusted with the task of drawing fair districts. We need an independent commission absent of politicians and with an inclusive process that allows Ohioans to have fair and just representation."

Ohio is among more than 20 states where redistricting efforts following the 2020 census remain in contention, either because of ongoing lawsuits or efforts to redraw the districts. Last week in Florida a federal trial opened in which lawyers say Republican Gov. Ron DeSantis violated the U.S. Constitution by deliberately dismantling a congressional district that favored Black candidates (source Alternative Press). The same day, the U.S. Supreme Court upheld a ruling by the lower courts that Alabama maps must be redrawn to include more black voter representation.

The decision adopted in Ohio last week may be challenged again and again.



State Rep. Elgin Rogers



Sen. Paula Hicks-Hudson

Perryman... continued from page 2

development and addressing the underlying systemic issues.

Therefore, the continued exploration of alternatives to juvenile detention is imperative. These alternatives are fundamental, considering that juveniles on probation, participating in programming, or receiving treatment, exhibit lower chances of re-offending than those detained.

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

Kaptur... continued from page 4

pass H.R. 5860, the Continuing Appropriations Act of 2024 to fund government operations through 2024. The legislation passed with strong bipartisan support 334-92, and similarly this legislation passed with overwhelming bipartisan support from the Ohio Congressional Delegation 13-2 with the only No Votes being Representatives Jim Jordan (OH-04) and Warren Davidson (OH-08).

"Though far from a perfect bipartisan, bicameral bill, the measure just

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The Importance of Elevating Women Leaders

By Asia Nail

The Truth Reporter

In the voice of a woman you love, like your grandmother, mom or auntie, hear her say, "In this world, baby, there's no denying the strength, wisdom, and resilience that women possess."

Women have held our families together, nurtured our communities, and paved the way for progress, often without recognition. Due to this, *elevating women leaders* is vital because it's time for our voices to soar and for our contributions to be celebrated. It's not about being better than anyone else; no! It's simply about realizing our full potential and breaking the chains that have been holding us back for far too long.

"Let me share a foundational principle of success with you," says Tracee Perryman, PhD and author of *Elevating Women Leaders*, her newly released and highly demanded third book.

"You see, success is like a journey we embark on in life. It's a desire deep within our hearts, but it's also a path that can either lead us to joy and fulfillment or leave us feeling lost and empty."

Success is not some one-size-fits-all destination. It's a deeply personal and unique journey that varies for each of us. It's like a map with countless routes, and the path you choose will determine your level of joy and fulfillment.

WHO IS Dr. P?

Tracee Perryman, PhD, is more than a talented writer. As CEO and co-founder of NW Ohio's **Center of Hope Family Services**, she's a visionary leader with a wealth of experience and a heart filled with compassion. With her extensive background in psychology, mental health counseling, and education, Perryman has become a thought leader in developing programs that empower marginalized individuals and groups. Her expertise lies in creating contemporary, data-driven and culturally relevant interventions that achieve remarkable results.

Defining Success for Joy and Fulfillment

If you chase success without first defining what it means to you, you might find yourself on *Unfulfilled Avenue*. When our choices don't resonate with our true desires we may achieve things that society applauds us for, yet we still feel empty inside.

"That's because true success isn't just about external achievements," ex-

plains Dr.P.

"It's about aligning your actions with your values, passions, and dreams."

Perryman goes on to explain, "It is important that we take the time to define what success really means —to YOU."

Is it about making a difference in your community? Is it pursuing a career that ignites your soul? Is it building meaningful relationships or simply finding contentment in everyday moments? Whatever it may be, *Elevating Women Leaders*, and the actionable steps it provides, will help you gain clarity.

"This new definition of yourself will guide your journey allowing you to give yourself permission to answer your personal calls in life while bringing you closer to genuine happiness," says Dr.P.

Beyond her professional roles, Tracee Perryman is a songwriter, using her musical talents to inspire and educate. Her dedication to fostering academic, emotional, and social resilience in children has led to the creation of the **EL-EVATE!** Curriculum, a comprehensive program that supports students from diverse backgrounds. Her training workshops in program development, family engagement and juvenile justice system reform have empowered countless individuals and organizations to make meaningful change.

Why This Book Matters in Our Time

Now, let me tell you why Tracee Perryman's book, *Elevating Women Leaders*, is like a precious gem in our hands. In today's world, where diversity and inclusion are no longer just words, but actions that demand our attention, this book is a beacon of hope, sharing the stories, struggles and triumphs that build the character of the women that choose to answer their calls.

This book isn't just for women though; it's about humanity. It reminds us that



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ATTENTION VOTERS IN LUCAS COUNTY

BE PREPARED TO VOTE IN THE NOVEMBER 7, 2023 GENERAL ELECTION

TO VOTE, YOU MUST BE PROPERLY REGISTERED AND A RESIDENT OF LUCAS COUNTY

OCTOBER 10, 2023 AT 9:00 P.M. IS THE DEADLINE TO REGISTER FOR THIS ELECTION

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IN-PERSON ABSENTEE VOTING – YOU MAY VOTE EARLY IN-PERSON FOR ANY REASON AT LUCAS COUNTY BOARD OF ELECTIONS EARLY VOTE CENTER at 3737 W. SYLVANIA AVE., ENTRANCE C (ENTRANCE AT BACK OF BUILDING) SEE OUR WEBSITE FOR IN-PERSON VOTING HOURS (BEGINS OCTOBER 11TH)

DEADLINE: YOUR WRITTEN REQUEST FOR AN ABSENTEE BALLOT MAILED TO YOU MUST BE RECEIVED AT THE LUCAS COUNTY BOARD OF ELECTIONS BY 8:30 p.m., TUESDAY, OCTOBER 31, 2023.

PLEASE READ CAREFULLY: IN ORDER FOR YOUR ABSENTEE BALLOT TO BE COUNTED, you may hand deliver your absentee ballot to our office prior to Election Day, or by 7:30 p.m. on Election Day. You may also utilize the drop box located at 3737 W. Sylvania Avenue in the back of the parking lot. If mailed, the return envelope must be postmarked by the day before the election (November 6th) and received by the Board of Elections by the fourth day after the election.

NOTICE TO ALL VOTERS – NEW ID LAWS

Voters must bring identification to the polls in order to verify identity. Identification must include a current and valid Ohio driver's license, state ID card, interim ID form issued by the BMV, U.S. Passport or passport card, U.S. Military ID card, Ohio National Guard ID card, or a U.S. Department of Veterans Affairs ID card.

SEASONAL WORKERS ARE NEEDED FOR ABSENTEE-BY-MAIL DEPARTMENT, EARLY VOTE CENTER (EVC), AND WAREHOUSE - CALL 419-213-4001 FOR MORE INFORMATION

POLL WORKERS ARE NEEDED FOR UPCOMING ELECTIONS - CALL ROBERT AT 419-213-2043 OR VERONICA AT 419-213-2034, OR APPLY ONLINE AT: <https://lookup.boe.ohio.gov/vtrapp/lucas/pwapp.aspx>

LUCAS COUNTY BOARD OF ELECTIONS

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Director LaVera R. Scott Deputy Director Timothy J. Monaco

Women Leaders... continued from page 6

when women rise, we all rise. It's a roadmap for equality and empowerment. And in a time where we see movements for justice and change all around us, this book is a reminder that we have a role to play, and that both our experiences and voices matter.

In our culture, we've often been surrounded by challenges, obstacles and, sometimes even, adversity. It's as if we've been swimming in these shark-infested waters for generations, navigating reiterated trials and tribulations. But you see, it's not about what has been done; it's about the choices we make for our future.

In these times we stand at a crossroads. We can choose to be consumed by the past, to be swept away by the waves of history, or we can choose to chart a new course. It's about harnessing the power of mental focus, of finding that inner peace, even in the most turbulent of circumstances.

The Silent Inspiration of Positive Souls

Dr. P's remarkable journey of 26 years as a non-profit CEO and her tireless commitment to social justice education wasn't always understood.

"Many times, I chat with women who feel they are not where they should be at a particular moment in their lives," shares Perryman in the section of her book entitled *Stop Trying to Play Catch-Up and Live Now!*

You see, Dr. Tracee embodies the essence of a positive soul, and her impact goes far beyond words. She may not always be the loudest voice in the room, but her actions speak volumes.

"When I am the loudest in the room it's because my parents gave me and my siblings permission to be great at a young age I think," she shares. "I want women to stop shying away from their voice to placate others just because that's the role society gave us in the past."

Dr. P consistently dedicates herself to uplifting communities, advocating for justice, and creating spaces for growth and healing — just a few of the reasons we all love her. That's because deep down we can see that her work isn't just a job to her; it's her calling. Thank you for answering.

In the realm of overcoming obstacles, Dr. Tracee understands that survival often demands resilience beyond measure. The daily grind can seem unending, and yet, amid the struggle, she never loses sight of the importance of leading with love. "I know it's not just about conquering external challenges, for me it's about nurturing the hearts and minds of the children I serve," says Perryman.

What makes us love and respect Dr. P as a Toledo community is the unwavering dedication she pours into her work. She doesn't just see her students as pupils; she sees them as her own, deserving of the love, care, and opportunities every child should have.

It's this deep, maternal affection that sets her apart, that transforms her programs into places where hope is not just a word but a reality.

Her leadership is not driven by ego or ambition; it's fueled by a genuine desire to uplift those who need it the most. Dr. Tracee's love becomes a driving force, nurturing not only her students' minds, but most importantly their potential.

"I tell everyone, students and professionals alike, when you're not ready to use your voice, put your head up and let your confidence speak for you," she says. "Other people's respect for you will build your own confidence and you will begin to also develop sharing your voice the more you speak up and put yourself out there."

Leaders like Dr. P don't do what they do for praise or recognition. They do it because they believe in the power of change, the potential of humanity, and the importance of making the world a better place. Her inspiration flows quietly, like a gentle river, touching our lives in ways she may never fully realize.

"Tracee Perryman

was always a bright spot in my senior English class. For years she had been selected to represent St. Ursula to guests and potential students on account of her sunny personality and somewhat scholarly demeanor, but it was in the classroom that Tracee really demonstrated a deep interest in literature and world events. I was not surprised to learn that she eventually embraced her educational opportunities to earn a doctorate, or that her chief interest was in empowering young women. She was always a warm-hearted student leader, a devoted sister, and a deeply religious child. That strong moral character, as well as the ability to apply her talents to important tasks were evident in her youth. These qualities, on top of her Christian faith, have clearly fashioned Tracee into the inspiring woman she is today." -Chrissy Rode English Department Chair



St. Ursula Academy

In Dr. Tracee's journey, we find a lesson for anyone who aspires to create positive change. It's about giving yourself permission to answer your own call, to pursue your passions, and to make a difference, even when the world isn't watching and especially when we know they are. Tracee's energy and dedication give us all the permission to step into our own power, to follow our hearts, and to be the change we wish to see.

"Dr. P, my beloved sister, finally gave me permission to do something! As her baby sis, I'm used to going to her for permission to do something, and being met with "no." But this time my big sister finally and rightly gave me permission: the permission to lead unapologetically and confidently. I recently took on a new leadership role and was told by a close confidante that the streets were talking: They said I was too arrogant to lead because I was not bashful about my accomplishments and qualifications. What they mistook for arrogance, though, was confidence. As a leader, like Dr. P, I now have permission to be confident, not dimming my light for others, but instead, shining my light and granting permission to others whom I lead and Black women leaders across the globe to rightfully shine their lights. With this permission, I am eternally grateful for Dr. P, the world's best big sister and permission grantor extraordinaire!" -Dr. Staci M. Perryman-Clark, Sister & Interim Dean, Merze Tate College Western Michigan University

Tracee Perryman's words ring with profound wisdom in this book, reminding us that while leading with love and peace is crucial, there are moments when we must stand up and fight!

As women, we've often been conditioned to avoid confrontation, to shrink in the face of adversity. We've faced pressures to be passive, to silence our voices, and to accept the unacceptable. But in this chapter, Dr. P urges us to give ourselves the most powerful weapon we possess — our mind — and the permission to use it.

Fighting is not just about conflict; it's about defending what we believe in,

... continued on page 9

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ABLE Hosts Driver's License Reinstatement Clinic at The Doug

By Dawn Scotland
The Truth Reporter

ABLE (Advocates for Basic Legal Equality) hosted a driver's license reinstatement clinic at the Frederick Douglass Community Association, Thursday, September 28. The all-day event provided a one stop shop, including free legal aid and report checks, to help over 100 residents reinstate their driver licenses.

Raina Dawson, advocate at ABLE, organized the event enlisting area volunteers and services from a range of offices including the DANA Corporation, Area Courts and the Bureau of Motors Vehicles and others. In total there were 20 volunteer attorneys providing free assistance to applicants. This was ABLE's third license clinic held at the Doug.

"We bring everyone here so it can be a one stop shop", said Dawson. "We have volunteer attorneys that navigate each applicant through each station to get the assistance they need." While many registered online the event also took walk-ins.

"We have a significant issue with license suspensions... it's a huge issue.", continued Dawson, "We're surrounded by people who are driving without licenses and insurance every day. The point of this is to reduce the amount of unlicensed drivers and get as many people safe, happy, working and thriving as humanly as possible."

Drivers can lose their licenses for a myriad of rea-

sons including warrants, traffic violations and unpaid child support. The organizations present ensured that applicants received full service and support. Volunteers and spon-

...continued on page 9



Taneisha Callahan of the Fair Housing Center and Tasia Lane paralegal at Dana Incorporated help with registration



Reggie Williams, Director of the Frederick Douglass Center and Raina Dawson



Raina Dawson poses with volunteers from the of the Sylvania Municipal Court Lisa Holtz (Clerk), Christy Cole (Court Magistrate) and Lisa Fackelman (Clerk)



Dawson and volunteer Melissa LaRacco, pro bono director of Legal Aid of Western Ohio (LAWO)



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ABLE... continued from page 8

sors for the event included the ProMedica Toledo Community Foundation, The Frederick Douglass Center, Junction Coalition, Vallie Bowman- English and the Toledo Municipal Court Clerks of Courts, Toledo Courts and Clerks of Court, Maumee Courts and Clerks of Court, Sylvania Courts and Clerks of Court, Oregon Courts and Clerks of Court, Job and Family Services, Mann Insurance, Legal Aide of Western Ohio, Fair Housing Center, Area Office on Aging, The Bureau of Motor Vehicles, The Re-entry Coalition, the Toledo Bar Association and the Ohio Justice Bus.

Dawson plans to have another license reinstatement event to serve the community in the near future.

Kaptur... continued from page 5

passed temporarily—for 45 days—averts a shutdown of the United States Government. The chaos wrought by a small band of House MAGA extremist Members is very destructive to our country and Congress. Their confusion and intransigence would have gravely harmed our economy and achieved nothing. For example, it would have halted pay for our nation's military forces, taken food from hungry children, furloughed or required work without pay for federal workers handling food inspection, Social Security, flood insurance, passports, Border Patrol, and so much more.

"The bill just passed extends the operations of our Federal Government for just a mere 45 days moving forward. The Republican Party with its thin majority has not been able to perform the basic duties of the Majority Party—to prepare and pass a Budget for Fiscal Year 2024 followed by passage of 12 Departmental and Agency Appropriations' bills by September 30, 2023 to fund the operations of our nation's Federal Government.

"So though this short term bill has passed, another vote must occur by November 17, 2023 to fund Federal operations going forward, causing more disruption in the operations of our highest levels of government. Meanwhile, this House Continuing Resolution, which is a temporary measure, now moves to the Senate where I hope it will pass immediately.

"Then on Monday, the House Rules Committee will continue its hearings on the majority of Appropriation bills that the Republican Leadership has been very late to complete.

"On the issue of US support for the valiant people and forces fighting for Liberty in Ukraine, the House Ukraine Caucus stands with you. Today, due to a handful of House MAGA extremists, a 45-day extension of US government operations until November 17, was able to briefly halt US assistance for Ukraine inside the 45-day window of that temporary Continuing Resolution. Though this is a hard slap in the face of Liberty, it will not hold going forward. The vast majority of House Members fully support Ukraine—in fact 82%—based on recent votes just this month supporting assistance to Ukraine. I, along

...continued on page 13

Women Leaders... continued from page 7

protecting our values, and advocating for our rights. It's about standing up against injustice, discrimination, and inequality. It's about being warriors for our brands, our principles, our calls, and our very existence.

In a world where we've often been denied a voice, Dr. P's words empower us to find our voice and use it.

"Friendships cherished as years go by, scenes of happy days..." an excerpt from St. Ursula Academy's (our high school) song couldn't ring more true. I was blessed by meeting Tracee my freshman year. From there our friendship was fortified through mutual participation on the school's bowling team and out of town bowling tournaments, attending Sunday church services, and sleepovers at her childhood home. Today our friendship is strengthened through past Christmas Dinners shared with her and her family, as well as various points of contact through our mobile devices. Through the changes of the times, one thing has always remained true, Tracee has a light that won't be dimmed by anyone anywhere and her latest book "Elevating Women Leaders" is a testament to that truth. From her use of the word "permission" in chapter one to the last chapter "Leading with Love," she encourages all of us to answer our own personal call. Thank you Tracee for continuing to EL-EVATE. -Courtney Stith, childhood friend

The consensus? Get this book.

Dr. Tracee has shown us the way in *Elevating Women Leaders*, by leading with helpful principles. This isn't just a book; **it's a testament** to the strength and spirit of women who have carried the weight of the world on their shoulders. **It's a call to action, a source of inspiration, and a tribute** to the powerful women who've come before us and those who will come after we're gone. It's time to lift each other up, embrace our power, and let our voices be heard. That's the legacy we'll leave for generations to come. In the poetic words of Dr. P, "Feminine Fighters...It doesn't matter if people acknowledge, support, or agree with what you do, you will always find satisfaction when to yourself, you are true!"

Tracee Perryman invites us all to leave her a review of your experience with this special book. She appreciates the loving energy and reads each one personally.

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Vegetarian Awareness Month

By Patrice Powers-Barker, OSU Extension, Lucas County

The Truth Contributor

What do you mean no meat??? Okay, I hear you! But this nutrition article is about vegetarian awareness month. It is *not* a challenge to eliminate *all* animal products from your diet, but it will offer the chance to think about how some meatless dishes and meals can be added to your meal patterns.

There are many reasons why someone might choose to eat a vegetarian diet, including but not limited to health, religion, animal welfare, environmental resources, and personal preferences. In regards to nutrition and health, the American Dietetic Association shares, "appropriately planned vegetarian diets, including total vegetarian or vegan diets, are healthful, nutritionally adequate, and may provide health benefits in the prevention and treatment of certain diseases." A vegetarian diet may reduce the risk of heart disease, diabetes and some cancers.

OK, so what's the difference between vegetarian and vegan? While some vegetarians choose to not eat any animal products at all, there are different ways to define vegetarian diets depending on what foods an individual chooses to eat or not eat. Many of these categories do not use any meat, poultry, or fish (except pescatarian) but might have some foods from animals. Some of the more common vegetarian diets include these categories.

- Lacto-vegetarian diets include dairy products, such as milk, cheese, yogurt and butter (but no eggs).
- Ovo-vegetarian diets include eggs (but no dairy).
- Lacto-ovo vegetarian diets include both dairy products and eggs.
- Pescatarian diets include fish.
- Vegan diets include only food from plant sources. Therefore, no eggs, dairy, or honey are used.

Some people follow a diet that is mostly plant-based, but they still eat meat, dairy, eggs, poultry and fish on occasion or in small quantities. This is sometimes called a "flexitarian" diet or even a semi-vegetarian diet. In this instance, it shows that you do not have to be a full-time vegetarian to experience the health benefits.

Are vegetarian diets always the healthiest choice? Not necessarily. Just like any other eating pattern, the goal is to choose a variety of healthy foods from each food group. A vegetarian diet could rely too much on overly processed foods that are high in sodium and fat, even if they are not from animal products. Healthy eating is important at every age. When deciding what to eat or drink, choose options that are full of nutrients and limited in added sugars, saturated fat, and sodium. Choose a variety of fruits, vegetables, grains, protein foods, dairy or fortified alternatives. For example, if someone is a Ovo-

vegetarian (no dairy), they may choose soy drinks or even orange juice that has been fortified with calcium as a way to meet calcium recommendations. In addition to fortified foods, other foods are a good source of calcium if you eat enough of them. Dark green vegetables like turnip and collard greens and broccoli are a good source of calcium.



Obviously, protein can be sourced from meat and animal foods. If someone doesn't eat meat or poultry but does eat eggs or fish, they are good sources of protein. Plant-based foods like legumes, lentils, nuts, seeds, and whole grains like quinoa offer protein to the diet and are often common in vegetarian dishes.

The body doesn't absorb iron from plant sources as easily as animal sources so the recommended intake of iron for vegetarians is higher than the recommendation for nonvegetarians. Plant foods that are sources of iron include: dried beans and peas, lentils, enriched cereals, whole-grain products, dark leafy green vegetables, and dried fruit. Eating foods rich in vitamin C with those foods to help the body absorb iron. Foods high in vitamin C include: peppers, strawberries, citrus fruits, tomatoes, cabbage and broccoli. For iodine, seaweed is a plant option.

The following tips are from MyPlate to Make Simple Changes:

Think about your main dish such as pasta or stir fry. Add more vegetables and some dried peas or tofu.

Eat a variety of plant protein foods such as black or kidney beans, cooked split peas, and yellow or green lentils. Nuts and seeds are also great options to help you meet protein needs.

Eat a small handful of almonds or walnuts as a snack or add on top of a salad.

Try a bean-based chili, three bean salad, or split pea soup. Beans, peas, and lentils, which are excellent sources of protein, fiber, folate, and several minerals, are recommended for everyone – vegetarians and nonvegetarians alike – because of their high nutrient content.

Enjoy a snack of raw veggies and hummus – a Middle Eastern dip made from blended chickpeas (garbanzo beans). Information for this article was sourced from MyPlate, Mayo Clinic and Harvard Medical School.

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Beyond Grief: What to Do When Someone Dies at Home

By Bernadette Joy Graham, MA, LPCC, LLC
The Truth Contributor

I can remember the day my mother died in 1985 as if it were yesterday. I was at school eating my brown bag lunch when the assistant principal tapped me on my shoulder and as I turned around, she motioned and said "come with me." After my brother delivered the news to me in her office, I cried like no other cry a human being delivers.



It was the longest drive home and I knew my mother's body was still in her bed. I wanted to see her and fought my way past my dad and sister to make it up the steps and there she lay on her side with her hand under her head looking as if she would wake up at any given moment. I touched her forehead; her face was stiff. I stayed until the morgue arrived. I watched them put her body in a black bag then went to the window as they loaded her body in the back of the van and disappeared out of the parking lot.

Later I learned that one of my older brothers visiting from California woke up and found it odd that she had not gotten up for work yet. "It was 1015 and even though it was her late day, she normally would have been up and out by 945, I called mom you going to work today and when she did not respond I began to shake. I went over to her and rubbed her shoulder and she still didn't move. I shook the whole time as I dialed the police and I'm from California I didn't know the number to the police in Toledo so I ran next door and banged on the neighbor's door to ask to use their phone and once I reached the police, they basically blew me off and asked if it was a crime scene, I said no she just didn't wake up, the guy all but hung up on me and said call the morgue pal."

Present day, 2023, would you know what to do or who to call if you found a loved one dead in their home or if they were to die in your home? Yes, there is always Siri but would you even know what to ask Siri? "Hey, Siri, who do I call if I just found my uncle dead at his house?" or "Hey, Siri, what do I do, my sister isn't breathing and I just woke up and found her on the floor of our apartment?"

While people die each day, each min of the hour, there are countless scenarios but for this moment let's focus on what to do from home. According to the National Institute of Aging (NIA) they do not recommend moving the body right away. If there is more than one person in the home, decide who is capable of staying in the room and will begin making phone calls to the local coroner, health department and/or funeral home representative. They may give direction on how to proceed.

Being that the person has already passed, do not call 911 but the non-emergency number for the local police department. As soon as possible, the death must be officially pronounced by someone in authority which is a question to ask who this someone will be of the local coroner, health department or individual's doctor.

Depending upon the nature of the relationship to the deceased and if any-

one else lived in the home, collect driver's license or state ID so it may be determined if the deceased is an organ donor as well as any pertinent papers such as life insurance policy and/or a Will. Any valuables such as jewelry, cash, checkbooks should be held by a trusted family member or friend until it has been determined if the deceased had a lawyer, spouse, or adult children.

What not to do?

Do not panic. If you are alone, call a family member or trusted friend to come over to help. Do not remove anything from their home or drive their car. Do not go straight to social media.

Take a mental health moment to develop a plan if someone in your home dies. Talk together as a family or if living alone ask family or trusted friends to check on you if things seem out of order such as mail piling up, your car being parked for longer than usual or your phone not being answered or going straight to voicemail. If you do plan to be out of town for long periods of time, ask a neighbor or family member know and maybe even collect your mail until your return.

If you do not have life insurance and/or a Will, talk to your insurance agent or lawyer to discuss options. Lastly, don't take life for granted. Live each day at it's best. There is not a day that goes by that I don't miss my mom. I was not prepared to be a motherless daughter at age 14 but her unexpected loss those many years ago has given me the purpose and passion I now possess as my career as a licensed mental health therapist and grief and bereavement specialist.

For more information about what to do after someone dies

AARP
888-687-2277
877-434-7598 (TTY)
member@aarp.org
www.aarp.org/home-family/caregiving/

Donate Life
804-377-3580
donatelifeamerica@donatelife.net
www.donatelife.net

The Living Bank
800-528-2971
info@livingbank.org
www.livingbank.org

Social Security Administration
800-772-1213
800-325-0778 (TTY)
www.ssa.gov

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Rep. Rogers Introduces Workforce and Safe Patient Care Act to End Critical Nursing Home Staffing Issues

Special to The Truth

State Rep. Elgin Rogers (D-Toledo) last week introduced bipartisan legislation with Rep. Haraz Ghanbari (R-Perrysburg) to address critical staffing issues in our nursing workforce. This pro-patient, pro-worker legislation will ensure that patients in Ohio receive the highest quality care and nurses are given reasonable workplace protections.

“By ensuring reasonable workloads and building our nursing workforce, we will give families the peace of mind that their loved ones are being well cared for and treated with dignity and respect,” said Rep. Rogers.

This bill will create better conditions for both patients and nurses in Ohio’s hospitals by doing the following:

- Invest \$20 million in a Loan-to-Grant program to incentivize nurses to enter the field, complete their education and stay working in Ohio.

- It would establish legally enforceable minimum staffing standards in every Ohio hospital.

- Create reasonable exceptions to staffing minimums to ensure the standards are workable for hospitals and facilities that can account for extenuating circumstances.

- Add meaningful direct care nurse representation on the existing staffing committees in Ohio hospitals, and finally:

- Create a robust reporting system for complaints regarding inadequate staffing.



Rep Rogers Press Conference

Mercy Health to host Educational Event for Medicare Beneficiaries

Mercy Health is hosting two educational events for Medicare beneficiaries. Payer representatives may also be available to answer beneficiary-initiated questions pertaining to Medicare Advantage plans.

Event Details

What: Educational Event for Medicare Beneficiaries

When: Thursday, Oct. 5, 2023, 10 a.m. - 1 p.m.

Where: Mercy Health - St. Anne Hospital

Conference Center

3404 W Sylvania Ave, Toledo

The event will include:

- Screenings including blood pressure, blood glucose, total cholesterol
- Medicare 101 education session during the open house including various MA Plan representatives staffing informational booths.
- General Information on Health and Service offerings will be made available
- Light refreshments will be served

For more information or to register, go online to:

<https://www.mercy.com/news-events/events/toledo/2023/october/education-for-medicare-beneficiaries-toledo>

What: Educational Event for Medicare Beneficiaries

When: Tuesday, Oct. 10, 2023, 10 a.m. - 1 p.m.

Where: Mercy Health - St. Luke’s Medical Campus

Auditorium

5901 Monclova Rd, Maumee

For more information or to register, go online to: <https://www.mercy.com/>

...continued on page 13

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HRSA Invests Nearly \$2.4 Million to Address Maternal Mortality and Improve Maternal Health in Ohio

Today, the U.S. Department of Health and Human Services’ (HHS), Health Resources and Services Administration (HRSA) announced nearly \$2.4 million in awards to Ohio to support the White House Blueprint for Addressing the Maternal Health Crisis, a whole-of-government strategy to combat maternal mortality and improve maternal health, particularly in underserved communities.

The United States’ maternal mortality rate has been among the highest of any developed nation in recent decades. Disparities in mortality are stark - Black women are more than three times as likely as White women to die from pregnancy-related causes. The Biden-Harris Administration is committed to reversing these trends

...continued on page 13

Black AF History: The Un-Whitewashed Story of America by Michael Harriot

By Terri Schlichenmeyer
The Truth Contributor

c.2023
Dey St.
\$32.50
426 pages

Thanksgiving is coming soon and you know the story.

A bunch of white folks came over in a boat, and landed on a rock. When it was November, they had a party and invited the Indians. Or not. Actually, mostly not, says **Michael Harriot**. In his new book *Black AF History*, you've been lied to.

Even when he was a young boy growing up, Micheal Harriot understood that the book-filled home he lived in was more than just books, it was opportunity. There, he was able to find the words of great Black thinkers and leaders and as he read, he says "my brain fired off a dozen questions" and it opened his mind. The house full of truth and those books also sent him in search of what "white history" wasn't saying.

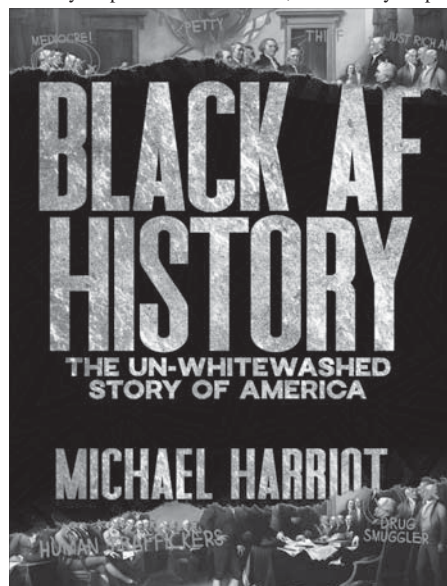
The first thing he learned was that "whiteness is not the center of the universe around which everything else revolves." The Jamestown "settlers," for instance, weren't very bright and probably would have perished, were it not for King Wahunsenacah, the leader of a nearby group. The natives bailed the white guys out of hot water more than once.

A church, says Harriot, started slavery and white guys seized upon the idea by claiming that Black prisoners would be better slaves because they seemed "sturdier." European immigrants were allowed to be indentured slaves (and thus, freed after a certain time) but "African imports and their children were now considered property." On that, he says, we have to remember not to lump all slaves together as "Africans" because of the wide variety of cultures represented on an average farm or plantation.

Later, slaveholders recognized the knowledge of female Africans and exploited it. Black American history isn't only about slavery, though. Black people were soldiers, mercenaries, and activists. They were inventors, folk heroes, and survivors. They were lynched. They were hunted. They were churchgoers, comedians, and chroniclers.

And they were revolutionaries. So you've been living all this time with the assumption that history is dry and boring? No, in author Michael Harriot's hands, the past is full of hidden truths that aren't hiding anymore. You'll find them inside *Black AF History*.

You'll also find plenty to laugh about. Harriot doesn't just tip textbooks upside down. He includes stories from his own life in this book and while they sometimes make their own chapter, those stories often lead into a point to be made or a bit of reference to be explained. Harriot is also very adept at the art of sarcasm, and so many chapters practically drip with it.



Black AF History
author Fatima Michon

That helps readers to see how completely ridiculous it is that these tales have been ignored for dozens, even hundreds of years. The excitement and accomplishment inside these stories further serve to keep you glued to the pages.

If you've been following current events, you know how thoroughly important a book like this is, and how much it needs to sit next to more somber history tomes. Grab *Black AF History*, and you'll be thankful you've read it.

Mercy Health... continued from page 12

news-events/events/toledo/2023/october/education-for-medicare-beneficiaries-maumee

- The event will include:
- Screenings to include blood pressure, blood glucose, total cholesterol
 - Medicare 101 education session during the open house including various MA Plan representatives staffing informational booths
 - General Information on Health and Service offerings will be made available
 - Light refreshments will be served
 - The Mobile Mammography Unit will be conducting Mammograms (health insurance will be billed) on Oct. 10 in the St. Luke's parking lot from 9 a.m. - 3 p.m.
- For accommodations of persons with special needs at meetings call 844-369-5790, TTY: 844-369-5877

HRSA... continued from page 12

and making the U.S. the best country in the world to have a baby. "At the Health Resources and Services Administration, we are laser-focused on reversing this crisis by expanding access to maternal care, growing the maternal care workforce, supporting moms experiencing maternal depression, and addressing the important social supports that are vital to safe pregnancies" said HRSA Administrator Carole Johnson. "We know it will take a sustained approach to reduce and eliminate maternal health disparities and we are committed to this work."

Today's HRSA funding awards in Ohio will support the key goals of the Administration's White House Blueprint for Addressing the Maternal Health Crisis and the work of leaders throughout Ohio. This federal investment includes:

- Expand access to maternal health care: HRSA is investing \$1,500,000 to establish maternal health task forces with a focus on innovation and implementing strategies to improve maternal health service delivery, such as sending mobile health units to areas with fewer maternal health providers and ensuring more hospitals have equipment and safety protocols in place to save lives during delivery.
- Build birthing facilities' capacity to reduce maternal death and severe illness: HRSA is investing \$200,000 to implement "patient safety bundles" in birthing facilities through the HRSA-funded Alliance for Innovation on Maternal Health (AIM) program, which aims to improve the quality of care by addressing critical issues such as obstetric hemorrhage, severe hypertension, and care for those with substance use disorder.
- Support mothers and their families with Medicaid eligibility redeterminations: HRSA is investing \$170,233 to help new mothers and their families navigate the Medicaid redetermination process associated with the end of the COVID-19 Public Health Emergency.
- Invest in maternal health research: HRSA is investing \$483,400 to establish a new research network that will support minority serving institutions of higher learning to study the disparities in maternal health outcomes and identify effective methods and strategies for addressing them.

Kaptur... continued from page 9

with Members of our Ukraine Caucus, fully support Ukraine's quest for territorial sovereignty, independence, and accession to the Western community of democratic nations.

"Our 92-Member Ukraine Caucus gives no succor to the tyrannical regime of Putin and his butchering legions. We intend to assure that going forward the full will of the American people through the House is expressed in support of Ukraine. Freedom means never surrender, and the House Ukraine Caucus will never surrender to the whims of an extremist minority who choose tyranny over Liberty. Those who bequeathed Liberty to us knew its worth, and so must we."

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LUCAS METROPOLITAN HOUSING ANNOUNCES THE OPENING AND CLOSING OF THE PUBLIC HOUSING WAITING LIST

Lucas Metropolitan Housing (LMH) will be opening the waiting list for public housing throughout Lucas County, Ohio, beginning Monday, October 16, 2023.

- **When to apply:** Applications will only be accepted from **Monday, October 16, 2023**, beginning at 12:01 a.m., through **Wednesday, October 18, 2023**, at 11:59 p.m.
- **How to apply:** You must apply online at our website: www.lucasmha.org. Click on "Apply Online," then complete and submit the online application for placement on the waiting list.
- **For questions:** Contact us at (419) 259-9477 or (419) 259-9427. Please allow at least 48 hours for a response.
- Applications will not be available at any LMH office. You must apply online.
- Placement on the waiting list does not guarantee eligibility for admission.
- There is never a fee to apply for rental assistance programs operated by LMH.

If you require a reasonable accommodation because of a disability to apply, please submit a written request on or before October 14, 2023, by email to jhicks@lucasmha.org; or by U.S. mail to: Lucas Metropolitan Housing, Public Housing pre-application, 424 Jackson St. Toledo, OH 43604, or contact us at one of the phone numbers listed above. Please include your name, address, telephone number, and email in your request.



SNOW PLOW OPERATORS WITH VEHICLES

The City of Toledo Division of Road & Bridge Maintenance is interested in contracting with owners/operators of snow plow vehicles for plowing on residential streets during heavy snow conditions. All bids must be received by **1:30 PM October 24, 2023**. For a copy of the bid proposals and specifications visit <https://pbsystem.planetbids.com/portal/22576/portal-home> or contact:

ROAD & BRIDGE MAINTENANCE
1189 W. Central Ave. Toledo, Ohio 43610
PHONE: 419-245-1589

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

Project # 5004-23-1910
UTMC Cooling Tower Roof Replacement
The University of Toledo
Lucas County

Bids Due: October 24, 2023, at 2:00 p.m. through the State's electronic bidding system at: <https://bidexpress.com>

EDGE Participation Goal: 5.0% of contract of the contract sum with EGDE-certified business(es) AND additional 10% EDGE-certified OR Diverse Supplier vendors including MBE, WBE, VBE, BSVI, SDVOB, and LGBTBE

Domestic steel use is required per ORC 153.011.

Contract	Estimated Cost
General Contract – Transportation Center Building Demolition	\$300,000
Total Alternates	\$40,000

Pre-bid Meeting: October 10, 2023, at 10:00am – Facilities Support Building – Room 1300, The University of Toledo, Health Science Campus, 1135 East Medical Loop, Toledo, OH 43614

Walkthrough: Immediately following Pre-bid.

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

More Info: Buehrer Group, Brent Buehrer, Phone: 419-893-9021, brent.buehrer@buehrergrgroup.com

CHIEF FINANCIAL OFFICER

Job Overview

TUFCU CFO will assist in managing day-to-day accounting and finance requirements. Will be expected to work with large amounts of numerical data, handle multiple tasks with deadlines and provide transparent and complete reports to management. The ideal candidate will have a firm grasp of accounting and financial practices and industry regulations.

Ideal candidate will work in Confidentiality, have excellent organizational skills, honest, detailed oriented, professional, and analytical. Candidates should have excellent customer relation skills, the ability to communicate clearly and effectively, and presentation skills with the ability to communicate complex quantitative, data to decision makers. Ideal candidates are skilled multi-taskers, reliable and committed to consistently meeting deadlines.

Responsibilities of Accountant Position

- Report Directly to CEO
- Reconcile all general ledger accounts
- Assist in the preparations of financial reports such as financial statements and budget performance
- Prepare prepaid and depreciation schedules,
- Assist in securing grants for the credit union
- Complete CRA reporting
- Prepare quarterly Call Reports.
- Ensure compliance with applicable standards (i.e GAAP, FASB), rules, regulations, and system of internal control
- Provide accurate, timely and relevant recording, reporting and analysis of financial information
- Identify areas for improvement and implement improvements to processes
- Assist with and act as the primary point-of-contact for auditor request
- Handle sensitive information in a confidential manner
- Must be a team player

Qualification for Accountant Position

- Bachelor's degree in Accounting, Finance or a related field or an equivalent combination of education training and experience
- 2-5 Years of accounting/ finance experience
- Demonstrate intermediate to advance skills and knowledge of Excel as well as other Microsoft Office applications
- Excellent interpersonal and communication skills
- Strong analytical and problem-solving skills
- Excellent interpersonal skills to communicate effectively across the organization
- Thorough knowledge of general ledger accounting and account reconciliation
- Highly detailed oriented

Job Type: Full-time

Starting Salary: \$25.00 per hour

Physical setting – Office; Schedule – Monday to Friday; Work Location – In person

UT/AAUP/CWA Pickets Utoledo Administration Last Week

The Truth Staff

For only the second time in the 30-year history of the UT-AAUP (University of Toledo – American Association of University Professors), members walked the picket line in front of the institution's University Hall on Wednesday, September 27. Last week's action was taken to protest the proposal from Matt Schroeder, executive vice president of Finance, to cut another \$17 million from all UT colleges' budgets, except the medical school.

The union's argument with the administration's plan is that the brunt of the cuts will focus on the academic side of the institution – the faculty and staff – while the administration side will barely be cut even though the UT academic budget (general fund) is less than half the total UT budget, according to Tim Brakel, president of the UT-AAUP.

UT President Dr. Greg Postel has announced that "58 academic programs have been cut with more to come," noted Brakel in his letter to the president last week.

However, "the UT faculty payroll and benefits (not including members of the medical school) is less than 15% of the academic budget," Brakel wrote as well, while "the administration's budge is over 40% of the academic budget, almost three times the faculty."

The projected cuts to faculty and staff follow some already drastic reductions on the academic side, wrote Brakel. He observed that Dr. Postel and Schroeder "announced administrative cuts of \$12 million versus academic cuts of \$16 million in 2022." Since that time the number of faculty members has dropped from 625 to its current level of 550 along with cuts to part-time and visiting faculty.

Brakel expressed his belief that the cuts will ultimately impact the future of the university by reducing the appeal for prospective students.

"Given that faculty and benefits represent such a small percentage of the total budget, this latest round of Schroeder's proposed cuts is not so much about cutting expenses, as it is about threatening faculty, the ones who produce the tuition revenue. The only thing this proposal will cut is recruitment and retention, as students enroll in institutions that respect their faculty and provide stable program schedules."

Brakel's comments were echoed by Erika White, president of the CWA (Communications Workers of America), who joined university faculty, staff and students on the picket line. White, a graduate of UT who also has a daughter currently attending the university, also spoke of what she feels is a disturbing trend to make cuts on the academic side.

"There have been many cuts over the last several years that have impacted students and how we can best serve them," she said. "If we're not getting quality professors, we can't get students."

White addressed the benefit that UT brings to the neighborhood around the campus and Toledo as a whole. "We forget what UT does for us – UT sustains the neighborhood."

The CWA provides staff to the university and, according to Brakel, Schroeder's plan will greatly impact staffing levels. "All of the colleges have cut staff to the bone with some colleges having a single secretary responsible for 2 or 3 departments. The average staff pay is about \$45,000 for 12 months. Many earn less because of cuts in their hours. The low-paid CWA staff have been our front-line student-friendly ambassadors in contact with students who come to a department office at all hours of the day looking for assistance ... What damage has been done to student success?"

The University of Toledo's Board of Trustees passed the 2023-2024 budget this past summer with reductions of seven percent totaling \$21.8 million in cuts, slashing jobs and programs. Postel justified the cuts at that time by noting that the university has suffered a decade of declining enrollment, hurting the school financially and requiring hard choices.

The region's demographics, Postel said, reflect a declining population, fewer students graduating from high school and more competition for colleges.

UT-AAUP has been negotiating for over a year with the university but many issues remain unresolved; the contract with CWA expires at the end of 2023 and AFSCME expects to start negotiations in February 2024.



Lucas County Commissioner Pete Gerken joins CWA President Erika White on the picket line



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**Saturdays for events
Mondays appointment**

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For up coming events

LOVE

Art Tatum Porch Party Celebrates Progress on the House Renovation

By Tricia Hall

The Truth Reporter

The community gathered to celebrate both Art Tatum's birthday, a Toledo-native and jazz pianist legend, and the renovation progress of his childhood home. The celebration was called, Art Tatum Zone annual Tatum Town Porch Fest and was held on warm and sunny Sunday, October 1, 2023 in the backyard and along the side of Art Tatum's childhood home, located at 1123 City Park Road in Toledo. The house is located in the Junction neighborhood and remained vacant for 50 years before ATZ began the restoration project.

The Art Tatum Zone (ATZ) president and co-founder Calvin Sweeney, PhD, and executive director and co-founder Christine Sweeney, both lead pastors at The Tabernacle church, opened the celebration with greetings and gratitude.

"Thank you, to our community, for coming out to join us today. I want to say thank you to Dr. Barnett for being so community-minded and also University of Toledo Athletic Department for their partnership," said Calvin

Sweeney.

"We're excited to have everyone here today. We've made so much progress on the house. There are new windows, new foundation, landscaping and leveling of the yard, new fence, and new doors. The community can truly see this place coming together. Now we are concentrating our efforts on the interior and the creation of a museum," shared Christine Sweeney.

Two of the early neighborhood partners, Jones Leadership Academy and the University of Toledo Athletic Department, have provided key services that moved the renovation project forward. Representatives from both organizations were on-hand to unveil a plaque to honor those contributions. Jones Leadership Academy partnered with Toledo Arts Commission of Greater Toledo to create panels to cover space where new windows would be installed, and the Univer-



Art Tatum house



Jikoni



The ribbon cutting



Toledo Museum of Art and Porky's



Pastor Calvin Sweeney, Art Tatum Zone president and co-founder, and Christine Sweeney, Art Tatum Zone executive director and co-founder



Saxophonist Mike Williams

sity of Toledo Athletic Department completed a different project by planting seeds on the property.

"The Arts Commission of Greater Toledo, especially Megan Richardson, worked with our students after school to create a template, work out the color scheme and make the design that you see here. The students added all of the colors to the panels," said Ward Barnett, EdD, Jones

Leadership Academy principal.

The Porch Fest continued with various entertainers, jazz performers and other artists including: Mike Williams, Rocky Steady Band, H-Factor, and Gregory Buchanan Jr. The festival included food vendors, a health clinic that provided screening and tips, and also the Toledo Museum of Art which sponsored a children's art station, glass blowing and assorted demonstrations.

According to the sign posted on the property, ATZ's Art Tatum House Restoration project is in partnership with ProMedica, EverDry WaterProofing, Transition Design Studio and City of Perysburg.

AGELESS & ACTIVE SENIOR RESOURCE FAIR

October 12, 2023
11:00AM - 2:00PM

The Indiana Avenue Baptist Church
Stephenson Roberts Fellowship Hall
640 Indiana Avenue
Toledo Ohio 43604

UMADAOP
Lucas County
2447 Nebraska Ave
Toledo, OH 43607
(419) 255-4444

OHIO
MENTAL HEALTH & SUBSTANCE ABUSE SERVICES

A variety of area organizations with products and services geared towards seniors will be on hand with resource information and giveaways. Don't miss the chance to ask one-on-one questions directly to the people who can answer them! Bring your friends, neighbors, and anyone else you