

The *Sojourner's* Truth

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"And Ye Shall Know The Truth..."

February 10, 2021

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When It's Your Turn, Get the Shot!!!



Paul Hubbard Gets His Shot

Reducing Bias toward Mental Illness Among Law Enforcement

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

The Truth Contributor



Education must not simply teach work – it must teach life.

- W.E.B. DuBois

In December 2009, Linda Hicks, a mentally ill, elderly African-American woman, was shot and killed by Toledo police in her bed. Hicks was not a violent felon. She was suffering a psychotic break and her experience was not momentarily grounded in reality. So, when the police officers arrived at her adult group home after being called by her caretaker, they found her in her upstairs room, holding sewing scissors under a pillow.

Perhaps the responding officers were aggressive in their command-and-control crisis intervention techniques. Maybe Hicks was confused, fearful of police and possibly paranoid. Or, conceivably, in confronting her, the officers did not allow Ms. Hicks to maintain her own safe space and so she felt terrified and threatened.

Sequentially, the encounter led not to de-escalation and the older woman's calming down but to an escalation of the situation resulting in the officers' use of deadly force. Hicks died after receiving two shots to the head.

Distressingly, this was the fifth officer-involved killing of 2009, an abnormally high number of shootings.

Police officers must make split-second decisions in high-pressure situations. Yet, they, like nearly all of us, bring implicit and explicit biases to their jobs – including stigmatizing beliefs about the mentally ill as dangerous persons. Blacks bring a fear of police (mis)conduct, to encounters with law enforcement, anticipating negative pressure tactics such as excess physical force, arrest, and apprehension.

At the time of the Hicks incident, it was evident that the Toledo Police Department was not adequately prepared to deal with encounters involving persons with mental distress. I met with then-Toledo Police Chief Mike Navarre and Lucas County Commissioners Pete Gerken, Tina Skeldon-Wozniak, and Carol Contrada. The result of our discussions led, rather rapidly, to the implementation of Crisis Intervention Training (CIT).

Last week, I wrote about Lucas County's re-design of its crisis care system for people experiencing a mental health or substance abuse crisis.

The CIT is a parallel program to that effort led by mental health clinicians, consumer and family advocates, and police officers.

Over a decade after my conversation with the Lucas County Commissioners, our local Mental Health & Recovery Services Board still trains local law enforcement on how to interact with people they encounter with mental health or substance abuse issues or issues related to a developmental disability.

The CIT training has three goals:

- Improve officer and individual safety
- Increase law enforcement's knowledge of community resources
- Redirect individuals with a mental illness, and/or an addiction, and/or developmental disorders who are in crisis into the appropriate health care system

This last issue is crucial to our community. Studies show that African-Americans are almost half as likely to seek treatment for mental health issues than other groups. Training officers to re-direct individuals to appropriate care goes well beyond safely managing an individual interaction—it creates the chance for long-term change.

I spoke with police officers who completed the training. They remarked that they were grateful to understand the recovery process better. Studies also show that after participation in CIT, officers tend to transport more individuals to mental health services than officers who have not received training.

To date, the program has trained 1,244 members of local law enforcement. That includes local police departments, correctional officers, hospital security, park rangers, court officials, fire/EMS responders, and University police. National studies have also shown that CIT programs reduce workers' compensation claims and absenteeism among law enforcement officers.

The training is a significant undertaking, spanning five days and 40 hours. Importantly, training is taught by 27 instructors with specific subject matter expertise, including from the Mental Health system, the University of Toledo, Developmental Disabilities, and psychiatrists.

Many of the trainees have said that the training's turning point is the site visits made to the State Psychiatric Hospital, Wernert Center, Lott Industries and Rescue Mental Crisis.

During these site visits, the officers have the opportunity to interact directly with individuals with lived experience. The understanding gained in these interactions is critical to reducing stigma and increasing knowledge of (and compassion for) what a person in a crisis might be experiencing.

In the words of one officer who completed CIT training, "Many people do not understand the patience and restraint needed to help/handle a person in crisis successfully."

As a result, CIT-trained officers have reported acquiring improved knowledge, perceptions, and attitudes of de-escalation strategies. According to research, these officers are also likely to use less force in their encounters with people with mental illness, compared to others without crisis training.

In the final part of the CIT training, clinical professionals from the mental health, substance abuse, and developmental disability fields attend and participate in role-playing exercises with training participants.

Lucas County was the second county in Ohio to begin offering this training. Our local CIT is now in its 10th year. We are often attracted to "the flavor of the month," but the CIT training is an example of the long-term, sustained effort needed to create change.

Today, the CIT program is integrated with local law enforcement and with the Criminal Justice Coordinating Council.

There is always much to think about during Black History Month. We cannot forget those who are struggling with Mental Health, substance abuse, and developmental disabilities.

Neither should we allow our advocacy to slacken. The demand for improvement in law enforcement encounters with those who suffer from mental illness must go on. Let us continue to reduce the impact of negative bias toward mental illness within the criminal justice context.

Contact Rev. Donald Perryman, Ph.D., at dldperryman@centerofhope-baptist.org

The Sojourner's Truth

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BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

This February, during Black History Month, I call on the American people to honor the history and achievements of Black Americans and to reflect on the centuries of struggle that have brought us to this time of reckoning, redemption, and hope.

We have never fully lived up to the founding principles of this Nation — that all people are created equal and have the right to be treated equally throughout their lives. But in the Biden-Harris Administration, we are committed to fulfilling that promise for all Americans.

I am proud to celebrate Black History Month with an Administration that looks like America — one that reflects the full talents and diversity of the American people and that heralds many firsts, including the first Black Vice President of the United States and the first Black Secretary of Defense, among other firsts in a cabinet that is comprised of more Americans of color than any other in our history.

It is long past time to confront deep racial inequities and the systemic racism that continue to plague our Nation. A knee to the neck of justice opened the eyes of millions of Americans and launched a summer of protest and stirred the Nation's conscience.

A pandemic has further ripped a path of destruction through every community in America, but we see its acute devastation among Black Americans who are dying, losing jobs, and closing businesses at disproportionate rates in the dual crisis of the pandemic and the economy.

We saw how a broad coalition of Americans of every race and background registered and voted — more people than in any other election in our Nation's history — to heal these wounds and unite and move forward as a Nation.

But also less than 1 month after the attack on the Capitol, on our very democracy, by a mob of insurrectionists — of extremists and white supremacists — a bookend of the last 4 years and the hate that marched from the streets of Charlottesville, and that shows we remain in a battle for the soul of America.

We must bring to our work a seriousness of purpose and urgency. That is why we are putting our response to COVID-19 on a war footing and marshalling every resource we have to contain the pandemic, deliver economic relief to millions of Americans who desperately need it, and build back better than ever before.

That is why we are also launching a first-ever whole-government-approach to advancing racial justice and equity across our Administration

— in health care, education, housing, our economy, our justice system, and in our electoral process. We do so not only because it is the right thing to do, but because it is the smart thing to do, benefitting all of us in this Nation.

We do so because the soul of our Nation will be troubled as long as systemic racism is allowed to persist. It is corrosive. It is destructive. It is costly. We are not just morally deprived because of systemic racism, we are also less prosperous, less successful, and less secure as a Nation.

We must change. It will take time. But I firmly believe the Nation is ready to make racial justice and equity part of what we do today, tomorrow, and every day. I urge my fellow Americans to honor the history made by Black Americans and to continue the good and necessary work to perfect our Union for every American.

NOW, THEREFORE, I, JOSEPH R. BIDEN JR., President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim February 2021 as National Black History Month. I call upon public officials, educators, librarians, and all the people of the United States to observe this month with appropriate programs, ceremonies, and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this third day of February, in the year of our Lord two thousand twenty-one, and of the Independence of the United States of America the two hundred and forty-fifth.

JOSEPH R. BIDEN JR.

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A Black History Moment

By June Boyd

Guest Column

As we celebrate Black History Month, we must also celebrate the fact that the Black Lives Matter movement has been nominated for the Nobel Peace Prize, much to the chagrin of white supremacists and Donald Trump. Now we know who the true patriots are.

January 6, 2021, a day we shall never forget, was an invasion of the white supremacists, the Proud Boys, the QAnons, all of those who had no regard for our political leaders or our government.

The bottom line, to Donald Trump, they were not protesters from the Black Lives Matter movement.

The year 2020 led off with COVID-19, and swept away so many good people, loved ones who deserved better.

The good side of 2020 was Stacy Abrams and Latosha Brown and the other political leaders in Georgia who succeeded in combatting voter suppression and were a major force in electing Joe Biden and Kamala

Harris to the presidency and vice presidency of the United States, respectively.

They did not stop with that victory. On January 5, 2021, they successfully elected Rev. Raphael Warnock and John Ossoff to the United States Senate, the first Black senator from Georgia and the first Jewish senator. Another successful notch for Black History.

We are not through. This is just the beginning of a political revolution implemented by the black men and women in this nation.

This writer proudly acknowledges labeling cards for Rev. Warnock and John Ossoff that were sent to Georgia through one of our local unions in Toledo. The power of registration and voting.

We must respond to the white supremacists, QAnons and other groups who only want to disrupt rather than embrace. We must do better, the thought of "my vote does not count" is no longer acceptable, or an option.

February 2021, Black History Month, can be the beginning of a continued movement relative to voting power. For every young person age 17 or 18, please register to vote and carry the torch of black power.

In closing, former convicted felons, know that in the state of Ohio, you can register, or re-register after you have served your time, let your voice be heard. Also, stay alive, wear your mask and get your vaccine; I have gotten mine.



June Boyd

Rep. Hicks-Hudson Announces Committee Assignments for the 134th General Assembly

State Rep. Paula Hicks-Hudson (D-Toledo) released the following statement today on her committee assignments for the 134th General Assembly:

"The 134th General Assembly will bring me another opportunity to work for District 44. I am excited to be reappointed to the Agricultural Committee to bring more awareness to areas of conservation and to heal our waters and improve universal wellness by advocating for urban agricultural," said Rep. Hicks-Hudson.

Rep. Hicks-Hudson will serve on the following committees:

- * Agriculture and Conversation
- * Finance
- * Finance Subcommittee on Agriculture, Development and Natural Resources
- * Rules and Reference

Committee meetings are crucial to the formation of laws. All bills must have at least two hearings in committee to allow opponents and proponents to present testimony and voice opinions on potential changes to bills before they are considered by the full House.

Committees are open to the public and held any time before or after House floor sessions. The public can watch committees live by going to www.ohiohouse.gov or <http://www.ohiohouse.gov>.

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Kaptur, Tlaib Promote Restoring Communities Left Behind Act

By Tricia Hall

Sojourner's Truth Reporter

Congresswomen Marcy Kaptur (D-OH) and Rashida Tlaib (D-MI) held a virtual press conference on Thursday, February 4 to announce the pending legislation titled Restoring Communities Left Behind Act. The legislation would systemically address several housing related services for individuals, nonprofit community development organizations and neighborhoods.

Ohio Congresswoman Marcy Kaptur opened the press conference that was streamed live and included over 50 elected officials, community organizations and individuals from Kaptur's Ohio district cities and Tlaib's Michigan district cities.

"This legislation will restore \$5 billion to local communities through a competitive grant through Department of Housing and Urban Development (HUD)," explained Kaptur.

"We hosted two committee field meetings and a bus tour in my district to show my colleagues the impact of systemic racism and what it looks like. They saw people putting tarp on their roofs. This legislation is a step towards correcting the wrongs, opening home ownership and tools to communities to revitalize neighborhoods equitability," explained Tlaib.

The Restoring Communities Left Behind Act was co-authored by Kaptur and Tlaib and would provide \$5 billion to local communities through a grant program administered by the U.S. Department of Housing and Urban Development (HUD) to fund a 10-year program of neighborhood revitalization, homeownership rehabilitation assistance, weatherization, improved housing accessibility for seniors and people with disabilities, housing-related counseling and refinancing. The act will also support the purchasing and redevelopment of vacant or abandoned residential or commercial properties, fund park and sidewalk improvements, address street lighting and provide property tax relief.

"Thank you for your leadership to push this bill through Congress. Our neighborhoods have become challenged and need new tools," said Toledo Mayor Wade Kapszukiewicz.

"Inkster is full of dedicated residents. Today these two Congresswomen are introducing a vital resource that will improve parks, lights, housing and key community development projects. We need the funding in this bill for neighborhood stabilization. Thank you and we stand with you," said Inkster, MI Mayor Patrick Wimberly.

The legislation has been endorsed by the National Community Stabilization Trust, Center for Community Progress, Local Initiatives Support Corporation, Grounded Solutions Network, Habitat for Humanity, and National Community Action Foundation.

"Funding provided through the Restoring Communities Left Behind bill is critical for cities like Toledo experiencing significant housing rehabilitation needs and depressed markets. With this flexible funding we will be able to successfully fund, and complete many housing projects that would not normally be feasible," shared Rosalyn Clemens, City of Toledo Department of Neighborhoods Director.

"Our neighborhoods have been challenged for decades with job loss, housing disinvestment and racial inequity. The Restoring Communities Left Behind Act will change that, by dedicating flexible federal funding to solutions designed by local communities to meet crucial local needs," shared David Mann, Lucas County Landbank President and CEO.

"The devastating impact of distressed economies, high poverty rates, and concentrations of abandoned properties keeps many communities locked into a downward spiral they cannot easily climb out of without concerted intervention and assistance. The COVID-19 pandemic has only exacerbated this crisis. Habitat works and builds in these communities. We understand the incredible needs families face, and see firsthand the effect underwater mortgages, abandoned properties, ag-



Congresswoman Marcy Kaptur



Congresswoman Rashida Tlaib

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A Look at The Toledo Black Agenda

A wide range of leaders in Toledo's Black community have joined forces to put together a report on the challenges facing that community in six critical areas.

The report, *The Toledo Black Agenda*, a months-long project in the making, examines historic obstacles and current challenges in the areas of criminal justice, economic development, education, health, housing, workforce development.

The community leaders and experts were assembled by Lisa McDuffie, CEO of YWCA of Northwest Ohio and Robin Reese, CEO of Lucas County Children Services.

Now Toledo's Black Agenda will be made available to local government agencies, along with a host of private and public companies and entities in order to gather community-wide support for the demands and suggestions proposed in the report.

We are printing excerpts from the report over the next few weeks. The following is an excerpt from the fifth pillar – the Housing Pillar.

The entire report, with citations, can be read online at thetruthtoledo.com

Part V: The Housing Pillar

EXECUTIVE SUMMARY

The purpose of the housing pillar is to address the racial disparities in Toledo's housing market in the areas of rental, homeownership, and community development. Housing is a basic need, thus essential for personal, family and community stability. The call to improve current and legacy living conditions of black people must be addressed while simultaneously working to improve the quality of education, creating living wage opportunities and building an economic future for a better community. The Housing pillar equally influences the current and generational impact by the clear lack of economic, education, mental health outcomes and physical health indicators. An individual's inability to maintain a home reduces the capability to earn a safe and affordable housing option, overpowers one's psychological and physical health, long-term concentration, successful graduation from school, and in the place of employment.

The historic redlining and other government-backed discriminatory lending practices embolden segregation and disinvestment that impacts the black community today. The Housing pillar uplifts the urgency to recognize this injustice as a public health issue. The ability for an individual to own a stable, quality, safe and affordable house impacts all health outcomes. According to leading health experts, blacks have a shorter life expectancy and represent the majority of diseases and conditions that impact health indicators. LEAD is a public health crisis. Since 2016, nearly 1,000 Toledo children age 6 and younger have had confirmed blood-lead levels higher than the Centers for Disease Control and Prevention's threshold for concern. Estimates are that nearly 3,500 children in the city now are suffering the lifelong, permanent disabilities that come with lead poisoning (Toledo Blade 2019)

The City of Toledo's residents are majority renters and not homeowners, and Black Toledoans are the majority of renters. In 2019, according to a Blade analysis of federal mortgage data, Black Toledoans are twice as likely to receive a denied conventional home loan application compared to other race applicants.

Black renters, especially single mothers, are evicted at a higher rate than other races. Studies suggest that there is a high correlation between eviction rates, minorities and poverty. The high unemployment rate for black workers and increased home prices create a high probability that appli-

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Kaptur, Tlaib... continued from page 5

ing housing stock, and infrastructure has on their health and ability to thrive," shared Jonathan Reckford, Habitat for Humanity CEO.

In addition to Kaptur and Tlaib, the legislation was co-sponsored by these Congress members: Sheila Jackson Lee of Texas, Bobby Rush of Illinois, Raul Grijalva of Arizona, James Cooper of Tennessee, Mark Takano of California, Andre Carson of Indiana, Eleanor Holmes Norton of Washington, D.C., Tim Ryan of Ohio, Ritchie Torres of New York, Don Jones of Ohio, Ayanna Pressley of Massachusetts, Sylvia Garcia of Texas, Andy Levin of Michigan, Jim McGovern of Massachusetts, Stephen Ira Cohen of Tennessee, Lisa Blunt Rochester of Delaware, Joyce Beatty of Ohio, Ed Perlmutter of Colorado, Jahana Flemming Hayes of Connecticut, Betty McCollum of Minnesota, Cori Bush of Missouri and Michael San Nicolas of Guam. All are Democrats.

"In the last several decades, especially since the 2008 housing and financial crisis, many communities from the smallest towns to the largest cities have struggled with urban decay as jobs have moved overseas and economic well-being has collapsed," said Kaptur. "Through it all, folks in these communities have tirelessly worked together to rebuild and breath new life into our cities. Toledo and Detroit are perfect examples. Unfortunately, COVID-19 and the resulting economic fallout have made that important work more difficult and more important than ever before. That is why I am introducing the Restoring Communities Left Behind Act, to provide a dedicated funding source for these communities when they need it most. I am so thankful to have my friend and colleague Congresswoman Rashida Tlaib's co-leadership in this effort. She knows as well as anybody the importance of affordable, high quality housing and resources to help home owners build equity in what often times is their own physical asset."

"Housing justice is economic justice and racial justice. Communities across the country are suffering from government disinvestment and systemic racism," explained Tlaib. "The Restoring Communities Left Behind Act is a major step in reversing decades of discriminatory policy. This legislation will turn homeownership from a possibility to a reality for so many who have been left out, as well as ensures many others have the ability to maintain and stay in their homes in good condition. I'm proud to lead this bill with Congresswoman Kaptur. This is only the beginning, we must continue to make major federal investments in struggling communities to allow everyone to live with a good roof over their head. The pandemic has set many of our neighborhoods back, and policies like the Restoring Communities Left Behind Act are needed to help people not only recover from the damage, but thrive and flourish like they deserve."

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Toledo Black Agenda... continued from page 6

cants won't secure the necessary down-payment to achieve homeownership.

Educational advancements also factor into the link to homeownership, for both blacks and whites, but black households with a bachelor's degree are less likely to own their home compared to whites who earned a high school diploma.

STATISTICAL ANALYSIS

a. The Market

The city of Toledo has approximately 274,973 residents. Of that, 27.1% are Black, 74,242. Toledo's population is declining between 1-3% annually.

The median household income in Toledo in 2018 was \$35,339, for Black Toledo residents, the median household income was \$21,788, whereas the states median household income was \$54,021

Toledo has a poverty rate of 26.5%, whereas 37% of Black Toledo residents are living in poverty

Sales Market - The median home value in Toledo in 2018 was \$78,400, whereas the states' median home value was \$144,200. A home for some families represent household wealth and often represents the most significant asset on a household's balance sheet, according to the Survey of Consumer Finances. However, the racial gap in the homeownership rate has limited the financial benefits that accrue to black households, contributing to the broader racial disparity in wealth accumulation.

Rental Market - Some studies have covered up the racial disparities by labeling the issues in the black communities under the banner of poverty. Pointing the blame for the lack of affordable housing is due to the transit nature of people in poverty. Rent in Toledo is also considered to be on the inexpensive, with median rent averaging \$709 per month, compared with the national median rent rate of \$1,419 per month. 51% of all renters in Toledo are paying rates that are considered a burden to the renter.

b. Housing Crisis Statistics

- In 2017, the black homeownership rate (41.8 percent) was the lowest of all racial and ethnic groups. Between 2000 and 2017, the black homeownership rate dropped 4.8 percentage points—a loss of about 770,000 black homeowners—while the homeownership rates of other racial and ethnic groups either remained constant or increased.

- Median household income for black households is substantially lower than for white households (\$38,183 versus \$61,363 in 2017). The homeownership gap is larger for low-income households likely because low-income white families, on average, have higher household wealth, and young white adults are more likely to have access to financial support from their parents. Reducing the income gap would reduce the

black-white homeownership gap by about 9 percentage points.

- More than 50 percent of white households have a FICO credit score above 700, compared with only 20.6 percent of black families. Thirty-three percent of black households with credit histories have insufficient credit and lack a credit score, while only 17.9 percent of white households have missing credit scores. The share of black families with a mortgage would increase 10.6 percentage points if their credit score distribution were the same as the distribution for white households.

RECOMMENDATIONS

The COVID pandemic elevated the urgency to address the inevitable onslaught of evictions and potential homelessness post CARES ACT protections. We see the need to create a sustainable plan for safe, affordable housing within black communities. The following is a list of tangible solutions:

Renters

- More money and easier access to emergency rental assistance programs
- Pay to Stay ordinance
- Local eviction moratorium
- Eviction Taskforce with member(s) from the Black community
- Outreach and Education
- Funding for and Creation of safe, healthy and affordable rental housing
- Creation of Tenants Associations
- Right to Counsel for eviction cases
- Eviction Record Sealing
- Holding Slum Lords responsible for conditions issues
 - Lead
 - Air Quality – mold/mildew
 - Repairs to make properties safe, healthy, and habitable.

Homeowners / Buyers

- Change lending practices
 - Demand policy changes nationally
 - provide sustainable alternative solutions at the local level
- Build Trust with lending institutions - Improving diversity within the industry offers an opportunity to build Trust with black borrowers who have lost confidence in financial institutions from past experiences.
 - Improving Loan Officer Diversity/Inclusion
 - Promote an equitable and accessible housing finance system
- Outreach and Education
 - create opportunities to simplify and improve

accessibility to down payment assistance programs.

- **Urban Institute** states there are more than 2,500+ down payment assistance programs across the country with several of the program's funds not being utilized. This is because of a lack of awareness and understanding about the availability of the programs.

- outreach and counseling for renters and mortgage-ready millennials

- Sustain homeownership
 - Pre-purchase and Post Purchase Counseling and support services
 - Legacy building
 - Education

Community Development

Asset Based Community Development (ABCD) is an approach to sustainable community-driven development. Beyond the mobilization of a particular community, it is concerned with how to link micro-assets to the macro-environment. Asset Based Community Development's premise is that communities can drive the development process themselves by identifying and mobilizing existing, but often unrecognized assets. Thereby responding to challenges and creating local social improvement and economic development

- ABCD Approach
 - Individuals – EVERYONE IS AND / OR HAS ASSETS AND GIFTS.


- At the center are residents of the community who all have gifts and skills. Individual gifts and assets need to be recognized and identified. In community development you cannot do anything with people's needs, only their assets. Deficits or needs are only useful to institutions.

- Associations – PEOPLE DISCOVER EACH OTHER'S GIFTS.

- Small informal groups of people, such as clubs, working with a common interest as volunteers are called associations in ABCD, and are critical to community mobilization. They don't control anything; they are just coming together around a common interest by their individual choice.

- Institutions – PEOPLE ORGANIZED AROUND ASSETS.

... continued on page 16



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A Black History Moment – Jesse Jackson in the 1980s

By Fletcher Word
Sojourner's Truth Editor

Last week, we took a look at some of the significant events of the 1970s and the infancy of the post-Civil Rights era – the achievements of athlete Hank Aaron and actor Cicely Tyson along with the political successes of local and national elected officials.

Following those successes in the 1980s the Rev. Jesse Jackson reached for another level. He ran two campaigns for president, in 1984 and 1988, and became the second Africa American to mount such an effort, following Congresswoman Shirley Chisholm's 1972 campaign.

Born in 1941 in Greenville, South Carolina, Jackson would prove to be both an accomplished scholar and athlete. Forsaking a minor league baseball contract upon graduation from high school, he entered the University of Illinois on a football scholarship. After his second semester there, he transferred to North Carolina AT&T, an HBCU, in order to play quarterback and to participate on a competitive public-speaking team.

During his college days, Jackson joined the efforts of the Civil Rights move-



ment – sit-ins at the Greenville, South Carolina library, for example. After college, he started working for Dr. Martin Luther King, Jr. and took part in the Selma to Montgomery marches, took a leading role in the Southern Christian Leadership Conference which eventually led him to assuming control of the Chicago branch of the SCLC economic program, Operation Breadbasket, and to national director of that program in 1967.

He founded Operation PUSH in 1971 – and became increasingly active in efforts to pressure large corporations to re-evaluate their hiring and purchasing practices.

In 1984, Jackson started the Rainbow Coalition which would eventually merge with PUSH.

Jackson announced his first run in November 1983 and political observers and pundits immediately wrote off his chances. He was regarded as a fringe candidate because he was Black and was far too liberal for the American electorate, whose political leanings are often characterized as being center-right.

Nevertheless, Jackson did unexpectedly well. He ended up with 18.2 percent of the primary votes, finishing third behind the eventual Democratic Party nominee former Vice President Walter Mondale, and the runner up Senator Gary Hart.

Jackson actually won caucuses and primaries in Louisiana, the District of Columbia, South Carolina and Mississippi. He also garnered the more votes in the Virginia primary than any other candidate although he finished second in delegates behind Mondale.

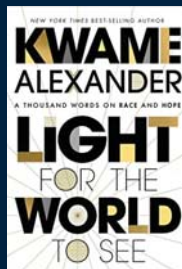
In 1988, Jackson was poised for even greater success on the campaign trail – he was better financed and better organized than he had been four years earlier. He would double his 1984 results.

Jackson began the season by winning the Michigan caucus with 55 percent of the votes and was the front runner heading into Colorado but lost there to Massachusetts Governor Michael Dukakis. He then lost Wisconsin to Dukakis and never caught up again. However, he ended up with a total of 6.9 million primary and caucus votes and won 11 contests – Alabama, the District of Columbia, Georgia, Louisiana, Mississippi, Puerto Rico, Virginia, Delaware, Michigan, South Carolina and Vermont. He also did well in Alaska and Texas.

...continued on page 13



WHAT WE'RE READING NOW



Concrete Rose
by Angie Thomas

Light for the World to See: A Thousand Words on Race and Hope
by Kwame Alexander



Black Futures
by Kimberly Drew and Jenna Wortham

The Mexican Home Kitchen: Traditional Home-Style Recipes That Capture the Flavors and Memories of Mexico
by Mely Martinez



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Getting the Shot Is the Right Thing to Do

By Paul Hubbard

Guest Column

In the rush to get African Americans vaccinated against COVID 19, several in the Black community were asked to convince our fellow citizens to take the vaccine.

Yes, we were asked to work to get as many shots in as many Black arms as possible. However, the fact is that the vaccine is being given but not enough of the shots are not going into the right arms.

The Centers for Disease Control and Prevention has stated: "we are concerned that the most important question of all is being left out of the conversation: Is America's vaccination effort reaching all of those who need to be vaccinated now? From what we have seen, the answer is NO".

The nation, Ohio, Lucas County and Toledo seem to have lost sight of the fact that the pandemic is affecting the Black community and the Latino community disproportionately, more than the other communities. Many people in these Black communities are front-line essential workers. The Kaiser Foundation said the reporting of race and ethnicity by cities and states on COVID-19 is troubling.

In Toledo, the United Way preregistered many of us and we received confirmation of the preregistration. However, people are telling me they have not heard anything since preregistering, including myself, from United Way nor the Health Department. I have found that the Area Office on Aging (Billy Johnson, CEO) has been the most responsive entity. Black women have been hit the hardest amid Covid job losses according to USA Today.

US Rep. Jim Clyburn has targeted OSHA with the investigation of meat-

packing companies, which have a large share of essential workers. Clyburn is chairman of the House Select Subcommittee on the coronavirus crisis. He also has concerns about how reporting is being done about Black and Latino communities, especially our essential workers, a group that is comprised of a high number of Black and Latino women.

In Michigan, there are several cases against the Governor Gretchen charging that she didn't have the constitutional authority to draw up the executive orders that she enacted. Wayne County Prosecutor Kym Worthy who is Black will dismiss all cases against Gov. Whitmer involving the virus response. Much to my surprise Detroit and Wayne County are ahead of Toledo and Lucas County in the vaccine distribution shots to African Americans. This was highlighted on Toledo News TV a few weeks ago.

This is Black History Month so I hope we as African Americans will use every opportunity to advocate for fair distribution of the shots to our community.



Paul Hubbard gets his first shot

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Imagination Station and Toledo Public Schools Collaborate for Virtual STEM Education

New grant offers education for students and teachers; Engaging science videos are accessible to all for free

At a time when the word “virtual” has become a way of life, the need for new online learning opportunities is growing. Toledo Public Schools and Imagination Station are collaborating on two initiatives to support STEM (science, technology, engineering, math and medicine) education within TPS and beyond.

The first collaboration is a grant from the Ohio Department of Education and Philanthropy Ohio through the Collaborative Fund for Educating Remotely and Transforming Schools that enhances virtual learning opportunities. The \$100,000+ grant will be implemented in the first half of 2021 and include four key components:

- * Virtual field trip about “Forces and Motion” for fifth grade students at TPS

- * Forces and Motion science kits for every fifth grade student at TPS

- * “Picture Yourself in STEM” livestream events, connecting TPS third, fourth and fifth graders to a diverse network of professionals working in STEM fields

- * Professional development opportunities for TPS teachers focused on new methods for teaching STEM topics virtually

“As TPS teachers and students have worked hard to embrace a virtual learning environment, this grant and our partnership with Imagination Station will only enhance and streamline the opportunities for our kids to learn about STEM topics,” said Romules Durant, EdD, CEO/Superintendent of Toledo Public Schools.

The second collaboration expands the use of science videos outside the walls of TPS. Last summer, TPS and Imagination Station partnered to produce a series of 13 videos that bring STEM topics to life for TPS students

– regardless if they are learning in a school setting or virtually. As of today, the videos are available to anyone, anywhere, at no cost. With thanks to TPS, all 13 videos are currently available on the Imagination Station website. The videos may be viewed by teachers in other school districts, homeschoolers, or lifelong learners. Each video is designed to meet Ohio curriculum guidelines for students in Kindergarten through 8th grade, and includes an introduction of a science topic followed by a demonstration and hands-on activity for the viewer to complete.

“These two initiatives enhance STEM education for today’s students, who are tomorrow’s STEM professionals,” said Lori Hauser, CEO of Imagination Station. “We appreciate the opportunity to partner with TPS and embrace virtual learning opportunities that deliver on our mission to spark a passion for the sciences.”

“We are going to continue to go after grant funds and help feed these initiatives – we have to be more creative today more than at any other time,” said Durant.

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... continued on page 11



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Wilberforce University Adds Kimberly Hardy Porter To Adult Academic Degree Ranks

Kimberly Hardy-Porter, PhD, is the new director of the CLIMB (Credentials for Leadership in Management and Business) Program at Wilberforce University, located in Wilberforce (Greene County), Ohio.

The Wilberforce alum earned a bachelor of arts degree in mass media/communications and advanced degrees in education from Northcentral University.

Delivering extensive experience in both communications and education, Dr. Porter made the career change from communications and public relations to education, teaching as a licensed English/Language Arts teacher for grades four-12 and as an ESL teacher at Columbus State Community College.

Her main goal, she says, is to make the CLIMB program the premier, accelerated degree plan of action for adult learners. "I am honored to return home

to 'The Force' to serve my alma mater," said Hardy-Porter. "I am excited about this opportunity, the future of CLIMB, and the future of Wilberforce."

A CLIMB applicant must be an older working adult with a minimum of 45 semester hours with a maximum of 72 semester hours of transferable credit with a 2.0 GPA or better from an accredited college or university.

To apply: 844-849-2405, or wilberforce.edu/climb

Wilberforce University was founded in 1856 and is the nation's oldest, private, historically black college (HBCU). Located in Greene County, Ohio near Dayton, the four-year, accredited university is a member of the United Negro College Fund, the Ohio LINK Library Consortium and the NAIA Athletic Conference. According to HBCU.com, Wilberforce is one of the top five HBCUs in the Midwest.

Keeping the Lights On for Afterschool Programs

Special to The Truth

Afterschool programs help students succeed in school and in life and provide invaluable support to communities. As we've seen this year, these programs play an especially important role when students, families, and communities are struggling.

Programs across the country have stepped up in the pandemic, providing virtual educational activities, delivering meals and enrichment kits, helping families bridge the digital divide, connecting people to social services, and continu-

ing in-person care for the children of essential workers and first responders.

Unfortunately, a large majority of afterschool programs that were open in the fall of 2020 report they are straining to meet the needs of the students and families they have long supported. National surveys of parents and afterschool providers conducted by Edge Research for the Afterschool Alliance, a nonprofit awareness and advocacy group, find that programs and parents are challenged by virtual learning; program budgets are inadequate to address new safety protocols and students' emerging needs; and students from low-income families are now less likely than others to have access to afterschool programs.

To underscore the value of afterschool programs and the need to invest in them, the Afterschool Alliance recently organized the 21st annual "Lights On Afterschool," the only national rally for afterschool. It took place throughout

...continued on page 13

Next Great Read... continued from page 10

ing new friends and conversation. With 12 different book groups that meet via Zoom once a month, there is a genre and meeting time for all!

Resolve to Read - It's not too late to sign up for Winter Read which runs through Feb. 28. Collect a prize for reading and logging at least two books. Every additional book you read and log also increases your chances of winning a grand prize.

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 ** Based on customer experience reviews shared online at www.hartford.com/arp as of April 2019.
 † The gift offer is good for first time responders who provide a valid email address. Responders will be sent an email to confirm the gift. All responders in IL, IN, MI and PA who do not provide an email address are still eligible to receive the gift. The gift offer is not available in CA, HI, MD, MA or TN, but residents may still request a quote. The gift is available only up to limited times only. Please allow 4-7 weeks for delivery. Subject not included. † If you are age 50 or older, once you're insured through this Program for at least 60 days, you cannot be refunded or cancel as long as applicable premiums are paid when due. Also, you and other customer drivers of your vehicles must retain valid licenses, remain physically and mentally capable of operating an automobile (not applicable in WA), have no conditions for driving while intoxicated and must not have obtained your policy through related reinsurance. Benefit currently not available in HI, IL, MI, NC and TX.
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Eastern Michigan University Celebrates Black History Month

In honor of Black History Month, Eastern Michigan University is offering a number of virtual open-to-the-public events that will help to celebrate and reflect upon Black history. The theme for EMU's 2021 Black History Month celebration is "A Tribute to our Blackness."

A round up of the February Black History Month events and how to attend them virtually is below:

Thursday, February 11:

• **6 p.m. "Black Excellence in the Workplace: Financial Literacy":** CORE will virtually host presenter Tasha Danielle for its "Black Excellence in the Workplace: Financial Literacy" event.

Danielle is a CPA. She founded Financial Garden during her journey of eliminating \$80k of debt before the age of 30. Tasha's grandmother taught her about the importance of finances at an early age which influenced her to become a financially responsible millennial.

After working with youth for several years, she realized that there was a lack of financial literacy in the community. As a result, Tasha decided to plant seeds of financial literacy at every age by formally founding Financial Garden in 2014. Financial Garden recently received national recognition from Essence and Pine-Sol for all the impact being made with students in Detroit and surrounding areas.

To attend the event, contact Allacia Gibson, CORE graduate assistant, at agibso20@emich.edu for the ZOOM link.

Thursday, February 18:

• **6 p.m. Black History Month Jeopardy:** The EMU Queer & Trans People of Color Collective (QTPOCC) is hosting Black History Month Jeopardy with the chance to win prizes.

The event will be hosted via ZOOM. Those interested can contact Nakia Lemon atnlemon1@emich.edu for the link.

6-8 p.m. "The State of Civil Rights in America: What Does the Future Portend?": The EMU Africology and African American Studies department will host an event titled, "The State of Civil Rights in America: What Does the Future Portend?" The event will feature speaker Mark Fancher, staff attorney for the ACLU's Racial Justice Project, a program that aims to preserve and extend the constitutional rights of people of color.

Fancher has lectured across the country and written extensively on issues

that include racially disproportionate rates of incarceration; racial discrimination against public school students of color, racial profiling, attacks on the democratic rights of communities of color and abusive police practices, the U.S. military presence in Africa, political repression in the U.S., and the land and resource rights of traditional indigenous communities.

The event will be hosted via ZOOM. The link to the virtual event and passcode can be found on the Africology and African American Studies homepage.

• **6:30-8:30 p.m. Star Lecture Series:** The EMU Honors College will host the second event in its Winter 2021 Star Lecture Series, titled "An Ordinary Black Woman's Journey toward Social Justice and Empowerment."

Presented by Peggy Trewn, an EMU nursing professor, the event will focus on social justice and empowerment. Her discussion is framed by the influence of real-life experiences, specifically through her work with Black women in advocacy for survivors of domestic violence, mentoring, raising cultural awareness, and more, which shaped and enhanced her own personal journey.

Trewn will also explore the politics of everyday life using the lenses of race, gender, and class. She will share how understanding the politics of ordinary experiences can orient us toward struggles for justice and equity.

For more information on the series, visit the Honors College Star Lecture Series homepage, where the ZOOM link for the event can also be found.

Wednesday, February 24:

• **7 p.m. "Who Will Save American Democracy? The Role of Women, Young Voters and People of Color in American Politics.":** EMU Campus Life, CORE and the VISION Volunteer Center will host a ZOOM event titled, "Who Will Save American Democracy? The Role of Women, Young Voters and People of Color in American Politics."

As America becomes younger and more diverse, we can predict that an inevitable political shift will occur. What will that shift look like and what will be the long-term impact on democracy? Will identity politics play a role in unifying and/or widening the political divide in America? How will the new majority save and/or expand American Democracy?

LaTosha Brown, a contributor to The New York Times op ed page and a fellow at the Institute of Politics at Harvard's Kennedy School of Government, will serve as the speaker, exploring these questions and more. As co-founder of the Black Voters Matter Fund organization, LaTosha is dedicated to increasing the political power of Black people.

To attend the virtual event, please pre-register on the webinar registration page.

Eastern Michigan University's social channels will also be featuring individuals throughout the month within the EMU community who have paved the way for our students, faculty, staff, and overall EMU community. Features will include conversations about Black History, Black History on Eastern's campus, and more with Regent Jeffries, Regents Simpson, Regent Dr. Kimbrough Marshall, Regent Ford, Greg Peoples, Dr. Rema Reynolds, and more! All interviews will air via the EMU Facebook page and Youtube channel.

Thursday, February 25:

• **4-5:30 p.m. "Lost Opportunity: Willis Ward, the Strike at Willow Run, and the Rise of Civil Rights Unionism in Detroit.":** The EMU History Section will host "Lost Opportunity: Willis Ward, the Strike at Willow Run, and the Rise of Civil Rights Unionism in Detroit," a talk that explores the fraught relationship between African Americans in Detroit who pushed for economic inclusion and racial equality and Willis Ward, a former racial pioneer in sport, during his controversial tenure directing hiring practices at the Ford Motor Company in the late 1930s and early 1940s. Dr. Tyrann Steward, Assistant Professor of History at Williams College and EMU History Alumnus, will be the speaker.

Specifically, it scrutinizes Ward's brand of conformist politics to reveal a long history in which pioneering black athletes struggled to reconcile their burgeoning sense of individuality



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... continued on page 13

Just As I Am by Cicely Tyson with Michelle Burford

By Terri Schlichenmeyer
The Truth Contributor

Man, you're picky.

That's not always a bad thing, either. You know what you want so you choose deliberately, carefully, with plenty of thought behind it. What's right for you is right for you and you won't take anything less. As in the new memoir *Just As I Am* by Cicely Tyson (with Michelle Burford), folks will just have to deal with it.

Born in New York City a few days before Christmas 1924, Cicely Tyson's first real memory was of a place, one where her parents fought, physically and verbally, over her father's infidelities. She was sensitive to everything she heard in the next room as she and her brother and sister slept on a pull-out couch, and she recalled times when she tried to stop the brawling.

She was a good church-going girl then, and while her mother had ideas for Tyson's future, young Cicely knew she wanted a life that was different than that of her mother. Though she loved "the arts," she decided to become a hairdresser but before she could graduate from high school, Tyson became pregnant and was made to marry the baby's father.

Later divorced, she was working downtown when someone approached her on her lunchtime, asking her if she was a model. When she said, "no," he told her that she should be one. Almost like in the movies, that led Tyson to a friend of a friend who signed her to an agency and there, she was spotted by someone else who knew of a movie director who hired her for her first role. He instructed Tyson to shave ten years off her age.

"Six decades would go by," she said, "before I let the public in on what was frankly never any of their business."

And that line should give you most of the encouragement you need to want

Keeping The Lights On... continued from page 11

the fall and included local, state, and national events – many of them virtual this year – showcasing the skills students hone and talents they develop at their afterschool programs. From virtual STEM fairs and art contests to car caravans and letter-writing to isolated nursing home residents, events focused on academics, civic engagement, STEM education, social and emotional well-being, bullying prevention, mental and physical health, and more.

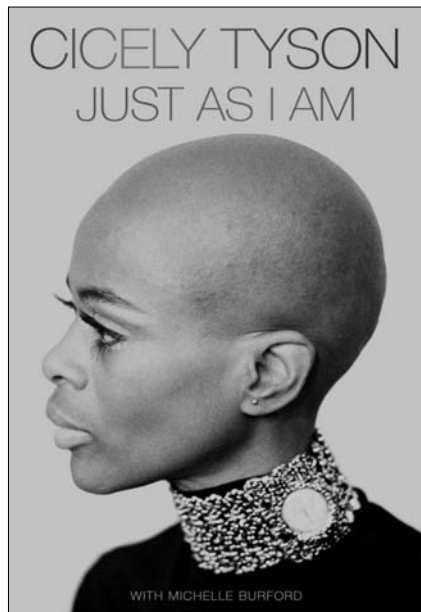
"The strength and resilience afterschool programs demonstrated in 2020 was remarkable. Despite scarce resources, programs found ways to help students through what has been, for many families, the hardest of times," says Jodi Grant, executive director of the Afterschool Alliance. "However, there aren't nearly enough afterschool programs to meet the need, especially now, with so many schools functioning virtually and with school schedules changing without warning. We need to invest much more in afterschool and summer learning programs."

To learn more about the Afterschool Alliance and "Lights On Afterschool," which will next be held on October 28, 2021, visit afterschoolalliance.org.

"In normal times, afterschool programs help students succeed by keeping them safe, inspiring them to learn, and by supporting working parents," says Grant. "During a pandemic, the support they provide is even more essential."

Courtesy StatePoint

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Harper Collins
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416 pages



to read "Just As I Am." Nobody could ever accuse the late actor Cicely Tyson of being shy.

Even so, she wrote (with Michelle Burford) that she was initially a quiet child, and this, framed by a childhood tainted by Jim Crow racism and a stormy relationship with her mother, make up the bulk of the first half of the book. Tyson also wrote of a dangerous innocence that led to early motherhood; on that, she declines to call her daughter by name, which is an interesting aspect that differs from the usual Hollywood memoir.

One other way that *Just As I Am* stands out from the usual: while Tyson name-drops here, it comes across less showy and more familiar, which is refreshing. Her lengthy – and carefully-managed, award-winning career – makes up the latter half of this book, as do tales of her loves, including the red-hot, on-again/off-again, frustrating romance with musician Miles Davis.

For fans of Cicely Tyson's work on stage and screen, this is a thorough look at more than just that career. Biography lovers will also want to know that if you're ready for your next book, *Just As I Am* is the one to pick.

Black History Moment... continued from page 8

Jackson's liberal platform included such items as: creating a Works Progress Administration to rebuild infrastructure, scaling down the War on Drugs, eliminating Reagan tax cuts, cutting defense spending, sanction South Africa as an apartheid nation, declaring a nuclear freeze, re-instituting Roosevelt-era New Deal farms programs, creating a single-payer universal health care system, ratifying the Equal Rights Amendment, increasing federal funding for public education, enforcing the Voting Rights Act and supporting formation of a Palestinian state.

With the exception of the South Africa sanctions issue, none of Jackson's proposals made it into the Democratic Party platform in either 1984 or 1988 but virtually all are still pushed by the progressive wing of the Party and Jackson's political influence has not waned over the years.

Black History Month... continued from page 12

and success with their membership in a subordinated group, thereby slowing the very push for racial equality that their perceived activism within the athletic arena purportedly secured. The talk also demonstrates how his marshalling of the FMC's discriminatory practices, especially his efforts to rebuff black women seeking wartime employment, became a crucial turning point in shaping labor-civil rights unionism inside Detroit.

The event can be watched via ZOOM. Please contact Ashley Bavery with any questions at abavery@emich.edu. The series is part of the departments Speaker Series. Details about the series and future events can be found on the History Speaker Series homepage.

For more information on EMU events, visit the EMU Today calendar.

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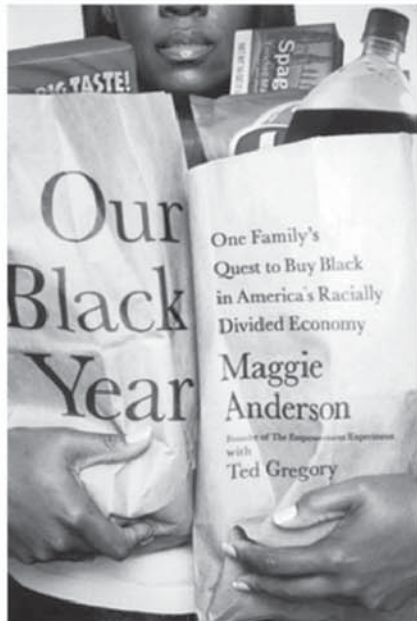
www.blackbeatmusicgroup.com

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THE TOLEDO BLACK

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Toledo's First Online Source for African-American Owned Businesses (419) 243-0007

Our Black Year
One Family's Quest to Buy Black in America's Racially Divided Economy
Maggie Anderson
Journal of The Entrepreneurial Experience with Ted Gregory

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Standard booking fee for Profit and Non-profit, Event Planner available upon request
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www.TheTruthToledo.com

CRUSADERS OF CHRIST CHURCH Presents **Youth & Young Adult 4th Sunday**

Have you been feeling the nudge to develop your life more spiritually but aren't quite sure how to begin? If so, this theme-enriched and spirit-filled experience is designed just for you. Visit us on Facebook - I have a special video message for the serious pursuer!

Youth & Young Adult 4th Sunday
When: Every 4th Sunday
Time: 11:00 am
Where: Crusaders for Christ Church
919 Woodville Rd.
Toledo, Ohio



Crusaders for Christ Church • www.crusadersforchristchurch.org

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Annual Membership available and receive complimentary Bookings Church and Organizational Bookings welcomed
Free Wi-Fi
BOOK YOUR EVENTS NOW!

CLASSIFIEDS

February 10, 2021

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LEAD NATURAL CONSERVATION ASSISTANT AND NATURAL RESOURCES CONSERVATION ASSISTANT

Metroparks Toledo has openings for seasonal Lead Natural Conservation Assistants and Natural Resources Conservation Assistants. Must be 18 or older with high school diploma or equivalent and valid driver's license. \$12.00/hr. for the Lead Conservation Assistants and \$11.00/hr. for the Natural resources Conservation Assistants. Some training or coursework in environmental sciences or natural resources management preferred. Some outdoor work experience with natural systems, forestry or horticulture preferred. Go to www.MetroparksToledo.com to view detailed position description and job requirements. Must apply online. EOE

REQUEST FOR PROPOSALS GUTTER MAINTENANCE, REPAIR, & REPLACEMENT SERVICES RFP21 - R005

Lucas Metropolitan Housing (LMH) will receive proposals for **Gutter Maintenance, Repair, & Replacement Services**. Received in accordance with law until **March 4, 2021, 3:00 PM ET**. See documents: www.lucasmha.org; 201 Belmont Ave., Toledo, OH 43604; or 419-259-9446 (TRS: Dial 711). Affirmative Action and Equal Employment Opportunity requirements (Executive Order #11246). This contract opportunity is a Section 3 Covered Contract and any Section 3 Business Concerns are encouraged to apply.



PARK SERVICES RANGER

Metroparks Toledo has openings for part time and full time Park Services Ranger for community policing and some park maintenance. Part time up to 24 hours per week, \$14.96 per hr. Full time Ranger, \$19.92 per hr. Certification as a Peace Officer in the State of Ohio is required. Go to www.MetroparksToledo.com to view detailed position description, job requirements and to apply.

BAKERS NEEDED

Jera's Heavenly Sweet is seeking bakers who have extensive, professional, "from scratch" baking experience. Bakers should be passionate, able to cut or multiply a recipe with ease, multitask, and effectively communicate. To apply, send your resume to heavenandsweet@gmail.com

DIVERSITY, EQUITY & INCLUSION SERVICES NEEDED

The Mental Health & Recovery Services Board of Lucas County (MHR SB) seeks to fund and invites proposals from qualified individuals or organizations for consultation and training services to provide diversity, equity, and inclusion (DEI) services. Proposed services will support the sustainable achievement of MHR SB goals throughout the next phase of its DEI efforts. Proposals are to be delivered no later than 5:00 p.m. ET on February 26, 2021. Submit all questions to crs@lcmhrsb.org. Find details regarding the upcoming bidder's conference, project deliverables, and submission criteria in the RFP Framework located on the MHR SB's website <http://www.lcmhrsb.org/publicnotice/>.

MANOR HOUSE PROGRAM AND EVENTS ASSISTANT

Metroparks Toledo is looking for an outgoing individual to provide excellent customer service for park visitors and program participants through positive and engaging experiences. Must be at least 18 years of age and have a valid driver's license.

Must have completed some college course work in history, education, communication, or related program or equivalent work experience. Some experience in customer service, and public speaking. Experience leading public programs preferred. Seasonal position through December. May include some weekends, holidays, and evenings. Up to 35 hours per week. \$9.87/hr. Go to www.MetroparksToledo.com to review complete job description and to apply. EOE



Police Officer Sylvania Township, Ohio Entrance Examination Announcement

Sylvania Township is testing to establish a pre-eligibility list for the position of Police Officer. The Township will be using National Testing Network to administer this test. Starting salary \$30.07 per hour. To review the requirements, qualifications and to schedule a test, go to www.nationaltestingnetwork.com/publicsafetyjobs

Testing centers are located around the country; you can choose a date, time, and testing center of your choice. Home/virtual testing is also available. You must complete the test and have your scores sent to Sylvania Township Police by March 19, 2021.

Please visit www.sylvaniametroparkspolice.com for more information on the application process. All potential employees will be required to pass a physical fitness test, interviews, background investigation, physical examination, drug and nicotine screens, and psychological evaluation. The Sylvania Township Police Department is an equal opportunity employer.



Account Executive

Buckeye Broadband is looking for a qualified candidate to fill an Account Executive position. The Advertising Sales Account Executive is responsible for prospecting new clients and the selling of multi-platform Buckeye Broadband advertising to local advertisers. The Advertising Sales Account Executive is responsible for achieving agreed upon productivity levels and revenue goals.

Minimum Requirements

- High school diploma or the equivalent – required
- Minimum 2 years of previous outside sales experience – required
- Intermediate computer skills with the ability to use the Internet – required
- Experience working with Excel, PowerPoint and Word – preferred
- Familiarity with contact management applications (such as salesforce or other CRM) – preferred

Core Competencies

- Agile – Embraces change; adaptable and flexible; sense of urgency;
- Innovative – Uses critical thinking; Creativity; Continuous learning; Challenges the status quo;
- Customer Focused – External/Internal; Creates the exceptional customer experience; demonstrates a sales and service mentality;
- Collaborative – Teamwork, Proactive knowledge sharing, Constructive Conflict;
- Accountable – See it, Own it, Solve it, Do it; Hold each other accountable.

Benefits at Buckeye include:

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| Free Cable (in our service area) | Opportunities for Advancement |
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Apply online today!

BuckeyeBroadband.com/Careers

Buckeye Broadband, TeleSystems, and Metro Fiber & Cable Construction Co. are equal opportunity employers (EOE).

Toledo Black Agenda... continued from page 7

• Paid groups of people that generally are professionals who are structurally organized are called institutions. They include government agencies and private business, as well as schools, etc. They can all be valuable resources. The assets of these institutions help the community capture valuable resources and establish a sense of civic responsibility.

- Place based assets – PEOPLE LIVE HERE FOR A REASON.

• Land, buildings, heritage, public and green spaces are all examples of assets for the community. Every place where people choose to be was chosen for good reasons, and whilst people remain those reasons remain. A place might be a center of natural resources, a hub of activity, living skills, transit connection or marketplace. Whatever the strengths of a place are, the people of the community will be the closest to understanding it.

- Connections – INDIVIDUALS CONNECT INTO A COMMUNITY.

• Asset Based Community Development recognizes that the exchange between people sharing their gifts and assets creates connections, and these connections are a vital asset to the community. People whose gift is to find and create these connections are called connectors. It takes time to find out about individuals; this is normally done through building relationships, person by person. The social relationships, networks and trust form the social capital of a community. ABCD recognizes the value of these assets, and is a practical application of building relationships to increase social capital.

- Focus on mixed-income based communities

- Discourage black flight
 - Build amenities for families
 - Improve parks and recreations within black communities
 - Bike trails and lanes
- Improve Shopping options that are close to home
 - Grocery stores within 2 miles of home
- Increase pride in the community
 - Alternative security and promote safety
 - Promote cleanliness and lawn care



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When you're having a heart attack, every second counts. Don't hesitate; call 911.

ProMedica offers expert heart care. Our team of heart specialists are here for you.

Learn heart attack symptoms at promedica.org/heartcare.



- Home maintenance and repair classes
- Tax education
- Improve Housing Stock and options within black communities
- Tackle housing supply constraints and affordability
 - Create tax incentives for first-time buyers, buyers that renovate dilapidated houses, and renters moving into homeownership
 - Use opportunity zone investments for developers/builders to build condo communities within those areas.
- Rezone areas with large lots of unused land for factory-built homes and manufactured and modular homes
 - “some cities have taken bold actions to reform zoning and land-use regulations. Factory-built housing production, like manufactured and modular housing, could also increase homeownership affordability and supply.... Contrary to common perception, recent research highlights that some manufactured homes appreciate at similar rates as site-built homes. Manufactured housing has evolved and could be an affordable solution for helping black families get on the path to homeownership.” Urban Institution, Alana McCargo - five-point plan to improve black homeownership.
- Blight elimination Plan for impact of community safety and livability
- Information for renter and homeowner support regarding rehab/ renovation and taxes

THE TOLEDO BLACK AGENDA

Addressing Six Critical Pillars Vital to the Success and Equality of the Black Community

PREPARED BY THE UNIFICATION COALITION

GET TO KNOW YOUR METROPARKS One Year, 19 Parks, 19 Hikes!

Join the Metropark Hikers for a journey in nature. No previous experience needed, we will teach you. Sign up for an upcoming hike and learn how to *Get Outside Yourself!*

Saturday, March 6 at 3 p.m. at Glass City Metropark
 Saturday, March 20 at 3 p.m. at Toledo Botanical Garden

For registration or for more information, call Customer Service at 419-407-9700.

Connect with us on

MetroparksToledo.com