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Advocating, Informing and Promoting Small & Minority Owned Businesses since 2009

## Nominations are open for the 2020 OhioMBE Awards

Nominations are open for the 2020 OhioMBE Virtual Awards. The OhioMBE Awards recognizes Ohio's Top MBEs, FBEs, Family Businesses, Veteran Business, and their advocates. The sixth annual ceremony will be held on Oct. 28.

The OhioMBE Awards will be followed by a small business conference, geared towards youth.

"We want to provide instruction and encouragement to our youth to start and grow their own businesses," said OhioMBE publisher Ronda Watson Barber. "Creating generational wealth and fostering an environment of self-sufficiency and promoting a positive lifestyle is the goal of the Youth Small Business Conference.

Nominate a business at <https://ohiombeawards.com/nominate-a-business/> The deadline is Sept. 30, 2020.

The following were recognized for their community work at the 2019 OhioMBE Awards:

- Frank W. Watson Advocacy Award – Marleise Wicker, Franklin County Board of Commissioners; Lynnette Stevens, Ohio Department of Transportation; Terry Bolden, Ohio Department of Transportation
- Publisher's Award – Joy Bivens, Franklin County Job & Family Services; Linda Parks
- Women's Health Advocate Award – Dr. Janae Davis, Licking Memorial Hospital
- Media Legends Award – Jerry Revish
- Hall of Fame – Bobbi Bell-Barthlomew, State of Ohio and Damita Brown, City of Columbus.

The 2020 Honorees include:

- Economic Development Award—Ohio Bankers League, City of Columbus Office of Diversity and Inclusion and Park National Bank
- Frank W. Watson Advocacy Award—Jill Nagy-Reynolds
- Publisher's Award—Columbus Board of Education Member—James Ragland



Media's responsibility is to challenge government

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**Legal Stuff:** The First Amendment protects several basic freedoms in the United States including freedom of religion, freedom of speech, freedom of the press, the right to assemble, and the right to petition the government. It was part of the Bill of Rights that was added to the Constitution on December 15, 1791. *The views expressed in OhioMBE and the media outlets of The 912 Group are solely those of the author and do not reflect the views/opinions of The 912 Group, the editor, publisher, our staff or our advertisers.*

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OhioMBE welcomes letters to the editor from readers. Typed letters of 350 words or less are preferred. Each letter must include name, home address and daytime phone number. Some letters may appear on our website.



CREATING A CULTURE OF INCLUSION,  
INNOVATION, AND IMPACT IN THE PUBLIC SECTOR

OCTOBER 6-8, 2020 | COLUMBUS, OH | 9am - 11:30am

- Governing well is hard. -

The challenges of diverse recruitment and retention, a status quo that hinders innovation, and the delicate balance of varied stakeholder voices and votes all create barriers to the kind of impact-driving change and life-giving culture that those in the public sector want to create.

From our hamlets to the heart of the state's executive office, Ohio's governing bodies could be highly-innovative, best places to work, but are they? Are they curating the kind of culture that brings top-tier talent into our cities, scaffolds and supports that talent, and shapes the next generation of leaders and neighborhoods?

Join thought leaders from all layers of the public sector and beyond to explore 3 key facets toward building the kind of Ohio that:



EXERCISES  
INCLUSION

Cultivating a culture that not only allows for but encourages all community-members to engage in the process of government, for the people, by the people.



DRIVES  
INNOVATION

Cultivating a culture that puts innovation and creativity at the forefront of our work, compelling a high-potential talent pool to come to us and stay with us.



CREATES  
IMPACT

FEATURED SPEAKERS:



Dr. Tiffany Jana  
Founder, Author,  
Speaker TMI Consulting



PRESENTED BY:



OFFICE OF DIVERSITY  
AND INCLUSION

**Ohio General Election Information**

**ELECTION DAY**—Nov. 3, 2020

**In-Person Absentee Voting:**  
Oct 6, 2020 - Nov 2, 2020

**Voter Registration Deadline:**  
Mon Oct 5, 2020

**Deadline to Request an Absentee Ballot:**

Received by Sat Oct 31, 2020  
12:00PM EDT

**Deadline to Return Completed Absentee Ballot:**

In-Person, Received by Tue Nov 3, 2020 7:30PM EST

## Black Business Month : How to Support Fellow Black Startups

By Nahla Davies

According to the U.S. Census Bureau's most recent survey of business owners, there are 2.6 million black-owned businesses in this country, but gross receipts for all minority-owned firms are still well below the average gross receipts for non-minority-owned firms. A huge problem is that despite a collective buying power of \$1.3 Trillion dollars. Very little of that money stays in Black communities or is spent on Black-owned businesses. This is despite a rise in black entrepreneurs in recent years, as well as initiatives like black tech week in Florida that aim to highlight the contribution of black-owned startups to the national economy.



August was National Black Business Month. The month presents a number of opportunities. One is to think about the challenges that black businesses – and particularly black-owned tech startups – still face. Another opportunity afforded by this month is to think about how best we can support black-owned startups.

### The Challenges

In order to understand how best to support black-owned businesses, it's first important to understand the challenges they face.

For instance, one of the major reasons why black-owned businesses still underperform their peers is because little of the money earned by black people stay within the community. Other races and ethnicities in the USA appear to have a strong preference for buying from businesses within their communities. This means that wealth circulates within them to a far greater degree than it does in the "Black economy".

Brooke Stephens, the author of "Talking Dollars and Making Sense," found that a dollar circulates in Asian communities for 30 days, in Jewish communities approximately 20 days, and in white communities 17 days. In contrast, a dollar circulates in the Black community for only six hours.

Some may contend that this is due to black communities earning less in the first place, but this is not the case. Further research shows that between 2013 and 2016, families throughout the income distribution experienced gains in average real income growth. This reversed a trend from 2010 to 2013 when real incomes either fell or remained stagnant for all but everyone on top of the income distribution curve. In other words, it's not that Black people don't have extra money to spend – it's that they aren't spending it in the community.

Research has also found that if higher-income Black consumers

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## There are plenty of businesses you can launch for well under \$10,000 (or even less than \$1,000).

Check out the low-cost business ideas below. Most require little more than a computer, smartphone, and enough of a marketing budget to set up a basic website, print business cards or brochures and place some online ads.

1. **House sitting/pet sitting:** Watching over clients' homes, pets or both while they're on out of town requires literally no equipment. You will want to get insured and bonded to give your clients peace of mind, but other than that, your startup costs are very low. Word of mouth is the best way to grow your clientele, but you can also list your services on a site like the National Association of Professional Pet Sitters or [HouseSitter.com](http://HouseSitter.com).
2. **Consulting:** Turn your previous work experience into a low-cost business by starting a consulting service. You can often tap into previous connections — or even your former employer — for your first clients. (Just make sure you're not breaking any non-compete agreements with your ex-employer.) Your biggest expenses will be marketing your business and joining professional and industry organizations to meet potential clients.
3. **Ecommerce store:** Launching an ecommerce website is a low-cost way to get into retailing. Use drop shipping to save on startup and operating costs: This means you don't buy or store inventory but have products shipped directly from a third party when the customer makes a purchase. Want to keep it *really* low cost? Set up a store on [Amazon](http://Amazon) or [eBay](http://eBay).
4. **Event planning:** If you have a flair for events, are good at managing details and have connections among musicians, caterers, florists, furniture rental companies and other event-related providers, consider an event planning business. Since vendors provide the equipment and customers pay for it, your upfront costs are minimal. Get started by offering to organize a few events for free or at reduced cost to build your portfolio, then use social media and word-of-mouth to grow.
5. **Accounting/bookkeeping service:** If you have a way with numbers and experience as an accountant or bookkeeper, it doesn't cost much to turn your job experience into a business of your own. All you need is a computer and accounting software tailored to your clientele. Specializing in a particular type of client, such as restaurants, retailers or manufacturers, can help you gain an edge.
6. **Mobile automotive detailing:** Who has time to take a car

*See Startups on page 4*

Need to post a job opening? We will email, post, tweet, share and print your information to our 10,000 online subscribers.



Email us at [news@ohiombe.com](mailto:news@ohiombe.com) for details.

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spent at least \$1 out of every \$10 with black-owned businesses, it would generate one million jobs in the Black community. So how can we do that?

#### Look for Small, Black-Owned, Innovative Companies

Historically, one of the challenges faced by black-owned retail businesses has been that they are physically based in isolated areas of our cities. This point was memorably brought home in Maggie Anderson's book "Our Black Year: One Family's Quest to Buy Black in America's Racially Divided Economy", where she recounts the difficulties she faced in merely trying to find black-owned businesses to spend her money in.

In theory, new technologies should allow us to overcome this challenge, but we mustn't be naive. The internet allows us to find black-owned businesses more easily, but these may only appear on the second page of the Google search results, and so choosing them over better-provisioned businesses still requires a conscious choice.

In addition, there is a common misconception that the tech sector is color-blind. AI-driven marketing automation software claims to be free of bias, but research suggests that even robots can inherit our biases. Equally, while the success of black entrepreneurs in the Software as a Service (SaaS) sector is to be applauded, many of these firms avoid making it clear that they are black-owned, presumably to avoid the same kind of discrimination.

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*Startups from page 3*

in to get washed and detailed? That's where your mobile automotive detailing service comes in. You can start small by targeting residential customers at home, or you can service corporate clients — either by detailing their fleets or by providing mobile detailing services they can offer to their employees at work as a perk.

7. **Non-medical senior home-care provider:** Aging Americans prefer to keep living in their homes, and as a senior home-care provider, you can help them do so. You won't provide medical care but help seniors with tasks of daily living, such as cooking, light cleaning and transportation. Make connections with organizations that work with seniors, such as rehabilitation centers, doctors and senior day-care centers, to get referrals to potential clients.
8. **Admissions consultant:** College and postgraduate education are becoming more competitive by the day, and parents are willing to pay for admissions consultants who help students get into the school of their choice. If you have experience as an admissions officer, you're ahead of the pack, but many admissions consultants learn the ropes by getting their children into college. Specialize in a particular niche, such as obtaining financial aid or helping with medical school admission, to make your business stand out.
9. **Residential cleaning service:** Busy two-income families mean ongoing demand for housecleaning services. All you need to get started is transportation, cleaning supplies and a budget for marketing, such as setting up a basic website and printing brochures and business cards. Most housecleaning customers prefer to get recommendations from friends and family, so use referrals from satisfied customers to grow your business by word-of-mouth.
10. **Mobile massage services:** Check with your state's requirements for massage training and licensing; you'll also need to obtain insurance. However, once this is handled, your equipment needs are few—a portable massage table and/or chair, linens, and lotions or oils. You can target individuals and go to customers' homes, take the corporate route and offer mobile massage services to businesses as a perk for their employees, or specialize in areas such as pregnancy massage or sports massage.

Source: [www.score.org](http://www.score.org)

# #bidnotices

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### Be Transparent

Another important and effective way to support black-owned startups is to be open and honest, from within your own business, about how far you are committed to doing so. In other words, making a public commitment to supporting black-owned businesses, collecting data on how you are pursuing this aim, and then making these data public.

Many business owners will, of course, be reticent to share their business account analyses with the general public, and that's normal. After all, balancing your books and getting you ready for tax time is a personal matter.

Several startups start out with a set of key KPIs for their business, and there is no reason that measures to ensure racial justice can't be part of this.

You could, for instance, set a goal that 50% of your business partners will be black-owned. It might be difficult to reach this, of course, but at least making a definite commitment to it will keep it front and center in the minds of your staff.

### Use Your Platform

Finally, if you own a business and are looking to support black-owned startups, you should recognize that you already have a powerful platform that can significantly help out your fellow black business owners.

Giving a mention to the black business partners you work with, either on social media or directly in your marketing materials, is a great way to support them. Many CEOs, in fact, have used the recent pandemic and the necessity to manage their business from home to undertake just this kind of community support initiative.

This process need not be complicated, either. Many of the best web hosts for small businesses will allow you to integrate your website directly into your social media feeds. This makes it easy for your staff to give a shout out to the black-owned business partners you are already working with and allows them to share some of the marketing exposure you have built up.

### The Bottom Line

Black-owned startups face many challenges. Among the most pernicious of these is that the tech sector is color-blind: that the best product or software will inevitably rise to the top, whether it has been produced by a Black-owned or White-owned business. As survey after survey has found, this is not the case.

Instead, achieving change for black businesses in the USA is going to require a conscious effort from all of us. Take just a

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OBDC WORKSHOP

## Certification

# 101

### Need MBE, FBE, EDGE or LEDE Certification?

In this online course, we will discuss the certification process, local certifying programs and what documents to submit with you application

September 10 @ 10 am &  
September 24 @ 2 pm  
Virtual Training



THE CITY OF COLUMBUS  
ANDREW J. GINTHER, MAYOR  
OFFICE OF DIVERSITY AND INCLUSION

FOR MORE INFORMATION  
OHBD.C.EVENTBRITE.COM



*I'd rather go down in history as one lone Negro who dared to tell the government*

*that it had done a dastardly thing than to save my skin by taking back what I said.* - Ida B. Wells

# bid opportunities

To post a bid notice, call 614-522-9122 or email [news@ohiombe.com](mailto:news@ohiombe.com)



Columbus City Schools issues solicitations on a regular basis for goods & services related to food, construction, technology, curriculum, & transportation. Interested vendors should periodically check our website at <http://www.columbus.k12.oh.us/rfp>



ANDREW J. GINTHER, MAYOR  
DEPARTMENT OF DEVELOPMENT

The Department of Development has contracting opportunities in the below areas. Please reach out for more information and bidding requirements.

- Graffiti Removal and Arborist Services. Contact Eric Voorhees (614-645-7934 or [eavorhees@columbus.gov](mailto:eavorhees@columbus.gov)).
- Grass Cutting and Solid Waste Removal. Contact Mike Schwab (614-645-7122 or [mfschwab@columbus.gov](mailto:mfschwab@columbus.gov)).
- Demolition and Asbestos Abatement. Contact Mike Farrenkopf (614- 679-5873 or [mifarrenkopf@columbus.gov](mailto:mifarrenkopf@columbus.gov)) or Seth Brehm (614-645-5659 or [swhbrehm@columbus.gov](mailto:swhbrehm@columbus.gov)).
- Property Maintenance and Miscellaneous Services in November 2019. Contact Audrea Hickman (614-645-8907 or [aehickman@columbus.gov](mailto:aehickman@columbus.gov)).
- Construction trades including: General Construction, Home Improvement, Electrical, HVAC, and Plumbing. Contact Tim Tilton (614- 724-3009 or [twilton@columbus.gov](mailto:twilton@columbus.gov)).
- Lead abatement. Contact Erica Hudson (614- 645-6739 or [ejhudson@columbus.gov](mailto:ejhudson@columbus.gov)).

To register for notifications on upcoming bid opportunities, please visit <http://vendors.columbus.gov/sites/public>.



COLUMBUS  
REGIONAL AIRPORT AUTHORITY

Invitation to remove the Brick Summer Kitchen/Smokehouse at the former Elam Drake Property at John Glenn Columbus International Airport

The Columbus Regional Airport Authority values diversity and inclusion and the impact small and minority-owned firms have on the Central Ohio economy. The Columbus Regional Airport Authority invites you to access the following link: [www.columbusairports.diversitycompliance.com](http://www.columbusairports.diversitycompliance.com) to register to do business with us and to view new bid opportunities and results. Email [BusinessDiversity@ColumbusAirports.com](mailto:BusinessDiversity@ColumbusAirports.com) for questions about the Diversity Programs at Columbus Regional Airport Authority.



COLUMBUS METROPOLITAN  
HOUSING AUTHORITY

COMMUNITY. COMMITMENT. COLLABORATION.

Legal Notice: RFP 2020-010  
Branding/Digital Marketing Agency of Record

The Columbus Metropolitan Housing Authority is seeking Request for Proposal (RFP) for the procurement of Branding/Digital Marketing Agency of Record. The response deadline is Friday September 18, 2020 at 11:00AM. A pre-proposal conference is scheduled for 11:00 AM Friday, September 11, 2020 by Joining Zoom Meeting. Specifications & Zoom Meeting ID may be obtained by visiting our website, [www.cmhanet.com](http://www.cmhanet.com) or by contacting the Purchasing Department of the Columbus Metropolitan Housing Authority at 880 E. 11th Ave, Columbus, Ohio 43211 or by calling 614-421-4434, 8:00 AM–4:00 PM, Monday – Friday.

# #bidnotices

## Register and Vote



# bid opportunities

To post a bid notice, call 614-522-9122 or email [news@ohiombe.com](mailto:news@ohiombe.com)



Pursuant to the provisions of Sections 307.86, 307.87, 307.92, and applicable codes of the Ohio Revised Codes (O.R.C.), public notice is hereby given that submittals will be received by the Franklin County Board of Commissioners, as indicated below: Additionally, public notice is posted online at <http://purchasing.franklincountyohio.gov/>.

The Board of Commissioners, Franklin County, Ohio is seeking bids for Bid Release #1A for all labor and materials to construct the Franklin County Corrections Center following the specifications and procedures in the project manual.

**Bid Release # 1A includes: Bid Package #03D Concrete Foundations & Structure, Bid Package #03E Precast Concrete, and Bid Package #05C Structural Steel.**

Each bid package will be a separate contract.

- **Pre-bid Conference:** September 10, 2020 at 2:00 PM Interested parties are to dial 773-917-3504 and enter participant passcode 398718076#
- **Opening Date/Time:** October 2, 2020 at 10 am Franklin County Purchasing Department Franklin County Office Tower 373 South High Street, 25th Floor Columbus, Ohio 43215-6315
- Bids delivered in-person: Due to the COVID-19 pandemic, Bidders will not be permitted to enter the Franklin County Office Tower in order to hand deliver their Bid directly to the Purchasing Department on the 25th Floor. However, Bids may be delivered in-person to a receptacle box located along the west wall of the Pavilion, 365 South High Street, Columbus, OH 43215. The Pavilion is the main entrance to the Franklin County Court House complex. (See link) <https://facilities.franklincountyohio.gov/Facilities/Facilities/Pavilion>. There are multiple receptacle boxes in this area, so Bidders should take care to deposit their Bid in the receptacle box labeled "Franklin County Purchasing Department". The receptacle box is very similar to a postal service mail box found on street corners. It cannot accept large, rigid boxes/containers such as Fed Ex boxes, UPS boxes or other similar containers. Bids delivered in this manner must be in a sealed envelope (non-rigid) and be able to fit into the receptacle box opening.
- **Estimate:** \$13,494,663.00

See full notice at <https://ohiombe.com/archives/15447>



The Akron Metropolitan Housing Authority is requesting proposals for Playground Equipment Inspections, Repair, Maintenance, and Related Work at Various AMHA Locations within Summit County, Ohio.

Those interested in submitting a proposal for the aforementioned work may obtain the instructions/information package by contacting SE Blueprint, 520 South Main Street, Suite 2411, Akron, Ohio 44311. (330) 376-1689 [akron@seblueprint.com](mailto:akron@seblueprint.com)

Proposals, to be considered, must be submitted in accordance with the requirements of the RFP and received by AMHA no later than 4:00 p.m. (local time) on Tuesday, September 15, 2020.

Akron Metropolitan Housing Authority  
Brian M. Gage  
Executive Director

An advertisement with a light blue background. At the top, the text "Looking for bid notices?" is written in a large, white, serif font. Below this, on the left, the text "WE GOT BIDS!" is written in a large, white, bold, sans-serif font. On the right, there is a graphic of a smartphone screen displaying various social media app icons including LinkedIn, Facebook, Twitter, Instagram, YouTube, and Pinterest. Below the phone graphic, the text "Find us online: Facebook, Twitter, Instagram &amp; LinkedIn" is written in a white, sans-serif font, followed by the URL "OhioMBE.com/bid-opportunities" in a smaller white font.

When you are deciding on the next steps, next jobs, next careers, further education, you should rather find purpose than a job or a career. Purpose crosses disciplines. Purpose is an essential element of you. — Chadwick Boseman



**MAYLON**  
ENTERPRISES, LLC  
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**Mary L. Nutter**  
Owner / Manager  
5195 Hampsted  
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New Albany, Ohio 43054-8331  
Office: 740-791-4070  
Cell: 614-562-8409  
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www.maylonenterprises.com

OHIOMBE

# NOT GETTING OHIOMBE IN YOUR INBOX? CHECK YOUR SPAM!



Don't miss out on our weekly update.

[OhioMBE.com](http://OhioMBE.com)

## Why you should get your business certified?

There are several reasons why you should get your business certified:

1. Some entities have purchasing goals. Only certified businesses can participate.
2. Certification adds legitimacy to your business. You have gone through a process that has determined that your business is owned and controlled by a minority, woman or disadvantaged business.
3. Certification can afford you loan and bonding opportunities. The State of Ohio has loan and bonding programs specifically for certified minority owned businesses.
4. Certification can be a marketing tool for your business. You can add your certifications to your marketing materials, business cards, website, etc. Many consumers like doing business with veteran, minority or woman owned businesses.
5. Certification can be used in the private sector. Many companies don't have a certifying program but in an effort to have supplier diversity, will accept the certifications from some governmental agencies.

Attend a class and learn how to get your business certified. Visit [OHBC.eventbrite.com](http://OHBC.eventbrite.com) for the upcoming class schedule.

OBDC WORKSHOP

## Certification 101

### Need MBE, FBE, EDGE or LEDE Certification?

In this online course, we will discuss the certification process, local certifying programs and what documents to submit with your application.

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FOR MORE INFORMATION  
[OHBC.EVENTBRITE.COM](http://OHBC.EVENTBRITE.COM)

## Need a meeting with Central Ohio's Top Organizations?

OHIOMBE **VIRTUAL**  
PROCUREMENT FAIR  
September 16, 2020

Save the date! Make  
new contracting  
connections



Small business owners get  
15 minutes appointments to  
meet 1-on-1

[OhioMBEProcurementFairs.com](http://OhioMBEProcurementFairs.com)



*The only difference between a hero and the villain is that the villain chooses to use that power in a way that is selfish and hurts other people.—Chadwick Boseman*



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## LegalShield



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Independent Associate

Small Business, Employee Benefit Specialist

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Email: KnowYourRights@blestbiz.com

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## IDShield

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OhioMBE can announce your next business event, employment notice or news item in an exclusive email blast.



We will also post it on our Facebook, Twitter and LinkedIn Pages.

news@ohiombe.com | 614.522.9122

Publisher from page 5

little extra time to find a black business for your purchases, and you will not only have supported the community but will also be investing in it.

Source: score.org

Nahla Davies is a software developer and technical writer. She is devoted to educating the world about software and the role that it plays in the world around us.

### Questions to ask those seeking elected office

1. What have you done for Black-owned & minority businesses during your career?
2. What do you promise to do for Black-owned & minority businesses if elected?
3. What Black-owned & minority business do you regularly purchase products or services from?
4. Why should Black-owned & minority business owners vote for you?
5. How important is Black-owned & minority business development to the overall Ohio economy?
6. Are minority business set-asides and goals in city/county/state government still important and why?
7. What can the city/county/state do to improve its purchasing with minority businesses?
8. What should minority owned businesses do to get city/county/state contracts?
9. Is there anything else, aside from contracting that the city/county/state can do to assist MBE's?
10. Who are the major contributors to your campaign?

# Support Black Businesses

www.OhioMBE.com

# Ohio Diversity Network

Sunday, September 6, 2020 at 8:30pm

[Licking County NAACP – Free screening of Good Trouble by John Lewis](#)—Newark

Thursday, September 10, 2020 at 10:00am

[OBDC: Certification 101](#)

Tuesday, September 22, 2020 at 2:00pm

[OBDC – OBDC Construction Academy: Bookkeeping for Contractors](#)

Wednesday, September 23, 2020 at 2:00pm

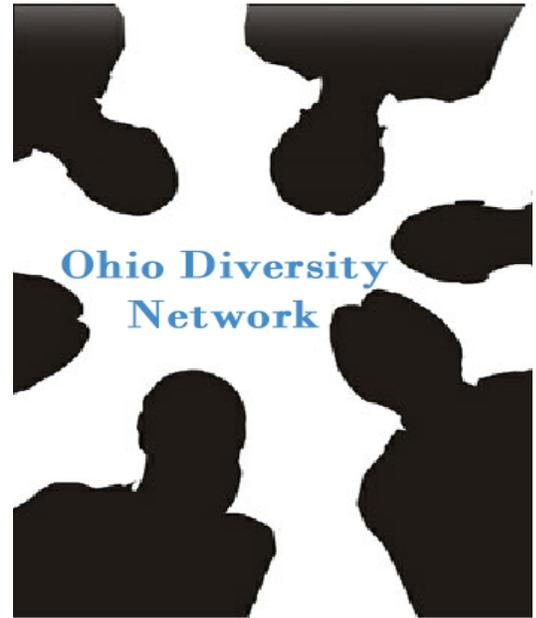
[OBDC – How to Write a Great Capability Statement](#)

Thursday, September 24, 2020 at 6:00pm

[OBDC: Certification 101](#)

Tuesday, September 29, 2020 at 2:00pm

[OBDC – OBDC Construction Academy: Bookkeeping for Contractors](#)



Hosting a business event?

Did you know you can  
post it on  
[OhioDiversityNetwork.com](http://OhioDiversityNetwork.com)?

Email: [news@ohiombe.com](mailto:news@ohiombe.com)  
for login information

*OhioDiversityNetwork.com is  
sponsored by:*

THE CITY OF  
**COLUMBUS**  
ANDREW J. GINTHER, MAYOR

OFFICE OF DIVERSITY  
AND INCLUSION



## ONLINE TRAINING

SEPTEMBER 22 & 29

# OBDC Construction Academy



## Bookkeeping for Contractors

Best practices for maintaining financial records of the business along with the tools you need to accomplish this. Business bookkeeping is required for many reasons including accurate reporting of income and expenses, tax compliance, and knowing your financial picture.

[OHBDC.EVENTBRITE.COM](http://OHBDC.EVENTBRITE.COM)



Franklin County  
**BOARD OF  
COMMISSIONERS**  
Service. Progress. Excellence.



**#BLACKLIVESMATTER**

**Breonna Taylor**

2020

**MBE Ohio**

*Virtual*

**Awards**

10-28-2020