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# The Gazette

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### On the Homefront:

It's Beginning To Look A Lot Like Murder!, by Kurt Kleinmann, is a murder-mystery comedy presented live in Black & White, opened November 2, 2001, and will run through January 5, 2002. Tickets are available through Pegasus Theatre. The Late Show on New Year's Eve includes Black & White party favors, Champagne after the show, a light Black & White appetizer buffet, and of course the show. For more information, call 214-821-6005.

Plano Repertory Theatre (PRT) presents Schoolhouse Rock, Live! The production will run through December 9 at the ArtCentre Theatre located at 1028 15th Place in Historic Downtown Plano. Performances are Thursdays at 7:30 p.m., Fridays and Saturdays at 8:15 p.m. and Sundays at 2:15 p.m. Tickets range from \$10-\$30 and can be purchased over the phone by calling the PRT box office at 972-422-7460.

Quad C Theatre presents the light-hearted romantic comedy Beau Jest by James Sherman. "This show will appeal to everyone during the holidays. It's a terrific show for families," said Brad Baker, Director of Theatre at Quad C. Beau Jest will be presented in the Black Box theatre, 2800 E. Spring Creek Parkway in Plano with performances December 6-8 and 12-15 at 8 p.m. and matinees on December 9, 15, and 16 at 2:15 p.m. Tickets are \$8 for general admission, \$6 for students and senior citizens (55+). Group rates are available. Free admission with a donation of a large brand new stuffed animal for Adam's Animals, a local non-profit agency that donates new stuffed animals to children in the pediatric ward at medical City in Dallas. For more information, call 972-881-5809.

On Tuesday, December 11, Mayor Jeran Akers will deliver the state's quarterly membership luncheon sponsored by Parkway Bank and Southwestern Bell. The event is scheduled for 11:30 a.m. at the Plano Centre. The Chamber will also present the ATHENA Award, which honors one of the chamber's accomplished businesswomen. For more information or to register for this event, contact the chamber at 972-424-7547, or rsvp@planocc.org.

Club Generation Success, an organization that works to prepare children socially, academically and economically for college life and adulthood, is having its holiday dinner December 12th. Students and their parents/guardians from Plano, Dallas, Richardson, Allen, Carrollton, Irving, Mesquite and Garland will feast on a five course meal, salute guests and collect funds raised from club members who give up a portion of their allowance to benefit a Haitian orphanage project. If you are interested in attending or want more information, call Denise Edwards at 214-704-9863.

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## Affordable Rent

By Monica Thornton

Cities such as Plano, McKinney, Allen and Frisco have grown rapidly over the last decade, with families from diverse economic backgrounds seeking quieter and more exclusive settings with a town-like atmosphere for their home. People from cities around the world are settling in these towns, enjoying the clean parks and bicycle trails, recreation centers and abundant shopping of the suburbs.

But the growth of the far North Dallas cities has brought with it a sharp increase in property prices for residential sales and residential leasing. And with people from lower economic backgrounds establishing roots in the region, many families and individuals are being squeezed out of the market of safe and decent housing, and left wondering if their economic circumstances will always keep the American Dream at the end of their fingertips, and never within their grasp. However, there is a way for many residents to grow in the Plano community, with the help The Plano Housing Authority (PHA).

The Plano Housing Authority provides rental assistance, utility assistance and is also a referral service for those in need of extra help. Helen Macy, Executive Director of the PHA, said they are "an autonomous government agency funded by Housing and Urban Development (HUD), providing rental assistance to low income families and individuals."

Working primarily through the Section 8 voucher system, PHA is able to help families build their lives by assisting in providing a portion of their rent. Ms. Macy said residents using the system rent through private landlords, and PHA then enters into a housing assistance contract with the landlord. A por-

tion of the rent is paid by PHA, based on income and family composition, according to guidelines established by HUD. Although there is a waiting list, Ms. Macy said the waiting time-frame varies due to people

moving in and out of the area, and she said people already living in Plano do get preference. When funding becomes available, PHA notifies the applicant and educates them on the procedures involved in finding their home.

"Selection of homes is strictly up to the voucher hold-

ers, as landlords are not obligated to accept them.

Ms. Macy said the PHA is also in the process of developing a home ownership program, which will benefit those that are involved in the Family Self-Sufficiency program. She said they are developing procedures now, and hope to have the program in place at the beginning of next year, which will coincide with Plano Housing Authorities 50th year anniversary.

The Family Self-Sufficiency program is also available through PHA, "and is for participants that want to obtain a degree and subsequently find employment and be self-sufficient", said Ms. Macy. Participants have to identify what degree they wish to pursue, and the Housing Authority pays for tuition and books.

"When they (participants) obtain their degree we give them job counseling and other types of counseling that would enable them to no longer be in need of this service", Ms. Macy said.

Plano Housing Authority is located at the Douglas Community Center, 1111 Avenue H, Plano, Texas, and provides waiting list intakes on Friday's from 8:00 a.m. to 12 noon. Housing Authorities are set up by State statutes and are not city departments, but Ms. Macy said the City of Plano does co-operate with them.

For further information, either visit the Douglas Community Center, or contact The Plano Housing Authority at 972 423-4928.



Helen Macy, Executive Director of the PHA

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## Plano City Council Approves New Version of Water/Sewer Rate Plan

Plano City Council approves new version of water/sewer rate plan

After deferring Option 1 of the city's new water and sewer rates, the Plano City Council approved the newly developed Option 3 during their meeting Monday.

According to City Budget Director Karen Rhodes, the third option takes current water/sewer rate structure and passes on the increases, which are 8 cents per 1000 gallons for water and on sewer side there is a 14 percent increase.

Plano receives its treated water (wholesale water), wastewater treatment and solid waste disposal from the North Texas Municipal Water District (NTMWD). Rhodes explained the city council had "originally started out with two options and last week combined structures from Options 1 and 2."

James Park, an executive director for the NTMWD, told Plano City Manager Tom Muehlenbeck that the water district has increased security measures in an effort to protect the safety of its water and wastewater treatment systems. In order to recover those increased costs, the council approved water increases, which will also eliminate NTMWD's water and sewer subsidy.

NTMWD is working closely with the City of Plano, Plano Police Department, County Sheriff's Department as well as the FBI and other federal agencies. The agency's goals as well as the newly adopted goals are intended to promote water conservation.

Both the City of Plano and the NTMWD are implementing a three-step process to improve the security of their respective systems. The first step is detection - the ability of the respective systems to detect a problem. This involves the surveying of all security and monitoring features.

The City of Plano has initiated both physical and procedural improvements intended to minimize the threat of contamination to its water supply. Many are similar to those adopted by the NTMWD.

The city has also increased police surveillance of its pumping stations and storage facilities. The city's Public Works Operations Division recently received a Commercial Security Survey of all its water distribution facilities.

Raw Water Supply - see Plano Water/Sewer Page 5

## AIDS On The Rise In Texas

AUSTIN (AP)

The rate of deaths from AIDS is on an upswing in Texas according to statistics released by the state health department.

The surge in death rates came after three years of dramatic drops in death rates from AIDS and HIV in Texas. The rates climbed in 1999 and 2000, according to the Texas Department of Health.

The AIDS epidemic, now 20 years old, has killed 31,446 Texans. Worldwide, 21.8 million have died since 1981.

Death rates will continue to creep back up without new treatments, more effective prevention programs and stronger adherence to medication regimens, health experts say.

"We need a cure," said Dr. Gary Wernitz, medical director of the David Powell Clinic, Austin's HIV/AIDS clinic. "I want to go out of business."

Wernitz and other public health officials said they expected the virus to eventually become resistant to some of the wonder drugs introduced in the mid-1990s.

Those medications, which

can cause bad side effects, produced the sharp decline in deaths from 1996 to 1998. Wernitz is now noticing that some of his patients are no longer benefiting from the drugs and are reverting to the condition they were in before the medicines appeared on the scene.

Still, more drug abusers and poor and minority people, are being exposed to HIV and are dying, he said.

A disproportionately high death rate among blacks with AIDS also is being reported. Almost a third of the AIDS deaths since 1993 were blacks, who make up less than 12 percent of the state's population, according the Austin American-Statesman.

Some people have developed a false sense of security about the disease and are engaging in risky behavior, Wernitz said. Others are seeking treatment too late to save themselves. Many of the newly infected are younger than 25.

"Most of the guys getting it now don't remember when people were dying all the time," Wernitz said.



Treasury Secretary O'Neill, middle

## Middle East terrorist groups found financially tied to Richardson Foundation

RICHARDSON - Highlighting another significant step in the financial war against terrorism, President George W. Bush and the U.S. Department of Treasury seized the assets of the Holy Land Foundation based in Richardson Tuesday. The foundation advertises

itself as a non-profit, non-political 501 C 3 humanitarian aid and disaster relief organization. Operating out of Bush's home state, Holy Land Foundation is one of 127 entities listed as possible financiers of terrorism and

see HolyLand Page 6



## Government lacks diversity

By RON KAMPEAS  
Associated Press Writer

WASHINGTON (AP) — When it comes to minorities and women, the face of the federal government looks more and more like America. When it comes to promotions, it's a different story.

While their numbers are rising at entry-level positions, the percentage of blacks, Hispanics and women in federal service drops dramatically at times almost by half at crucial mid-management levels where many decisions are made.

Presidents Bush and Clinton have set good examples at the top, civil rights advocates say. Bush leads all presidents except Clinton in naming women and minorities to political appointments. But that progress has not trickled down evenly. "When the decision-makers are white males, they pick those close to them," says Avis Buchanan, an attorney with the Washington Lawyers' Committee, which has handled many class-action personnel suits against the government. "Call it the 'similar to me' phenomenon."

After a wave of lawsuits, settled in the past few years but dating back through the administrations of Clinton, George Bush and Ronald Reagan, some agencies have taken action. The Secret Service, for example, appointed its first black woman supervisor this month. Last year, the Agriculture Department already accused of favoring white farmers in its subsidy policies introduced staff minority advisory councils.

Colin Powell, the first black secretary of state, recently called attention to the place of minorities in the government when he pledged to raise the numbers of Hispanics working at the State Department. "There will come a day when a future secretary of state will be able to stand up here proudly and look at a more diverse work force than we have now," he told Hispanic interns last month.

The government acknowledges that the numbers of Hispanics in its ranks are low. But overall, an Office of Personnel Management report describes the government as the pacesetter in employing minorities. Indeed, the government is ahead of the private sector in employing minorities, and is about level in employing women.

Blacks, 12.9 percent of the U.S. population, make up 17.6 percent of the federal work force, ahead of the 11.2 percent in the private sector. Women, just over half the population, comprise 43.8 percent of federal

workers, not far behind the 46.6 percent in the private sector. But blacks are just 9.7 percent of mid-managers and 7.1 percent of senior managers. Women hold 30.7 percent of mid-management jobs and 24.2 percent of senior management positions.

Why the gap? Minority advocates say promotion incentives meant to reward ambitious workers are sometimes abused by managers to favor white men.

Some recent examples:

In December, a judge approved a \$4 million settlement that said Education Department managers had abused a system designed to give promotions to those who assumed extra responsibilities. Those responsibilities were assigned almost exclusively to whites, the settlement said.

At the FBI, service in tough, SWAT-like teams was often a prerequisite for moving up the ladder but women were discouraged and even blocked from joining such units, according to class action lawsuits brought by women agents in the early 1990s. The agency headed off the lawsuits by changing its promotion practices, said Robert Shaffer, a lawyer for the women. FBI spokeswoman Charlene Sloan said SWAT team experience was never a prerequisite for promotion.

In a 1997 settlement, the Library of Congress acknowledged that a broad exemption to standard promotions procedures introduced by Congress to attract talented outsiders had been grossly abused to favor whites.

In a 1996 settlement with black foreign service officers, the State Department without acknowledging fault agreed to outside supervision of its promotions and to pay compensation. Lawyers showed that plum posts for instance, in Europe were mostly given to whites.

see Diversity Page 4

## When your job affects your health

By: Monica Thornton

Here's a story of three African-American women in different jobs, experiencing stress from different sources and dealing with it in different ways. These women have learned that stress is a part of life in the workplace, but you can put it in its place before it puts you in yours.

Dana (name changed to protect identity) is a 30-year-old Financial Accounting Manager, based in Dallas with an international corporation. She said once she hit supervisor and management level 10 years ago, she has been stressed, but "it depends on the level of management and how many people I have to manage." Her company is going through a 'culture' change to enhance its worldwide performance; thereby bringing change for employees and with change comes stress. However, Dana said she tries to remain calm for her employees. "I can tell when they're tense. Someone may get snappy, so I just sit them down and let them know that I understand their frustration."

She said she sometimes she has to realize that she pushes her staff to do things, but you can't force people to do something. To help her staff be aware of deadlines and meetings, Dana keeps a board and tries to keep it up to date. She also has a quote of the week and holds regular meetings to help her staff voice concerns and keep them aware of new developments. To be there for her staff, Dana often gets to work as early as 4:30 a.m., and stays late. This helps her manage her own workload and monitor the progress of the department. To manage her own stress levels, she said she stays prayerful about everything. She has prayer candles in her office and she said "I have no problem bringing God into my office." She said it's not to force it on her staff, but for her own spirit and peace of mind. Dana's work is deadline oriented, and every month it is panic driven. Along with the prayer candles are Biblical calendars and verses, and relaxing scents. Dana said she also watches her breathing, and before she has to approach anyone or respond to any form of conflict she takes

deep breaths.

For Tricia, a Dallas-based accounting clerk in the food industry, one of her biggest causes of stress at work comes from the unrealistic expectations of her management team. Recently, she was asked to clear a backlog of a year's worth of work from another department, and she was given two days to complete the task. She said she completed the task although she had to take work home and received no thanks from her superiors. "I hate being in a workplace where they don't recognize that their smallest workers are the key-workers," Tricia said.

Tricia said she understands that the VIP's are stressed, but she said they are not in touch with their staff, to understand the needs and concerns of the staff, nor to appreciate the work they do, which, she said, leads the lower paid and lower level staff members to be the most disgruntled. However, for Tricia, she tries not to let the stress get to her. She has an eight-month-old baby boy, and finds peace in playing with him after work, as well as trying to find ways to go back to her childhood and enjoy the simple pleasures that children enjoy. "My baby is my relief, he brings me into perspective. I can't get stressed out about my job, that's not what I'm here for." Tricia has one more class before graduating from University of Houston with a Biology degree, but plans to continue her education to go into child psychology. This also keeps her from internalizing the stress from work, as she knows her present job is not her career choice.

Before she had her baby Tricia worked at a shelter for children where the stress was extremely high because she dealt with such highly emotion-

ally charged situations. She said it was frustrating because she couldn't help the kids the way she wanted to, but she never felt stressed because she felt that in some way she was making a difference. She said she stopped working at the shelter because it was there to make money and not to help the children, which for her became painful. Tricia said she had wanted to pursue pediatrics, but once she took psychology courses and worked at the shelter, she realized she wanted to help children from a different approach. Tricia would rather be doing something she's always dreamed of than doing her current job where she feels unappreciated.

Dallas City Code Inspector, Sarah, gets both pleasure and pain from her work. A self-confessed people person, Sarah said, "I like the job, it gives me a chance to get out and talk to people." However, she commented that the nature of the job is stressful in itself. She said she's out telling people what to do and if they fail to comply you have to fine them and "that automatically provokes animosity," according to Sarah.

In her job, stress comes from citizens and fellow employees. Her job as City Code Inspector was a promotion for Sarah, but she had to fight hard to prove herself, overcoming the favoritism shown toward other employees and the jealousy towards her. She said she made sure she did her work to the best of her ability and did a lot of work. "I had to show them that I could do the work the others did but only better," said Sarah. With citizens, stress comes when they have gross violations, and don't feel the need to come into compliance. Sarah said she has been cussed at and threatened and on occasion has had to involve

the police in these cases.

As a City Code Inspector she drives through her area looking for code violations on personal and business properties and has to respond to violations reported by other citizens. She said it can be easy to see when a house is in violation, and she then has to inform the owner of the work needed to bring their property into city ordinance compliance.

Businesses sometimes have trash everywhere from spillage from the trash dumpsters, and she has to inform the property managers of the steps needed to deal with the issue. She also deals with people who want to park their cars on grassy areas, and then get irate when told they are in violation of city code.

Sarah's job is all about educating the public. "I tell you what the violations are and tell you how to correct them, then we come to an agreement on how much time is needed to fulfill the obligation."

About 40 percent of code violators cause problems, otherwise people can be compliant, but with an overload this can add to an already stressful job. To deal with the stress, she says she prioritizes her work and her personal life. In her office there are family pictures, flowers and plants. She used to have time to go to the gym, but since being so overloaded with work she now works in her flower garden at the house to relieve stress.

It seems that stress is a fact of life in the modern working world. Deadlines, juggling work and personal life, traffic jams and constantly ringing cell phones have become part of a normal routine for many people.

see Health Page 4

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## Textbooks

In 1995 the Texas Legislature rightfully took away much of the power of the state school board to dictate the content of textbooks. Lawmakers didn't imagine that from the inch that remained for the board to maneuver, it would take a country mile.

The only authority left to the board by the legislature was to change or reject textbooks based on factual errors. Recently the Republican majority on the board managed to reject an environmental science textbook for middle schools. It did so not based on factual errors but on viewpoints or impressions that did not sit well with the majority of the board.

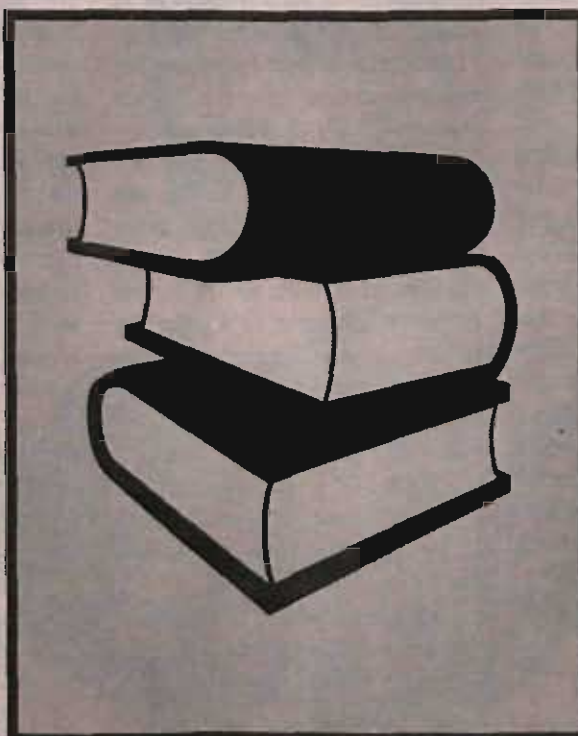
So doing, the board effectively limited the textbook choices for school districts, even though the rejected textbook had met a high standard of review from the Texas Education Agency, Texas A&M science faculty, the Science Teachers Association of Texas and the Texas Science Teachers Leadership Association.

Though a school district can purchase a book not approved by the board, it cannot get state reimbursement for it.

The board also bullied the makers of another textbook to

make changes or face rejection. Were these changes to correct factual error? No. They were to alter nuances or inferences that those in the controlling clique on the board decided were not their cup of tea.

Texas lawmakers need to revisit this matter once again to further reduce the school board's powers, powers which it has shown it can and will abuse.



Texas needs accurate and balanced textbooks. It can have textbooks of that nature and not rely on the state school board to decide on them for local school districts.

To meet this goal, the legislature should borrow a page from Congress, which for years saw the issue of military base

closures snarled by partisan and provincial sniping.

It decided to form a non-partisan base-closing commission and have it make recommendations. Congress could not pick and choose from among the recommendations. It would vote up or down on the commission's report.

Except for the final donnybrook at the state board, Texas' textbook process assures fact and balance. In the case of the science books it involved a panel of over 100 people, mainly teachers nominated by school districts, reviewing a set of six textbooks submitted by publishers. With the help of A&M faculty which also checked the books for fact, the process winnowed the group to three.

Borrowing from the base-closure commission model, the state board should be given one choice after all of this: Up or down. Either the board approves the options available to schools or the textbook process must begin anew and deliver a new slate of choices.

School districts should have choices. State school board members have assumed a position of petty tyranny over those choices. It should stop.

## Acknowledgments

Philemon 4-7



Ron Shaw

A few days ago, I attended a function where one of my friends was acknowledged because of his accomplishments. I noticed that amidst of the crowd of people, they remained obscure. No one noticed them. No attention was called to them. They were just like all the rest of the people that were in attendance. Then, after the host for the evening called his name, he stood and all eyes were on him.

The focus was now no longer on the crowd of people but rather on the individual who had been acknowledged. The crowd sat quietly and yielded to the person acknowledged. To be acknowledged means to be recognized, to make known, to fully discern. As I thought on this event, it occurred to me that there are some things that we possess that never get acknowledged and thus we never realize the benefits of them. If no attention is ever called to the good things in us, the good will lie dormant in our lives and go unnoticed. When someone is acknowledged, they are also empowered to a certain degree. When my friend was acknowledged, he then (at the moment he was acknowledged) had the power to act. He made a few encouraging remarks that seem to lift and inspire the people in that room beyond their present circumstances. His comments seem to give a little more hope than was present before he was recognized.

Our text says that the sharing of our faith is energized,

activated, made effectual or potent through the acknowledgment of every good thing that is in us. This is a very effective tool. As we recognize the good things that are in us by way of Christ, the sharing of our faith is made effective. The goal is that as we share our faith at home, school and in the workplace, God is able to use it to make a significant difference in the lives of people. The reason He put the good things in us is so we can affect the lives of people in a positive way. In sharing this information, I was asked exactly how does this work. I recently asked a group of teens and young adults what their greatest needs were. The list ranged from money to cars, to a place of residence. I informed them that the things they desire had already been granted them in the form of their gifts and abilities. The Bible says that God has given us the power to get wealth in order to establish His covenant in the earth. This is not something He will do but rather something He has done. So let me help you take a giant leap forward in this process.

1st, You must learn what good things God has put in you. It's difficult to acknowledge what you don't know. This can easily be accomplished through a good bible study program that teaches you who you are and what you have as a result of your becoming a Christian. 2nd, after learning what good things you have in you, daily call them up when needed. When talking

with some high school students, I instructed them to verbally acknowledge that God has given them the ability to think clearly and make good decisions. He has given wisdom by way of His spirit. Therefore, before going to school develop a confession of acknowledgment of those good things. He has given the ability to learn and recall what they have learned. Therefore acknowledge them and just as in case of my friend at the function, those gifts and abilities will rise from obscurity and perform their functions. 3rdly, it's important to acknowledge God. Every good and perfect gift comes from Him and must be acknowledged in the light of His benevolence. So my confession, when I'm to speak, "I call for the gift of communication to come forth and help me in sharing the truths of God's Word to the people in such a way that it unlocks the secrets to their success in Christ". Father I thank you and submit this gift to you for your glory and confess that it is perfect only in You". The gift of effective communication always stands up and performs. The sharing of my faith becomes more effective than if I just tried to do it alone.

Do you know what good things are in you through Christ? How many times have you acknowledged them? Or do they remain obscure amidst all of the other things in your life

## Toy Safety

They're so cute-that soft goldfish rattle with the big eyes and that lifelike stuffed kitten that purrs when you pet it. And what child wouldn't love a little toy troll that sticks out his tongue when you squeeze him, a flexible-neck lamp with Tweety's face on its plastic shade or a cool baseball video game that features an electronic home plate, ball and bat?

Unfortunately, the goldfish's sewn-on eyes and the troll's balloon tongue can detach, causing a choking hazard. The water inside the stuffed kitten that makes it "lifelike" is contaminated. The bulb in the lamp is a fire and burn risk. And the video game's electronic bat can separate during a swing, releasing broken pieces that have hit and injured numerous children.

These and several other potentially hazardous items make up a sort of "10 Most Wanted" list for product safety division inspectors from the Texas Department of Health. Each fall-just before the big holiday shopping season-the inspectors visit retail stores around Texas making sure that certain recalled toys are no longer available and giving retailers detailed information about each of the recalled items.

It's called "Toy Sweep," and it's a four-day campaign to educate retailers and remind consumers that certain items have been recalled and are not safe from children. This year's Toy Sweep, which was held in Dallas in November, focused on a sampling of many different products.

Some are choking hazards-toys in which the eyes are not sewn on well or toys that can break, causing small parts to be released. Some are electrical hazards (the lamp). Some are mechanical hazards-bicycles with frames or front-suspension forks that can break during use,

resulting in serious injury, and the bat that can come apart. And one item, a soft toy for babies, has wire that can poke through fabric, causing cuts, scratches and other injuries.

Why these 10 out of hundreds of items that manufacturers, in cooperation with the U.S. Consumer Product Safety Commission, recall each year? TDH tries to select different types of toys with different types of hazards that were distributed in Texas and have been recently recalled. Other criteria considered include whether any injuries were reported and whether a significantly large number of the toys were affected by the recall.

Annabelle Dillard, chief of the field operations and compliance branch for TDH's product safety division, says that manufacturers have gotten better in recent years at getting information about recalled items to retailers. "The problem is that, once a product has been distributed, it's very difficult to get the word out to all the retail outlets," she said. "That is why a recalled product may still be on store shelves."

For their part, retailers are extremely cooperative with inspectors, she adds. "They don't want to sell an item that's been recalled. They actually welcome our inspectors into their stores because they very much appreciate the information that we provide to them and because we can help them prevent the sale of these items."

Educating the public is also an important aspect of the Toy Sweep. Dillard says it's a good time to remind parents of things to keep in mind when they're shopping for toys or evaluating toys they have at home.

"Read the label carefully. It's very important to look at the age levels that are recommended on the package," she

said. Even if you feel your child is advanced for his or her age, skill level isn't the only issue; there are safety considerations as well.

"Look for any hazards associated with the toy. The eyes may not be sewn on very well; they may have points or sharp edges that would not be appropriate for a younger child," she said. "It's important for parents to look at the toy as a whole and determine whether or not it's an appropriate toy for their child."

"Go ahead and buy the accompanying protective gear when you purchase items such as bicycles, scooters and roller blades. That means helmets for bikes and scooters, kneepads, helmets and shin guards for skates, says Dillard.

"If there is more than one child in the household, remember that there will be toys around that aren't appropriate for all ages, abilities and skill levels. It's important to instruct older children how to take care of their toys, especially toys with small parts. Make sure they keep those out of the reach of their younger brothers and sisters."

"Periodically examine your children's toys. It's important for parents to look in their child's toy box regularly, discarding any broken toys and seeing if any of items there could present a choking hazard or are now dangerous," she said. "A toy that was perfectly safe before may have received so much wear and tear that it's no longer safe."

If you find toys you believe are dangerous, defective or mislabeled, call the TDH product safety division at 512-834-6773. Information is available on the TDH product safety Web site at [www.tdh.state.tx.us/beh/ps/](http://www.tdh.state.tx.us/beh/ps/) about toy and product hazards. For more information about all recalled items, consumers can visit the CPSC Web site at <http://www.cpsc.gov>.



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## The Gazette

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Publisher: Thurman R. Jones

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Michael T. Caesar • Vice President Nat'l Sales  
Caprice Blair • Account Executive  
Sales Department: (972) 509-9049 Fax: (972) 509-9058  
Sales/Marketing Email: [trj@swbell.net](mailto:trj@swbell.net)  
Editorial Department: (972) 516-4191 Fax: (972) 516-4197  
Editorial Email: [mon-edit@swbell.net](mailto:mon-edit@swbell.net)

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## Black employees sue Kroger alleging racial discrimination

African Americans and Hispanics in Richardson are apathetic about the two organizations that have been the life blood of their respective communities. So apathetic, in fact, there is no NAACP chapter or a LULAC council in Richardson, despite the fact that African American and Hispanic populations are growing.

Some think that since the actual population of the two groups is still too small to warrant such groups, that's all the more reason to organize. To give those who may need a strong advocate a place to turn in time of need. Both organizations should at least have a presence. After all, most of the other surrounding suburbs have their own chapters, not content to call on chapters in other cities.

It's true that LULAC and the NAACP have a high profile in discrimination issues, but both groups offer more than fighting for civil rights. There is

education issues, housing issues, economic issues. Also a presence would be beneficial for the youth.

On the state level, LULAC and the NAACP have decided to work together on common issues. A grand idea. Since both minorities do have a lot of common issues. The time has come to put aside past divisions such as the one that exists in Dallas, and work for the common good and enrichment of both groups.

A most excellent plan would be for both groups to form in Richardson and make a pact to coalesce and grow together, work on the same issues together and advance common goals together. But first, some key people must take the initiative on both sides to even organize. Once they organize their separate chapters, then stand side by side as they grow and be a model for all cities everywhere and show that petty bickering between the two

only weakens them both.

On the state level a fine example has been set. They signed a pact to work together on common issues. They worked successfully on legislative issues such as racial profiling and the hate crimes bill. Just imagine what could be accomplished if they grew together in Richardson from the beginning.

There is no benefit to being complacent in Richardson. And it's potentially harmful to be apathetic about starting the organizations. What's the point in waiting for trouble to act? Isn't it better to be prepared with a community presence that would at least deter some future problem? Strategies need to be planned and familiarity with policies in Richardson is necessary as they pertain to the schools, business, employment, etc.

It's time to remember the Dream of Dr. King that all races work together in harmony.

## Consumers Rely on Santa's Cyber Sleigh This Christmas

While Consumers Rely on Santa's Cyber Sleigh This Christmas, Employers Struggle to Manage Internet Usage Risks of Legal Liability, Network Congestion, Spam and Virus Attacks Increase as Employees Find Enticing Holiday Sales Hard to Resist

PRNewswire —

The United States began 2001 with an economic slowdown, and the events of September 11th have only intensified the impact. Where we work, how we travel and what we buy have all changed drastically. To combat the downturn, retailers are racing to save the valuable Christmas season by offering online customers incredible deals on this season's hottest products. The result: online retail sales are growing despite bleak holiday shopping forecasts. Gartner analysts expect fourth-quarter online sales of nearly \$11.9 billion in North America, a 30% increase over last year.

Taking advantage of faster Internet connections and sophisticated networks,

American consumers will do much of their projected holiday shopping at their desks. The workplace offers employees the fastest connections, where most people do not yet have sophisticated Internet services on their home computers. Given the amount of time spent at work, most businesses agree that employees should be allowed some time for personal surfing. However, it is vital for organizations to create Internet Usage Policies (IUP) that clearly communicate what constitutes fair and reasonable web and email usage especially during the holiday season.

Coupled with an IUP, the Internet Manager (IM) Family of Solutions can help organizations enforce shopping boundaries, prevent the aftermath of post-shopping spam, minimize the threat of viruses spread via retailers' coupon attachments and reduce network congestion due to excessive surfing.

Organizations worldwide are implementing the Internet Manager Family, including Web

Inspector for web access control, Message Inspector for email content filtering and IM Anti-Virus for network protection.

"Now, more than ever, security and cost savings are priorities," said Ray

Boelig, president and CEO of Elron Software. "Consumers are finding that the Internet helps them avoid holiday crowds and comparison shop for the best bargains. In accordance with this trend, retailers are supplementing traditional direct mail programs with email promotions. The workplace has become not only the most convenient place to shop but also the best place to target potential buyers. To that end, unmanaged Internet use poses a lasting impact on a business' network and can create unnecessary headaches for administrators. We are pleased to offer the Internet Manager Family, a comprehensive set of solutions enabling businesses to enforce their unique policies this holiday season."

### Health Jump From Page 2

ple. It may be impossible to remove stress, but it is possible to control the effect it has on us.

One common thread in these three women's stories is their attitude toward life. Each of them has come to the realization that they cannot allow the stress to control them, so they have each found a way to control the stress.

Next seems to be work satisfaction. Even when in stressful jobs, if the work was something they were proud of and enjoyed, the stress affected them less.

And each has created a little haven for themselves, either at work by giving their offices or desk areas a personal touch, or at home by declaring that a 'free from work-stress area.'

In addition to these, Dr. Pamela Edwards, Psychiatrist and Director of Adult Psychiatry Clinic at Oregon Health Sciences University, suggests that to cope with stress, it is important to learn the principles of time management. She advises using lists

and calendars, learning to prioritize, and being realistic about the amount of time needed to complete a task. She also suggests leaving room in your schedule for unexpected delays.

There are times when you just have to say 'no'. Just one more task for one more person can push your stress lever to the top. Practice giving yourself permission to put your emotional, physical and spiritual needs first on your list. As you give to yourself, you will have more to give to others, but if you constantly give to others without replenishing your own stores through exercise (even moderate exercise helps), good nutrition and time spent alone, you will soon find that stress is controlling you.

Here are a few simple techniques you can gradually incorporate into your work and personal life to help make your working life happier.

If you are not in a job you enjoy, start thinking of the kind of work that you might find fulfilling.

Then start thinking about

how you can attain the job you've always wanted.

Each morning go over your 'to-do' list at your desk, checking off tasks and adding on as the day progresses.

Before leaving for the day, carry forward any tasks left undone to the following day.

Tidy your desk before leaving, so you can walk into a nice area in the morning.

Bring a bit of yourself to work - candles, baskets, fluffy toys, personalized calendars, family and/or pet pictures.

Be more active. If you don't have time to exercise, park further away from the door than normal, climb a couple of flights of stairs a day, go for a walk around the building during break or lunch time.

Know your worth, and give your boss and fellow employees the chance to see and acknowledge your worth.

Know your boundaries. This includes knowing how much overtime you can do without destroying your health

and your personal life. It also includes knowing how much financial compensation you are worth. What will you accept into your life, and what is unacceptable?

And when you are at home, learn to enjoy friends and family, let them know they matter to you.

Spend less time on the phone with a friend that lives nearby, and go for a walk and talk instead.

Enjoy long baths and showers.

Escape into the world of reading, it can take your mind away from the worries of work.

The reality of life is we have to work if we want the necessities and the niceties of life. And with work comes stress. It's time to make work related stress work for us. When you feel stressed, take the time to look at yourself and re-evaluate your life. There are numerous self-help books on the market, and when feeling stressed, use it as a time to grow toward your goals.

to be creative."

Larry Bussey, a colleague at the department who joined Grant in the class action suit settled in December, said managers never trusted blacks. "It became clear there were no opportunities beyond the journeyman level," he said. "We were the worker bees, we carried the water."

Valerie Grant spent the last 16 years of her 30 years at the Education Department just below the managerial level. She was rejected for promotion more than 30 times, despite her consistent "most qualified" rating in internal department reviews. "I wanted to do something different, exercise my abilities, develop things," said Grant, who is black. "I wanted

### Diversity Jump From Page 2

Mid-managers are important because they decide how to fill the gaps in broadly written legislation and where to spend money. "Political people come and go, but those people make real decisions," said William Kennard, Federal

Communications Commission director under Clinton. During his term, Kennard told his executives

that their own careers would be assessed by how equitably they promoted women and minorities. He said his was a lone voice, even in the relatively liberal Clinton administration. "The civil service is hierarchical, it perpetuates systematic racism," said Kennard, who is black. "You're not promoted on merit. You have an old boys' network."

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is accepting competitive sealed proposals (based on 100% Design Development Documents) for the Mechanical/Electrical/Plumbing (MEP) portions of work for the following project:

The University of Texas at Dallas  
- School of Management  
The University of Texas at Dallas, Richardson, Texas  
Bid date: December 12, 2001 at 1:00p.m.

Hensel Phelps Construction Company, UTD-SOM Construction Manager-at-Risk, is actively seeking bids from certified HUB/MBE/WBE Subcontractors for the abovementioned project. Proposal documents will be available at the Hensel Phelps Job Offices located at 7929 Brookriver Drive, Suite # 160, Dallas, Texas, at 1:00p.m. on November 28, 2001. Additional dates for Pre-Proposal Conferences, Questions by Respondents, etc. will be described in the package.

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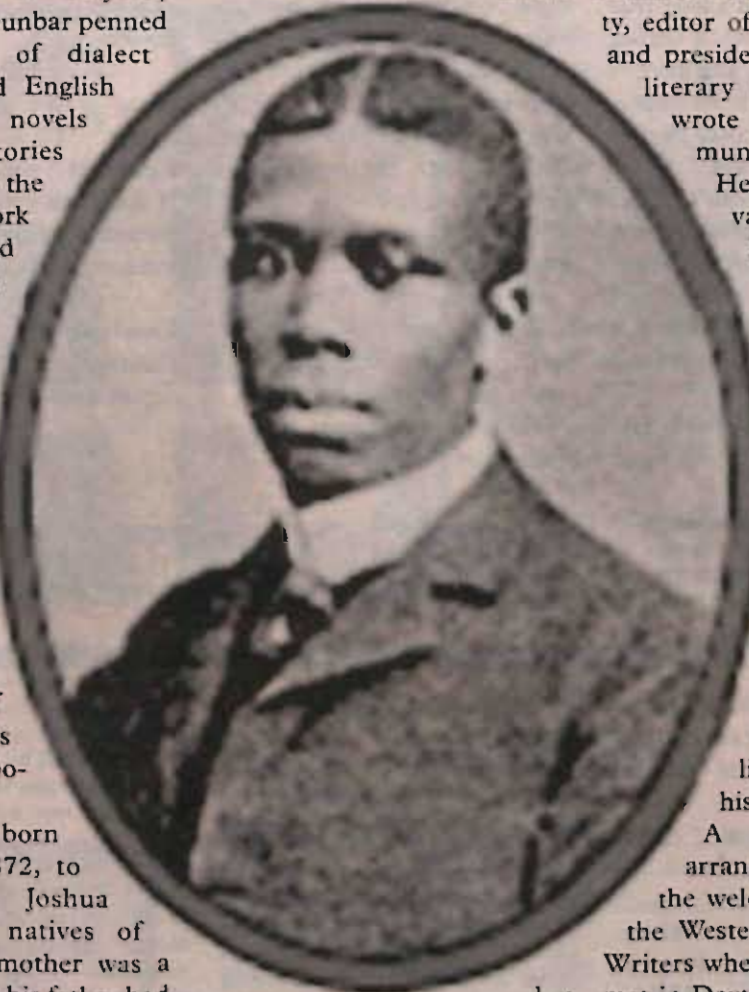
## The Life of Paul Laurence Dunbar

Paul Laurence Dunbar was the first African-American poet to garner national critical acclaim. Born in Dayton, Ohio, in 1872, Dunbar penned a large body of dialect poems, essays, novels and short stories before he died at the age of 33. His work often addressed the difficulties encountered by members of his race and the efforts of African-Americans to achieve equality in America. He was praised both by the prominent literary critics of his time and his literary contemporaries.

Dunbar was born on June 27, 1872, to Matilda and Joshua Dunbar, both natives of Kentucky. His mother was a former slave and his father had escaped from slavery and served in the 55th Massachusetts Infantry Regiment and the 5th Massachusetts Colored Cavalry Regiment during the Civil War. Matilda and Joshua had two children before separating in 1874. Matilda also had two children from a previous marriage.

The family was poor, and after Joshua left, Matilda supported her children by working in Dayton as a washerwoman. One of the families she worked for was the family of Orville and Wilbur Wright,

with whom her son attended Dayton's Central High School. Though the Dunbar fami-



ly had little material wealth, Matilda, always a great support to Dunbar as his literary stature grew, taught her children a love of songs and storytelling. Having heard poems read by the family she worked for when she was a slave, Matilda loved poetry and encouraged her children to read. Dunbar was inspired by his mother, and he began reciting and writing poetry as early as age 6.

Dunbar was the only African-American in his class at Dayton Central High, and while he often had difficulty

finding employment because of his race, he rose to great heights in school. He was a member of the debating society, editor of the school paper and president of the school's literary society. He also wrote for Dayton community newspapers.

He worked as an elevator operator in Dayton's Callahan Building until he established himself locally and nationally as a writer. He published an African-American newsletter in Dayton, the Dayton Tattler, with help from the Wright brothers.

His first public reading was on his birthday in 1892.

A former teacher arranged for him to give the welcoming address to the Western Association of Writers when the organization met in Dayton. James Newton Matthews became a friend of Dunbar's and wrote to an Illinois paper praising Dunbar's work. The letter was reprinted in several papers across the country, and the accolade drew regional attention to Dunbar; James Whitcomb Riley, a poet whose works were written almost entirely in dialect, read Matthew's letter and acquainted himself with Dunbar's work. With literary figures beginning to take notice, Dunbar decided to publish a book of poems. Oak and Ivy, his first collection, was pub-

lished in 1892.

Though his book was received well locally, Dunbar still had to work as an elevator operator to help pay off his debt to his publisher. He sold his book for a dollar to people who rode the elevator. As more people came in contact with his work, however, his reputation spread. In 1893, he was invited to recite at the World's Fair, where he met Frederick Douglass, the renowned abolitionist who rose from slavery to political and literary prominence in America. Douglass called Dunbar "the most promising young colored man in America."

Dunbar moved to Toledo, Ohio, in 1895, with help from attorney Charles A. Thatcher and psychiatrist Henry A. Tobey. Both were fans of Dunbar's work, and they arranged for him to recite his poems at local libraries and literary gatherings. Tobey and Thatcher also funded the publication of Dunbar's second book, Majors and Minors.

It was Dunbar's second book that propelled him to national fame. William Dean Howells, a novelist and widely respected literary critic who edited Harper's Weekly, praised Dunbar's book in one of his weekly columns and launched Dunbar's name into the most respected literary circles across the country. A New York publishing firm, Dodd Mead and Co., combined Dunbar's first two books and published them as Lyrics of a Lowly Life.

The book included an introduction written by Howells. In 1897, Dunbar traveled to England to recite

his works on the London literary circuit. His national fame had spilled across the Atlantic.

After returning from England, Dunbar married Alice Ruth Moore, a young writer, teacher and proponent of racial and gender equality who had a master's degree from Cornell University. Dunbar took a job at the Library of Congress in Washington, D.C. He found the work tiresome, however, and it is believed the library's dust contributed to his worsening case of tuberculosis. He worked there for only a year before quitting to write and recite full time.

In 1902, Dunbar and his

wife separated. Depression stemming from the end of his marriage and declining health drove him to a dependence on alcohol, which further damaged his health. He continued to write, however. He ultimately produced 12 books of poetry, four books of short stories, a play and five novels. His work appeared in Harper's Weekly, the Sunday Evening Post, the Denver Post, Current Literature and a number of other magazines and journals. He traveled to Colorado and visited his half-brother in Chicago before returning to his mother in Dayton in 1904. He died there on Feb. 9, 1906.

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### Plano Water/Sewer Jump from Page 1

Patrols and surveillance around Lake Lavon and the NTMWD facilities on the lake have been increased through a cooperative effort with the NTMWD, Corps of Engineers, City of Wylie, and Collin County Sheriff's Department.

Immediately after the New York City attack, the Corps of Engineers prohibited vehicle access to the road over the dam and spillway. The Corps of Engineers also hired a security firm to monitor the areas in proximity to the Lavon dam and spillway.

Water Treatment Plant - Since Sept. 11, North Texas Municipal Water District has operated in a lockdown mode. Only NTMWD personnel and those on official District business are being allowed access to the facilities.

All personnel have been placed on high alert and have been instructed to maintain careful watch over all operations with instructions to immediately report any unusual incident or suspicious activity to

law enforcement agencies and the FBI. At the water treatment plant and the wastewater plants, personnel are on site 24 hours a day, seven days a week.

While public concerns of possible contamination to the water supply may remain high, the water treatment process utilized by the NTMWD consists of several barriers of protection that provide removal and inactivation of natural and biological contaminants.

Treatment barriers, such as disinfecting, coagulation and sedimentation, along with filtration provide the means to ensure a safe water supply to the region. While introducing a contaminant into Lake Lavon is possible, it is unlikely to cause any significant adverse effect due to the dilution factor, coupled with the barriers of the treatment process.

The second step is to delay or deter the opportunities for undesired events. The third step is to measure response capabilities - involving local, state and federal authorities in a response, if one becomes necessary.

Combining Options 1 and 2, Option 3 maintains the existing rate model principles through Oct. 1, 2002, then Option 1 is adopted, Rhodes said.

"Minimum water bills are increased for all meter sizes," she added.

• On 5/8th, 3/4th and 1-inch meters, the increase is from \$10 to \$10.58 in 2001-02, and then remain at \$11 from 2002-03 through 2005-06.

• Lowest Rate Block for water - 1,000 through 5,000 gallons increased from .08 to .17 cents per 1,000 gallons.

• Wastewater cap remains at 9,000 through 2001-02 then is increased to: 12,000 in FY 02-03, 15,000 in FY 03-04, 18,000 in FY 04-05. Winter quarter average established in FY 05-06.

• Commercial sprinkler accounts start sharing in the conservation rate of \$2.50 starting Oct. 1, 2002.

• Reserve Fund is required to offset rates during 2001-02 and 2002-03 skips 2003-04 then required in 2004-05.

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Hensel Phelps Construction Company is actively seeking bids from certified HUB/MBE/WBE Subcontractors for the above-mentioned project. Proposal documents will be available at the Hensel Phelps Job Offices located at 7929 Brookriver Drive, Suite #160, Dallas Texas, at 1:00 p.m. on December 14, 2001

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## Black civil rights activists criticize anti-terrorism laws

COLLEGE PARK, Ga. (AP) — Black civil rights leaders criticized new anti-terrorism laws last week saying they curb American liberties to the extent that they are a throw-back to the days before blacks had civil rights.

"We're in a tremendous state of danger. An extreme right wing has seized the reins of power," the Rev. Jesse Jackson said during a panel discussion at the State of the Black World Conference.

Jackson, in answer to the discussion question "What is the state of the black world?" said the United States has entered an era where telephone taps, eavesdropping and an inability to talk to a lawyer privately are now legal.

Jackson was joined on the panel by the Rev. Al Sharpton, Martin Luther King III and other black leaders.

Sharpton said the anti-terrorism bill would be used

"to justify locking us up, and those that speak up will be attacked as terrorists."

"We're just being cowards in the face of people that are robbing us of our dignity and our rights," Sharpton said.

Several hundred people attended the five-day conference in suburban Atlanta, including delegations from Haiti, Nigeria, Great Britain, Barbados and Cuba.

### Holy Land

Jump from Page 1

Control, according to Treasury Secretary Paul O'Neill.

O'Neill told reporters, the organization "masquerades as a charity while its primary purpose is to fund HAMAS. Last year Holy Land raised \$13 million in the United States. This morning we shut down four offices of the Holy Land Foundation in the United States."

Arriving at the organization's office soon after federal agents and vowing a court battle, Shukri Abu-Baker, the foundation's president, criticized the seizure as a political move to appease the Jewish lobby in Washington.

The organization's Web site solicits contributions for relief and development and explains it "strives daily to bring the plight of the Palestinians to donors like you in order that we never forget these people who have lived as refugees for over half of a century now. In order to instill hope, it is necessary that we never forget what they must endure on a daily basis."

According to Lori Bailey, an FBI spokesperson, the Dallas bureau provided support to the U.S. Attorney General during their Tuesday morning raid on the foundation located at 525 International Pkwy. Suite 509 in Richardson.

Officials from the Treasury Department and the U.S. Attorney General's offices released information that the foundation provides

millions of dollars each year that is used by HAMAS; Beit el-Mal Holdings, an investment company controlled by HAMAS; and Al-Aqsa Islamic Bank, a financial arm of HAMAS substantially owned by Beit el-Mal.

Beit el-Mal Bank, a public holding company that funnels money to and for HAMAS, ostensibly engages in investments and finance and has assets estimated at \$25 million. The company's chairman is a major financial player in HAMAS and members of HAMAS hold a majority of shares in the company.

Al Aqsa Islamic Bank. Like Beit el-Mal, Al Aqsa is a direct arm of HAMAS, established and used to do the business of this organization.

According to the treasury secretary, the actions the United States has taken today are important.

"But action here at home is not enough," O'Neill added. "Blocking orders must be put in place around the world, not just in the U.S. This requires building a global coalition against the financing of terrorism. Terrorist assets — like the terrorists themselves — must have no safe harbor. Combating the financing of terrorists is a critical facet of our international agenda."

"When the president declared war on terrorist financing in September, we made al Qaida our primary focus of attention," O'Neill said, "and have since blocked \$61 million worldwide in assets of the Taliban

and al Qaida. In October, we broadened our pursuit of terrorist assets to include all foreign terrorist organizations, including HAMAS. We stated very clearly our intent to pursue the bankers who finance these terrorists. Today, we are advancing on those financiers of terror."

HAMAS is a militant offshoot of the Muslim Brotherhood, an organization founded in 1928. HAMAS is a terrorist organization that espouses an extremist Islamic fundamentalist ideology, calling for the total destruction of the State of Israel. HAMAS confessed responsibility for this past weekend's suicide attacks in Israel that killed 26 people. In the past twelve months, it has killed two Americans, one of whom was pregnant.

"This action against financiers of HAMAS makes good on our promise to go after the fundraisers for all terrorists of global reach," O'Neill said.

Since Oct. 1, 2000, HAMAS has claimed responsibility for at least 20 other bombings, two shootings, one kidnapping and one mortar attack. At least 77 people, including three American citizens, have been killed in these attacks and at least 547, including four Americans, have been injured. The use of suicide bombers has become a HAMAS trademark.

"If the Holy Land Foundation had violated any U.S. law, they would have charged us in a court of law," foundation president

(PRNewswire/ — This New Year's Eve, as you ring in the promise and hope of the New Year, make sure you do it safely. Every year, people suffer serious, blinding eye injuries from champagne corks and fireworks.

That's why the American Academy of Ophthalmology (the Eye M.D. Association), is urging Americans to learn the proper way to open a bottle of champagne, and to attend only professional fireworks displays.

Warm bottles of champagne, coupled with bad technique, can cause serious eye injuries, such as ruptured globes, detached retinas and painful bruising. Here's a safe way to open a bottle of bubbly:

— Keep the bottle cold. The cork of a warm bottle is more

likely to pop unexpectedly.

— Hold the cork down with the palm of your hand while you untwist the wire hood.

— Point the bottle away from yourself and others.

— Place a towel over the top and tilt the bottle at a 45-degree angle. Slowly and firmly, twist the cork to break the seal.

— Keeping the bottle at a 45-degree angle, hold it firmly with one hand and use the other to slowly turn the cork with a slight upward pull.

— Continue until the cork is almost out of the neck.

— Counter the force of the cork by applying slight downward pressure just as the cork breaks free from the bottle.

If you're interested in celebrating with fireworks, please

attend only professional fireworks displays. Here are a few facts about fireworks to keep in mind:

— Sparklers burn as hot as 2,000 degrees, hot enough to melt gold.

— Firecrackers, bottle rockets, sparklers and Roman candles account for most firework injuries.

— Legal fireworks carry the name of the manufacturer, the words "Class C Common Fireworks," and a warning label. If these are missing, you should consider them illegal and extremely unsafe.

— If you find unexploded fireworks, don't touch them. Contact your local fire or police department immediately.

## Around The Town

**Photography**  
The International Library of Photography is pleased to announce that over \$60,000.00 in prizes will be awarded this year in the International Open Amateur Photography Contest.

Photographers from the Plano area, particularly beginners, are welcome to try to win their share of over 1,300 prizes. To enter, send one photograph in the following categories: people, travel, pets, children, sports, nature, action, humor, portraiture, or other. The photo must be a color or black-and-white print (unmounted), 8"x10" or smaller. All entries must include the photographer's name and address on the back, as well as the category and the title of the photo. Photos should be sent to: The International Library of Photography, Suite 101-2612, 3600 Crondall Lane, Owings Mills, MD 21117. Entries must be postmarked by December 31, 2001. You may also submit your photo directly online at [www.picture.com](http://www.picture.com).

The Video Association of Dallas began accepting entries for the 15th Annual Dallas Video Festival on November 15, 2001. The Dallas Video Festival will be celebrating its 15th Anniversary at the 2002 Festival held May 15-19 at the Dallas Theater Center. Entries may be narrative, documentary, animation, experimental,

computer graphics, works by children, children's programming, music videos, performance, etc. Rental fees will be paid to participants. The Dallas Video Festival is instituting two new competitive cash awards: an Audience Award and a Best of the Texas Show Award. To obtain an entry form or to ask about membership or sponsorship opportunities, call 214-428-8700, or fax to 214-428-8702, or e-mail [info@videofest.org](mailto:info@videofest.org). You may also register online at [www.videofest.org](http://www.videofest.org). Deadline for submissions is Tuesday, January 8, 2002.

**Senior Citizens** of greater Dallas is pleased to announce Senior Link, Dallas' first support group dedicated to older adults looking for a job. The group will meet twice a month, 10:00 a.m.-11:30 a.m. at Senior Citizens of Greater Dallas, 1215 Skiles Street, Dallas. The first meeting will address the topic "Self Esteem-Keeping-up Morale." RSVP is required for this free support group. Please contact Renae Redwine or Judy Burk at 214-823-5700 for more information.

**The Lucky Spot** by Beth for Calendar see Page 8

## Holiday Humbug

Survey Suggests Office Holiday Parties May Be Losing Popularity

(PRNewswire/ — Would you rate your company's holiday get-together a "must-go" or "no-show" event? In a recent survey, 64 percent of executives from the nation's leading businesses said they believe that over the past decade the annual office party has lost favor among employees.

The survey was developed by OfficeTeam, a leading staffing service specializing in highly skilled administrative professionals, and conducted by an independent research firm. The poll includes responses from 150 executives with the nation's 1,000 largest companies.

Executives were asked, "Is the office holiday party more or less popular among

staff today than it was 10 years ago?"

Their responses:

Much more popular	1%
Somewhat more popular	10%
Same/no change	15%
Somewhat less popular	33%
Much less popular	31%
Don't have a party	7%
Don't know/no answer	3%
	100%

"Many firms are scaling back lavish holiday functions in an effort to control costs," said Liz Hughes, executive director of OfficeTeam. "But even informal gatherings to celebrate the season can be effective in building camaraderie and rewarding employees for their contributions throughout the year."

Hughes said the key is to not let work parties feel like work: "If employees feel obligated to attend business-related social events, they're less likely to enjoy themselves." She offers these tips for increasing the "fun quotient" at your next holiday gathering:

— Get feedback — Management's idea of a good time may differ from that of the rest of the team. Poll employees at every level for opinions on what food to serve, the location and time of the party, and more. People who have a say in the process are more likely to attend.

— Take money out of the picture — If your firm is awarding bonuses, be mindful of the timing. Presenting checks at the party or on the same day will likely tie employees' enjoyment of the

function to the size of their bonus.

— Make it easy to attend — Keep the R.S.V.P. process simple, and if you're holding the function a considerable distance from your office, provide transportation.

— Keep it light — It's fine to have a schedule of activities, but allow plenty of time for people to mingle. Limit discussions of specific work projects at the party.

— Focus on the big picture — What do you want people to take away from this function? That your firm is a fun place to work? That hard work is recognized? That the team can pull through difficult times? Communicating your core message to attendees can help increase motivation and teamwork in the months ahead.

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# Arts & Entertainment

## Alex Bugnon



NEW YORK (AP) — Jazz musician and composer Alex Bugnon said he was inspired to write the song "Sunset Over Manhattan" while looking at the New York skyline the day after the terrorist attacks.

"I drove along the deserted West Side Highway and saw a beautiful sunset behind the smoke that had engulfed the city," Bugnon said Thursday. "At that moment, I observed what looked like thousands of angels flying overhead."

Bugnon performed "Sunset Over Manhattan" during a Nov. 14 benefit concert at the Beacon Theater in New York. The song is from his new CD, "Soul Purpose," which he dedicated to the families of attack victims.

In the concert, he joined Natalie Cole, Savion Glover and other artists to help the families of attack victims.

## Rodney Dangerfield

LOS ANGELES (AP) — Comedian Rodney Dangerfield remained hospitalized in stable condition Sunday after suffering a mild heart attack on his 80th birthday, his publicist said.

Dangerfield was scheduled to undergo an angiogram, an X-ray of the blood vessels, on Monday, Warren Cowan said. Doctors then will determine what treatment he requires.

Dangerfield, whose long-running gag is that he gets no respect, was hospitalized at Cedars-Sinai Hospital after the heart attack Thursday. The comedian's wife, Joan, expected him to be back home by midweek, Cowan said.

The heart attack came a day after "The Tonight Show" host Jay Leno dedicated a show to the comedian and taped birthday greetings from actors and fellow comics.

Dangerfield has appeared in movies including "Caddyshack," "Back to School," "Easy Money" and "Natural Born Killers."



## Ja Rule



NEW YORK (AP) — In just three years, Ja Rule has gone from an unknown rapper to a multimedia star.

He's released two multiplatinum albums, and his third, "Pain Is Love," debuted at No. 1 on the charts last month.

His films include this summer's "The Fast and the Furious," starring Paul Walker and Vin Diesel. He'll also appear in an upcoming film with Steven Seagal.

He also crafted Jennifer Lopez's No. 1 hit "I'm Real (the Remix)."

But don't tell the 25-year-old that he's a success, because Ja Rule (born Jeff Atkins) doesn't believe he's hit it big.

"I think that the attitude that I have, I'll just think that I'll never make it," he said. "I'll just always feel like there's somebody bigger. ... I could be better."

Ja Rule is always trying harder, which explains why he's either in the studio all night or reading film scripts.

But he doesn't plan to continue working at this pace. His goal is to produce just two more albums, then concentrate on acting, songwriting and producing an occasional soundtrack.

1. When you debuted, many people compared you to DMX or Tupac Shakur.

How did you react to that?

Ja Rule: I just did things that were uncharacteristic to the ones that I was being compared to; things they wouldn't do. Make records like "Between Me and You." That's something I feel 'X' would never do. We don't make the same kind of records. I'm harmonizing on the records. This is something these other dudes that I've been compared to just didn't do on their records. I had to create my own space.

2. Do you ever come across some of your old raps?

Ja Rule: I've heard some of them, and I've put them on some records, and y'all dance to those grooves like they was brand-new. It's cool. I think I was really bad when I was like 14. By the time I was about 16 or 17, I was good.

3. You say the politics involved in making records can be frustrating. What's the worst part?

Ja Rule: People don't understand the artist. The artist kind of gets pushed out.

A company would rather have a businessman than a great artist. It makes sense, because the businessman is going to keep the company going. The artist is ... going to be artistic, and sometimes want to do this, and sometimes not want to do that. ... He may come with a vision that's too far out for the time ahead, where a businessman is going to play everything safe, keeping it hot, keeping it in focus.

4. Have you ever been persuaded to do something you later regretted?

Ja Rule: Oh, a gang of (stuff). You know, that stuff people talk you into. ... It just doesn't make you feel good at the end of the day, and it puts personal stress on you. It's not a big deal to anybody else but you, and that's what makes it a big deal.

5. When was it the most fun for you?

Ja Rule: Before everybody knew who I was. (Laughs.) Like, on the "Hard Knock Life" tour, I was just starting out, it was such a big deal, and we was hitting everywhere, we was going everywhere, every spot. And I was able to go out, walk around and wild out, and all the attention wasn't on me. ... But I have a little saying — it's like the Army. When you sign on for it, you don't expect it to be war, but when the war starts, you can't cry about it, you got to go on over and serve. And that's kind of how it is.

## Gregory Peck

LOS ANGELES (AP) — Actor Gregory Peck has helped raise \$350,000 to teach adults to read.

Peck is the honorary chairman of The Literary Odyssey Dinners, fundraising events that are held at celebrities' homes and feature a well-known author. The dinners, which cost \$300 to \$2,500 per plate, took place Nov. 3 in Santa Barbara and Nov. 5 in Los Angeles County.

Philanthropist Eli Broad donated \$200,000 of the money for adult literacy programs through the Los Angeles Public Library and its 67 branches.

In 1997 and 1999, the literacy fund-raising dinners raised a total of more than \$750,000, publicist Judi Davidson said Thursday.

The program is run by the Library Foundation of Los Angeles, a nonprofit fund-raising group run by 250 women.



## Essence Music Festival

NEW ORLEANS (AP) — The Essence Music Festival has agreed to stay in New Orleans for the next five years. Under a new contract, the three-day festival will be held at the Louisiana Superdome and the city's convention center each summer through 2006, including next year's installment from July 4-6. Several other cities, including Atlanta, Houston and Orlando, Fla., have courted the extravaganza of black music and culture.

"We're very excited," said Clarence Smith, chief executive officer of Essence Entertainment. "It's been a wonderful seven years."

Mayor Marc Morial called the agreement "a good piece of business for the city."

"It fills up the dog days, and it's great music," Morial said.

The Essence Festival was envisioned as a one-time event celebrating the 25th anniversary of Essence Magazine in 1995. But after the success of the inaugural festival, organizers decided to stage it annually.

Each July, Essence has presented three days of seminars in the convention center concurrent with three nights of concerts in the Superdome.

The festival fills up New Orleans' normally slow tourist and convention season in the summer. Nearly 200,000 people attended in 2001 and the city estimates the festival brings about \$100 million annually into the economy.

In addition to overtures from Atlanta and Houston, the Disney organization tried to lure Essence to Orlando, Smith said.

"New Orleans had the edge because of the relationship we've established with the people in the city, and the good will of the mayor," Smith said.

## Macy Gray

NEW YORK (AP) — The artist formerly known as Natalie McIntyre said she changed her name to Macy Gray because she liked the sound of it.

"When I was little, I was riding my bike and I saw 'Macy Gray' on a mailbox," the R&B singer told Teen People magazine for its December 2001/January 2002 issue. "For some reason, it stuck with me. It's hot. I'm feeling it. I want to do records under some different aliases. I want to record something as Mike B."

Gray said that even though she's a famous, Grammy-winning singer now, she still gets a little starstruck.

"Oh, I'm a real groupie," she said. "I have a Method Man picture next to my computer and some Bob Marley pictures sitting on the floor. I haven't figured out where to put them yet."

"My favorite song (in recent years) is '...Baby, One More Time' by Britney Spears," Gray said. "It's just a hot song, even the lyrics. I haven't met Britney, but everywhere I go her people come up to me and say, 'Britney really loves you.'"



## Spice Tour

LONDON (AP) — From the mouth of "Baby Spice": the Spice Girls could go on tour next year.

Emma Bunton countered suggestions that because the Spice Girls have recently been concentrating on solo careers, they will not perform as a group again.

In an interview with the British pop magazine "Smash Hits," Bunton said the four had discussed going on the road together next year.

"We've talked about touring again and it's something we'd really like to do but we have to give each other space to do our solo stuff," she told the magazine.

"It'll probably be at least another year before it happens. It'll be an amazing show, with solo stuff, Spice stuff, a really good show."

In an interview earlier this year, "Sporty Spice" Melanie Chisholm said she didn't expect to work with the other Spice Girls again. But the band's management quickly issued a statement saying she had only been referring to the immediate future and was not talking long-term.





## Around The Town

Henley will be showing at Richardson Theatre Centre through December 15th. For show times and ticket information, call 972-699-1130.

### December 6-January 5

It's Beginning To Look A Lot Like Murder!, by Kurt Kleinmann, is a murder-mystery comedy presented live in Black & White, opened November 2, 2001, and will run through January 5, 2002. Tickets are available through Pegasus Theatre. The Late Show on New Year's Eve includes Black & White party favors, Champagne after the show, a light Black & White appetizer buffet, and of course the show. For more information, call 214-821-6005.

### December 6-December 9

Plano Repertory Theatre (PRT) presents Schoolhouse Rock, Live! The production will run through December 9 at the ArtCentre Theatre located at 1028 15th Place in Historic Downtown Plano. Performances are Thursdays at 7:30 p.m., Fridays and Saturdays at 8:15 p.m. and Sundays at 2:15 p.m. Tickets range from \$10-\$30 and can

### December 6

The tragic events of September 11th have brought our great nation united together. To further encompass the true essence of United We Stand, the Dallas Firefighters Association and Senator Royce West have collaborated to hold a rally to benefit the families in New York who have been affected by this tragedy. The rally will be held at the Dallas Fire Station at 4901 S. Hampton on Thursday, December 6th beginning at 6:30 a.m. and lasting until 9:30 a.m. The ultimate purpose of the rally is to gather donated blankets from community members and then send them to the victims and families in New York. If you have any questions regarding the event, please contact Chante' Prox or Yvette Rendon at 214-467-0123.

### December 6-8, 9, 15, and 16

Quad C Theatre presents the light-hearted romantic comedy Beau Jest by James Sherman. "This show will appeal to everyone during the holidays. It's a terrific show for families," said Brad Baker, Director of

Theatre at Quad C. Beau Jest will be presented in the Black Box theatre, 2800 E. Spring Creek Parkway in Plano with performances December 6-8 and 12-15 at 8 p.m. and matinees on December 9, 15, and 16 at 2:15 p.m. Tickets are \$8 for general admission, \$6 for students and senior citizens (55+). Group rates are available. Free admission with a donation of a large brand new stuffed animal for Adam's Animals, a local non-profit agency that donates new stuffed animals to children in the pediatric ward at medical City in Dallas. For more information, call 972-881-5809.

### December 7-8

"For many people, the holiday season wouldn't be complete without going to see The Nutcracker. For others in the Dallas-Fort Worth area, a comparable tradition might be going to see Nuestra Navidad." The University of Texas at Arlington Center for Multicultural Cooperation presents Aztlan Academy of Ethnic Heritage of Texas. Aztlan Academy will perform J.H. Salazar's "Nuestra Navidad" at Rosebud Theater, 301 West Second Street, at 7 p.m. Tickets are \$5 for adults and \$3 for children

under 12. Group sales are also available. For ticket information and reservations, please call 972-641-5566.

### December 7-22

N.M. Productions Theatre Company's next show is truly unique! Live From DeSoto-A 'TV' Christmas Special" is a hilarious parody of all those TV Christmas specials that we've come to know and love. The play will feature an all-youth cast and will give the audience a healthy dose of comedy, songs, dances and a few surprises. The play will be held at the Corner Theater in DeSoto Town center. Performance days and times are as follows: Thursday, Friday, Saturday evenings at 7:30 p.m., December 16th 3 p.m., and December 22 at 3 p.m. Ticket prices range from \$5-\$10. To make a reservation, please call 972-680-4466.

### December 8

The Children's Chorus of Greater Dallas will be in concert Saturday, December 8th, at NorthPark Mall in Dallas from 9:30 a.m. to 11:30 a.m. The chorus, com-

posed of young talent from throughout the Metroplex, will perform seasonal music free. For more information, call 214-965-0491 or visit [www.thechildrenschorus.com](http://www.thechildrenschorus.com).

### December 9

The Union Baptist Church invites you to the unveiling of their new CD The Cradle Cross Crown, in a debut concert at 6:30 p.m. at 3410 S. Polk St. in Dallas. For more information, call 214-374-7850.

### December 11

On Tuesday, December 11, Mayor Jeran Akers will deliver the state-of-the-city address at the chamber's quarterly membership luncheon-sponsored by Parkway Bank and Southwestern Bell. The event is scheduled for 11:30 a.m. at the Plano Centre. The Chamber will also present the ATHENA Award, which honors one of the chamber's accomplished businesswomen. For more information or to register for this event, contact the chamber at 972-424-7547, or [rsvp@planocc.org](mailto:rsvp@planocc.org).

### December 12

### December 15-16, 22-23

A Sort of Xmas Story, a children's holiday play, is playing December 15, 16, 22 and 23 at 7:30 p.m. Saturday and 3 p.m. on Sundays. The play will be held at Jason Auditorium on the campus of Paul Quinn College, 33837 Simpson Stuart Rd. in Dallas. Admission to the play is \$15 and children 12 years old and under get in free. For more information, call 972-953-0270 or 214-904-9334.

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be purchased over the phone by calling the PRT box office at 972-422-7460.

The Richardson Civic Center and City Hall is hosting Santa's Village. For more information, call 972-231-4624.

### December 6-December 24

A Christmas Carol runs through December 24, 2001 at the Arts District Theater, 2401 Flora Street at Fairmount. Single tickets are on sale now, and range from \$14 to \$42 in price. For tickets, call the Dallas Theater Center Box Office at 214-522-8499 or purchase on-line at [www.dallastheatercenter.org](http://www.dallastheatercenter.org) or [www.tickets.com](http://www.tickets.com).

### December 6-December 16

A glorious new family musical glides into the holiday season set in the glistening land of windmills and frozen canals, Hans Brinker or the Silver Skates. Share with your family Mary Mapes Dodge's beloved story of the Brinker's, adapted for the stage by Linda Daugherty and Danny Ray as it skates onto the El Centro Stage (Main and Market Streets in downtown Dallas). For reservations or more information, call DCT Box Office at 214-978-0110.

### December 6-December 22

A beloved holiday tradition that amazes and delights audience members of all ages. Kathy Burkes Theatre of Puppetry Arts critically acclaimed The Nutcracker returns by popular demand to the Dallas Children's Theater stage. Performances will be held at The Crescent Theater, 2215 Cedar Springs across from The Hotel Crescent Court. For reservations or more information, call DCT Box Office at 214-978-0110.

### December 6-8

Faith and Power Ministries is having its sixth year church anniversary and the Apostle's and Prophet's Conference 2001 at 830 S. Buckner in Dallas. Prayer begins at 6:30 p.m. nightly followed by teaching at 7 p.m. and the conference with praise and worship at 7:30 p.m. On Saturday, December 8th, a special youth service will be held and a free musical that night at 7:30 p.m. For more information, call 972-329-1358.

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