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The Sojourner's Truth

Volume 23, No. 06 "And Ye Shall Know The Truth..." December 12, 2012

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Brothers on the Rise and UT Students



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Social Asphyxia, Capitalism-Style

By Rev. Donald L. Perryman, D.Min.
The Truth Contributor



So long as there shall exist, by reason of law and custom, a social condemnation, which ... artificially creates hells on earth ... (work) like this cannot be useless. - Upton Sinclair

Many persons in communities of color are acutely aware of the variety of ways in which personal information may be used to negatively impact their quality of living. In this current digital age, painful consequences resulting from the commercialization of personal information shows up almost immediately in reduced access to goods and services and by

exclusion from job markets. Seldom discussed, however, are the discriminatory and exploitative marketing technologies that often illegally traffic in the personal misery of those who are predominantly poor, black or brown.

We spoke with attorney Scott Ciolek who has filed a class-action lawsuit against various Web sites that display mugshots of individuals and then charge fees to remove them.

Perryman: What is the lawsuit's underlying issue?

Ciolek: Well, I have received over 100 email responses just today describing the horrible experiences of those who were found not guilty and moved on with their lives or those wrongfully accused by an ex-spouse. Family members have also been solicited by the websites for payment to remove photos.

The marketing of this site for the takedown (photo removal) is where the problem is. They know that by posting these photos online, that they

are harassing people and making it very difficult for them to get jobs, rentals or to have any positive direction in their lives.

When you search someone's name, the mugshot quickly appears. There's no case information with the photo other than the original charge. Often, spouses or relationship partners get into a physical confrontation and both parties blame each other and both get arrested. And so you've got a bruised, disheveled person in a mugshot who later is completely exonerated. A rental agent or potential employer seeing the picture doesn't really care. They just know that those who were found not guilty and moved on with their lives or those wrongfully accused by an ex-spouse. Family members have also been solicited by the websites for payment to remove photos.

Perryman: How is this issue a problem for people of color in particular?

Ciolek: There is a disproportionate number of people of color passing through the criminal justice system.

Also, there seems to be a lot more enforcement of the

laws in neighborhoods that are populated by blacks and Hispanics. You don't hear of many marijuana busts in Perrysburg, or the cops busting into someone's suburban house for smoking marijuana but you do see that happening in neighborhoods that are primarily black.

Perryman: Is it a matter of selective enforcement or a "targeted" war on drugs where drugs are seen as "the scourge of black and brown people" and proof of their criminal tendencies even as "good" suburban youth traffic and even abuse Class 2 drugs such as cocaine but rarely face jail time?

Ciolek: It's selective as far as regional enforcement. For whatever reason, there are a lot of black men in jail or prison and because of economic disparities, they are less able to pay these exorbitant fees to remove their mugshots—especially if they don't have a job to begin with.

So without any means to take down these pictures, they have no means of getting a

job—despite the fact they might have been innocent of the crimes they have been accused.

Perryman: How do you address the issue in this current social and political climate where the concept of personal responsibility is being so relentlessly hammered? You are not likely to get much sympathy.

Ciolek: I've primarily discussed the issues that inspired me to move forward. The actual claims of the case are very direct and specific in that every person in the state of Ohio has a right to control their own image, name or persona—whether it is an image on a billboard to sell cars or on the back of a phone book to sell clothes.

But even more blatantly, the websites are saying "Not only do we not recognize your right to publicity, but we're going to use your image and then also sell it back to you for \$150 or more."

This represents the essence of extortion under Ohio Revised Code 2905. Extortion is defined as threatening

to expose anyone to hatred, ridicule or to ruin credit. The implied threat is "if you don't pay us, we will leave the photo up."

Perryman: What is the message you want to get out to the community?

Ciolek: That there are laws against extortion and that protect the right to publicity and privacy. This issue affects everyone. As privacy erodes, people need to stand up and say 'enough is enough.'

There is a classic French novel called *Les Miserables*, which is translated *The Poor*. It is about a man jailed for something very minor. Despite his attempts to do good for others, his past plagued him for the rest of his life.

I think that something should be done about these situations.

Contact Rev. Donald Perryman, D.Min. at dleperryman@centerofhopechristian.org

Democracy Should Not Be This Hard

By Arlene Holt Baker
Guest Column

Two days before Election Day, after services at New Hope Church in Cincinnati, hundreds of Ohio voters turned out as part of the "Souls to the Polls" program, where they stood in line for hours at the Hamilton County Courthouse to early vote.

It was a brisk and cool day, and spirits ran as bright as the sunshine. One young woman named Joy told me she had been waiting in line for one hour, and expected to wait four or five more. Still, she promised, she would persevere.

"I will stand in line four more hours rather than spend four years under something I don't want," she said.

Her determination may have been a beautiful expression of her patriotic and democratic duty, but voting should not be this hard.

In 2010, America's progressive coalition was caught off-guard by an onslaught by state legislatures that had been taken over by far-right Republicans, who represented

millionaires, billionaires and Wall Street barons. Those politicians showed themselves willing to do whatever they could to diminish the power of working people, people of color, the poor, the elderly, young people and immigrants.

When it came to voting rights, their careful strategy was simple: to damage and disrupt our American democracy by skewing elections. In Ohio, Republicans limited early voting hours to make it harder to vote in cities like Cincinnati, Columbus, Cleveland and Dayton—and those limits would have ended "Souls to the Polls" if not for successful legal challenges that went to the federal appeals court.

Well, they threw everything at us this year, but our coalition of labor, civil rights, community and faith groups collectively fought back in the courts, with advocacy, with voter education and with mobilization—and it worked.

Because of our com-

bined efforts, communities responded with fierce determination from Nevada to Florida and Wisconsin and in some places with record turnout. In Ohio, the African American vote this year eclipsed the turnout of 2008, and we helped turn contested battlegrounds into big wins for President Obama, including in Paul Ryan's home state of Wisconsin.

We stood our ground and stood in line to push back against voter suppression and move forward toward shared prosperity and social justice.

And yet our work remains far from done. We must continue to stand together, to strategize and to prepare ourselves for the next steps we must take to protect our democracy.

Democracy isn't simply a word. It's an ideal we must strive towards. And on Election Day we reaffirm that basic ideal by expressing our democratic voice. It's an exercise in dignity and equality. One person one vote.

Those who would seek to deprive America of our democracy will try again, I'm sure of it. They will employ noble names and phrases to hide their true intentions. Intentions like those of Pennsylvania's Republican House Majority Leader Mike Turzai, who openly bragged that new voter ID laws would hand his state's electoral votes to Mitt Romney.

We cannot forget that one of the most aggres-

sive voter-intimidation groups is called True the Vote—although there's not a dime's worth of truth in it.

While we can all be thankful for the efforts of voters in Ohio and across America, we know it should not be this hard.

That's why in the coming year the AFL-CIO along with its voting rights partners will be gathering to figure out ways to expand and better protect

our democracy.

So as we pause to consider those gifts in our lives for which we're thankful, this year let us give thanks for our democracy—and let us resolve to strengthen it.

Arlene Holt Baker is the executive vice-president of the AFL-CIO, America's largest coalition of labor unions with 12 million members.

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Enrollment Starts Now.....

By Lafe Tolliver, Esq
Guest Column



Well, it is Thursday and unless I deviate from being lazy, it means I go to Wendy's for a burger and no salt fries. Call it fate but when I went to my burger spot and sat down, who but

Noodles waltzes in as if he owns the place; and of course, he eyed me and saunters over to my table:

Noodles: (with a grin and both eyes on my fries): What's up Mr. Lafayette?

Me: Hi Noodles. Just lunch and time to read a few chapters of a book. So what's up with you?

Noodles: (now well settled in and rubbing his stubby chin): It is what it is. So... what's on the trip wire with you? Who are you thundering at this time?

Me: (slowly trying to move my fries to a safe zone): Have you seen the past few weeks of the local newspapers and the story after story about "you" people taking each other out?

Noodles: (laughs and shakes his head but with eyes zeroing in at my fries). Man, it is a war out there. Folks killing each other like there is no tomorrow. It is to the point that if someone just yells out loud, I am ready to deck for cover. Who or what took the lid off of this sewer hole?

Me: Tell me about it! It is to the point that when The Blade runs their Tuesday's paper and has that full page of pictures of black folks who are on the "wanted list", we are seeing a return to the Old West of wanted posters.

Noodles: (surreptitiously moving two fingers towards my endangered fries): I remember when I was in 'Nam that on some days we didn't see as much killing as we now do in the streets in Toledo of all places. People are going nuts. No respect. No values. Just foolishness.

Me: (trying to eat as many fries as possible without being too obvious). It is a disaster for everyone. Families are being decimated. Women can't find husbands. Kids losing their parents.

Anger and fear everywhere. The only "winners" are the prisons and the funeral directors.

Noodles: (pulls back his two expeditionary fingers to regroup and find another route to the fries).

I hear you have a "solution" to the problem. What's your fix on it?

Me: (slight smile of victory at the defeat of the two attacking fingers). I applied to the American Institute of Mental Sciences and received a rather generous grant to do some innovative programming. I thought if someone is going to make a buck off of our suffering, I want to be in line for it.

Noodles: (looking somewhat shocked at my choice of words). So, what is this "plan" about?

Me: My plan is to implant in the right ear lobe of every black male child between the ages of 13-32 years, a computer chip so that when they hear certain high pitched sounds raised in anger or aggressive tones or profanity, they are given an electronic stimulus to cease and desist and leave the area. This chip is planted only after they are rotated into my preventive detention system so that they are reprogrammed as to what is correct and proper behavior.

Noodles: (sitting up straight so that he can plan another run at the hapless french fries). Now, let me get this straight. You are advocating that young bloods voluntarily go to your "detention" locations for reprogramming and when they complete it, they get this GPS chip in their ear. Am I hearing this nonsense correctly?

Me: (wanting to go to the counter for a refill but doubtful of the longevity of the remaining fries if I do so). I know. I know. It sounds radical and if white folks proposed it, there would be howls from the far left thinking conspiracy! But, I see it as a means of survival. If we cannot protect and nurture our young black males, the future of the black family is in peril.

Noodles: (silence for a period of time why he rubs his beard). I hear you but do you think black folk locking up black folk, even though it is voluntary is a good thing?

Me: It is better than a real lock up with real time and devastating consequences. This way we can be in control of what is said and how it is said and we can give structure to those whom apparently have no structure and have lost their moral compass. This killing and murder thing is a scourge on our communities and unless we are proactive, we all lose. If kids and young adults cannot understand killing and murder and other crimes as being offenses against God, we are doomed as a people.

Noodles: Truer words were never spoken. I remember when I was eight and I smacked my cousin Walter with a pole because he sprayed water on me, my grandfather took me aside and had me not only apologize to Walter but also I had to get on my knees and apologize to God for hitting and hurting something that he had made in his image. Never forgot it!

So, what other benefits would there be from this voluntary interment system?

Me: For me, it would be a lessening of the constant news and tabloid headlines of black on black crime. Now, there would be fewer youths on the streets to be harmed or to harm someone and with the computer chip, they would have a failsafe early warning system to back off and back down when they are confronted with an idiot who has a gun in place of his masculinity.

Noodles: (leaning forward with both hands in a pincher move for a last chance attack on the remaining fries). How would you get bodies into this system?

Me: (sensing this last ditch effort, I slowly move the fries back towards me). As conditions of probation or parole, I would get referrals from the juvenile court system and the adult probation and parole boards. Also, parents could sign off and allow their kids in. Remember, this is also for black girls who sometimes are worse than the boys in acting the fool.

Noodles: What is in it for the kids besides a computer chip in their right ear lobe?

Me: There is a small weekly stipend that is paid to each participant plus they get room and board, uniforms and intense counseling while they are in my system. This program is the first of its kind in the nation and the granting foundation is desirous to try it out in an urban setting like Toledo. Unless we can reset these kid's moral compass to show them that their actions are an attack on God the creator, nothing else will work. It has to be an inner work of regeneration and not pop psychology in order to change one's nature from being that of a predator to that of a peacemaker.

Noodles: (looking desperate as my fries are now protected by my book in front of his grasping fingers). What if the parent wants to do this for their child but their child fights them and refuses to cooperate?

Me: Not a problem. The parent temporary signs off their parental rights to the minor child to us and we in turn, as the "new" parents, peacefully "take" the child in to the system.

The child has no contact with their parents for the first forty-five days and then they have limited contact with them so that the parents can gauge the progress made with their child; and if the parent is not satisfied, the child is released back to the parents.

Noodles: (purses his lips as if to signal defeat for the battle of the fries). Sounds great to me.

I hope it works. Now, how about a few of them fries because I bounce up out of here?

Me: (before I could say, "go ahead and help yourself"...the fries were devoured by Noodles).

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Sojourner's Truth Staff

Clerk of the Toledo Municipal Court, Vallie Bowman-English, is in Las Vegas this week making a presentation at The National Center for State Courts e-Courts 2012 conference regarding her experience building a mobile app for court users.

"We've had a website for years and have done a lot of upgrades," said Bowman-English just before leaving for Las Vegas. "I asked our developers if they had ever heard of a mobile app for courts. When people arrive here, they need to know what's going on."

The developers came back to Bowman-English and informed her that they had indeed not been able to find such an app anywhere in the nation - and a new high tech aid was born.

The app was developed - TMC CourtWatch - enabling users to access full case and court schedule information from their



mobile devices.

TMC CourtWatch is available in the iTunes store for the iPhone and iPad and in the Google Play store for Android devices.

According to Bowman-English, the timing could not be better since Municipal Court, as are most government offices, is constantly under pressure

to eliminate costs - particularly staffing costs. The app allows court users - attorneys and others - to quickly find out the schedule and status of cases while waiting in the building.

The National Center for State Courts is the organization courts turn to for authoritative knowledge and information because

its efforts are directed by collaborative work with a variety of associations of judicial leaders.

All of NCSC's services are focused on helping courts plan, make decisions and implement improvements that save time and money while ensuring judicial administration that supports fair and impartial decision-making.

Bowman-English was elected to the Clerk of Toledo Municipal Court in November 2003 and is the first African-American and first attorney to serve in that position.

Prior to her election, Bowman-English, a graduate of Scott High School, The University of Toledo and Ohio Northern University College of Law, was an assistant

Lucas County prosecutor responsible for the convictions of many offenders charged with criminal offenses.

She is a member of the Toledo Bar Association, a member of the Lucas County Democratic Party, the Perry Burroughs Democratic Women's Club and the Toledo Chapter of The Links, Inc.

Delta Sigma Theta Sorority Inc. Toledo Alumnae Chapter and Beta Lambda Chapter University of Toledo would like to thank the following sponsors whose contributions allowed us to have successful World AIDS Day events.

Omega Psi Phi Xi Tau Chapter Sheryl Riggs The University of Toledo Office of Equity, Diversity and Community Engagement

We were able to raise \$735.00 for the Black AIDS Institute.

We would also like to thank Delta Sigma Theta Sorority Inc. Epsilon Omicron Chapter Bowling Green State University, St. Ursula Afro American Culture Club and spoken word artists Lonnie Hamilton, Joyce Lewis, KyLearic and P.O.W. Girl for their volunteerism.



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Opportunity and Diversity One Industry At A Time

By Benjamin Todd Jealous, President and CEO, NAACP
Special to The Truth



There is a missing component to the national discussion concerning how to strengthen and rebuild the American economy. It is true that high unemployment, a weak national infrastructure, the need for stronger public education, the concentration of wealth and the deficit are all challenges to the nation's economy but being left out of the discussion is the continued economic marginalization of racial and ethnic minorities.

The American economy has always been strongest when it's kept the middle class within reach for most Americans. But with white households holding nearly 20 times the wealth of black or Latino households, and with rising disparities in unemployment, poverty, and income, the future of the middle class has never looked more uncertain. As the country rapidly becomes majority-minority the nation's economic well-being is increasingly tied to overcoming racial economic inequality.

The economic challenges that people of color face is reflected in the recently released NAACP Opportunity and Diversity Report Card which analyzes the hotel and lodging industry. Mediocre grades among the five leading hotels we examined - Hyatt, Starwood, Wyndham, Marriott and Hilton - reveal the widespread lack of investment in minority suppliers, the over representation of people of color in the lowest paying entry level positions, the under representation in the more highly paid career track positions and finally a lack of commitment to collecting basic diversity data that could be used to strengthen inclusion efforts.

Our report shows that black-owned businesses, which comprise seven percent of all businesses in the U.S., make up only 0.9 percent of all vendors receipts - a troubling red flag that signals how far corporate America has to go in their supplier diversity outreach. And while people of color are 36 percent of the population, only 13 percent of the governing bodies in the hotel and lodging industry consist of people of color.

One of the most disconcerting findings of our report card is that all of the top five hotel and lodging corporations do not collect diversity data from their franchise properties. This means for four out of five of these leading corporations no data is collected for the majority of their individual hotels. This is unacceptable.

The NAACP is calling for these corporations to collect the diversity data already mandated by the government through EEO1 reports. We are also asking for planners of major events to request EEO1 reports from any individual hotel

they are considering for their event so they can make diversity and inclusion part of their assessment as to which hotel is worthy of their business.

The National Coalition of Black Meeting Planners has already voiced support for this action and we will be working with our community and civil rights partners as well as local bureaus of tourism to make widespread the use of EEO1 data as an important and widely used factor for determining which hotels qualify to hold major events.

The EEO1 survey is a primary means that the Equal Employment Opportunity Commission uses to advance its mission derived from the 1964 Civil Rights Act. Title VII of the 1964 Civil Rights Act focused on prohibiting racial discrimination in employment and almost 60 years later we still find great racial and ethnic disparities in business and its workforce.

The Opportunity and Diversity Report Card and our call to action for greater use of EEO1 data should not be seen as just a "civil rights" matter but should be understood as a means of dealing with one of the greatest threats facing the American economy over the next thirty years, racial economic inequality. We at the NAACP have always seen racial inequality as a grave threat to the country and in the next few decades if serious action isn't taken to bridge this divide the entire nation will see the economic results of this inequality.

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“Kwanzaa Park” Research to Be Presented at the Padua Center

Special to The Truth

Continuing research on the cultural resources of the neighborhood “Kwanzaa Park” will be presented Thursday, December 13, 5:30-7:00 at the Padua Center. Brighten Up Community Organizing, a group that works out of the Padua Center, has collaborated with student researchers from the University of Toledo to conduct the research.

Their research sought to answer the questions: In what ways do neighborhood people and institutions illustrate or explain the Principles of Kwanzaa? and, How can the Principles of Kwanzaa be used to analyze the assets of the neighborhood?

The research is part of continuing interest in building up the neighborhood's sense of identity. In Summer, 2011, Brighten Up held a contest was held to “name

the neighborhood.” Though the name “Kuschwantz” is still used by some to name the neighborhood, many current residents were not aware that that was the neighborhood's name, since its founding in the 1880s.

An updated name seemed needed. “Kwanzaa Park” was submitted as a possibility, and won the contest. Currently, Brighten Up is working toward obtaining signage to identify the neighborhood and to educate residents and visitors about the principles of Kwanzaa.

Kwanzaa is a cultural holiday celebrating the best of what it means to be African and human. The Seven Principles of Kwanzaa are: Umoja (Unity), Kujichagulia (Self-determination), Ujima (Collective work and responsibility) Ujamaa (Cooperative economics), Nia (Pur-

pose), Kuumba (Creativity), and Imani (Faith). Maulana Karenga, Ph.D., founded Kwanzaa, which is the only holiday that was started in the United States and is observed globally.

This year's research focused on Deliverance House of God Church, Muhammad's Mosque, the Padua Center, the Frederick Douglass Center, Woodberry Park Inventions and Art, and Self-Expression Teen Theater. All of these organizations are found within the Kwanzaa Park neighborhood, which is bordered by Dorr Street and Campbell and Klondike Streets to its north and south, and Brown Avenue and Hawley Street to its west and east.

Using a technique called “participatory action research,” the team researched these sites throughout the



neighborhood. Analysis of the data suggests that the principles are observable in Kwanzaa Park and displays the cultural richness of these sites.

Last year's research focused on Big Mama's Restaurant, the \$1.50 Plus Food Market, Johnson's Produce, Paradise Baptist Church, the

Mott Branch of Toledo-Lucas County Public Library, Self-Expression Teen Theater and the Collard Green Festival. Results of this research also found many examples of the principles of Kwanzaa.

The public is invited to the Thursday, December 13 event, which will begin with

a light supper at 5:30, followed by the presentation and discussion ending at 7:00. The Padua Center is located at 1416 Nebraska Avenue, near the corner of Junction and Nebraska. Phone 419-241-6465 for more information about the event or the neighborhood research.

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Unveiling Political Correctness: Challenging Black Males To Stay in College

By Mary Ann Wasserman
Special to The Truth

Unveiling political correctness might be one way of encouraging black males to reveal true feelings about challenges of remaining in college.

"We wanted to be intrusive and to engage students in conversation," said Anthony Quinn, Ph.D., associate professor, Biological Sciences at The University of Toledo. "We decided to go where the students were, meeting monthly in dorms, rotating for meetings in different housing complexes."

As a member of the executive board of Brothers on the Rise, Quinn and about 10 other professionals and grad students are members of a grass-roots effort. The goal of the organization is to stem drop-out rates of black college males from institutions of higher learning.

The cadre began their quest by gathering statistical information as well as talking to students. Some of the reasons for meeting included cultural dynamics. Under a verbal heading, questions included: are people comfortable where they are located?

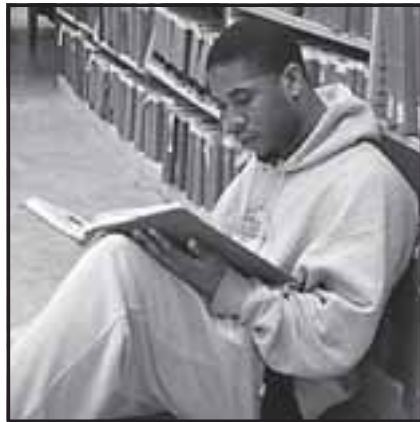
One general opinion is that college does not look like high school. Many responding students came from secondary institutions which did not have the look of a monolithic or a block and concrete high school.

gate black-male departure from college were grades. Under-performing high school alumni were competing for grades with alumni from higher performing high schools.

Elaborating on under-performing versus urbanity, Quinn offered, "Students might be considered as bright as they prepared for college. For instance, a high school student might do well. However, with a larger pool of individuals mixed together at a university, those high school grades of excellence might be changed or curved into C's or D's. Study habits or skills they achieved in high school may not be sufficient to get that A grade in college. They have to adjust study style; expectations have changed."

Brothers on the Rise volunteers asked about dating as a time diversion versus time commitment to studies. Stress was another component of a probe. Did students expect to do well? What about financial help? Students were advised on the mechanics of how to seek help. Political correctness was left outside the door or in the hallway with the aid of a question on emasculation.

"We brought a concept into focus of asking for help did not make a person less of



were ideas formed to be or not to be confrontational and to get past stereotypes.

"Students talked about behavior at home and behavior which is appropriate for a college campus where there is zero tolerance certain behavior," Quinn said.

Again, culture dynamics was brought to the fore. "My Reality" topic investigated street culture versus college culture. After modes of behavior were examined, a question of how to be a successful student was initiated.

"We talked about strategies for success which worked," Quinn said. "For that particular segment, we brought in graduate students who could talk to younger students." A mentoring session might open with: "We wanted to know where you really are or how you feel."

"Second, we start off with all males so that we can cut to the chase and get real," Quinn said. "It (sessions) does not have to be polite. We are always asking them and get them to do most of the talking," Quinn said.

According to Willie Mckether, Ph.D., associate professor, Anthropology, UT, word has spread throughout the campus of the grass roots effort of Brothers on the Rise.

"Word has gotten out there are black faculty and staff who are working with black males," Mckether said. "The UT administration is a partner with Brothers on the Rise." Mckether says 2012 is the

role models in lives of young men. Male drop-outs of all races were 47 times more likely to be incarcerated than their peers of a similar age who had been graduated from a four-year college of university.

"We spend a lot of time each year establishing trust," Mckether said. "They (black males) have to learn how to trust you really care about them. All of the goal is to improve retention and graduation rates."

The grass roots movement was organized after recognition of some academic and social issues.

"Our interest deals in working with university administration to improve those issues," Mckether said.

One reason for low graduation rates among black males could be incoming freshmen have not an idea of the mechanics of being a successful college student.

"The University of Toledo has been very supportive," said John C. Moore, retired vice president, Bowling Green State University.

As a member of Boule' or Sigma Pi Phi, Moore is among a fraternity membership of about 5,000 black professional men around the country. Those careers include physicians, attorneys, accountants and others. About 25 members of Boule' became proactive to improve retention rates for black male freshmen as they were dissatisfied by the lack of black

males who were being graduated. A representative group met with UT's president, various vice presidents, and other faculty informing them, "we would like to be part of the solution."

"Nationally, black males drop out at a rate of just below 25 percent," Moore said. "The University of Toledo has a black male drop-out rate of about 18 percent. It is a national problem."

According to other statistics, black males are four percent of college students. Community activists point specifically to a lack of male role models in lives of young men. Mississippi State University reports African-American males graduation rate is 20 percent lower than graduation rate of white males.

Kentucky State University expressed theory higher institutions need to have a more solid partnership with industries they are training students for in order to retain sophomores and junior students.

The Boule' works with UT incoming freshmen and also some of the upper classmen trying to make certain students remain with higher learning. With Boule', students are mentored at three levels. Those plateaus are (1) hands on; (2) meeting quarterly; (3) exchanging data of communication, including e-mail addresses and others.

(Continued on Page 9)



"This particular issue we are still reviewing for answers," Quinn said.

Next on the basic-level agenda were socio-economic questions. Some of the students are first-generation college issue. In such cases, parents could not inform offspring which challenges or questions to accept.

Another reason to investi-

a man," Quinn said.

What does being an African-American or a black person mean? Does being black mean a certain type of music, dress or other cultural dynamics?

During academic year 2011-12, volunteer organization Brothers on the Rise introduced topic "Keeping it Real." In the sessions, there

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Up to 60 Additional Openings at Toledo School for the Arts School Planning Program Expansion at High School Level for Next School Year

Special to The Truth

Toledo School for the Arts has announced an expansion of their high school program for the 2013-14 school year. As more and more schools nationwide choose to sacrifice the arts when budgets close in, TSA actually attributes academic success to creative study.

"We believe that students learn better with the arts woven directly into academic classroom work. Arts-integration has been our model and mission all along, and with seven years of Excellent ratings we've proven ourselves as a top quality education option," explains Martin Porter, TSA director.

Porter notes that, "with success comes a longer waiting list. Per school year, we turn away 100 potential students. Our plan to grow the high school stems from a desire to accommodate those who have a genuine artistic interest and deserve a tuition-free, excellent experience."

The excellence he refers



to is the school's Excellent ratings on the Ohio Department of Education report cards. Students come from 23 different school districts to attend TSA, and the school serves 579 students across grades six-12.

TSA has twice been designated an America's Best High School by US News & World Report, and the school's demographics reflect that of the

Toledo area.

"After careful consideration and research, we have found that we can absolutely grow our high school division by up to 60 students while maintaining class size and education quality. I am excited by the prospect of offering the TSA experience to more area youth," remarked Nick Mariano, TSA principal.

Toledo School for the Arts will hold an Open House on Saturday, January 26 at 10am. For those interested in attending the school, applications are available and can be picked up in the office or downloaded at www.ts4arts.org. The application deadline is February 6.

Interested families are encouraged to use Enrollment Line at 419.246.8732x250



Effective January 1, 2013 Dr. Samuel H. Hancock will return to private practice and rejoin Dr. Linda Whittington-Clark (Whittington-Clark and Associates LLC) as a part-time therapist. Dr. Hancock, who is a Licensed Professional Counselor (L.P.C.), educator, author, and International Consultant/Trainer in the area of Leadership Development and Cultural Competency, (Hancock, Hancock and Associates LLC) has a Doctorate in Leadership Education and Policy Studies from Bowling Green State University and is a former Assistant Professor in the Department of Medicine at the University of Toledo (UT). He is also the former Assistant to the President for Institutional Diversity at UT.

He worked in Private practice with Dr. Whittington-Clark, a Licensed Counseling Psychologist, who has been in private practice for over 30 years, for three years in the mid 1990's. Dr. Hancock's practice will include but not be limited to marriage and pre-marital counseling, along with group and individual counseling for children and adults. Most insurance companies are accepted.

Also, Dr. Hancock, a Widower who was married for 30 years recently launched a series of discussions about how men and women can have more meaningful, satisfying, trusting and loving relationships. These discussions are based on Hill Harper's best-selling book entitled "The Conversation" and Dr. V.A. Vernon's book the "10 Rules of Dating".

To arrange for an appointment please call 419-578-2525. Feel free to e-mail Dr. Hancock at SAMUEL.HANCOCK@BEX.NET, and to visit his web page at www.hancockhancock.com.

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Stay in College

(From Page 7)

Moore considers the program a tremendous success. Volunteer members of the fraternity were expecting and geared for 25 potential black male graduates to be mentored. Instead, their numbers of prospective graduates has risen to 60; that is, 60 who are seeking support in their knowledge of their courses and eventual graduation.

"If we can get the freshmen and sophomores, then the graduation rate would increase," Moore said.

Moore stressed the problem starts in elementary school where black males too often do not have reading or writing skills to succeed. When they get to college they discover far too late that they do not have those skills.

"That is why after the last two presidents for community colleges, have safety nets in place, to prepare a better foundation," Moore said. "Black males are coming to universities and colleges unprepared to do that level of work."

As a potential solution, Boule' members try to find all the safety nets at UT; help is also provided by Sigma Pi Phi



members on a 24-hour-a-day basis. Members of a Boule' team exchange telephone numbers with students who need mentoring. There is a time table to meet. Eventually, after a student receives mentoring from Boule', a fraternity member will initiate an informal poll of the student to see if the fraternity was able to make a difference.

"What we decided to do as mentors is to tell them a little about our background and give them our history," Moore said. "Upon finding a student with a similar course path as one of the Boule' members, there is a matching process. From there, the fraternity member of Boule' starts

a bonding process between mentor and mentee."

Brothers on the Rise meets in the evening when many students are out of classrooms. Call Willie Mckether, (419) 530-4394 or Marcus K. Dawson, (419) 530-4640. Contact willie.mckether@utoledo.edu for questions.



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Only 20 Percent of Low-Income Fourth Grade Students Score at the Proficient Level in Reading on National Assessment

By Jim Funk, Director, Read For Literacy
Special to The Truth

The 2010/11 National Assessment of Educational Progress, a nationally representative survey of children's reading skills, found that only 19 percent of low-income U.S. fourth grade students read at what the survey deems to be the Proficient level.

That only one in five low-income children reads at the proficient level in fourth grade is a national disaster in the making. Many of these children come from low-literacy households in which the parents either cannot read or read poorly. As a consequence, they rarely read to their children who therefore begin school far behind their peers and never catch up.

To address this issue, Read For Literacy (RFL), Toledo's volunteer literacy agency, is expanding the number of children served by its Creating Young Readers program from 287 in 2011/12 to 450 in 2012/13. To accomplish this goal, the agency is seeking 280 Additional volunteers.

In the program, volunteers read to children one to one in area preschools and schools. Each volunteer volunteers once a week and reads to three children one to one using a technique known as Dialogic Reading which has been shown to be effective in accelerating children's acquisition of critical pre-literacy skills.

- Choose where you'd Like to Volunteer
Volunteers are needed at the following sites:
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Toledo Day Nursery - Jefferson Ave.
Toledo Day Nursery - Stickney Ave.
Wyaman Palmer YMCA
West Toledo YMCA
Wolfe Creek YMCA
Robinson School
Learning Ladders preschool
Dreams of Tomorrow preschool, Summit Street
Toddlers V Preschool, Lagrange Street

- Catholic Club
Jefferson Center head Start
Glenwood School
Pickett School
Walbridge School
Gesu School
Queen of Apostles School
YMCA Afterschool at Spring School
YMCA Afterschool at Rosa Parks School
YMCA Afterschool at Glenwood School
Rossford Head Start



For more information, call Sara Mattson at Read For literacy at 419242-7323, or email her at Sara.Mattson@toledolibrary.org.

Leaders in Education, Business and Civil Rights Join NAACP to Launch New Education Report

Report offers solutions to bring our Education system back to first in the world.

Special to The Truth

Last week, the NAACP released "Finding Our Way Back to First: Reclaiming World Leadership by Educating All America's Children", its new education report that identifies the best practices for educating all of America's children. The report highlights the solu-

tions needed for our children to succeed in today's global economy. It is the first time in nearly a decade that the NAACP has put forth a comprehensive education agenda.

"If America is going to lead the world in this century the way we did the last,

we must lead the world again in education," stated NAACP President and CEO Benjamin Todd Jealous. "'Finding our Way Back to First' is the road map for our activists, the communities they serve, and the nation as a whole.

(Continued on Page 12)

Advertisement for 'THE MORNING SHOW' on 107.3 FM. Hosted by Tommy Kaye with current events, sports, and weather updates. Also mentions Steve Harvey Show and Chuck Roberts with weather reports. Website: www.thejuice1073.com

Advertisement for the book 'THE POWER IN TEAMS: HOW TO BUILD, SUPPORT AND SUSTAIN TEAM PROGRAMS' by Kim Jones, J.D. Includes a testimonial from a client and information on where to purchase the book.

What He's Been Missing by Grace Octavia

c.2012, Dafina Books

\$15.00 / \$16.95 Canada

272 pages

By Terri Schlichenmeyer
The Truth Contributor

There's one thing you want this coming year, and it can't be found in a store.

This thing you want can't be boxed, bottled, or canned. Designers can't fashion it and factories can't create it. What you want can't be fitted, but it'll be exactly the right size when you find it.

What you want is love this year, and so does Rachel Winslow. She's a professional when it comes to Happily Ever After but in the new novel *What He's Been Missing* by Grace Octavia, she's not sure where to find it.

A sofa was not the place Rachel Winslow thought she'd be spending New Year's Eve.

Nope, she figured she'd be dancing close and drinking cheap champagne with the love of her life, except there was no such love and there was nobody on the horizon. That night, it was just Rachel, an old movie, and a pizza delivery.

She was Atlanta's hottest wedding planner, which didn't help her mood. She saw love every day and that was okay; she loved love. She just wished it could be hers in the New Year. Everybody except Rachel, it seemed, was paired up with somebody. Even her best friend Ian had a girlfriend.

Sometimes, if she was honest with herself, she'd admit that Ian was really the guy for her. Hanging with him was easy, they had the same interests, they enjoyed the same restaurants, and they sometimes completed each others' sentences.

But then Ian asked his girl, Scarlet to marry him and Scarlet asked Rachel to plan the wedding, which Rachel didn't want to do. How could she help Ian marry someone else when he should be marrying her?

She needed to tell Ian about her feelings, before mistakes were made. But

the mistake was Rachel's: on the eve of his New Orleans wedding, she told Ian that she loved him, he got mad, and their friendship was badly broken.

But did it matter? Ian had Scarlet and it didn't take long for Rachel to connect with someone from her past. Finally, she found love.

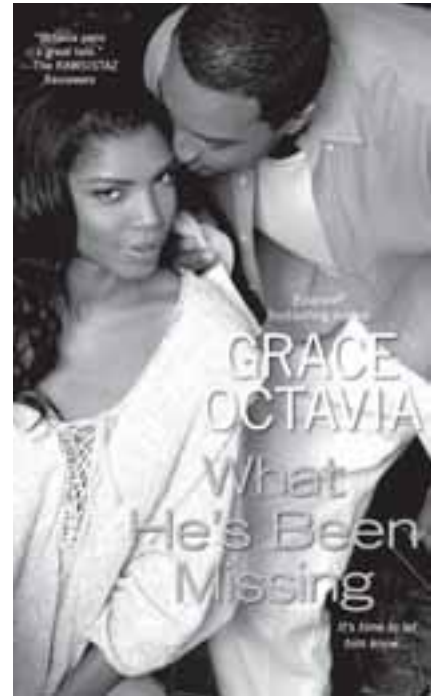
She found her man. But did she truly find her future?

So your Bucket List has "Get Married" on it this year? Then read *What He's*


Been Missing, and be careful what you wish for.

With wit, smarts, and subtly clever humor, author Grace Octavia brings her readers a warm tale of love, mistakes, and fixing them both, which should make it a story familiar with legions of women around the world. Octavia's Rachel is a savvy sistah who's long on strong but wrong in her choice of men until Mr. Right steps right in her path, even though she doesn't initially notice. Because of all that, and despite a German-Shepherd-size oops that eagle-eyed dog lovers will quickly spot, this was a very enjoyable book and definitely worth your time.

In this story, Rachel didn't settle and neither should you, so don't accept any other book than this one. For novel lovers and romance-a-holics, *What He's Been Missing* can't be missed.




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Daddys@Work: All I Want For Christmas Is to See My Child

By Vickie A. Shwelds
The Truth's Lima Reporter

While hitting roadblock after obstacle, Thomas J. Smith, Founder of Daddys@Work decided there must be other men going through the same hassles with the red tape of Ohio laws that caused him to be a man with no rights to his son, but a mound of responsibilities.

He had signed the certificate after experiencing the birth of his son and, for the first few months, he was there every day. When the relationship with the mother ended, so did access to his son. Because there was no money for such things, there was no court-ordered visitation and the two parents agreed they would just work it out.

That has not been the case. Without a parental order of the court, he is only considered to be a father when child support is due, according to the law.

Quinn James is vice president of the organization and one of the men now a felon due to being behind in child support. Even with a college education, finding a good paying job that will allow for paying arrears, weekly payments and still leave enough to pay rent, buy food, and payments for a car and insurance with a record...not happening.

If you're behind in support payments, you can lose your driving privileges, never see a dime of your tax refunds and be assured that your take-home pay may not even be enough to take you home. In fact, James has worked two weeks on a job and received a check for \$0.00. So, then how does one get to work the following week?

The two men decided they couldn't be the only men facing these issues, and they began fine tuning a company Smith began designing in 2010. It would be the answer for a child's question: "Where's my Dad?" DaddysAtWork.

Now, as part of the Cheryl Allen Southside Community Center in Lima, Ohio, the men have started the hard work of connecting fathers who want to work and want to spend quality time with their children with companies willing to hire them or make an investment that will allow the group to become an employer of sorts - complete with a training component that gives needed skills to those anxious to get to work.

For the past two weeks, Daddys@Work has hosted seminars to introduce the program and listen to input from community leaders, potential employers and fathers. Following the first press conference, they began receiving applications and were the sounding boards for men who were hurting from the lack of parental involvement.

Listening to the stories, it became apparent that Daddys at Work needed to be placed on a fast track, these fathers needed help in court, needed access to lawyers, needed jobs...now. They found that their research was revealing startling facts about the children caught in the crosshairs of the support system. According to the fatherhood initiative:

Children in father-absent homes are almost four times more likely to be poor. In 2011, 12 percent of chil-

dren in married-couple families were living in poverty, compared to 44 percent of children in mother-only families.

Source: U.S. Census Bureau, *Children's Living Arrangements and Characteristics: March 2011, Table C8. Washington D.C.: 2011.*

In 2008, American poverty rates were 13.2 percent for the whole population and 19 percent for children, compared to 28.7 percent for female-headed households.

Source: Edin, K. & Kissane R. J. (2010). *Poverty and the American family: a decade in review. Journal of Marriage and Family, 72, 460-479*

Armed with this information and hundreds more examples from research done in the last few years, Smith and James have decided to move the project forward in an aggressive fashion.

"I've started to change the way I'm doing my presentations," says Smith who has been taking the lead at each seminar, aided by James and Lima City Councilman Derry Glenn, "I didn't want to give the impression that I have myself together...I want these men to know I'm in the same boat they are; I may not get to see my three year old son this Christmas; we are working hard on this organization because we need it to

work as much as they do." The Friday at 1 p.m. seminars will continue to happen throughout the month of December, and in January the focus will turn to the men, their training, fine tuning their skills, and helping to get their affairs in order so they can see their kids and meet their obligations while maintaining their life. The meetings are open to the public and held at the Cheryl Allen Southside Community Center 1802 South Central Avenue in Lima. For additional information call, 419-222-5011 or yourdaddysatwork@gmail.com.

Leaders in Education

(Continued from Page 11)

Our proposition is simple: if every public school does what the best schools do, every child will be able to get a great education. The NAACP has pushed America towards greatness before, and with this plan as our guide our army of advocates will do it again."

The report highlights four areas for proactive education reform to ensure that, upon graduation, all American students are college ready and/or career ready. These areas of reform are: effective teaching; prekindergarten preparation; targeted spending; and expanded time for learning.

"By every measure our children of color are behind. We get to where we are by working hard, but we have to give our children more time and we have to level the playing field," stated Secretary of Education Arne Duncan, who offered remarks at the press conference launching the report. "We have one common enemy, and our common enemy is academic failure."

"The strategic, targeted investments outlined in the NAACP report will generate positive education outcomes for all of our nation's students, particularly the less fortunate among us," stated Dick Riley, former U.S. Secretary of Education and former South Carolina Governor.

"We cannot talk about advancement in America without talking about our young people and education," said Alma J. Powell, Chair, America's Promise Alliance. "The simple truth is that preparing young people for success and 'finding our way back to first' is about much more than what happens inside the classroom, it takes the interest and investment from all of us. When we meet the needs of the whole

child we are one step closer to preserving the promise of America."

The NAACP's report also draws a connection between our ability to successfully educate students of all socio-economic statuses and our strength in the global economic marketplace.

The NAACP will share the report with activists at its over 1200 units across the country to use as a resource for education advocacy in their communities. The report will also be shared with other leading advocacy groups like Gamaliel, a non-partisan, faith-based organization that empowers ordinary people to effectively participate in the political, environmental, social and economic decisions affecting their lives.

Real improvements to our education systems start with parents and community activists demanding more than the status quo for delivering quality education," stated Ana Garcia-

Ashley, Executive Director of the Gamaliel. "As activists, it is our responsibility to lift up these reforms and be the catalysts for change in our communities."

"To fulfill its promise of greatness, this nation must adopt reforms that result in success for the vast majority of the country's young people, rather than a fortunate few," stated NAACP Education Director Beth Glenn. "The NAACP and its hundreds of thousands of members will continue to advocate for proactive education reform until our nation finds its way back to first."

Founded in 1909, the NAACP is the nation's oldest and largest civil rights organization. Its members throughout the United States and the world are the premier advocates for civil rights in their communities, conducting voter mobilization and monitoring equal opportunity in the public and private sectors.



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The 10 Best Black Romance Films of All Time!

By Michael Hayes
Minister of Culture



- The Candidates:
1. Disappearing Acts
 2. Breakin All The Rules
 3. The Perfect Holiday
 4. Think Like A Man
 5. 35 & Ticking
 6. Hav Plenty
 7. Jungle Fever
 8. Boomerang
 9. Poetic Justice
 10. Deliver Us From Eva
 11. 2 Can Play That Game
 12. Not Easily Broken
 13. Jason's Lyric
 14. She's Gotta Have It

15. Love Jones
16. Waiting To Exhale
17. The Best Man
18. A Thin Line Between Love & Hate
19. I Think I Love My Wife
20. Love & Basketball
21. How Stella Got Her Groove Back
22. Something New
23. Why Did I Get Married
24. Why Did I Get Married Too
25. The Brothers
26. The Inkwel
27. Good Deeds
28. Jumping The Broom
29. Brown Sugar
30. Mississippi Masala
31. Brooklyn Babylon
32. Our Family Wedding
33. How To Be A Player



That's the list of candidates.

Can I just point out that Morris Chestnut and Gabrielle Union appear together in five of the above films? Their chemistry together never plays out or gets old.

This is an important list so it had to be broken into part one and part two.

Just in case you missed last week's article, the following films are what I chose as the first half of the top 10:

- Love Jones
- Boomerang
- Not Easily Broken
- Waiting To Exhale
- Love & Basketball

Black romantic films can be romantic-comedies or romantic-dramas or some combination of both. Critics and Hollywood insiders usually assume that black audiences only respond to cliché and overly-simplistic plot elements. We obviously like seeing our most attractive celebrities onscreen, so eye candy is a factor as well.

When we finally do get a film with the right cast plus the right amount of humor, intellect and warmth... it's downright magical. Now, of course, these films aren't the only ones of note.

I want to point out that the world of independent black cinema has plenty of undiscovered gems. *The Personals* starring Malik Yoba and Stacy Dash and more recent flicks like *I'm Through With White Girls* are just a couple of black romance films that may be hard to find but are worth the effort.

My point is, we've been fortunate to have this genre go deeper than most would expect. The romantic film genre comes with a general stigma attached to it. People assume these movies are only made for gaggles of heartbroken chicks on an ice cream binge as they sit around in their bathrobes. But we know that's ridiculous. Chicks wear boy shorts and beaters, not bathrobes.

But seriously... romance films are meant for anyone who has had any experience with what they thought was or may have actually been love. Period.

They aren't all tear-jerkers, but they all deal with feeling.

The point isn't to cry or feel warm and fuzzy inside, the point is to paint a picture of the human condition.

As stated in part one... this is about those films who have given us unforgettable portrayals of black love.

Without any further adieu, I present the conclusion to...

The 10 Best Black Romance Films Of All Time (the remaining five)

Why Did I Get Married

Tyler Perry hatorade sippers, get ya cups out.

Yes, his movies are formulaic and don't usually transition from stage-play to motion picture all too well. But this film is an enduring feat in its portrayal of four different married couples with each having its own expertly-nuanced set of tribulations.

I'll be honest, there is one scene that cemented *Why Did I Get Married's* place on this list: the scene where they are all seated at the table and the secrets start coming out. That, is one of the most memorable scenes in any black film in decades! Let's not forget the whole 80/20 rule. Admit it, this film will still be watched 10 years from now.

The sequel however, should be avoided at all costs.

She's Gotta Have It

Nola Darling is not a ho', but she's sleeping with three guys and not ashamed of it.

This film centers around each of those men not only wanting her for himself, but also giving his take on who she really is. It's raw. It's funny. It's artistic.

Sexuality, male vs. female stereotypes and what truly constitutes love are just a few of the points raised in Spike Lee's inaugural full-length film. Beyond just writing and directing, Spike Lee also played one of Nola's love interests... Mars Blackmon.

If you've ever worn a pair of Air Jordans, you have experienced just how much this film affected

our culture.

I was in the third grade when it came out and didn't see it until maybe 15 years later.

If you haven't seen it, find a way to add this to your collection!

Not only is it one of the greatest black romance films of all time, it basically foreshadowed the entire genre! It's a masterpiece. Go find it. Watch. Discuss.

The Best Man

We know this movie by heart. We love the cast. We love the story.

Even though Taye Diggs' acting skills are rarely powerful enough for him to be the central character, this is easily the most convincing role of his career. Besides Diggs however, is the ever-present Morris Chestnut.

In *The Brothers*, his character's love interest dated his father. This time around, he has to deal with learning about the past indiscretions of his fiancé and best man. This film works as a romantic drama that men relate to because many guys these days have had to deal with similar situations.

It's a modern classic that feels familiar. A favorite that stands tall among the countless other black romance films coming out at the time it was released.

Breakin All The Rules

It's the best little-known romance film you've probably never seen.

However, it is the quintessential romantic-comedy.

Smart, well-paced, balanced and interesting the entire way through.

The other films on this list are powerful, meaningful, or emotional.

Breakin All The Rules succeeds because it flawlessly executes the same tenets of all the most popular films of this genre. Plus, there's a little shout out to Toledo in it!

Jamie Foxx. Morris Chestnut. Gabrielle Union. Bianca Lawson.

It is one of the best, go see it!

Jason's Lyric

"Sometimes you don't need a plane to fly" –

Those were her first words to him.

Jada Pinkett's portrayal of Lyric showed a side of black women that was sincere, romantic and poetic. It's like you're falling for her at the same time Jason falls for her.

But before these lovers can freely indulge in their dreams and passions, they find themselves trapped by harsh realities and past demons.

This film involves more than just Jason and Lyric falling in love, but the romance between them is inspiring.

More than any other film on this list, *Jason's Lyric* creates an aura of old-fashioned courtship and passion. Also, I usually hate when actors attempt phony accents but Jada Pinkett and Allen Michael Payne handle that Texas hood drawl pretty well for two East Coast natives! Lol. Jason and Lyric eventually persevere teaching the simple yet valuable rule: it may not be easy, but it's worth it.

One of my all time favorite films, period...and definitely one of the Best Black Romance Films Of All Time!

Thanks for reading, feel free to email :
mercuryspeak@gmail.com
Happy Holidays!

Young Urban Professionals (Toledo Chapter)
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Financial Fraudsters Exploit Relationships

From your family to your social networks, the people around you often have the most influence on your life. But according to experts, fraud artists can also use those bonds to convince you to invest in a scam.

"This tactic is called affinity fraud, and it is one of the most common types of investor fraud, because it exploits the bonds you share with others," said Gerri Walsh, president of the FINRA Investor Education Foundation. "A fraudster will create a common bond strongly shared with community members—like in a church or the military—and then use this bond to take advantage of their trust, luring multiple investors in the community."

Worst-Case Example

One of the worst cases of affinity fraud in recent history is the case of the "Three Hebrew Boys." These three scam artists used an angle of faith and camaraderie to target

church groups and military servicemembers. Ultimately, they conned their victims out of \$82 million.

The Hebrew Boys created relationships with high-ranking military officials, who were then used as salespeople to sign on their subordinates—like Joyce Adams, a retired Navy officer who lost almost \$40,000 to the scam.

Adams assumed the officials had already done their research on the investment and

did not hesitate to invest because the bond with other military personnel gave her "a sense of trust."

Like many fraud experts, Walsh warns investors that just because everyone else is doing something, it doesn't mean it's okay. When it comes to finances, you should take more than trust into consideration.

Helpful Tips

Walsh suggests that you follow these simple steps



Joyce Adams, retired Navy officer

when considering an investment proposition:

- Ask questions—and expect answers. Even if the person who first told you about the investment is a friend, there may be others involved who are not. Ask the seller if he/she is licensed and if the investment is registered.

vestment is registered.

- Double-check. Verify that the seller is licensed and the investment is registered at www.SaveAndInvest.org/LearnMore.

- End the conversation. Practice saying "no." Even if you trust the seller, give your-

self time to think about the investment. Take steps to make sure your money is in safe hands.

For more tips on spotting investment fraud and protecting yourself, visit www.SaveAndInvest.org/LearnMore.

CEO Needed

The YMCA/JCC of Greater Toledo has initiated a nationwide search for the position of President/CEO of the organization. The search process is being conducted by the Trustee Search Committee, working in tandem with the guidance from the Y-USA.

More information about the position description, requirements, and application process is available on the Y-USA website at: <http://www.ymca.net/career-opportunities/>

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The YMCA and JCC of Greater Toledo, committed to strengthening communities through youth development, healthy living and social responsibility.



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CLASSIFIEDS

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December 12, 2012

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Notice to Bidders: Inquiry # FY13-40, (Project # 0083-13-849) for the Pharmacy Laboratory Renovations (BOWO Ren., Ph 2) for the University of Toledo Main Campus. Sealed bids for this project must be clearly marked with the project number on all inner and outer envelopes and/or shipping containers. Bids must be addressed and delivered to the University of Toledo, Facilities and Construction, Plant Operations, Room 1100, 2925 E. Rocket Drive, MS 216, Toledo, Ohio 43606 before 2:00 p.m., Tuesday, December 18, 2012. Bids will be publicly opened that same day at 2:05 p.m. in the Plant Operations Building, Room 1000. Copies of Plans, Specifications, and Bid Forms may be obtained from Becker Impressions, 4646 Angola Rd., Toledo, Ohio 43615. Call 419-385-5303 for an appointment to pick up bid package. A cost of \$135.00 will be charged per set. Any further information may be obtained from Lance Mushing of SSOE Group at 419-255-3830. One Pre-Bid Conference will be held on Tuesday, December 11, 2012 at 10:00 a.m. in the Plant Operations Building, Room 1000, at the University of Toledo, 2925 E. Rocket Drive, Toledo, OH 43606. Total Bid Guaranty and Contract Bond are required per section 153.54 of the Ohio Revised Code. EDGE Participation Goal: 10%. Project Estimate: \$2,470,000.00; Breakdown: General Const: \$1,020,000.00; Plumbing: \$133,000.00; Fire Protection: \$66,000.00; HVAC: 641,000.00 & Electrical \$610,000.00

Position: General Sales Manager

Location: Toledo OH



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URBan Radio Broadcasting is a minority owned and operated company, and an equal opportunity employer. We encourage women and minorities to apply. To learn more about this job description, call Corporate Director of Sales Maynard Grossman @ 813-994-0960 and email your resume to MaynardGrossman@urbanradio.fm.

HELP DESK ASSOCIATE

GEM Inc., a local specialty construction contraction has an immediate opening for a Help Desk Associate to work in the Walbridge, Ohio Office.

Responsibilities will include staffing the Help Desk to troubleshoot user related technology issues and escalate to the proper technician when required. Work directly with a team of IS personnel to support the end users to make sure they are productive and are given the tools required to perform daily duties.

Essential Job Functions include providing maintenance of the computer desktop environment by analyzing requirements, resolving problems, installing hardware and software solutions, and staffing the internal IT Help Desk. Additionally, associate will be responsible for administration and internal support of the Company's PCs, printers, and related equipment. Tasks include end user support, license tracking, and performing PC maintenance, upgrades and configurations.

A minimum of a high school degree or GED is required. Some college education would be a plus.

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Derrick Roberts

Christmastime brought Charms and Charmers together on Sunday, December 9, 2012 at the Brandywine Country Club to celebrate the holiday season.

Caroling, glitz and fellowship were the hallmarks of this year's celebration along with musical selections by guest artists Deborah Gardner and Derrick Roberts, Ed.D.

This year's Christmas Committee chairmen were Charms Jeanette Bradley and

Zenobia Faulkner.

Charm Theresa Wilkins, president of the Toledo chapter, offered the welcome and Dorotha Stubblefield, the chaplain, presented the invocation.

After dinner and the presentation by Charm Lenora Barry, the guests and members were introduced by Charm Shirley Duckins, who also recognized members December birthdays.

Charms, Inc was founded in June 1962 in Pittsburgh

adopting the motto 'smile, help your fellow man and aspire to greater things.'

The Toledo chapter was founded in October 1970 and currently has 19 active members. They welcome new members interested in service – civic and cultural engagement.

Toledo Charms officers are Wilkins, president; Sandra Goodwin, vice president; Shirley Clay, financial secretary; Shirley Windless, recording secretary; Juanita Stephens, treasurer; Deborah Washington, Ph.D, parliamentarian; Duckins, historian; Stubblefield, chaplain. Other members are Barry, Ceru Carroll, Bradley, Faulkner, Yvonne Gayle, Kathy Nail, Patricia Taylor-Nobles, Clementine Sherman and H. Hortense Ward.

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