



Volume 47, No. 6 *"And Ye Shall Know The Truth..."* November 8, 2017

L.I.F.T. 2017 Conference



Jason Daniels, Micheal Daniels, Rodney Eason, Gary Boehm and Chris McBrayer

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A Litany For Slain By Gun Violence in TX

Nov. 6, 2017

Leader: A sound is heard in Ramah, the sound of bitter weeping. Rachel is weeping for her children. She refuses to be comforted, for they are dead.

Assembly: We pray for the families of the victims who have been slain by gun violence.

Leader: A sound is heard in every city. Communities are weeping generationally for their elders, children and loved ones. Our sons, like Emmett Till, Treyvon Martin. Our brothers, like Ezell Ford, Michael Brown and John Crawford. Our daughters, like Ayanna Jones, Miriam Carey. Our sisters, like Malisa Williams and Tarika Wilson.

Assembly: As people of God, we weep for the lives of all of God's children who instead of enjoying the sweetness of innocence become victims of hate, victims of war, and victims of violence.

Leader: Now, let us rise up and interrupt these rushing waters of violence that leave children and communities wounded and paralyzed, traumatized by internal disintegration and state terror. Let us rise up and demand this nation abandon its affair with beliefs, practices and laws that are rooted in militarism.

Assembly: We will rise up against laws rooted in evil that have no concern for life, nor any concern for God's love. We will rise up until justice rolls on like a river and righteousness like a never-failing stream.

Leader: Oh Lord, we commit ourselves to seeing all of your people the way that you see them. No matter their age or race, they are precious gifts made in your image, created with transformative purpose and unlimited promise.

Assembly: And for that cause, we pledge to be hedges of protection for their lives, we pledge to stand against anything that threatens their potential or promise.

All: We embody the universal spirit of Ubuntu, "I am because we are and because we are, I am." We are all Rachel crying for the children! Therefore, we pledge to lock arms in solidarity with the families of the slain. We pledge to let our voices be heard all over this nation and the world, for we know we are called to do what is just and right.

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Friends of the Library Autumn Book Sale!

November 9 - 11

11/2/2017

Shop the Friends of the Library book sale and help support your Library. Come hunt for a new novel, a children's storybook, DIY magazine, and many more at deep discount prices.

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Thursday, November 9

- Noon to 4 p.m. (FOL members only preview)

- 4 to 7 p.m. (public sale)

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Ashford Rallies Behind Payday Lending Reform

State Representative Michael Ashford (D-Toledo) last week joined a rally held on the Statehouse steps by community and religious leaders, citizens and other elected officials to advocate for payday lending reform.



Rep. Michael Ashford

"Payday lending loans are predatory and cast Ohioans into a spiral of debt that is nearly impossible to climb out of," said Ashford. "We need better regulations to protect people from being trapped by these loans' high interest rates and hidden fees."

Earlier this year, Reps. Ashford and Koehler (D-Springfield) introduced House Bill 123, bipartisan legislation to modify laws dealing with short-term loans. Recent polls of likely Ohio voters show that 88 percent of Democrats, 75 percent of Independents and 78 percent of Republicans support payday loan reform. Additionally, more than 90 percent of Ohioans believe that payday installment loans, which often entail, for instance, borrowing 400 dollars with a fee of 350 dollars, are unfair.

"People's support for payday lending reform sends a clear message to our colleagues here in the legislature," said Ashford. "Not only is it our responsibility to deal with this problem, but it is popular, it is needed and it's easy as 1-2-3."

Community Calendar

November 10

Toledo Kwanzaa House Art Show: 5 to 8 pm; Frederick Douglas Community Center; We showcase 10 local artists, Alice Grace, Yvonne Robinson, Ayesha Anbullah, Brain Dunn, Harry Terrell, Frank Wright, Kenneth Peterson, Gutta Dave, Yusef Davis and Diane Gordon. Free and Open to Public.

November 11

2017 Christmas Bazaar Extravaganza: 10 am to 5 pm; Indiana Avenue MBC; Vendors from all over the Midwest: 419-367-9765

November 12

United Church of God: Family and Friends Day; 10 am; Fellowship meal to follow service
True Vine MBC Women's Day: 10:45 am; "Mothers and Women be of Good Courage and Strength;" 419-539-9104

November 17

SeaGate Food Bank 20th Annual Stuff the Truck Event: At Walt Churchill's Makets in Maumee and Perrysburg; 6 am to 6 pm: 419-244-6996 or cheri@seagatefoodbank.org

December 4

Speed Networking at Club Evolution: 6 to 8 pm; Exchange your business information with potential clients, vendors and collaborators; Free admission

The Cup Is Not Yet Filled.....

By Lafe Tolliver, Esq

Guest Column

Ho-hum. Yawn. Pause. Another shooting. Another killing. Another innocent person dies at the hand of a person who has either a mental health issue or a beef or a grudge against someone known or even unknown.

Such tragic news comes on the TV or the radio and with casual indifference, unless of course, you are the relative or friend or co-worker of the newly departed, such grim headlines only cause a quick headshake and maybe a prayer for the living who barely missed being killed in the same assault.

And then it is off to the next pressing issue be it finding a mall parking space close to the main entrance or waiting in line at that special diner or choosing which commentator or talking head to believe about the latest NSA boondoggle.

Depending upon which poll you believe, it is said that since the massacre at Sandy Hook there have been 10,000 killings. It is almost as if you could silence all of the noise except the gunfire in these United States, that you would constantly hear: piffff...piffff or pop! pop! or bang! bang!

Imagine a daily diet of the smell of gunpowder and the wail and cry of people bemoaning another casualty or a loss to their family of an innocent who was either in the wrong place at the wrong time or was gunned down for some real or imaginary hurt or harm.

And Congress, being beholden to and terrified of the supposed power of the NRA, cowers under their collective desks and when prodded to do something, even something lame and small, they cringe at the very thought of the NRA, as a monster stalker, who will drown them in oppositional ads when and if they decide to run again.

Of course, we as a nation do the right thing. We air our outrage on Piers Morgan and MSNBC and rant and rail about the needless loss of life and how we should do something about this national carnage, but, in the end, when the gunpowder smoke clears, we all come out of hiding and brush the lint off of our clothes and gingerly walk to our brunches and PTA meetings and do not remember who was shot just a week ago.

When will it end you say?

Let me be very clear about when it will end, and there is an ending date, but that date will not be birthed until this cup of blood is running over. Running over from the spilt blood of white innocents.

Until we have monthly Sandy Hooks and Columbines and the theatre shootings such as Aurora Colorado, the cup is not yet filled.

Until we witness more mental and emotional scarring where we see more white youths and white families mowed down and their blood trampled in the streets, the cup is not yet full.

Until there are repeated and continual mass shootings in White Plains NY and Scottsdale, Arizona and Chevy Chase, Maryland and Beverly Hills, California, and other such ensconced enclaves of wealth and privilege, the cup is still awaiting to be filled to the brim.

Being poor and white and being poor and black simply will not become the demographics that will be the engine behind gritty gun

control laws.

Until more white mothers and white fathers are seen weeping uncontrollably on the six o'clock news and they use their clout to tell Congress, "That's enough!" and they tell the NRA to stand down, the cup is still lacking.

Why white fathers and mothers? Simple. Other urban areas such as Chicago and NYC and LA have been routine and ongoing shooting galleries with black on black crime and although the numbers are mind numbing and horrific, it is not enough to cauterize the flow of blood.

You see. The cup. Fills up faster. And means more. If the blood is from white folks...not black folks. The ongoing shooting galleries in the large urban cities in which minorities are engaged in acts of warfare against each other is not enough to fill the cup.

After all, remember in the U.S. Constitution, a black person was deemed to be only 3/5's of a person and as such they did not measure up or have the same value as white people. So, they losing their blood is only 3/5's as valuable as a white person losing the same amount of blood.

What am I saying? Until there is a national ongoing outrage regarding such killings, black or white against anyone black or white, the cup is still there, waiting to be filled.

Until there is a national roar that reasonable gun control is not an option any longer, the cup sits idly by, waiting to be filled.

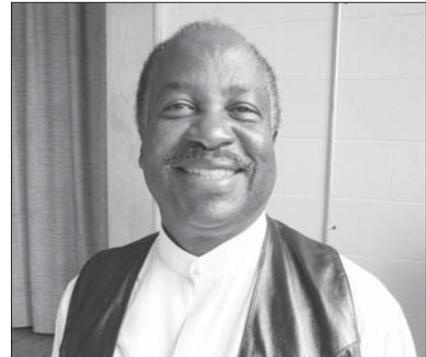
Until the slaughter of the innocents, be it mostly white kids in Sandy Hook or black kids in Hough in Cleveland or in East St. Louis stops, we are all losers and are slowing losing our collective will to stop the bloodletting.

So, unless we mobilize and say stop this madness, we can only hope, in that perverted and warped sense of the word, to have more meaningful massacres of white kids and white folks.

Until they pull their levers of power and money and give Congress an ultimatum and tell the NRA and others who worship at the altar of unrestricted firepower that many, many of these killings can be prevented by reasonable gun control, nothing will happen.

If not, watch the cup. It is still thirsting for more blood.

Contact Lafe Tolliver at Tolliver@Juno.com



Lafe Tolliver

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L.I.F.T. 2017 MIDWEST African American Professionals and Allies Conference

By Zahra Aprili
The Truth Reporter

How can I be a better leader? Who are my allies? How do I recognize other leaders and develop my allies? Those are just a few of the questions that attendees of the L.I.F.T. 2017 – MIDWEST African American Professionals and Allies Conference, began to explore and answer during the inaugural three-day conference.



Ben Snyder Cedar Creek Kelli Daniels JAYRAMON and Sam Melden Leadership Toledo

The conference, hosted by JAYRAMON LLC, a business strategy and leadership development company, took place Wednesday, October 25 through Friday October 27, 2017 at the Holiday Inn French Quarter in Perrysburg, Ohio. Its purpose – to bring together African-American professionals and allies from Ohio and bordering states, including Illinois, “for a unique learning experience centered in the areas of L.I.F.T. - Leadership, Influence, Focus and Talent.”

This well-attended symposium brought together professionals from different industries and disciplines into an interactive learn-

ing environment that allowed attendees to be enriched through short presentations, panel discussions, intimate Q & A sessions and social networking with vetted professionals.

The conference kicked off Wednesday evening with an opening reception and short talk from Adam Levine, Ph.D. associate director of the Toledo Museum of Art who spoke about talent.

The evening’s highlight was the keynote address from speaker Lawrence James Jr., Ph.D. of RHR International (Chicago, IL). James shared with the audience his work and research pertaining to the career advancement of African-American individuals.

Thursday attendees experienced a full day of conference sessions including an exhibitor hall and evening mixer. Toledo native Philip

Jason Daniels, described it best: *“All of our speakers, who joined us, had a different message but a similar one. I think those messages were to keep investing in yourself professionally. Also making sure, for the people that were there, they [the speakers] were very real in sharing not only research and data, but they were also real in sharing their experiences about what it takes to be a solid standout professional at work and in the community.”*

Cunningham of McGraw Hill opened the conference day with a short talk on transformation. Sharing some of his own experiences of growth, he bridged his transformative experience into leadership with a call to action. “There are allies in this room that have act as our [Leaders] updraft to help us get into the air to soar.”

Local entrepreneur, Deborah Rayford, noted that an impactful moment was hearing conference host, Jason Daniels, president and chief operating officer of JAYRAMON LLC, say to the audience during the keynote address on Thursday that “Leaders show up!”

“It made the role of leadership that much clearer. No matter what, as a leader you understand how important it is for you to pull through. We [Leaders] show up regardless,” said Rayford.

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A Chat with Jason Daniels of JAYRAMON, LLC

Zahra Aprili (The Truth Reporter):

I was there and I was very motivated by what went on during the conference. What are your and Kelli's take away from the conference, things that you are looking forward to and just your overall impression of the conference and how JAYRAMON, LLC. was able to execute?

Jason Daniels: Kelli and I were really pleased with everything from the attendance as well as what the speakers were able to deliver in terms of not just a conversation about diversity and inclusion, but a conversation about how African Americans can build upon their professional journeys. And how allies, people who are not African American but other races can assist us in moving forward professionally within our careers and our companies.

We are most excited about the support that we received from companies by way of sponsorships. We had well over 20 companies though out the region as well as throughout the state of Ohio who participated in this conference. I think those companies stand at the forefront of what it means to partner with the L.I.F.T. Conference and with JAYRAMON and at the end of the day we believe those companies support the idea that African Americans should be supported in moving forward professionally in their careers and those are companies to me that stand out as Leaders in the community and also serve as Allies.

We have a number of companies like O-I and The Blade, as well as, Marco's Pizza, the Toledo City Paper, organizations whom I would call our anchor institutions in the community. They have been around for a long period of time and they have seen a lot and for them to partner with us is a tremendous opportunity for us and also a tremendous opportunity for the participants.

All of our speakers, who joined us, had a different message but a similar one. I think those messages were to keep investing in yourself professionally. Also making sure, for the people that were there, they [the speakers] were very real in sharing not only research and data, but they were also real in sharing their experiences about what it takes to be a solid standout professional at work and in the community.

We are really excited about is what we are going to do next. We are in the process, with the help of some of our current sponsors, of moving this conversation forward. This conversation about professionalism, professional etiquette and also leveraging data. Leveraging the research to create a solid career roadmap that is advantageous for anyone who wants to apply this work that we are moving forward in.

Professional development for anyone, the tools that we shared at this conference and that the speakers and the panelist shared, were tools for everyone. The ability for everybody to come to the table, a highly diverse crowd or group of attendees and participants. All of them, because it was not about race, but all of them coming to the table to say we learned something. Many people walked out and showed me multiple pages of

notes that they had taken from various sectors both sponsors, as well as, individual attendees. I believe that they [sponsor and attendees] learn a lot. I believe that we had a vision to create a conference that was heavy on really good content and we believe that we delivered on those results.



Jason and Kelli Daniels

Z: From what I took away, it was not just the conversation, but it was the cohesiveness of the conversation across all of the panels. I know that this presenter probably did not speak with this other presenter, but they filled in the blanks for each other so seamlessly. Then on top of that the participation of the sponsors that were there. The sponsors were not just there to say, we are here, they were active and participants in the conversation. I think that was really awesome for us, the young professionals that were in the building, that also we were able to sit down and have these conversation with people and feel a validation that our voice actually matters because they are listening as well.

Jason: We were highly intentional about the type of conversation that would take place. When we chose speakers, we chose speakers who were A+ in their professions and we chose individuals who have a heart for advocacy and for being allies for people of color and other groups that function within organizations. Part of why you witness some of that seamlessness, I call it the thread or line that kept running through every conversation, is because those are professional that understand the importance of what it means to make sure that we have a diverse and inclusive workforce. We created a conference that even though it says that it is for African-American professionals, the allies part is really the anchor to the conversations that took place and the heart of why the conference was successful and will be successful.

When you have an African-American conference yet a third of your speakers are not African American that says something. We wanted to create a conference that reflected what the workplace looks like today. It would not have been fair to bring just African Americans to the table to have a conversation, almost behind closed doors, about how we strategize to move forward. We know that it takes partnerships to do that and it takes our other allies at the table, that can learn alongside of us and then when we get back to the office recognize, after having been given even more tools, how they can help advance a workplace culture that is, as you said, seamlessly diverse and inclusive and gives all of us the ability to work together and work toward an end result that is -We are all pro-

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Authors! Authors! Presents W. Kamau Bell

November 16, 7:00 p.m. @ Stranahan Theater

Visit: Any Library location or ToledoLibrary.org for tickets

The Toledo Lucas County Public Library will be wrapping its fall season by welcoming socio-political comedian W. Kamau Bell.

Bell is the host of the Emmy Award winning, CNN docu-series, *United Shades of America with W. Kamau Bell*. *United Shades* premieres its third season on CNN in 2018. Before *United Shades*, Kamau was best known for his critically acclaimed – and criminally short-lived – FX comedy series, *Totally Biased with W. Kamau Bell*.

KBell is also proud to be the ACLU's Ambassador of Racial Justice, although he's pretty upset that they didn't give him a badge along with the title. Bell sits on the advisory board of Race Forward, a racial justice think tank, and Hollaback, a non-profit movement to end street harassment.

The New York Times called KBell "the most promising new talent in political comedy in many years," and *Salon.com* listed Bell on their "Sexiest Men of 2012" list, calling *Totally Biased* "surreptitiously revolutionary in its effortless diversity and humanism." *The New Yorker* said, "Bell's gimmick is intersectional progressivism: he treats racial, gay, and women's issues as inseparable." *The San Francisco Chronicle* raved, "it makes *The Daily Show* seem like something your dad watches." In its brief time *Totally Biased* was nominated for both an NAACP Image Award and a GLAAD Award. *Totally Biased* was executive produced by Chris Rock, who became a fan after seeing a performance of Bell's one man show, 'The W. Kamau Bell Curve: Ending Racism in About an Hour.' Bell still performs The W. Kamau Bell Curve at colleges across the country.

Bell recently released his third comedy album, *Semi-Prominent Negro*, which is the audio from his Morgan Spurlock-produced comedy special of the same name. Bell released two other standup comedy albums: *One Night Only* and *Face Full of Flour*. *Face Full of Flour* was named one of the Top 10 Best Comedy Albums of the year by iTunes and *Punchline Magazine*. Kamau's first book, *The Awkward Thoughts of W. Kamau Bell: Tales of a 6' 4"*, *African American*, *Heterosexual*, *Cisgender*, *Left-Lean-*

ing, *Asthmatic*, *Black and Proud Blerd*, *Mama's Boy*, *Dad*, and *Stand-Up Comedian*, came out on May 2nd, 2017.

Bell has appeared on various Comedy Central programs including @ midnight and John Oliver's New York Stand-up Show. He has also appeared on HBO's *Real Time with Bill Maher*, *Chelsea*, *Conan*, *WTF with Marc Maron*, *The Rachel Maddow Show*, *The View*, *Fresh Air with Terry Gross*, *Henry Louis Gates Jr's Many Rivers To Cross*, *Bullseye with Jesse Thorn*, *The Treatment with Elvis Mitchell*, *The Nerdist*, and *This American Life*, among others. And yes, he will do your podcast if you ask him nicely and if he has the time. His writing has appeared in the *New York Times*, *VanityFair.com*, *Salon*, *MSNBC.com*, *Buzzfeed*, and *The Hollywood Reporter*.

These days Bell might be most excited about his budding podcast empire. Bell is the host of *Kamau Right Now!*, a public radio talk show that airs on KALW in San Francisco. *Kamau Right Now!* is a live – and lively – talk show that Bell has described as "a three ring circle of relevance". Bell is also excited about his political podcast, *Politically Re-Active*, on which he and his co-host, friend and fellow comedian, Hari Kondabolu try to make sense of the nonsense. Bell's labor of love is his podcast with his friend, comedian Kevin Avery, entitled Denzel Washington is *The Greatest Actor of All Time Period*. On the podcast, they are reviewing every Denzel Washington movie in (mostly) alphabetical order in hopes of proving... well, you read the name already. The podcast has featured interviews with guests including Spike Lee, Ava DuVernay, Ryan Coogler, India Arie, and many more. The podcast has been listed on *Entertainment Weekly's* 'Must List,' and it has been featured several times in the *AV Club*. *Fast Company Magazine* put Kevin and Kamau on their list of 'Innovative Podcasters.' *Essence Magazine* included *DWITGAOATP* on their list of 'Top Ten Podcasts Every Black Woman Should Hear.' All three of these shows are available every place that you find podcasts.

Praised by *Punchline Magazine* as "one of our nation's most adept racial commentators with a blistering wit," Bell was voted San Francisco's best comedian by the *SF Weekly*, the *SF Bay Guardian*, and *7x7 Magazine*. Robin Williams called Kamau "ferociously funny," and *The New Yorker* said, "Bell's gimmick is intersectional progressivism: he treats racial, gay, and women's issues as inseparable." *The SF Weekly* called Kamau "smart, stylish, and very much in the mold of politically outspoken comedians like Dave Chappelle," though he was more excited that they called him "handsome."

Special Guest -
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Kamau Bell

Jayramon... continued from page 5

professionals in the workplace and we are all advancing and leveraging our gifts and our talents to do so.

Z: Can you give us a glimpse of what happens next, how do we advance this conversation?

Jason: The conversation will continue, we created the conference as a platform to move this conversation forward, not just in this area or this regional. But throughout multiple states throughout the United States. So conference is the beginning of a conversation that happens not just with the LIFT conference but with other leadership series opportunities. The biggest thing that I can say in terms of what's next here is I invite organizations, people and corporations to contact us if they are willing to bring this type of dialogue to their workplaces. Our company has trained facilitators and presenters who can facilitate these conversations and create these dialogues in various workplaces for organizations. We welcome those opportunities.

We also want to be intentional about working with and alongside of leaders who are both leading organizations as well as those who are in the diversity/inclusion space, who want to have more of a dialogue where we can come together and share resources and figure out how we collectively drive this conversation in our [workplace] communities and also in communities or organizations where their sole purpose is to help advance African American, Latino American or LGBT groups throughout the community. Ultimately as those community groups grow and build, as we're working together, we can help them have a voice, build coalitions within their work place and many companies are already wanting to do this, they just don't know who to go about doing it. We would not say we are the end result to whatever their goal is, to create a diverse and inclusive workforce. We want to be the group that brings the conversation and brings other experts and folks who are willing to have the conversation, like we did at the L. I. F. T. Conference, to those places of work to

begin the conversation, so they can do the real work.

JAYRAMONLLC leaders and conference hosts Jason and Kelli Daniels, president and chief operating officer and vice president of operations, have a defined record of leadership excellence, consulting with people and organizations to grow leadership effectiveness, scale impact, grow local and national partnerships and advance philanthropic effectiveness. JAYRAMON.COM @jayramonllc @LIFT2017Midwest

Autumn Book Sale... continued from page 2

Friday, November 10

- 9 a.m. to 4 p.m. (public sale)

Saturday, November 11

- 9 a.m. to 4 p.m. (public sale) (Bag Sale! \$7/bag)

Hardcover books \$1

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The Toledo Lucas County Public Library,
Buckeye Broadband, and *The Blade*
present

W. Kamau BELL

Thursday,
November 16, 2017
7 p.m.

Stranahan Theater
4645 Heatherdowns Blvd.

W. Kamau Bell is a critically acclaimed sociopolitical comedian, Emmy Award-winning host of the hit CNN show *United Shades of America*, and author of *The Awkward Thoughts of W. Kamau Bell: Tales of a 6' 4"*, *African American, Heterosexual, Cisgender, Left-Leaning, Asthmatic, Black and Proud Blerd, Mama's Boy, Dad, and Stand-Up Comedian*. Kamau is also the host of three podcasts: *Denzel Washington is The Greatest Actor of All Time Period*, *Politically Re-Active*, and *Kamau Right Now!*

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L.I.F.T.. continued from page 4

Thursday morning concluded a focus on allies which included a talk from Jason Kucsma of Toledo Lucas County Public Library. Kucsma spoke on inclusion using TLCPL's community example. The morning ended with a panel discussion featuring V Jane Rosser-BGSU, PhD; Terry Awls- La-Z-Boy Inc; Darlene Slaughter- United Way Worldwide; Jason Kucsma-TLCPL.

Following lunch, attendees heard from Carlos Jackson of the Cleveland Clinic and Toledo's own Prakash Karamchandani of Balance Pan-Asian Grille, who told the room that "failure is an opportunity to pivot." The afternoon's Power and Excellence panel discussion moderated by Alesha Washington of the greater Cleveland Partnership featured Ira Murry - K. Leroy Irvis Fellow and doctoral candidate at the University of Pittsburgh, Prakash Karamchandani - Balance Pan-Asian Grille, Carlos Jackson - Cleveland Clinic, along with Kelli Daniels - JAYRAMON and conference host. The afternoon concluded with an address from Terry Awls of La-Z-Y Boy Inc. and closing discussion. Conference attendees were then able to network with each other and the speakers at an evening mixer.

The Champions of Leadership Community Breakfast with speakers, Kelli Daniels- JAYRAMON; Rodney Eason- Principle Business Enterprises, INC in Bowling Green, Ohio and Darlene R. Slaughter- United Way Worldwide, Alexandria, Virginia, was the culminat-

... continued on page 9



Darlene R Slaughter United Way Worldwide



Lawrence James Jr RHR International



Opening Conference Speaker Philip Alexander
Cunningham McGraw Hill Education



Jason Daniels and Mayor Paula Hicks Hudson

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Jason Daniels, Micheal Daniels, Rodney Eason, Gary Boehm and Chris McBrayer

L.I.F.T.. continued from page 8

ing event of the three-day symposium. Eason shared his three keys to success Build, Basic and Balance while Slaughter let us know that we have to be purposeful about our leadership, telling a captive audience that Purposeful Leaders 1. Inspire 2. Achieve and 3. Become. She shared with the audience that "Being a leader is about sustained commitment," that on each individual leader's journey "Where you are, is where you are supposed to be, don't rush it." and that as you grow in leadership "Having different strategies doesn't equate to selling out."

Attendees and community members gathered on the last day to hear from closing speakers who did not come to put an end the conversation, but actually left attendees ready to jump in and converse more. Which is exactly what happened after the official conference closing. For almost two hours following there were small conversations happening in the room and even a round table discussion with Darlene R. Slaughter.



LIFT Power Up Panel Discussion



Photos Courtesy Jennifer Gunderson

When asked about her conference experience, Ashley Bunn, senior manager of Curriculum Development at Marco's had this to say "Attending the L.I.F.T. Conference was an invaluable experience. I truly value the lessons and the concepts provided by the various panelists and speakers. The connections made and the relationships I've built as a result of the conference will help me to advance my professional career."

Geared toward African-American professionals and allies, the conference had a message that resonated seamlessly from each speaker through all of the attendees. Jason Daniels, described it best: "All of our speakers, who joined us, had a different message but a similar one. I think those messages were to keep investing in yourself professionally. Also making sure, for the people that were there, they [the speakers] were very real in sharing not only research and data, but they were also real in sharing their experiences about what it takes to be a solid standout professional at work and in the community."

L.I.F.T 2017- Midwest organizers Jason and Kelli Daniels of JAYRAMON LLC, enlisted a plethora of corporate and institutional sponsors and supporters. These organizations include the Toledo City Paper, First Federal Bank, Block Communications, Inc., Marco's Pizza, ProMedica, Owens-Illinois, McGraw-Hill (Columbus, OH), Cleveland Clinic (Cleveland, OH), The Sojourner's Truth, United Way Worldwide (Alexandria, VA), Huntington Bank, Maumee Valley Country Day School, Area Office On Aging of Northwest Ohio, Inc., Toledo Lucas County Public Library, Lucas County Offices, Principle Business Enterprises, Inc. (Bowling Green, OH), NAACP (Toledo Branch), Lucas County Metropolitan Housing Authority, Ellis Island Tea (Detroit, MI), The University of Toledo Minority Business Development Center, JJJ Vision Outreach, Cleveland Clinic, La-Z-Boy Furniture (Monroe, MI), Overtime Apparel, Toledo Regional Chamber of Commerce, Bowling Green State University Center for Community and Civic Engagement (Bowling Green, OH), and conference host JAYRAMON LLC.



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Men to Discuss How to Reduce the Risk of Sudden Infant Death in Lucas County

With high rates of infant deaths in Toledo's black community, the crisis is real

Each year, nearly 13,000 African American babies die before their 1st birthday – two times more than white babies, from miscarriage, stillbirth, suffocation, asphyxia, entrapment, infection, ingestion, metabolic disease, cardiac arrhythmia, trauma (accidental or non-accidental), SIDS and other deaths. In 2016, Lucas County's infant death rate for African American babies was 14.2 per 1,000 live births, and 5.0 for white babies.

To help reverse the trend, African American men must mobilize.

A forum entitled A Community of Committed Men, Protecting Tomorrow's Future, will be held Saturday, Nov. 11, 2017 from 10:00 am to 12:30 pm at The Family Baptist Church, 1002 W. Bancroft, Toledo, Ohio, to discuss strategies on how men can work together, and in their communities, to reduce the infant mortality rate and build awareness of the growing rate of infant deaths in the African American community. The event is sponsored by Kappa Alpha Psi Fraternity Inc., Baby 1st Network and the Global Infant Safe Sleep Center (GISS).

"Whether you're a father, grandfather, uncle, brother, or friend, every man must find ways at home and in their community to help fight this crisis," said Mark Craig McBee, training consultant for GISS. A Toledo native, McBee is a fire fighter for Toledo Department of Fire & Rescue Operations, paramedic and first responder.

Men can play a significant role in reversing the trend by learning how to create a safe sleep environment for an infant and then passing that information on to another family member or neighbor. They can learn how stress can impact a mother and infant and share that

information with others. Or sponsor an event or support group in their neighborhood or at a church.

"There are many ways men can make a difference," said McBee. "This isn't a woman's problem. As men, we have to share the burden and learn how to protect the little ones."

The event will allow men in the community a chance to listen, learn, ask questions and walk away with strategies they can take back to their homes, neighbors, and communities.

"There are a lot of resources out there and we are here to help guide men in this community to teach other men how to reduce SIDS and other sleep-related causes of infant death," said Nathaniel L. Jordan II, Community Relations Consultant for GISS and Executive Director, Fatherhood Matters Program, Columbus Kappa Foundation. "Lucas County has one of the highest rates in Ohio, and we are working to offer programs that will turn this around. We're tapping into this resource by sharing our knowledge."

In Ohio, according to the 2015 data released by the Ohio Department of Health, a total of 1,005 infants died before their first birthday. Racial disparities persist with black infants dying at nearly three times the rate of white infants. In Ohio from 2009-2013, sleep related infant deaths accounted for 16% (836) of all infant deaths reviewed and 46% (746) for infants aged 29 days to one year. Fifty-six percent (471) of sleep-related deaths occurred in locations considered unsafe such as adult beds, on couches or on chairs. Fifty-one percent (425) of these deaths occurred to infants who were sharing a sleep surface with another person (bed sharing).

"Infant mortality is considered a basic measure of public health for countries around the world," said Stacy Scott, Ph.D., Executive Director for GISS, who was raised in Toledo and worked in its communities. "We must identify and get rid of the disparities that exist in infant mortality, and work to achieve equity in birth outcomes.

"There are protective measures that all caregivers can take to reduce the risk of SIDS and other sleep-related death, and we want to get that message out here in Toledo and throughout the state of Ohio."

The American Academy of Pediatrics (AAP) recommends that parents and caregivers follow these guidelines:

- Babies should always sleep on their backs, at nighttime and naptime. Tummy and side sleeping are not safe.
- Use a safety-approved crib with a firm mattress and a tight-fitting sheet for sleep. Room share with your baby by making sure their crib is placed near your bed for at least the first 6 months.
- Do not share a bed or couch with your baby. Make sure your baby has its own separate sleep space. Never let your baby sleep on soft surfaces such as adult beds, waterbeds, sofas, chairs, comforters, and sheepskins.
- Keep all soft bedding out of your baby's crib. This includes loose bedding, stuffed animals, and bumper pads.
- Avoid overheating. Dress your baby like you would dress and keep the room temperature comfortable, not too warm.
- Pregnant women should receive regular prenatal care.
- Do not smoke during or after your pregnancy and avoid exposure to second-hand smoke. These put your baby at a greater risk of dying from SIDS.
- Avoid alcohol and illicit drug use during pregnancy and after birth.
- Breastfeeding is recommended.
- Use a pacifier at naptime and nighttime after breastfeeding has been established.
- Do not use commercial devices marketed to reduce the risk of SIDS such as wedges

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Keep Your Airspeed Up: The Story of a Tuskegee Airman by Harold H. Brown with Marsha S. Bordner

by Dianne Pettis, CRNP

The Truth Contributor

In things of great importance, you stand on the shoulders of giants.

Those who came before you gave you a boost to get you where you are. They cleared your path and knocked aside obstacles. You stand on the shoulders of those giants even if, as in the new book *Keep Your Airspeed Up* by **Harold H. Brown (with Marsha S. Bordner)**, the giant was once kinda scrawny.

Growing up in Minneapolis in the pre-World War II years, Harold H. Brown says that he and his brother "Bubba" were "mongrel dogs": their maternal line was white-Jewish-Black; their paternal ancestors were African American and possibly Native American. Both boys were light-complexioned with straight hair, which Brown believes may have helped him later in his career.

Throughout his childhood and attendance at an integrated high school, he was fascinated with flying and so, when his brother enlisted in the military at the beginning of the War, Brown saw a way to achieve his own dream. Fully aware that a black man in a mostly-white military wouldn't have it easy, but believing that racial discrimination for black pilots would "resolve itself," he decided to join the Air Corps in mid-1942.

At the exam, he was "the only black man taking the mental test... on that summer day," and he was a quarter pound below weight on the physical test. "I flunked it!" he says, but by early 1943, he'd gained the needed ounces and had headed south to officially enlist in the Tuskegee Army Flying School.

The South presented a big learning curve for a Northern black man. Brown experienced serious racial problems for the first time and though he "hated segregation," he realized that being in a segregated Air Corps unit was perhaps better for a black soldier; training was easier when there were more than just two or three black faces in a unit. And so he trained hard: many hours of flight-time, classes, and more.

"We knew that we were among a very select group of people," he says.

"I never thought I would ever get shot down."

Keep Your Airspeed Up is a surprise. A very nice one.

Not only is it a warm and genuine biography, beginning even *before* author Harold H. Brown was born, but this book takes readers through a two-pronged fight, both in war and for civil rights, as told through quiet tales of heroes and those who created them. Brown (with Marsha Bordner) is careful to give credit to the many who made him who he is; after those gentle shout-outs and heart-in-your-throat war stories, you'll then be brought up-to-date with his current life. Remarkably, through this all, Brown's story is told humbly, which will endear him to readers even more.

Even if you don't consider yourself a World War II buff, this book is

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270 pages

more than just that. There's other history here, as well as a biography that will charm you plenty. If that seems like a winner for you, then *Keep Your Airspeed Up* is a pretty big book.

KEEP YOUR AIRSPEED UP

the story of a
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HAROLD H. BROWN AND MARSHA S. BORDNER



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Tuskegee Airman Harold Brown ... There by Request

(Reprinted from The Sojourner's Truth Special Veterans' Day Issue 2007)

After a long, fitful night, Second Lt. Harold Brown was once again taken from his cell and brought before his Oxford- educated interrogator.

Name, rank and serial number were all he had offered on the previous day but ... name, rank and serial number had proven to be unsatisfactory responses to the German major's inquiries at the Nuremberg interrogation center. The major, in perfect English, assured the 20-year-old fighter pilot, who had been shot down on his 30th mission, that if more complete answers were not forthcoming, he would be turned over to the German civilians.

German civilians were particularly hard on downed Allied pilots who, after all, had been responsible for such extensive damage to their country. And Brown had just recently seen the toll that civilian justice had exacted on one of his fellow Red Tail pilot colleagues.

"He was a mess," recalled Brown of his comrade in arms.

Fortunately the following morning somehow produced a change in attitude on the part of the German. He greeted Brown and offered him a large, sweet orange – a gift Brown accepted without hesitation.

"He then told me I didn't know anything about my outfit that he didn't already know," said Brown. As if to prove that his statements were not empty boasts, the German took the young lieutenant into his office and produced books on each of the four squadrons that comprised the by then well-known 332 Fighter Group – the Tuskegee Airmen. Well known, it appeared not only to the American bomber pilots who were requesting the "red tails" with increasing urgency as the strategic air campaign raged on but also to the Germans who had taken note of the black pilots' exploits – exploits that included never losing any of the bombers they escorted to enemy aircraft fire.

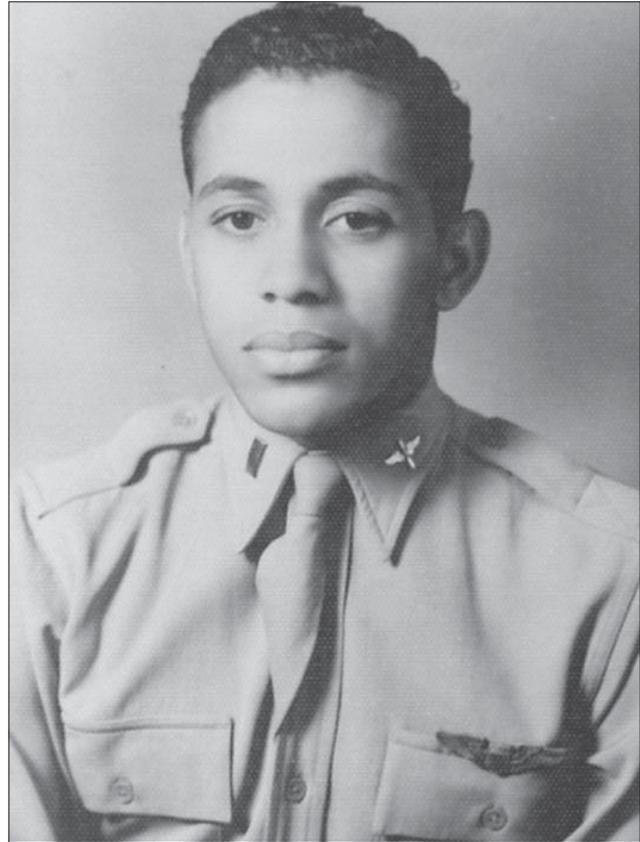
The German major had concluded that Brown was in the 99th Squadron and that, given his age, he must have graduated the previous year in class 44C, 44D, 44E or 44F.

Brown, a graduate of class 44E and member of the 99th, munched on his sweet orange in silence wondering at that time how the Germans had obtained such information "They had so much, 'let me give you some advice' he told me," recalled Brown.

"This war is going to end in the next three to four months. You are going to be transferred to [a prisoner of war camp]. Keep your nose clean... don't try to escape or give a guard any reason to shoot you."

The major, who also told Brown that his own goal was to try to get to the United States after the war, was nothing if not unerringly accurate in his assessment of the status of the war. Brown, along with about 10,000 other Allied prisoners, was forced marched to his new home at Stalag VII-A in Moosberg and remained there until May 3 or 4 when General George Patton and his 3rd Army arrived to liberate the prisoners of war.

Brown has no idea what happened to the German officer who extended more courtesies to him than just about any white American officer, or enlisted man for that fact, would during those days when black soldiers, sailors and airmen knew nothing but segregation and constant derision of the notion that they were matches for their white counterparts on the battlefields of World War II.



Harold Brown in 1943

But the German fighter pilots knew about the "red tails" as did the American bomber pilots. The American public would not know about the unit until 1995 when Bob Williams, Brown's 44E classmate, would finally get his screenplay produced and his story told about the Tuskegee Airmen in an HBO movie starring Laurence Fishburne. Fifty years after he was shot down in Germany, Brown and his fellow heroes finally emerged from behind the cloak of secrecy in which they had been shrouded.

In December 1998, President Bill Clinton presented General Benjamin O. Davis, Jr., the commanding officer of the 332nd Fighter Group and the first African-American general of the Air Force, with a fourth star and celebrated the Tuskegee Airmen's collective heroism.

In March of this year, President George W. Bush presented the pilots the Congressional Medal of Honor. "I have a strong interest in World War II airmen," said Bush during that ceremony on March 29, 2007. "I was raised by one. He flew with a group of brave young men

who endured difficult times in the defense of our country. Yet for all they sacrificed and all they lost, in a way, they were very fortunate, because they never had the burden of having their every mission, their every success, their every failure viewed through the color of their skin. Nobody told them they were a credit to their race. Nobody refused to return their salutes. Nobody expected them to bear the daily humiliations while wearing the uniform of their country."

Bush praised the Tuskegee Airmen for doing so much for a nation that had done so

... continued on page 13

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Harold Brown... continued from page 12

little for them and he told the story of one such pilot who had sacrificed virtually all of his worldly possessions in order to get to the training site to become a pilot. It's a story with which Brown was thoroughly familiar. Brown's own love of flying was instilled at an early age when he dreamed of becoming a pilot while building model airplanes and reading books such as "The Life of a Flying Cadet," a book Brown read so often he said later he could probably recite it from memory.

A Minneapolis native, Brown volunteered in 1942, at the tender age of 17, for the Army Air Corps in order to become an airman. He was still in high school at the time. He passed the written test easily, but flunked the physical.

"I weighed 128 and one quarter pounds," said Brown. "You needed to weigh 128 and a half pounds. I couldn't believe they would reject me over a quarter pound."

They did.

But the examiner did clue Brown in on how to pass the physical when he would be permitted to retake it in a week's time.

"He asked me if I liked chocolate malteds, which of course I did," said Brown. "He told me 'on Wednesday, start early with a chocolate malted in the morning and one in the evening and put a raw egg in both of them.'"

Brown did as he was advised and on the following week, he had ballooned up to 128 and three quarters pound, safely passing the physical by a quarter pound.

He would leave for Biloxi, MS in December 1942 to start his flying lessons, graduating in 1944 when he went overseas to Italy to begin flying his 30 missions.

After the war, Brown re-enlisted in what would become the Air Force. He remained in the military for 23 years. He earned a bachelor's of science degree in math from Ohio University and his master's and doctoral degrees from The Ohio State University.

Brown joined Columbus State Community College as the vice president for academic affairs in the mid 1960's when the two-year institution had 67 students and was located in a basement. He retired about



Harold Brown

20 years ago having witnessed the school become the third largest community college in Ohio. Today CSCC has over 24,000 students.

But retirement doesn't exactly describe Brown's current status. He formed a consulting company and the curriculum specialist stays on the road these days visiting two-year institutions around Ohio. And he stays in touch, of course, with the rest of the surviving members of the Tuskegee Airmen. At one time, there was only one group of airmen in Ohio, headquartered in Columbus.

Over the years, pilots along the Ohio north coast formed their own group, as did those clustered in Cincinnati, in order to cut down on the travel.

And the reunions continue. Brown cites estimates that under 30 percent of the original 992 trained pilots are still alive. In the last several months, Toledo lost its only Tuskegee Airman resident and Detroit lost Richard Macon whom this newspaper featured back in 2002. In his home on Catawba Island, as he spoke of the war days and the exploits of the pilots, Brown pulled out a miniature replica of a Mustang P-51 in which the Tuskegee Airmen flew so many sorties. The model has the familiar "red tail" that the black pilots painted on in order to identify their group. Near the door of the model plane is a replica of a bit of writing that then-Captain Davis painted on his own plane and that message is a reference to the fact that white bomber pilots kept insisting more and more that the red tails escort them on their particular missions as the war went on. It's also a reference to the fact that their nation, however reluctantly, had called upon them for their assistance.

The two-word message describes ultimately just why the Tuskegee Airmen were in that place at that time.

They were there ... "by request."



Tuskegee Airmen Harold Brown and Larry Pinkney

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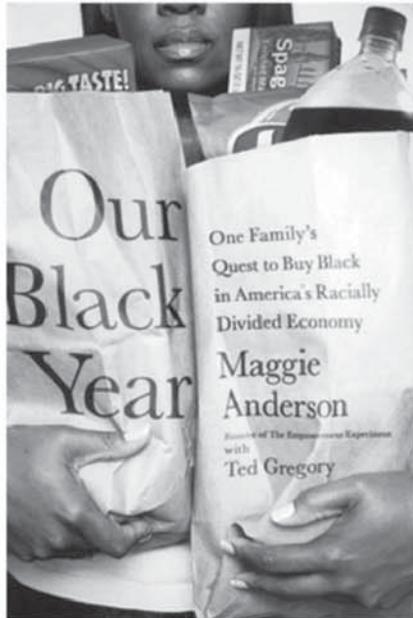
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Toledo Refining Company LLC is currently hiring First Class Maintenance Machinists.

Overview

Toledo Refining Company LLC is located in Oregon, Ohio and is owned by PBF Energy LLC. The refinery has a crude oil processing capacity of 170,000 barrels per day. The refinery is currently accepting applications for First Class Maintenance Machinist positions. Starting pay is \$37.93 per hour. After completion of a six month probationary period, the rate of pay is \$40.29 per hour.

Description

First Class Machinists will complete assignments relative to the inspection, repair, installation and maintenance of machinery/equipment within the refinery. Work will be performed in the shop as well as in all weather conditions. Our Company is committed to a foundation of safe and environmentally compliant operations so First Class Machinists must follow all procedures and safe work practices. First Class Machinists will be scheduled to work five, eight hour shifts in a regular work week; however, mandatory overtime including weekends, holidays and shift work is required as needed.

Basic/Required Qualifications

Must be at least 18 years of age; be legally authorized to work in the United States without restrictions; hold a High School diploma or equivalent; and hold a current driver's license.

For consideration, candidates must have completed a state approved Machinist apprenticeship program with no less than four years work experience OR have equivalent work experience of no less than eight years as a Machinist. Successful candidates must possess First Class Machinist work experience and First Class Machinist skills. Other requirements include: the ability to demonstrate First Class performance; proficiency to read blueprints as it pertains to machining; ability to work from written and verbal directions to perform assigned tasks; experience in coordinating work; function as a team member; perform tasks in any craft as incidental work; and participate in training programs to maintain and/or upgrade skills. Candidates must have knowledge of equipment and tools required to expedite the efficient installation and repair of refinery equipment.

Must be willing to perform/comply with the following: working overtime; working on holidays and weekends; working in enclosed/confined spaces, such as tanks and towers; working with large, hot, high-speed machines; lifting a minimum of 50 pounds; working around chemicals; wearing fire retardant clothing and personal protective equipment; maintaining/shaving your face daily so that a respirator/face mask can seal properly; performing fire fighting duties; working outside in harsh weather conditions; and working with petroleum products and support systems that are under high pressure and heat.

Conditions of Employment

Written tests and assessments; meeting physical criteria for the job; a physical skills demonstration test; ability to demonstrate basic computer skills; pass a background check and drug screening; and be eligible to qualify or hold a Transportation Workers Identification Credential (TWIC card).

In order to be considered for this position, applicants must submit their resume in Microsoft Word or .pdf format per the following process. All interested candidates may apply by going to www.pbfenergy.com/careers and select "First Class Maintenance Machinist" (Oregon, OH). All applicants must provide a valid e-mail address where they can be contacted regarding updates on the recruiting process. Should an applicant be selected for testing, contact will be made via email. All contact information must be accurate and up to date. Relocation is not available for this position. Phone calls will not be accepted.

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Toledo Refining Company LLC is currently hiring First Class Maintenance Pipefitters.

Overview

Toledo Refining Company LLC is located in Oregon, Ohio and is owned by PBF Energy LLC. The refinery has a crude oil processing capacity of 170,000 barrels per day. The refinery is currently accepting applications for First Class Maintenance Pipefitter positions. Starting pay is \$37.93 per hour. After completion of a six month probationary period, the rate of pay is \$40.29 per hour.

Description

First Class Pipefitters will complete assignments relative to the inspection, repair, installation and maintenance of piping within the refinery. Work will be performed in the shop as well as in all weather conditions. Our Company is committed to a foundation of safe and environmentally compliant operations so First Class Pipefitters must follow all procedures and safe work practices. First Class Pipefitters will be scheduled to work five, eight hour shifts in a regular work week; however, mandatory overtime including weekends, holidays and shift work is required as needed.

Basic/Required Qualifications

Must be at least 18 years of age; be legally authorized to work in the United States without restrictions; hold a High School diploma or equivalent; and hold a current driver's license.

For consideration, candidates must have completed a state approved Pipefitter apprenticeship program with no less than four years work experience OR have equivalent work experience of no less than eight years as a Pipefitter. Successful candidates must possess First Class Pipefitter work experience and First Class Pipefitter skills. Other requirements include: the ability to demonstrate First Class performance; proficiency to read blueprints as it pertains to pipe fabrication and installation; ability to work from written and verbal directions to perform assigned tasks; experience in coordinating work; function as a team member; perform tasks in any craft as incidental work; and participate in training programs to maintain and/or upgrade skills. Candidates must have knowledge of equipment and tools required to expedite the efficient installation and repair of refinery equipment.

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Conditions of Employment

Written tests and assessments; meeting physical criteria for the job; a physical skills demonstration test; ability to demonstrate basic computer skills; pass a background check and drug screening; and be eligible to qualify or hold a Transportation Workers Identification Credential (TWIC card).

In order to be considered for this position, applicants must submit their resume in Microsoft Word or .pdf format per the following process. All interested candidates may apply by going to www.pbfenergy.com/careers and select "First Class Maintenance Pipefitter" (Oregon, OH). All applicants must provide a valid e-mail address where they can be contacted regarding updates on the recruiting process. Should an applicant be selected for testing, contact will be made via email. All contact information must be accurate and up to date. Relocation is not available for this position. Phone calls will not be accepted.

EOE/M/F/D/V

Scott High School Maroon and White Weekend

During this year's Maroon and White Weekend, the Maroon and White Committee donated \$5,000 for Scott Activities - \$3,000 to the Alumni Scholarship Fund and \$2,000 to the school's Activity Fund



Appreciation Banquet

Join Us for an elegant evening
of dinner and dancing

Saturday, November 18th

6 p.m. at Parkway Place

2592 Parkway Plaza, Maumee, OH

Musical Guests
The Manhattans
featuring
Gerald Alston



Congratulations to This Year's Honorees



Michael Alexander



Gail Awls



Albert Prince Bell



Ruby Butler



Darius Coleman



Zia Cooke



Eve Crittenden



Carty Finkbeiner



DeShone Kizer



Betty Long



Rockey Love



Tyrone Riley



Paul Toth, Jr.

Tickets \$65 per person • Includes Dinner & Entertainment • Cash Bar

Tickets can be purchased at **TUFCU** or **Eventbrite.com**

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