

Ruby's Kitchen Is Back!



Sonda Hicks, Ruby Butler, Terry Johnson, Sabrina Chatman

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Closing the Trust Gap

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

The Truth Contributor

Anglo-American regional culture is simply not universal. We're helping to create a new cultural consciousness, one that's pluralistic and diverse.

- Henry Louis Gates Jr.



While an investigation of possible police misconduct in the fatal officer involved shooting of yet another unarmed young black person takes place in Chicago, TPD Chief George Kral continues to network with selected black leaders and utilize town hall meetings in an effort to improve police-community relations in Toledo.

Given the structural and cultural dynamics currently taking place in TPD, Kral's strategy, while well-intentioned, does not appear enough to convince black residents that Toledo is a "government by the people and for the people," or, in other words, a government that addresses their (black) interests.

Keith Burris, in a recent Blade editorial, seems to suggest the presence of a local cultural divide and lack of close social interaction between black and white cops. Burris' assessment also appeared to be confirmed by a black police officer I spoke with who angrily described many white peers as "vocal Donald Trump supporters."

Yet, Kral's biggest challenge in building trust among black citizens may lie in the steady attrition of black police officers and the city's failure to recruit black replacements.

In 1985, black police personnel reached a peak of 133, largely as beneficiaries of a lawsuit filed against the city of Toledo alleging discriminatory employment and promotional practices. A consent decree, since scrapped, required TPD's personnel data to reflect the community's demographics.

But now, nearly every week seems to bring with it the retirement of another black officer, while the city struggles to produce classes of new recruits that include a representative number of blacks to replace them. At the rate of past and current black retirements, the police force could soon become nearly all-white, further eroding the level of trust of law enforcement by black community members.

The path to trust?

Burris and his source, Oregon Police Chief Mike Navarre, have emphasized interracial dialogue and other "practical" solutions such as training, fitness, manpower and (non-specific) recruitment at a time when other police departments are pointing a laser-like focus on the "lack of demographic representation in the ranks."

Police administrators, scholars, and citizens across the nation point to the creation of police forces that are "demographically reflective of the

communities they serve" as the best way to maintain a positive public image and close the trust gap, particularly in the time of crisis (Howard, 2015).

Why? Minority (and female) officers possess the communication skills to effectively manage cultural differences that exist in today's community life and are likely to first, rely on these skills rather than the former go-to strategies that prioritize physical force.

While there are obvious obstacles in recruiting, hiring, retaining, or promoting minorities and females, these challenges are often used as excuses to justify the status quo. According to Police Chief: the Professional Voice of Law Enforcement Journal (June 2015), these obstacles can be overcome by looking at best practices and reviewing the abundance of literature that centers on the successful recruitment of minorities and women.

These practical solutions include targeting minorities on a state, regional, or national basis; placing "professional" recruiters in local high schools and colleges as well as hiring minorities for preparatory cadet programs.

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Community Calendar

July 24-September 12

Free Parenting Classes: Saturdays 11:30 am to 1 pm; Continuous open enrollment; Sponsored by Operation Re-Seed Christian Ministry Parenthood Program: 419-297-3530

August 3-31

Studio Fitness Free Community Fitness Classes: Every Wednesday at 6 pm; One-Hour beginner friendly fitness class – 20 mins of cardio, 20 mins of weight lifting, 10 mins of yoga: 4190870-2318

August 12-13

8th Annual Sacred Strings Showcase "The Bloodline Continues" Concert 2016: The Ark of Toledo; Fri – 6 to 9 pm; Sat – 3 to 7 pm: 419-243-0564

August 12-14

Scott Alumni Weekend: Friday – Decade Meet and Greet at various locations; Saturday – free health fair at Scott – 9 am to 1 pm; Sunday – Picnic at GM Hydromatic Park: 419-806-7296 or 567-322-9007

August 13

2016 Youth Enrichment Summit: Braden UMC; 9 am to 3 pm; Professional young adults and college graduates lead sessions on mental health, fitness, self-esteem, etiquette, academic success and creativity

August 14

5K Run/Walk: In support of Project V.O.I.C.E. and My Sister's House for Girls; Swan Creek Metropark; 8:30 am; To raise awareness about human/sex trafficking and to aid sexually exploited children: <https://runsignup.com/Race/OH/Toledo/ProjectVoice5KRunWalk> or ytjohnson1@att.net
Calvary Baptist Church Youth Weekend: 11 am service; Guest speaker Min. Marrison Neal of Akron

August 15

Public Meeting on Proposed Lead Safe Residential Rental Units Legislation: Gesu Sullivan Center; 6 to 8 pm; Hosted by Councilman Tyrone Riley; Reps from Toledo Lucas County Health Dept, ABLE, Toledo Lead Poisoning Prevention Coalition, Real Estate Investors Association: 419-936-2657

August 19-21

Ryder Elementary School Reminisce, Reflect, Reconnect 2016: Friday – Community Day – noon to dusk, bring your own food; Saturday – meet and greet – 10 am to 5 pm; Sunday – family picnic at Ottawa Park – noon till dusk

The Sojourner's Truth

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Tricia Hall – Reporter

Rev. D.L. Perryman – Columnist

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A Certified MBE

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It's Raining LEGAL FREEBIES....!!!

By Lafe Tolliver, Esq

Guest Column

Well my dear readers, I have heard your calls and have put together some Legal Freebies in regards to applying for a job, your job rights and discriminatory acts that you may face on your job.

So, read on and be wise! And remember, when in doubt...journal everything!

(1) When applying for a job and you get an interview, always send a thank you follow up letter to the company or the person who did the interviewing. It is just good etiquette and makes you look professional.

(2) When applying for a job, take the time to Google the company to find out what they do and how they do it and to learn something of their history. Never go to a job interview ignorant of the company and how you can add to their bottom line with your skills set. If you can't do that, do not apply for the job!

(3) Know the dress culture of your potential employer. You do not go to a plumbing interview wearing an Armani suit and you do not go to a managerial job wear jeans and a see through blouse and perfume that you can smell a mile away. Gag! Gag! Get with it and if you are clueless, ask someone who dresses to go to work and ask them to check you out before you make a clown of yourself by dressing inappropriately for the job.

(4) I know it is a small issue but when you interview for a job, always make pleasant eye contact with the interviewer and always provide a firm handshake before and after the interview and whatever you do, do not chew gum during the interview or have your cell phone go off during the interview. Loser!

(5) If you are hired, arrive a few minutes ahead of time to get your orientation and to be at your work station or desk or machine before the job begins.

(6) In Ohio, you can be discharged for any reason, good bad or indifferent except if you can prove age, race, sex, gender, religious, harassment or disability discrimination.

You are especially vulnerable to being discharged during a probationary period, so make sure that during your probationary period, you are an exemplary employee, regardless of what the other employees may say or do. Watch out for Number One!

(7) If you are subject to performance evaluations and disagree with the evaluation, politely ask to speak to someone in Human Relations and politely voice your concerns about what was said about your performance. Don't start cussing and shouting, "Black Lives Matter!" The operative word here is - calmness - along with a concerned inquiry because you want to improve your ratings.

(8) If you believe that you are being targeted for a wrongful termination and are being unfairly singled out for hostile treatment, document, document and document some more as to: date, time, incident, who was present and what was said.

Don't go ballistic and overreact. Get smart...not mad.

(9) To prove discrimination, you must compare apples with apples which means you must show by factual evidence that John Doe was not treated the way you were treated and you are both similarly situated as to job title or job duties and that the only difference in treatment appears to be your age, race, sex, gender, nationality, etc....etc.

(10) Whatever you do, do not see "race" under every statement and act by a white actor but wait and evaluate and make sure that you can prove what your eyes see and ears hear.

(11) If you are a member of a union, you may be required by the collective bargaining agree-

ment (CBE) to exhaust your internal remedies before you can seek outside legal counsel. If in doubt, call me for an opinion. In my 39 years of legal work and doing discrimination cases, it has been my sad experience that most unions are good for no more than collecting your dues and when you need them to slug it out with management, they become marshmallows and run for cover or give you woefully inadequate representation at your grievance hearings.

(12) If you see wrongdoing happening or your employer is "cheating" on a contract or is defrauding the government, you can become what is known as a "whistleblower" and file charges against them and if the offended party prevails, you can get a sizeable monetary reward for your efforts.

(13) Assume for all practicable purposes that while you are on your job, there is a camera somewhere that is recording and that can be used against you if needed by management. So, watch your conduct and your speech because you might just see yourself on a tape when you are complaining about negative conduct and you are the one doing the negative conduct!

(14) If things go "south" at your job and you are asked to sign a "Last Chance Agreement" do NOT sign unless and until you have had a seasoned attorney review it first to make sure that you are not being "played" and that the contents are factually correct. Never sign such a document under pressure. Once you sign it, it is too late to revoke it.

(15) If you are short on funds but need legal assistance, consider contacting the Ohio Civil Rights Commission located in the One

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Adventurous Travels - Donnetta Carter,

I would like to publicly thank "The Sojourner's Truth" Newspaper (Fletcher Word) for their yearly sponsorship for nonprofit organizations on the Annual Motown Dinner and Dance Cruise Fundraiser on the Detroit Princess Riverboat.

Awesome article and coverage...this year recipient - "Toledo Northwestern Ohio Food Bank Inc.

Donnetta Carter
Event Coordinator

Perryman... continued from page 2

The selection process can also be refined to facilitate minority success by replacing written tests altogether with equally valid structured interviews. In addition, pre-employment questionnaires can be administered to help identify recruits who are more likely to pass the background check. Finally, using physical ability preparation programs can help address physical obstacles increase recruits' performance on the physical ability test section.

What is clear is that there are many documented creative responses available to police and government administrations who are serious about increasing diversity and bridging the trust or legitimacy gap with minority communities.

It comes down to a whether a sense of moral obligation and political will exists. As a political insider, who requested anonymity, recently expressed:

"There is not a single branch of any government where it is more important to have a diverse workforce than it is in the police department and that's just a fact. You have to have trust between the citizens and the people who are trying to protect the citizens, and the only way to achieve that is through having a diverse workforce, period. And it doesn't have to come from a court order or from the result of protests at the grass roots level. You don't have to hide behind paperwork and you don't have to hide behind a court order, you just do it!

"So, elect the leaders who believe that and just make it happen, it's that simple!"

Contact Rev. Donald Perryman, D.Min, at drdlperryman@centerofhopebaptist.org

Tolliver... continued from page 3

Government Center Building in downtown Toledo. They can do an interview with you and make an investigation and if there is probable cause to believe that you have been wronged, they can attempt a mediation and, if that fails, they can bring in the Ohio Attorney General to assist you.

Of course, you can at any time hire a private attorney to sue for job harassment or discrimination.

(16) If you are facing regular acts of job hostility or discrimination, when you get home or to a safe spot (break room or restroom) write down the events that just transpired so you can have a paper trail of what happened over a period of time.

(17) Sometimes, when you want to get some quick relief and you do not mind staying on the job and weathering out the hostility, consider having a letter sent by your attorney to Human Relations, your supervisor or manager and the company headquarters about what is transpiring on the job.

Those letters can be magical because management does not want adverse publicity and wants to keep everything in house and it puts your managers on notice that if they continue to mess with you, you are not afraid and will report them. Don't let a bully succeed!

(18) Lastly....keep calm and carry on knowing that right beats might!

Contact Lafe Tolliver at tolliver@juno.com



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Ohio Unity Coalition Aims to Increase African-American Voter Turnout

By Ashley Taylor

Special to The Truth

Imagine Tuesday, November 8, you walk into your polling place to cast a vote for Hillary Clinton or Donald Trump, but instead the poll workers says, "I'm sorry, your name is not in the poll book."

As it turns out, you're not registered to vote. This may sound like some sort of clerical error but, in reality, it is an intentional deletion that has already happened to many people right here in Toledo -- and many more across Ohio in recent elections.

A statewide network of labor, civic, faith and community organizations convened as the Ohio Coalition on Black Civic Participation (Ohio Unity Coalition) is recruiting African-American volunteers in Toledo and other urban cities to make sure this doesn't happen again this November.

"Some Ohio voters, especially African Americans, may not be able to cast a ballot in this very important election this November, because Jon Husted, Ohio Secretary of State, has purged, or kicked off, tens of thousands of registered voters," said Petee Talley, one of the leaders of the coalition.

"He claims he took this action to fight voter fraud and to clean up the voter rolls in Ohio, but it turns out that voter fraud is not a problem and many voters were purged even though they voted in the 2008 election," Talley continued.

An investigation by Husted's own office revealed that voter fraud was practically nonexistent in Ohio in the 2012 elections. The report showed that, out of 5.63 million votes cast, fraud was only thought to have been committed by 135 people across the state; that is less than one hundredth of one percent of the votes cast.

"I find it really interesting that a large number of African-American voters were removed from the voting rolls by Secretary Husted. There were also white voters whose registrations were thrown out but, based on our numbers in the population and the areas where purging most took place, it will have a more noticeable impact on our community," Talley said.

The American Civil Liberties Union is fighting Sec. Husted's action in the court. They sued Husted and lost, but the case is currently being heard by the Sixth Circuit Court of Appeals.

Meanwhile, the Ohio Coalition on Black Civic Participation (Ohio Unity Coalition) is not waiting for the court's decision before taking action. The coalition is pushing back on a different front, Talley said. The organization is taking to the streets to register and verify African-American voters in Toledo and in cities across Ohio, hoping to reverse the effects the purge will have.

"#OhioUnity16, the Black Voter Empowerment Campaign" has a goal to register 2,500 people in Toledo before the registration dead-



Ashley Taylor

line of October 11.

The Ohio Unity Coalition volunteers receive training to correctly fill out voter registration forms and use online software to verify that those who have registered are still registered to vote.

The group will hold a series of trainings and events during the month of August. All trainings will be held in the former Toledo Urban Federal Credit Union, 1339 Dorr Street, Suite B. The dates and times are: Saturday, August 13, 2016 at 10 a.m. and Friday, August 19, 2016 at 5 p.m. Additional days and times may continue to be added. Follow Ohio Unity Coalition on Facebook to receive the latest updates or email toledounity16@gmail.com.

The Ohio Unity Coalition is a nonprofit, nonpartisan organization whose mission is "to increase political literacy and civic engagement among African Americans in Ohio." They are hoping to re-register those who were removed from the voter rolls, and register new voters as well. They will also be reminding all of the November 8 Election Day, and providing ways for Toledoans to stay civically engaged.

"Just this year, some 144,000 voters were removed from the voter rolls in Cleveland, Columbus, and Cincinnati, and they were twice as likely to be from majority African-American neighborhoods," Talley said.

"I'm urging everyone to make sure our voices are heard in this election and every election. Take two minutes to look up your registration status on ohiounitycoalition.org."

Those who want to register on their own can do so at the Lucas County Board of Elections, the BMV or any Toledo Public Library.

Engage with the Ohio Unity Coalition on social media!

- Follow @OhioUnity on Twitter and Instagram
- Tweet using #OhioUnity16 #JustVote
- Sign up at ohiounitycoalition.org/get-involved

Ed. Note: Ashley Taylor is a sophomore at The Ohio State University. She has been back in Toledo for the summer working for the nonprofit Democratic Voices, spearheading the Toledo chapter of the Ohio Unity Coalition. The OUC is a non-partisan nonprofit that is trying to increase black voter turnout in Ohio by registering African Americans to vote.



Petee Talley

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Owens Alumni Association and Community Partners Assist Area Children with School Supply Drive

Special to The Truth

Owens Community College's Alumni Association in collaboration with Books-A-Million Inc., nine Directions Credit Union branches, two Great Lakes Credit Union branches and six Genoa Bank branches are reaching out to area children in need of school supplies by holding a month-long "Backpack to the Future" school supply drive ending Thursday, Aug. 18. Collected items will benefit low-income kindergarten-age school children throughout northwest Ohio.

The "Backpack to the Future" school supply drive will occur at Books-A-Million bookstore (2105 Levis Commons Blvd.) in The Town Center at Levis Commons in Perrysburg; Directions Credit Union branches (5121 Whiteford Rd.) in Sylvania, (3000 Tremainsville Rd.) in Toledo, (3321 Briarfield Blvd.) in Maumee, (4150 Brockway Dr.) in Perrysburg, (3312 Dustin Rd.) in Oregon, (2533 S. Reynolds Rd.) in Toledo, (3450 Central Ave., Suite 128) in Toledo, (27427 Crossroads Pkwy.) in Rossford and (1 Owens Corning Pkwy.) in Toledo; Great Lakes Credit Union branches (5823 Monroe St.) in Sylvania and (580 Craig Dr.) in Perrysburg; and Genoa Bank branches (801 Main St.) in Genoa, (3201 Navarre Ave.) in Oregon, (703 Conant St.) in Maumee, (24950 W, State Route 51) in Millbury, (9920 Old U.S. 20) in Rossford and in (5501 Monroe St.) Sylvania.

The Toledo Mud Hens will also have collections bins at Fifth Third Field (406 Washington St.) in Toledo during their Saturday, July 30 game against the Gwinnett Braves.

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Save on Everything for Back-to-School with these Smart Tips and Tricks

Special to The Truth

Whether your kids are school playground-bound or college-bound, the back-to-school season can be an expensive time of year. Families with children in grades K-12 plan to spend an average \$673.57 while college students and families with children in college plan to spend an average of \$888.71, according to a National Retail Federation 2016 annual survey.

Where are their dollars going? The top five back-to-school supplies searched for are Crayola ColorStudio iMarker, BIC Pencil Xtra, TI 84 graphing calculator, Brita filtration water bottle and Crayola Washable Erase, according to Qmee, an online shopping companion.

So how can you save on these popular items and more when shopping?

“Whether it’s a calculator, backpack or dorm furniture, before making a purchase, it’s important to do your research. Educated shop-

pers always get the best deals,” says Jonathan Knight, co-founder and CEO, Qmee.

Shopping online is the best way to save time and be sure you’re getting a good deal, says Knight, who recommends a few strategies for how parents can get more bang from their back-to-school buck:

- Price check: Price comparison tools can

help you know for sure whether you’re getting the best deal on any given item. These tools automatically research what you’re searching for to show you the best prices available.

- Use coupons. These days you don’t need to spend hours scanning the paper with scissors. Online coupons and discount codes can help you save big at checkout. Before clicking

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Owens Alumni... continued from page 6

The 19 community locations expand the college’s educational initiative for individuals to drop off their donations. Among the charitable items that will be accepted as part of the school supply drive are gently-used or new backpacks, crayons, markers, bottles of glue, glue sticks, colored pencils, pencils, pink erasers, school boxes, pocket folders, marbled covered composition books and Kleenex tissues.

According to Kaye Koevenig, community service chair, Owens Alumni Association, the Northwest Ohio community’s initial response toward the “Backpack to the Future” supply drive has been positive.

“Owens’ ‘Backpack to the Future’ school supply drive initiative has expanded efforts thanks to the support of Books-A-Million, Directions Credit Union, Genoa Bank and Great Lakes Credit Union,” she said. “I encourage area residents to lend a helping hand to those children who are in need of school supplies.”

Since establishing the program in 2004, the Owens Alumni Association has given 4,513 backpacks and 80,911 school supplies to benefit disadvantaged children throughout Northwest Ohio.

Owens’ Alumni Association is committed to the personal and professional success of alumni and students through the ongoing development of value-added initiatives. Owens has provided higher education to more than 250,000 students in its nearly 50-year history.

In addition to the community supply drive locations; area residents can bring their charitable donations to the college’s Office of Alumni Relations on the Toledo-area Campus in Perrysburg Township and the Education Center Atrium on the Findlay-area Campus in Findlay.

Or more information about the school supply drive, or to make a donation, contact the Alumni Relations Office at (567) 661-7876 or alumni@owens.edu.



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Education Section • Education Section

NAACP ACT-SO in Cincinnati

Special to The Truth

On Thursday morning July 14, 2016 the Toledo Branch of the NAACP proudly sent off seven local ACT-SO winners bound for Cincinnati, Ohio to participate in the 38th annual national ACT-SO competition. The students were accompanied by Chairman Bea Daniels and Cochairman Rose Rankins.

ACT-SO is Afro Academic Cultural, Technological, Scientific Olympics proudly called "The Olympics of the Mind." These seven students competed and won locally in April at the Toledo School of the Arts and performed nationally in the following categories:

Arthur Bishop – instrumental contemporary; Courtney Draper – dance contemporary; Keyara Edwards – poetry performance; Andre Matthews – written poetry; Jamaia McKinley – vocal contemporary; Jenasis Savage – dramatics; Lyricka Robinson Smith – drawing

Toledo's first-place winners competed at the national competition on Friday, July 15 along with approximately 650 other first place winners from around the United States. In addition to competing, two of our students were honored by being selected to participate in the Awards Ceremony on Sunday, July 17.

Although the students didn't win nationally, they are Toledo's winners and they are looking forward to participating in the 2017 ACT-SO competition in Baltimore, Maryland. Local members expressed their pride in the students' commitment to excellence.

If you think you can, then ACT-SO!!



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Hosted by: Tommy Kaye Music by: DJ Keith Success

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 \$20.00 at the Dorr The JUICE 107.3 -- 5902 Southwyck Blvd.
 Henry's Jewlery and Gifts -- 4909 Dorr St
 Powell's Beauty and Barber Supply -- 901 Nebraska Ave

Education Section • Education Section

Jayvia Badgett: Polly Fox Academy “Head Full of Dreams” Graduate of the Month

Interview by Monique Ward

The Truth Contributor

Jayvia Badgett, a Polly Fox Academy graduate in the class of 2014, has embarked on a career as a managing cosmetologist.

Monique Ward: What motivated you to attend Polly Fox Academy?

Badgett: I felt like I had something to prove. Not only to myself, but to my kids. I only had a few credits to make up so I knew I would be able to get it done quickly.

Ward: How did Polly Fox Academy assist you in achieving your goal of getting your high school diploma?

Badgett: One of the many things I loved about Polly Fox is everyone was truly there to help. They went above and beyond to help me and other girls. They helped me get my daughter into an amazing daycare, and even took me to apply for my own apartment. The staff was really good about making sure everything was up to date so I would definitely be able to graduate.

Ward: What are your best memories and experiences when you were attending Polly Fox Academy?

Badgett: One of my favorite memories at Polly Fox is when we went to Put-In Bay. It was my first time going and it was so much fun. The best thing about the trip was the boat ride

... continued on page 10



Jayvia Badgett

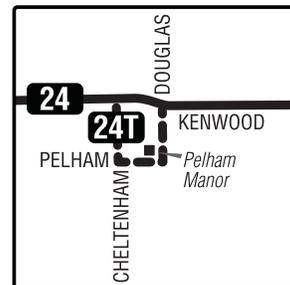
Fall 2016 updates effective August 21.



On Sunday, August 21, 2016, TARTA's fall route schedule will begin. As most routes will be affected by time changes, new timetables and maps are available at TARTA.com/Fall2016



- **18A/B/C Sylvania Ave Crosstown** (School Days Only)
 - schedule adjustments to A/B only
- **20A/B Upton Ave Crosstown** (School Days Only)
 - morning schedule adjustments
- **24 Delaware/Kenwood via Westgate**
 - schedule adjustments
- **24T Delaware/Indian via Westgate**
 - schedule adjustments
 - access to Pelham Manor via Douglas, Pelham, and Cheltenham roads
- **50 Owens Community College Express**
 - routing and schedule adjustments



Two Family House Partnerships Highlight Back to School Efforts to Benefit Families and Children in Need

Reneé Palacios, executive director, Family House Toledo, announced this week that the shelter is partnering with Fifth-Third Bank and Co-Mission Toledo on two separate events to help ready families and children at Family House for the start of the upcoming school year.

Family House is a non-profit agency dedicated to keeping families together in time of crisis. Since 1985 they have offered emergency assistance to those in need of shelter, meals, or other services. Family House serves an estimated 650 individuals --- 60 percent are children. Family House offers Basic Needs Program; Family Programming; Health Education Program; Children's Education Needs; as well as Housing Placement & After-Care. Family House admits residents 24 hours a day, whether in an emergency situation – women experiencing domestic abuse; flood, fire, or tornado victims – or victims of unemployment or financial burden. Family House Toledo serves over 35,000 meals per year.

Palacios says that now through Friday August 12, the Fifth-Third employees are collecting unique school supplies for Family House children at the bank's One Seagate location in Downtown Toledo.

"These are the non-traditional items that are included in supply lists such as: index cards, antibacterial wipes, ziplock bags, and more. They are also collecting underwear for the kids. It seems the school supply lists get a bit longer each year, and non-traditional items such as ziplock bags and paper towels are included," Palacios said. "Family House accepts clothing donation from our community, however we cannot accept used undergarments. Our hope is to provide not only the uniforms that kids need to go back to school, but a few pair of new underwear as well."

Palacios says on Monday, August 15, the collected supplies will be dropped off at Family House.

On Tuesday, August 16, from 4 - 8 p.m., Family House will partner

... continued on page 13

Jayvia Badgett.. continued from page 9

and the underground caves. My other favorite memory of course is graduation. I worked really hard to walk across that stage. I had the honor of giving a speech on my journey to get to that stage. Though I cried through most of it, you couldn't wipe that smile off my face. I would relive that day everyday if I could just to see the look on my kids face at the end of the ceremony.

Ward: Since graduating in 2014 what have you accomplished that you are most proud of?

Badgett: Since graduating I went to and graduated from Paul Mitchell the School Toledo. I then went on to take and pass my managers and cosmetologist exams. That was the crowning moment of everything that I worked for. I came back here with a clear goal in mind and since graduation I have accomplished everything. Not only with school, but in my personal life as well. I grew so much as a mother and a woman. I am really looking forward to the years to come. I'm happy that it all started with help from the staff at Polly Fox.

Polly Fox Academy offers a unique educational opportunity, to young ladies who are pregnant or already have a baby up to 21 years of age. Polly Fox is more than a school. It's a community of young women with the same goal - to finish high school. As a community charter school sponsored by Toledo Public Schools, it is free of charge to all girls, including those who live outside the Toledo schools district.

Polly Fox Academy offers a blended curriculum - teacher-driven classes and NovaNet computer course - so students can earn credits towards graduation more rapidly. Students also have the opportunity to participate in a career education program that includes skills assessment, job readiness training and mentoring.

Subsidized childcare is available to each student with fees based on family income through JFS eligibility.

For enrollment information call 419.720.4500 today!!!

Back-to-School Tips... continued from page 7

"Purchase," always verify whether any such deals are available.

- Connect: Brands are looking to connect with their consumers online. In some cases, you can earn cash for your everyday searches by clicking on relevant ads. Likewise, by sharing your valued consumer opinion through surveys, many brands will reward you with cash.

- Use shopping tools: Download a free browser app which will automatically allow you to earn cash for your everyday searches, and also find the best coupon codes while you shop online. For example, online search and save companion Qmee unobtrusively becomes part of your browser to work with search engines and commerce sites such as Google, Bing, Amazon and Walmart, to help you search for what you want, compare prices, secure discounts and offer opinions while earning cash. It's a good tool to help college kids stick to a budget while shopping for everything from books to dorm supplies. For more information or to download, visit Qmee.com.

Back-to-school shopping for students of any age can be expensive, but with the right knowledge, there are plenty of ways to save time and money.

Courtesy StatePoint

Brothers United

- **Fathers Matter** – We teach fathers how important it is to be involved in children's lives and ways to overcome roadblocks.
- **Grow Healthier Relationships** – Empowering fathers to create healthy families.
- **Gain Job Skills and Stability** – We provide job search, job retention training and JOBS!

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The Economic Opportunity Planning Association of Greater Toledo

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Funding for this project was provided by the United States Department of Health and Human Services, Administration for Children and Families, Grant 90FK0007. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the United States Department of Health and Human Services, Administration for Children and Families. These services are available to all eligible persons, regardless of race, gender, age disability, or religion.

Education Section • Education Section

Fun Ways to Help Ease Kids Back into the Classroom

Special to The Truth

After a summer of fun, getting back into the swing of the classroom can be difficult for students of all ages and family backgrounds. But parents can help, say experts.

"It's easy for parents to feel like there isn't enough time to add more activities to an already packed schedule. But, there are many easy ways you can set the tone of making learning fun, ease the back-to-school transition, and foster literacy skills at home," says Jon Reigelman, creative director of the National Center for Families Learning (NCFL).

Reigelman suggests seeking out free resources, such as Camp Wonderopolis, a virtual camp and online learning tool available to all families, libraries, schools, and community organizations. It can be a great weekend or after-school activity for busy families that can be completed at any pace. The site features "Maker" projects that can be created with items found around the house, and virtual, collectible Wonder Cards that can be earned by interacting with the site.

Getting kids into an out-of-classroom learning habit now will set them up for future success. (Looking ahead to winter break or next summer, the program is also a great tool for combatting the learning loss common during vacations!) To register, visit camp.wonderopolis.org.

For younger kids, NCFL offers these great back-to-school tips for families.

- Choose a letter of the day. Look for the chosen letter in any printed materials you see -- the newspaper, street signs, billboards, or advertisements. Make up a silly sentence using only words beginning with the letter of the day. (For example: Cats can cuddle. Dogs don't drive. Amy always acts awake.)
- Singing songs can be a literacy activity. Try this twist: Sing short

songs like "Row, Row, Row Your Boat" several times, leaving off the last word each time until there are no words left. This activity always produces giggles from children and parents alike.

- Play "Guess Who." Describe a cartoon character, celebrity or historical figure. Allow a guess after each detail is disclosed. Expand your child's vocabulary by using unusual words, and then explain their meanings. Take turns. Listen carefully to your child's descriptions, especially his or her choice of vocabulary. Encourage your child to paint a picture of the character with his or her words. At the end of the game, compliment your child on any unusual or new words used.

- Talk to your child about his or her day. Pretend to be a television reporter. Try questions like "what was the most surprising (curious, funny, eventful) thing that happened today?" You are giving your child opportunities to increase vocabulary, recall and reflect, and you are receiving a more detailed version of the time you spent apart. Be prepared to answer the same questions. You and your child will begin looking for events to report to each other.

The beginning of the school year can be hectic for everyone. Help kids get a leg up on their lessons by boosting literacy skills at home.

Courtesy StatePoint



Friday, August 19, 2016
at Polly Fox Academy
1505 Jefferson Ave., Toledo OH

8:30 a.m. – Hair and Makeup
9:30 a.m. – Photo Shoot
12:00 a.m. – Party in the Parking lot – Food & Fun



Head Full of Dreams Initiative

Photographers, make-up artists, and hairdressers from the Toledo community will be in attendance to make the women portrait-ready. Students will write out one dream they have had for themselves that they've locked away. Students will hold this written representation of their dream and the photographer will take a picture of them. These portraits will then reside on the Head Full of Dreams Wall at the Polly Fox Academy.

For each month in the school year, the teachers of the Polly Fox Academy will choose a Dreams take Wing Student of the Month. In order for dreams to take wing, it takes work, discipline, and a positive attitude. Students will be chosen for this monthly award based on the following categories: Attendance, Performance, Attitude & Character.

Each monthly Dreams take Wing student will be featured on a segment of 13ABC (and/or a different television outlet) and will receive some other sort of incentive. At the end of the year, a student will be chosen as the Dreams take Wing Student of the Year. At the end of the school year, each student will receive their portrait as a token of taking their dream to wing for the year.

Participation Requirements: Must be enrolled at the Polly Fox Academy on August 18th.

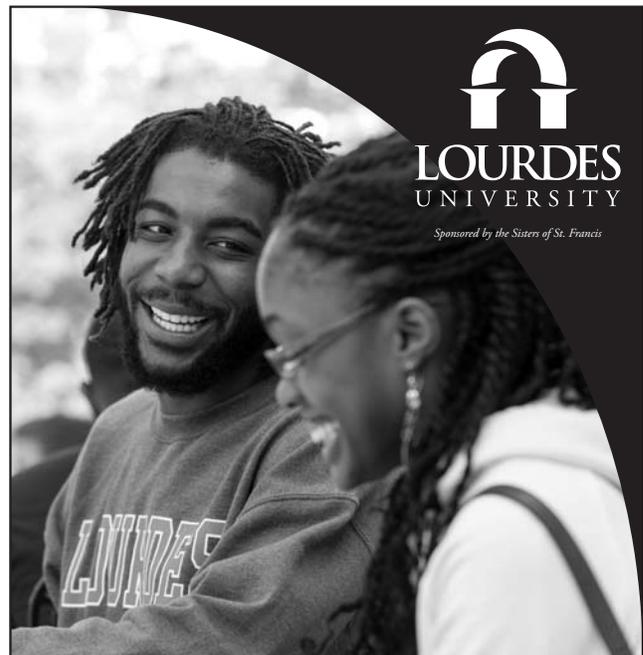
To Enroll: Contact the Polly Fox Academy 419-720-4503 or www.pollyfox.org

The Polly Fox Academy is an alternative school for 7-12 grade pregnant and parenting girls with one common goal - to finish high school.



Where dreams take wing...

Dreams
by Langston Hughes
Hold fast to dreams
For if dreams die
Life is a broken-winged bird
That cannot fly.
Hold fast to dreams
For when dreams go
Life is a barren field
Frozen with snow.




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Summertime Reading

By Terri Schlichenmeyer

The Truth Contributor

There's still lots of summer left.

Time for one last dip in the lake. A few weekends left for romantic getaways. Time to say goodbye to your new college freshman or senior. And time left for a good book – so why not try one of these...?

FICTION

Action-minded sunbathers and fans of historical novels will want *Champion of the World* by **Chad Dundas** by their side this summer. It's the story of a husband-and-wife duo, a down-and-out former wrestler, and second chances, set in the early years of the Great Depression.

Take a cool jump on the winter season with the latest Monkeewrench mystery, *The Sixth Idea* by **P.J. Tracy**. There've been a series of murders and disappearances near Minneapolis, and they might all be linked. But the answers don't lie in the present – they're found in the past and a horror that Grace, Annie, Roadrunner, Gino, Leo, and Harley Davidson don't want to think about...

Have you ever dreamed of up and disappearing? Then read *I Am No One* by **Patrick Flanery**. It's a novel of memories, real or imagined, and what happens when the past catches up with you before you're fully ready for it.

NON-FICTION

How many times have you fallen in love this summer? Maybe more than you think, and you can find out by reading *Happily Ever After... and 39 Other Myths about Love* by **Linea & Charlie Bloom**. This book could enhance your relationship. It could make you lucky in love. It could make you fall in love with your spouse a time or two before summer's over... Pair it up with *The Lonely City* by **Olivia Laing**, a look at loneliness, and the goodness that comes with being by yourself.

Vacation home, home-away-from-home, new home, or staycation – which did you have this year? *In Home: How Habitat Made Us Human* by **John S. Allen**, you'll see why we even have homes and why our living situations have made us who we are. Pair it up with *Security Mom* by **Juliette Kayyem**, and see how protecting that home and everything in it is possible now.

If part of your summer has been spent lakeside, then look for *The House by the Lake* by **Thomas Harding**. It's a story of families, history, murder, war, and a house that you'll almost wish could really talk. While you're looking for that book, also find *The Long Weekend* by **Adrian Tinniswood**. It's the tale of what life was like in an English Country House nearly a century ago.

No doubt, you've enjoyed a lot of good things to eat this summer. BBQs and cookouts re too irresistible, but did you ever wonder what your ancestors might have enjoyed under the stars? If you ever considered it, then read *100 Million Years of Food* by **Stephen Le** and see how food has evolved, how palates have changed, and why we should care.

Did you have your dose of adventure yet this summer? If not, then grab *Stuntwomen: The Untold Hollywood Story* by **Mollie Gregory** and hang on to your seat. It's the story of Hollywood stunt doubles, the dangers they undertake, and their fight for recognition.

If this summer has brought a new teenager to your house, then *American Girls: Social Media and the Secret Lives of Teenagers* by **Nancy Jo Sales** might be something to read. It explains a whole lot about being a girl in today's world; in fact, you might want it before school even starts.

So books are your thing. (You're reading this, aren't you?) That's why you need to find *The Bad-Ass Librarians of Timbuktu* by **Joshua Hammer**, the story of a group of librarians who brazenly (and bravely) squirreled and snuck away 350,000 volumes of ancient Islamic works, right beneath the Taliban's noses! Go find it. Now.

Music and summer seem to go together, and a book about it is just icing on the cake, right? So why not read *Your Song Changed My Life* by **Bob Boilen**. It's an anthology of stories from musicians and artists who explain which song most influenced their lives and careers.

The historian in you will want to read *Infamy* by **Richard Reeves**

this summer. It's the story of the Japanese internment in America during World War II – the losses, the fears, individual stories, villains, and the legal battle for restitution. A good companion to it, if you want something lighter, is *The Handy State-by-State Answer Book* by **Samuel Willard Crompton**. It's the perfect book to browse when you've only got a few minutes to spare.

Summertime is always the best time to get out and dig in the dirt, and *Gardening on a Shoestring* by **Alex Mitchell** is what you'll want to do it up differently. This book is filled with unique ideas and ways to plant without plunking down a lot of cash, and even if you don't use it now, it's never too late to think about next summer's garden. While you're looking for that, grab *Mother Earth News Almanac: A Guide Through the Seasons*. With those two books, you'll never be bored again!

AFRICAN AMERICAN AUTHORS

Needing little inspiration this summer? Then you'll want *Soul Sisters* by **Suzan Johnson Cook**, a book filled with devotions. No matter what you're praying about, this book can only help.

With politics on everyone's mind (including yours!), you owe it to yourself this summer to read something that will make you think before you vote. *In Are We Better Off? Race, Obama and Public Policy* by **Dr. Julianne Malveaux**, you'll be asked a lot of questions that will require you to think deeply. Are you better off than you were eight years ago? Read this book and see what you think...

HEALTH

If summertime's got you down, then you might feel a little better with *Ordinarily Well: The Case for Antidepressants* by **Peter D. Kramer**. It's a look at depression, the pills prescribed to fix it, and whether they're a good idea or not.

BIOGRAPHIES

If there's been a definite lack of excitement in your summer, then put some into it with *A Different Kind of Daughter* by **Maria Toorpakai with Katharine Holstein**. This is the story of a girl who wanted to play sports more than anything in the world – and she did. Oh, did I say she lives in Pakistan, and the Taliban wanted her gone? True story. If your desire for excitement leans toward adventure, though, grab *Braving It* by **James Campbell**, the story of a father-daughter trip to the Alaskan wild.

LGBT STUDIES

If a wedding was in your summer plans this year, you'll still want to read *Love Wins* by **Debbie Cenziper and Jim Obergefell**. It's the story of the people – lawyers and otherwise – who fought for marriage equality and won. Pair it up with *Then Comes Marriage* by **Roberta Kaplan with Lisa Dickey**, a book about the United States v. Windsor and the end of DOMA.

For the reader who's spent the summer looking for a spiritual home, *Queer Virtue* by **The Reverend Elizabeth M. Edman** could be what you need. This is a book about how the church needs LGBTQ worshippers to strengthen their core and to return the church to a true Christian faith.

Sometimes, all you need for the end of summer is a good romp in the paper, right? So look for *Fun with Dick and James* by **Rich Barnett**, and buckle your seatbelt. It's a story of a rich Delaware man with an ex-wife and other assorted problems, who is plagued by a malicious dentist nemesis. How does he extricate himself from trouble? All it takes is a good boyfriend...

ANIMALS

Here's something for animal lovers to take to the beach: *Smoke the Donkey* by **Cate Folsom**, the story of a small stray donkey found by soldiers in Fallujah. Who could resist a friendly animal like that? No soldier could, which is why Smoke became mascot, pet, friend, and ultimately, a new American resident. You can't resist, either.

Filled with quirk, *Goat Man* by **Thomas Thwaites** is the story of a man who decides that it would be fun to be an animal for

...continued on page 12

Children in Need... continued from page 10

with Co-Mission Toledo to host a "Back 2 School" Bash at the shelter at 669 Indiana Ave. in Toledo.

"We are celebrating the great new start to the upcoming school year. We will have a family-fun event with inflatables, yard games, music, corn hole, refreshment, as well as offering haircuts and collecting more school supplies," said Palacios.

The event is free and open to the public.

"It's rare that shelters take-in the entire family. Family House - Toledo is one of the few in the state that offers this service. We keep families together in the most desperate of times. The average age of a homeless child is four years old," she said. "We thank both Fifth-Third Bank and Co-Mission Toledo for their efforts to partner with Family House to help with back-to-school efforts as well as support the emergency shelter service and life changing programming we offer to families and children."

Donations are tax-deductible and Family House is an A-Plus rated charity by the BBB.

For more information on Family House, visit www.familyhousetoledo.org.

Summertime Reading... continued from page 12

awhile. Seriously, so he becomes a goat and, in the meantime, learns a little about animals and himself. Pair it up with Pound for Pound by Shannon Kopp, you'll read how one woman found several BFFs in an animal shelter in California. But who saved whom here?

CHILDREN'S PICTURE BOOKS

For the child who loves tale-telling, Whose Story is This, Anyway? by Mike Flaherty, illustrated by Oriol Vidal is cute. It's a story about a story that gets hijacked and totally out of hand. What could be more perfect for Tall Tale lover?

BOOKS FOR MIDDLE-GRADES

Is there ever such a thing as a bad summer? In How to (Almost) Ruin Your Summer by Taryn Souders, a young girl's parents go on vacation and instead of letting her go, too, they ship her off to camp. Can anything be worse? Yes. Yes, it can....

If there's a last-minute trip on your end-of-summer agenda, grab Junior Ranger Activity Book from the National Geographic folks, and tuck it in the car for your seven-to-12-year-old. This paperback is filled with activities, jokes, trivia, and fun things that can surely stave off the Are We There Yet? whines. And if your trip will have a water destination, grab Alpha Bravo Charlie: The Complete Book of Nautical Codes by Sara Gillingham. It's really cool and will also appeal to kids who love boats.



For the child who spends part of the summer with Mom and part of it with Dad, Weekends with Max and His Dad by Linda Urban, illustrated by Katie Kath might be the thing to find. It's about home, and loving where you land.

And there you go - a lot of suggestions for a lot of summer left. Pick a book, because there's time.

Ruby's Kitchen... continued from page 16

her first establishment, Butler has made it a point to hire those who would ordinarily have difficulty finding employment - ex-offenders, for example.

Helping Butler over the years has been her chief cook, daughter Sonda Hicks. Mother and daughter have worked together from the very beginning pleasing diners with such delicacies as smothered pork chops, rib-eye steaks, chicken wings and Butler's personal favorites - the catfish filets and the whole catfish dinners. Of course, no dinner would be complete if one didn't sample the peach cobbler.

"People love the peach cobbler," Butler notes with pride.

Actually people love just about everything at Ruby's, she says, as verified by the number of loyal customers. "We cook to order. Everything is fresh here. We don't have pre-breaded items."

Cooking to order may take a little longer, says Butler of her commitment to quality, but it's worth it, she adds.

"When you come here, you are going to be satisfied when you leave," declares Miss Ruby.

Not everything will remain the same in the new Ruby's Kitchen location, however. The restaurant will soon start opening on Wednesdays and the only dark day will be Monday from now on. Breakfast is also on the horizon for Ruby's Kitchen - perhaps with a shrimp and grits signature item. And Miss Ruby is also on the verge of introducing chicken and waffles to the menu.

Stay tuned.



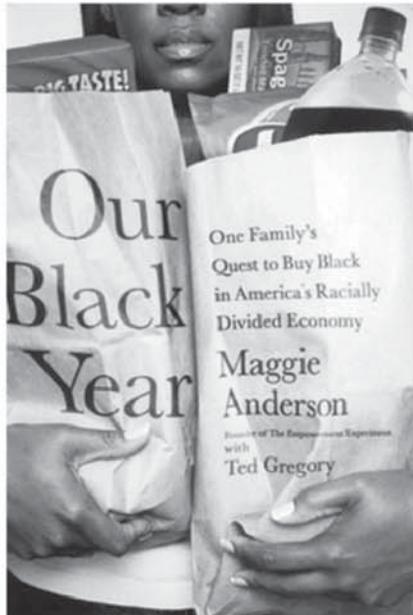
St. Paul MBC leadership feasted after Sunday service

A collage of promotional graphics for various radio shows and stations, including Jam Packed Magazine Radio Show, The Jam Packed Magazine Radio Show, and The Praise Break.

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Youth & Young Adult 4th Sunday

When: Every 4th Sunday
 Time: 11:00 am
 Where: Crusaders for Christ Church
 930 Woodside Rd.
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Evangelist Tahara Reynolds
Bishop Joseph Marshall Jr., Pastor
 Evangelist Gabeza Mitchell, First Lady

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CLASSIFIEDS

August 10, 2016

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NATURAL RESOURCES CONSERVATION ASSISTANTS

Metroparks of the Toledo Area has openings for seasonal Natural Resources Conservation Assistants. Must be 18 or older with HS equivalent and driver's license. \$9.50/hr. after 30 days. Some training or coursework in environmental sciences or natural resources management and outdoor work experience with natural systems, forestry or horticulture preferred. Apply online at www.MetroparksToledo.com. EOE

PROGRAM MANAGER, HEALTH HOME TEAM LEADER, CHILD & FAMILY SERVICES

Full-time

Salary up to \$65,000 depending on experience. \$1,500 signing bonus and \$1,500 retention bonus at one year.

Provides administrative and clinical leadership and oversight to the health home team and monitors the provision of health home services including physical health, behavioral health and social service needs and goals.

Must be licensed in Ohio as either a PCC or LISW or be an MSN-RN, supervisory designation preferred. Prior management experience preferred.

PROGRAM MANAGER, CHILDREN'S COMMUNITY HUBS SERVICES

Salary up to \$65,000 depending on experience. \$1,500 signing bonus and \$1,500 retention bonus at one year.

Unison Behavioral Health Group is seeking a Program Manager for services located in the community hubs, including children's partial hospitalization services, individual therapy, diagnostic assessments, crisis intervention, and case management. Selected individual will participate as a member of the management team, oversee daily program operations, provide clinical supervision to staff, participate in program development and evaluation, serve as liaison to external partners and assist in marketing services provided.

Qualified candidates must have strong assessment skills, leadership ability, creative problem solving and marketing skills. LISW or LPCC required. Prior supervisory experience is preferred.

Send resume or apply to:

Unison Behavioral Health Group, Inc.
Human Resources - CM
2310 Jefferson Ave
Toledo, OH 43604
Fax: 419-936-7574
website: unisonbhg.org

EOE

LUCAS COUNTY SHERIFF'S DEPARTMENT

The Lucas County Sheriff's Department has openings for Correction Officers and Dispatcher/911 Call Taker. For more details, please visit our website at www.co.lucas.oh.us and click on the "Apply for a Job" link to review the job description, minimum requirements, salary and to apply online.

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ATTORNEY POSITIONS AVAILABLE

Lucas County Public Defender's Office, a division of Toledo Legal Aid Society, has multiple openings for part-time attorneys in municipal courts in Lucas County and in the Lucas County Court of Common Pleas. Candidates must be licensed with the Ohio Supreme Court. Graduates from an accredited college of law who are awaiting bar results will also be considered. Please see www.nlada.org/multiple-public-defender-positions-part-time for a more detailed description of the job openings. Email cover letter and resume to ToledoLegalAidSociety@yahoo.com by August 26, 2016.

ACCOUNTING SPECIALIST

Lucas Metropolitan Housing Authority (LMHA), located in Toledo, OH is seeking experienced applicants for the following positions: Accounting Specialist. For complete details, visit www.lucasmha.org/Employment. **Applications must be received by 08/21/16.** These are Section 3 covered positions. HUD recipients are encouraged to apply and are to indicate on the application if you are a LMHA Public Housing resident or Housing Choice Voucher Program participant. Persons with disabilities are encouraged to apply. **NO PHONE CALLS.** Equal employment opportunity shall be afforded to all qualified persons without regard to age, race, color, religion, religious creed, gender, military status, ancestry, disability, handicap, sexual orientation, genetic information or national origin.



BREAKFAST COOK

Ruby's Kitchen is seeking an experienced breakfast cook as it expands its hours in its new location. Apply in person at 805 N. Reynolds Street

CARE MANAGER FULL TIME

Salary up to \$50,000 depending on experience. \$1,500 signing bonus and \$1,500 retention bonus at one year.

Openings for experienced professionals who will be accountable for overall care management and care coordination including physical health, behavioral health and social service needs and goals. May provide health home services as needed. Qualified candidates must have at least a Bachelor's degree in Social Work, a Master's degree in Counseling or a Bachelor's degree in Nursing and current Ohio licensure as an LSW, LPC or RN. Independent licensure preferred.

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Human Resources - CM
2310 Jefferson Ave
Toledo, OH 43604
Fax: 419-936-7574
website: unisonbhg.org

EOE

PSYCHIATRIC-MENTAL HEALTH ADVANCE PRACTICE REGISTERED NURSE

FULL-TIME

Opportunities available for Psychiatric-Mental Health Advance Practice Nurses with prescriptive authority to provide direct services to clients and prescribe psychotropic medications. Duties include conducting psychiatric/medication evaluations, prescribing medications with follow-up medication management and reviews, and ongoing treatment for clients.

Applicants must be comfortable working in a community mental health center, have two years of relevant professional experience to include previous clinical experience with demonstrated leadership ability.

Master's of Science in Nursing, certificate of authority, certificate to prescribe, DEA registration and excellent interpersonal communication skills including proficiency in computer required. Current certification as a Psychiatric-Mental Health Advanced Practice Nurse (PMHCNS-BC or PMHNP-BC) is required.

Send resume or apply to:

Unison Behavioral Health Group, Inc.
Human Resources - APRN
2310 Jefferson Ave.
Toledo, OH 43604
Website: unisonbhg.org
Fax: 419-936-7574

EOE

NHA Seeks a Few Good People

The Neighborhood Health Association is hoping to acknowledge the contributions of past board members and volunteers. If you were a board member or volunteer in the past with NHA, the Cordelia Martin Clinic or the Mexican-Americans United for Health, give us a call. 419-720-7883, ext 216.

Ruby's Kitchen: Back and Better than Ever

By Fletcher Word

Sojourner's Truth Editor

Ruby Butler opened her restaurant, Ruby's Kitchen, at its previous Dorr Street location in 2004. On Friday, July 29, 2016, months after she had shuttered the Dorr Street facility leaving scores of loyal customers literally hungry for the restaurant's return, Butler re-opened her restaurant at a new location – 805 N. Reynolds.

And immediately those customers found her and arrived in droves to help christen the new facility. And help Butler on the next step of her journey. It's a journey that has brought a great deal of pleasure to a great many customers.

In these past dozen years, Butler has done exactly what she always felt she was meant to do – apply the cooking skills taught to her by her mother for the enjoyment of many others. Now, she has been reborn. In a new place that she has taken month to renovate and refurbish.

"I have loved to cook all my life," she says of her long-time avocation, now her vocation.

"I was a homebody," she says of her youthful years honing her culinary skills under her mother's tutelage. "I learned to do it all – cleaning chitlins, canning, cleaning greens. And I always wanted a restaurant. I was taught so well, and taught that whatever you do, do it right."

It's really been a labor of love for Miss Ruby, as her customers call her. "I love being here, I love this restaurant," she says. "I love pleasing customers and meeting new people."

Butler is obviously committed to providing the very best dining experience for her customers. "I like Southern food," she says of her product. After all her mother was from Alabama and Southern food was what Butler learned about from an early age.

Butler, however, is committed not only to her customers but also, in equal measure, to her community. Over the years, from the moment she opened



Ruby Butler



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African American Leadership Caucus (AALC)

Brotherhood Breakfast

Saturday
August 20, 2016

10am – 12pm
at

UAW Local 12
2300 Ashland Ave.

Join us for...

Fellowship, Good Food & Good Music

For more information please call 419-309-7549. To RSVP email aal419@gmail.com.

Thank you to:

St. Vincent Mercy Medical Center, UAW Civil Rights & Cultural Diversity Committee
In House Labor



Sonda Hicks prepares for the next meal



Sunday of opening weekend