

Ohio's Largest Black-owned Business Newspaper

**FREE**



**February 15, 2021**

Published by The 912 Group, Ltd.

Ronda Watson Barber—Publisher/Editor-in-Chief

Volume 12—No. 3

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



YESTERDAY, TODAY, TOMMOROW

**OHIOMBE.COM**

**Small Business is Good Business**



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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.

## Columbus Stand Up! Expands Rideshare Program to help residents access COVID vaccines

Columbus, OH— Columbus Stand Up! has announced it is expanding its rideshare program, which drove hundreds of voters to the polls during the 2020 elections, to provide rides to Central Ohioans to get COVID vaccines. Volunteer drivers and riders will be able to sign up through the CSU website, after which they'll be linked with an available volunteer driver to get them to their vaccination site. For residents needing support in booking an appointment, the CSU! website will also provide information about where and how to make an appointment for the vaccine.

Note: The site will not allow you to book an

appointment directly from the website.

Columbus Stand Up! is a non-profit, fiscally sponsored by the Working Families Party, dedicated to mobilizing people in Central Ohio to serve the community, engage in the political process, hold elected officials accountable, and advocate for policies that will ensure everyone in our community can lead a stable life. In 2020, Columbus Stand Up! made a significant impact by hosting four citizen forums on important issues like police accountability and energy policy and also developed a ride to the polls program that was hugely successful in turning out the vote in the general election.

For more information, check out [www.columbusstandup.org/vaccine](http://www.columbusstandup.org/vaccine).

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## Are you looking to expand your company's capabilities? Have you considered the new technology of operating Unmanned Aircraft Systems (UAS)?

The Ohio Department of Transportation (ODOT) is offering FREE e-learning courses that provide the fundamental knowledge needed in preparing for the Unmanned Aircraft Systems (UAS) Remote Pilot Certification Exam. This is a great place to start for individuals who would like to fly UAS for work-related applications.

Here are just a few of the areas where you can apply your drone certification skills:

- Surveying of property
- Surveying and inspection of roads, bridges, buildings, telecommunication structures
- Public Safety and Homeland Security
- Filmmaking/Photography
- Delivery/Fulfilment

Interested in completing these e-learning courses?  
Please visit [learning.transportation.ohio.gov](http://learning.transportation.ohio.gov).

**Still not sure if this training is for you and your company?**

ODOT is hosting a webinar on  
Thursday, March 4 from 1:30 p.m. to 3 p.m.  
where attendees can learn more about the training, hear from a representative of the Ohio UAS Center, and others that utilize drones for various operations.

# #bidnotices

# publisher's note

## Happy Black History Month!

By Ronda Watson Barber  
Publisher



Black History Month continues. I have been celebrating the accomplishments of Black folks all month.

- Did you see Congresswoman Stacey Plaskett fiercely and elegantly defend our Constitution during the second impeachment hearings of the racist Donald J. Trump? She is Black Girl Magic!
- Did you see Congressman Joe Neguse comprehensively make the case for impeachment?

- Dr. Michael Obeng rescued the Gorilla Glue Girl and her head harden tresses.
- Amanda Gorman continues to make her voice heard. The young poet again wowed audiences with her Super Bowl verses.

I have increased my library. I am reading books by Black authors. Charles Bow's "The Devil You Know: A Black Power Manifesto" Stacy Abram's "Lead from the Outside: How to Build your Future and Make Real Change," and Eddie S. Glaude Jr.'s "Democracy in Black: How Race Still Enslaves the American Soul.

I salute the sung and unsung folks who are contributing to Make and Be Black History! Salute!

### Columbus City Schools finally release 2019-2020 LEDE numbers.

The state's largest public school district finally responded to my request for the LEDE utilization numbers. I forwarded two emails to the Chief Operations Officer to get the information. The district AGAIN failed to meet the 20 percent purchasing goal as stated in the board policy. The policy states: *The Board affirms its commitment to its "Equity Policy." The School District seeks to include LEDEs in all aspects of its contracting for construction, professional and non-professional services and procurement of goods and supplies activities by adopting this statement (this "LEDE Statement"). Specifically, the LEDE Statement seeks to achieve the goal of awarding to LEDEs School District contracts and procurements which represent at least twenty percent (20%) of all dollars spent on an annual*

See Publisher on page 12

## Different Ways to Support Black-Owned Businesses

Supporting black-owned businesses can help build relationships and boost community morale. With that said, what are some ways to show love to the businesses you love?

Below are thirteen ways to celebrate and support black-owned businesses:

- **Start With Visibility**—One of my big beliefs for most businesses is that visibility is huge. Having and supporting black-owned businesses only happens when we know about them. The best way to support them is to sponsor these businesses and organizations but also to make it a point to feature them too. It could be sharing social media posts or having them on a podcast or blog but getting the opportunity to get more "eyeballs" is huge.  
-Gresham Harkless Jr., [CEO Blog Nation](#)
- **Ask What They Need**—A simple, yet effective way to support Black-Owned businesses and organizations, especially during this economic hardship, is to simply ask. Once you've identified black-owned businesses in your community that you'd like to help, reach out to the owners and ask how you can best support them. Many might be hesitant, but keep asking! Every business's needs are so unique, and everyone needs different levels of support. Getting specific and making a conscious effort to reach out will go such a long way. -Michael Staton, [Lyon Shield Security](#)
- **Be Intentional**—Small businesses and entrepreneurs have been longtime economic drivers and wealth builders in our society. Supporting Black-owned businesses throughout the year can help stabilize a community and create more opportunities for meaningful savings, property ownership, credit building, and generational wealth.  
  
It is important to be intentional about providing support beyond the holidays and throughout the year. Support can come in the form of making a purchase, referring others, engaging on social media with tags, shares, and comments. Subscribe to the company's email list and submit a positive review. Be an advocate for the small business.  
-Nicole A. Thomas, Nicallyss Creative Group
- **Share With Your Social Circles**—It's not rocket science. A simple yet impactful action is to patronize black-owned small businesses. There are thousands of black-owned small businesses that fulfill a plethora of consumer needs, from bookstores to specialty candle shops. Nonetheless, there's an even greater action that you can take if your wallet won't allow the expense: share the business with

See Support on page 10



## Looking for business news?

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# #employohio

### What are microaggressions?

Microaggressions—comments or actions that subtly and often unconsciously or unintentionally invalidate, discriminate against or show prejudice toward people based on race, religion, gender identity or sexual orientation—are endured by many employees on a daily basis, according to Aaron Barth, founder of Dialectic, an organizational culture firm. They include being interrupted or talked over during meetings, having your abilities or judgment second-guessed and questions like, “Where are you really from?”

Why are they so harmful?

For one thing, microaggressions can have a big impact on your company’s ability to attract diverse talent: According to a 2020 McKinsey survey, 39% of job applicants have decided against pursuing or accepting a position because they believed an organization would not be inclusive. Those numbers are even higher for LGBTQ+ applicants (50%), ethnic or racial minorities (45%) and women (44%).

Why is training important?

If workplace microaggressions aren’t addressed and are allowed to build over time, they can undermine perceptions of inclusion and reduce teamwork, wellness, engagement and productivity, Barth says.

*See Microaggressions on page 7*

The 912 Group is pleased to announce the launch of [OhioContractorConnection.com](https://ohiocontractorconnection.com). The website and mobile app is a collection of Ohio’s top small businesses, resource service providers, and business news. There is a focus on construction contractors.

“A lot of people are looking to do business with Black-owned companies. The [OhioContractorConnection.com](https://ohiocontractorconnection.com) is a vehicle to do that,” said The 912 Group owner, Ronda Watson Barber. “I am excited to again provide access to small businesses to contracting opportunities, particularly Black owned businesses.”

[OhioContractorConnection.com](https://ohiocontractorconnection.com) will be available on GooglePlay soon. Small businesses are encouraged to list their businesses.



# Advertise your business HERE!



# EmployOhio

## Police Officer – City of Worthington, Ohio

Looking for a challenging public service career in a vibrant central Ohio community?



The City of Worthington will accept test scores for Police Officer through March 31, 2021. Interested candidates must complete testing through the National Testing Network to be considered in the City of Worthington's 2021 Police Officer hiring process. The City will pull the top 10-15 scores submitted by February 15, for initial review and consideration but will continue to accept and review test scores through March 31, 2021. All Candidates are asked to complete the NTN Personal History Questionnaire (PHQ).

The City of Worthington does not require a Physical Abilities Test as part of this hiring process, however, any candidates that will need to go through a law enforcement academy will be subject to the Ohio Peace Officer Training Commission (OPOTC) minimum physical standards.

More information at [www.worthington.org](http://www.worthington.org)



Come join a mission-focused organization with a vision for a com-

munity that is both environmentally safe & resourceful. Put your passion for recruiting and outreach to work with the team at SWACO!

We're hiring an HR Specialist to focus on recruitment and diversity outreach and the ideal candidate will have at least 3 years of relevant experience. Your skills and knowledge will be leveraged to lead our employee hiring and onboarding and assist in creating best practices for outreach and championing SWACO diversity and inclusion initiatives.

SWACO's HR Specialist will be:

- Experienced in full cycle recruiting
- Passionate about diversity and inclusion efforts and energized to be a change agent
- Knowledgeable in HR laws and practices
- Comfortable speaking and presenting in front of others
- Enthusiastic about SWACO's mission and vision for the future

<https://www.indeed.com/job/hr-specialist-recruiting-and-diversity-outreach-591767db7f7533ca>



Colgate Operator Technician



[jobs.colgate.com](http://jobs.colgate.com)



Colgate Maintenance Tech

These positions will learn to operate and/or troubleshoot machinery in our Cambridge Ohio Plant. Operator Tech 1 at \$19.90 per hour and our Maint Tech 1 at \$29.02 per hour. Growth advancements are possible and our benefits are excellent. Relocation is available for qualified candidates. Please click the link to learn more about these roles and apply. Scan the codes for more info.

# EmployOhio



Come join a mission-focused organization with a vision

for a community that is both environmentally safe & resourceful. Put your passion for writing, web development, digital strategy & love of the environment to work with SWACO's Innovation & Programs team.

We're hiring a communications administrator with at least 3 years of relevant communication experience to join our small (yet mighty) communications team. Your skills and knowledge will be leveraged to develop gold standard communications which educate the public about the value of a public landfill as well as the many benefits of increasing our waste reduction, reuse and recycling activities.

SWACO's Communications Administrator will be:

- A strong writer able to transform complex information into easy to understand & interesting content with exceptional attention to detail.
- Highly experienced at utilizing a variety of proprietary content management systems to create web content.
- A pro at creating strategic & engaging social content.
- An individual who prides themselves on staying ahead of emerging on-line trends in order to leverage them in an engaging and educational way on behalf of a public organization & brand.
- A talented & energetic public speaker.
- Adept at planning & meeting deadlines.
- Someone who cares about the environment & helping others.

See if you have what it takes. Review the position description here and find the link to apply: <https://www.indeed.com/job/communications-administrator-8a109e4209b00396>



***We black folk, our history and our present being, are a mirror of all the manifold experiences of America. What we want, what we represent, what we endure is what America is. If we black folk perish, America will perish. - Richard Wright***

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



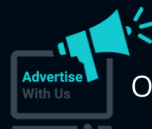
Email us at [news@ohiombe.com](mailto:news@ohiombe.com) for details.

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### KEEPING YOU INFORMED



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We will email, post, tweet, print and share your business card size ad in OhioMBE & our media outlets.

*Your customers are looking for you*

# 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>



## 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 [mlfarrenkopf@columbus.gov](mailto:mlfarrenkopf@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 [ahickman@columbus.gov](mailto:ahickman@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>.



OPERATION: FIX IT – SECURITY UPGRADES – BEECHCROFT HIGH SCHOOL, COLUMBUS ALTERNATIVE HIGH SCHOOL, MARION-FRANKLIN HIGH SCHOOL, AND WALNUT RIDGE HIGH SCHOOL

Sealed bids for the above-referenced project will be received by the BOARD OF EDUCATION, City School District of Columbus, Ohio, Office of Capital Improvements, 889 E. 17th Ave, Columbus OH 43211, until Friday, March 5, 2021 at 10:00 a.m. More information can be found on the District's website at <http://www.columbus.k12.oh.us/rfp>. The plans and specifications are on file with Franklin Imaging.



## COLUMBUS METROPOLITAN HOUSING AUTHORITY

COMMUNITY. COMMITMENT. COLLABORATION.

Legal Notice: IFB 2021-001  
Moving Service (s) for Post  
Oak Station I & II

The Columbus Metropolitan  
Housing Authority is seeking

Invitation For Bid (IFB) for the procurement of Moving Service (s) Post Oak Station I & II. The response deadline is Friday March 12, 2021 at 3:00PM. A pre-bid conference is scheduled for February 25, 2021 @ 11:00am and will be held on Zoom. The 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.

*Microaggression from page 4*

How do I implement it?

Successful microaggression prevention training shifts behavior rather than simply raising awareness, according to Barth. Training should be brief, happen regularly, and involve real-world scenarios where employees learn how to recognize and avoid microaggressions. For example, a couple of times a week, present employees with a realistic situation, and have them decide what they would do or say, then show the consequence of (and give feedback about) that action.

**Be Black  
Buy Black  
Think Black**

and everything else will take care of itself!  
- Marcus Garvey



**What the people want is simple. They want an America as good as its promise.**—Congresswoman Barbara Jordan

# bid opportunities

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



## INVITATION FOR BIDS

Separate sealed bid proposals for each Bid Package listed below will be received by the

Akron Metropolitan Housing Authority at 100 West Cedar Street, Akron, Ohio 44307 until 2:00 p.m. local time on MONDAY, MARCH 8, 2021 at which time and place all bids will be publicly opened and read aloud for:

LAWN CARE MAINTENANCE SERVICES, LANDSCAPE ENHANCEMENTS AND RELATED WORK at VARIOUS AMHA LIPH LOCATIONS WITHIN SUMMIT COUNTY, OHIO

- Bid Package #1 – William E. Fowler, 681 Payne Avenue, Bon Sue, Saferstein Towers 1, Saferstein Towers 2
- Bid Package #2 – Pinewood Gardens

Bidders may bid on as many or as few of the bid packages as desired. Separate contracts will be awarded for each bid package.

Specifications can be purchased at SE Blueprint, Inc. located at 520 South Main Street, Suite 2411, Akron, Ohio 44311 (330) 376-1689. Please email ([akron@seblueprint.com](mailto:akron@seblueprint.com)) or call with quantity requests and notice will be provided when documents are available for pick-up.

An email link for the above mentioned specifications is available at the Subcontractors Association NEO, 637 Vernon Odom Blvd., Akron, Ohio; Akron Urban League, Minority Business Assistance Center, 440 Vernon Odom Blvd., Akron, Ohio; the Builders Exchange of Canton, 5080 Aultman Rd., North Canton, Ohio; Builders Exchange of Cleveland, 9555 Rockside Road, Suite 300, Cleveland, Ohio; and the Ohio Construction News, 7261 Engle Road, Suite 304, Cleveland, Ohio. A list of plan holders can be obtained from SE Blueprint's website @ [www.seblueprint.com](http://www.seblueprint.com)

See complete bid notice at  
<https://ohiombe.com/archives/16413>



**BUILDING CRAFTS, INC.**  
Contractors | Engineers

Building Crafts, Inc., an equal opportunity employer, is soliciting bids from INDOT certified

DBE, MBE, and WBE subcontractors and suppliers for the **Sellersburg WWTP Rehab & Expansion** in Sellersburg, IN which bids on **February 26<sup>th</sup>, 2021**. Items of work to be subcontracted or supplied include, but are not limited to the following: demolition, ready-mix concrete, concrete repair, rebar material, rebar labor, precast concrete, curing, sealing, mortaring, masonry, miscellaneous metals, structural steel, metal joists, cold-formed metal framing, rough carpentry, wood trusses, thermal and moisture protection, damp-proofing, caulking, sectional overhead doors, hollow metal doors/frames, painting, gypsum board, acoustic ceilings, signage, fire extinguishers, toilet room accessories, painted steel laboratory casework, metal building systems, plumbing, HVAC, electrical, earthwork, clearing, erosion & sedimentation control, asphalt, fencing, seeding, landscaping, aggregate, steel sheet piles, process piping, valves, process integration, process & handling equipment, bridge crane, wastewater equipment. Bidding documents can be obtained through [www.lynnimaging.com](http://www.lynnimaging.com) or by calling **Ben Call at (859) 781-9500**. Submit quotes by 8 AM on February 25<sup>th</sup>, 2020, by email to [estimating@buildingcrafts.com](mailto:estimating@buildingcrafts.com) or by fax at (859) 781-9505.

All bids should include a completed Form 6100-3 DBE Subcontractor Performance Form.



**Ohio Contractor  
Connection**

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

# OhioMBE.com



# bid opportunities

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



"Attention Certified MBE/  
WBE/DBE via DOT, SBA, or  
Other"

Kokosing Industrial, Inc. is preparing bids for the Hap Cremean Water Plant Intake Structure & Low Head Dam Improvements project in Columbus, Ohio which bids March 3, 2021. We are seeking quotes for any portion of the project listed that you are qualified to perform or provide supplies for which includes the following: **Photographic Documentation, Asbestos Abatement, Concrete Reinforcing, CIP Concrete, Structural Steel, Misc. Metal Fabrications, Aluminum Handrails and Railings, Rough Carpentry, Sheathing, Sheet Metal Flashing and Trim, Caulking, Hollow Metal Doors and Frames, Overhead Doors, Glazing, Painting, Plumbing, HVAC, Electrical, Instrumentation and Controls, Clearing, Dewatering, Asphalt Paving, Fencing, Landscaping, Diving, Cranes and Hoists.** Bidding documents can be examined online by emailing Sonja Nichols at [snichols@kokosing.biz](mailto:snichols@kokosing.biz) for the link. Please have your quote Steve Ehret by 12:00 PM March 2, 2021: e-mail [sae@kokosing.biz](mailto:sae@kokosing.biz) or Fax 614-212-5711.

"Kokosing Industrial is an equal opportunity employer."



## LEGAL NOTICE

### OPERATION: FIX IT – INDEFINITE QUANTITY CONTRACT – ASPHALT PAVING

Sealed bids for the above-referenced project will be received by the **BOARD OF EDUCATION**, City School District of Columbus, Ohio, Office of Capital Improvements, 889 E. 17th Ave, Columbus OH 43211, until Friday, February 19, 2021, at 10:00 a.m. More information can be found on the District's web site at <http://www.columbus.k12.oh.us/rfp>. The plans and specifications are on file with Franklin Imaging.



## LEGAL NOTICE

### OPERATION: FIX IT – SECURITY UP- GRADES – CRANBROOK ELEMENTARY SCHOOL, MOLER ELEMENTARY SCHOOL, WESTMOOR MIDDLE SCHOOL, YORKTOWN MIDDLE SCHOOL AND COLUMBUS CITY PREPARATORY SCHOOL FOR BOYS

Sealed bids for the above-referenced project will be received by the BOARD OF EDUCATION, City School District of Columbus, Ohio, Office of Capital Improvements, 889 E. 17th Ave, Columbus OH 43211, until Friday, February 19, 2021 at 2:00 p.m. More information can be found on the District's web site at <http://www.columbus.k12.oh.us/rfp>. The plans and specifications are on file with Franklin Imaging.



We're Open

## CITY OF COLUMBUS PLANROOM

1393 E. Broad Street - Suite 104

**OHBC.org**

614-645-5663 (office) 912-290-2112 (office cell)

**Mondays & Wednesdays from 1 to 4 pm**



your social circles! A good marketing campaign is a vital yet sometimes costly asset, and for a newly-minted small business, a large factor in their start-up success. So share the business with your friends, family, and cohorts; the more people who are aware of the opportunity to buy from a hardworking, black-owned small business, the better. Even greater, it doesn't cost anything to share! - Desiree Cunningham, [Markitors](#)

- **Build a Relationship**—Building a relationship with Black Owned Businesses (BOB) is the key to support; so that we don't just become a checkmark on someone's good deeds list. That's what true support and partnership look like for allies. Support looks like taking the time to get to know the BOB, not just kicking a few social media tags our way. And yes, support also looks like spotlighting BOBs in posts, newsletters, interviews, blogs, podcasts, etc. but not just one-and-done, let's network and get to know each other. I don't want your support just because I'm Black; I want it because you believe in me and my business's mission, vision, and values. -[Mel Rhoden](#), Life Purpose Coach
- **Invest In Them**—What is one way to support black-owned businesses and organizations? The greatest way to support black-owned businesses and organizations is financial. Find a business or organization that provides a service or sells a product that you enjoy, appreciate or need and spend your money there. Financial stability is the true key to economic empowerment. When a black-owned business thrives that leads to more jobs and a stronger workforce, not only for economically distressed areas but, in affluent communities as well. An equitable business sector is a strong business sector. -Lloyd Hopkins, [Million Dollar Teacher Project](#)
- **Write & Share a Review**—Support your favorite businesses by leaving an online review on sites like Google, Yelp, and more. Share your review on social outlets. By expressing your support through a review, your favorite businesses can rise in rankings for localized searches for services and products. -[Taneika Farmiloe](#), Registered Nurse
- **Share a Seat at The Table**—Be open to inviting black-owned business owners to your networking events and group meetings. This simple gesture is a great way to help share business resources with new black-owned business owners helping them get deep-rooted in other business social circles and expand their customer reach. Sharing these resources helps bring an alternative thought process into your network and club as well. It is always good for other communities to see that they share the same hurdles or successes with other communities' leaders and business owners. LT Ladino Bryson, [vCandidates](#)

See Support on page 11

## 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 [OHBDC.eventbrite.com](https://ohbdc.eventbrite.com) for the upcoming class schedule.

# #bidnotices

Keep up-to-date  
at  
[OhioMBE.com](https://ohiombe.com)

- **Provide Equal Access To Funding**—Historically, there has been a concerted effort to ensure African-American owned businesses remains at the bottom. As we move forward in history, I feel supporting an African-American owned business has more to do with ‘mindset’ which impacts practical actions. On the practical side, consumers should look more at the product versus the owner or ethnicity of the product. As a publisher with a line of business bags and totes, I’ve experienced customers in shock once they learned who actually owns the company. Some in disbelief that a ‘Black woman’ owns the company. For lenders and investors, provide equal access to funding and networks; get rid of the notion that a product won’t work because of its owner. If a company has an increase in sales year after year without funding, imagine its acceleration with financial backing.  
-Vikki Jones, [VMH Publishing](#)
- **Offer Mentorship and Resources**—A close second behind spending your money with Black-owned businesses and organizations is time. If you have the expertise, technical skills, learned experiences, or a network that can benefit a business owner, Google Black-owned businesses in your area or reach out to organizations supporting them and share one or more of these value adds to their table. With more access to a diverse range of resources, networks of capital, or potential partners or clientele will help Black entrepreneurs and organizations tremendously with building their respective businesses further or pivoting in more innovative ways because they have a strong support system with access alongside them each step of the way  
-Naji Kelley, [BLNDED Media](#)
- **Understand Internal Structure Differences**—To fully support black-owned businesses, whether financially or otherwise, individuals and organizations must be determined to break through every single barrier that blocks the intended support. And they must do so with the same speed and consistency they exhibit when working with larger, Fortune 500 conglomerates. Understanding that many small, black-owned businesses do not have the same internal structural capacities as those corporations who historically have been successful in gaining support to scale their businesses is key. Allies should intentionally search for ways to balance the marginalization of black-owned businesses by listening to black entrepreneurs’ needs and challenges. Once identified, supporters must implement policies that change the discriminatory structure immediately, rather

*See Support on page 12*

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

**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, Instagram and LinkedIn Pages.**

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# Support Black Businesses

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

than continuing to sideline watch those businesses struggle and possibly, eventually shut down.-T Strong, [Dirty Soles Footwear Group, LLC](#).

- **Coaches and Patrons**—Black-owned businesses need more access to capital, more coaching, and more people spreading the (positive) word about them. A racial wealth gap undeniably affects Black business owners, leading to less access to capital and cash flow, which leads to a difference in the profitability between their businesses and those businesses owned by their counterparts.

Organizations should support Black-owned businesses by limiting the hurdles that can impede these businesses' ability to access the necessary capital to operate and thrive. Understandably, though, creditworthiness and a business's profitability projections factor into gaining access to said capital; as such, Black-owned businesses would benefit from access to quality coaching to help them understand how to create businesses they love, that others will also love, and that lenders will want to support. Finally, Black-owned businesses need patrons to add them to their list of go-to places and tell others about their incredible work.-Bridgett McGowen-Hawkins, Professional Speaker

- **Include Them In Your Daily Life**—There's a ton of ways for me to support black-owned businesses and organizations. The first and most basic is purchasing things that I need on a day-to-day basis from black-owned businesses. From hair care to skincare, food and drinks, and everything else that I need and use daily, I'll make sure to get from black-owned businesses. Then, I'll also look at investing in organizations that support African-American businesses and communities, including non-profits. Finally, I can also become a mentor or coach for people of color. -Phillip A. Lew, [C9 Staff](#)

Source: score.org

*Publisher from page 3*

*basis by the School District for contracting and procurement purposes (the "LEDE Participation Goal"). The School District is committed to ensuring that all citizens and/or lawfully admitted permanent residents in the School District community who are qualified contractors, subcontractors, professionals, suppliers and other service providers have a fair and equitable opportunity to participate in the contracting and procurement activities of the School District.*

For the school term 2019-2020:

- 53 LEDE businesses received contracts
- 32 Black-owned businesses received \$8,721,641.37 in contracts
- 8 white-owned businesses received \$9,013,958.69 in contracts
- The district spent \$121,802,261.92 overall
- \$20,021,430.44 was spent with LEDE businesses
- The total percentage of LEDE spend was 16%

I emailed the Board of Education President asking her to pen a statement regarding the 2019-2020 LEDE spend. The response appears to be crafted by the communication department. It was the typical pitiful rhetoric provided by Columbus City Schools over the years when questioned about the LEDE procurement numbers. The response does not deserve publication.

Are Black LEDE vendors receiving a fair and equitable opportunity in Columbus City Schools? Black LEDE vendors, simply expect the district to live up to the board policy.

Just my thoughts.

*To the litigious: 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 U.S. Constitution applies to Black Americans as well. 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, families, or our advertisers.*



# Ohio Diversity Network

Wednesday, February 17, 2021 at 11:00am  
[OBDC – Certification 101](#)

Tuesday, February 23, 2021 at 10:00am  
[Cleveland SBA – 8\(a\) Business Development Program Information Session](#)

Wednesday, February 24, 2021 at 11:00am  
[OBDC – How to Market your Certification](#)

Tuesday, March 9, 2021 at 2:00pm  
[OBDC – How to Write a Capability Statement](#)

Tuesday, March 23, 2021 at 2:00pm  
[OBDC – How to Market your Certification](#)

Wednesday, March 24, 2021 at 10:00am  
[Cleveland SBA – HUBZone Program Information Session](#)

OBDC WORKSHOP

## How to market your certification

You are certified! (Congratulations)  
Now What?

Learn next steps to maximize your MBE, FBE,  
DBE, EDGE or LEDE certification

- February 24 @ 11 am
- March 23 @ 2 pm

[OHBDc.eventbrite.com](https://OHBDc.eventbrite.com)



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AND INCLUSION



*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

## Support Black Media



Hosting a business event?

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## Networking Presence

By Chi Chi Okezie

A great deal of networking involves both verbal and non verbal communication. Sharing ideas, connecting with others and establishing a personal brand are key factors to being successful. Whether you are attending an in-person or virtual event, the way you show up is critical. What type of impression do you want to send or leave? How do you want to be perceived overall? How can you remain memorable and top of mind?



Listed below are simple tips for effectively influencing your networks and communities.

**#1: Exude Confidence.** Refrain from imposter syndrome and believe in yourself. Understand your value and contribution to your professional and personal networks. Take the time to explore your abilities, skills and attributes. Market those abilities in your networking processes and methods for linking with individuals or organizations. Create affirmations for promoting a growth mindset. Showing confidence is a positive step in building trust, being memorable and supporting others.

**#2: Be Reliable.** Respect can be given and taken away. You should not demand it but earn and build on it. Part of being respected is being reliable. It impacts trust and motivates relationship building. People are more apt to refer, recommend and introduce you to their networks when they know you are dependable. Strive to be steadfast by following through, aligning your words with your actions and displaying professionalism.

**#3: Show Potential.** A key aspect of good networking is business, professional and personal development. Networking offers access to resources, opportunities and connections for advancement. Use these tools to reach your potential and make a meaningful difference. Whether it is creating solutions or advocating for causes, lean into your capabilities. As well as, maintain a sense of constantly evolving and progressing.

Use these various tips to enhance your networking following. Grow, develop and advance in your endeavors for ongoing success. Recognize your value and seize moments to make significant impact and positive change.

Chi Chi Okezie is owner / producer of SIMPLEnetworking, LLC in Metro -Atlanta, GA, USA. Visit the SN Official Website: <http://www.snseminars.com> to read excerpts of her books, sign up for her newsletter and follow her blog and social media. Also, take online networking courses: <https://simplenetworking.thinkific.com> to gain tips and techniques to network more efficiently.

# **#BLACKLIVESMATTER**

**Tamir Rice**

**Breonna Taylor**

**Casey Goodson Jr.**

**Andre Hill**