



Spotlight on Diversity

Page 2



New Flavor

Page 5



Dallas Dance

Page 7

The Gazette

A Division of

MON
Minority Opportunity News, Inc.

SERVING PLANO, DALLAS, RICHARDSON, GARLAND, ALLEN, MCKINNEY AND MESQUITE

Volume XI, Number III

"North Dallas" Weekly Paper of Choice

January 17-January 24, 2002



On the Homefront:

Haggard Library in Plano is hosting an online job searching class Saturday, January 19th, at 9 a.m. Registration is required, but the class is free. For more information, call 972-964-4250.

Everyone is cordially invited to attend the Grand Opening of the McKinney Memorial Library from 1-4 p.m. Saturday, January 19th, at 101 E. Hunt Street. Brief remarks will be presented by Mayor Don Dozier and Library Board Chairperson Ruth Bison and additional entertainment will be provided. For more information, call 972-547-7323.

The St. Mark Missionary Baptist Church, 1301 Wilcox, McKinney, TX, Annual Men's Day Program will be held on Sunday, January 20th at 3:30 p.m. The guest speaker will be Dorris Wilson, Pastor of Sweet Home Baptist Church in Garland, Texas. The program is free and open to the public. Visit the website at www.saint-markbc.com or call the church office at 972-542-6178 for additional information.

The Parr Library in Plano is hosting "Brown Bag Book Discussion Group" at its facility Thursday, January 24th, at noon. For more information, call 972-964-4300.

INSIDE

On the Homefront	..1
Community Spotlight	2
Editorials3
Inspiration3
You & Your Money	..4
Capitol Watch4
Ethnic Notes5
Wellness5
Strategy6
Arts & Ent.7
Around the Town	...8

Positive views from authors, Essence chief visits Wynnewood bookshop

By: Anthony Jones

Black Images bookstore at 230 Wynnewood Village welcomes the former editor-in-chief of Essence magazine, Monique Greenwood, from 6-8 p.m. Thursday Jan. 10.

At 40, Greenwood was the day-to-day manager of editorial operations for the country's leading publication for African American women, Essence magazine. She co-founded and serves as national president of Go On Girl! Book Club, a literary society for African American women, which boasts nearly 400 members in 12 states, who read and encourage the writings of authors from the African diaspora.

"I learned very early on not to limit myself because of others' limited imagination and I always surrounded myself with people who believed in me as much as I believe in a higher power," Greenwood said.

Greenwood will present, "Having What Matters: The Black Woman's Guide to Creating the Life You Really Want," and show her guests how to achieve personal and professional success with her sister-to-sister road map for financial freedom, loving relationships, fulfilling work, great style and a balanced life.

In April 1999, Greenwood wrote a book on how to start

and sustain book clubs, published by Hyperion, and "Having What Matters" has become a success guide for African American women.

Greenwood was born in Washington, DC, and joined Essence in 1996 as Lifestyle director and Style editor. She



has worked in the communications business for 15 years.

Greenwood operates Akwaaba Mansion, a 72-seat bed-and-breakfast she started with her husband, Glenn Pogue, in Brooklyn in 1995. The beautifully-decorated inn has been featured in several national publications and has been the location of several films and commercials.

She also manages the Akwaaba Cafe, and she soon

plans to open the Mirrors Cafe Lounge.

Future guest authors who will make appearances at Black Images bookstore include, Tracy Price Thompson presenting "Black Coffee" from 6-8 p.m. Thursday, Jan. 17.

From 2-4 p.m. Sunday, Jan. 20, Venise Berry reads from "Colored Sugar Water," which tells the story of two women who search for happiness and spiritual fulfillment.

Berry is the author of the Blackboard Bestseller, "All of Me and So Good." She is an assistant professor of journalism and mass communications at the University of Iowa. The Agape Book Club will host Berry.

Bernice L. McFadden reads from her third novel, "This Bitter Earth" from 6-8 p.m. Thursday Jan. 31. Her previous works include the national bestseller "Sugar and The Warmest December."

From 6-8 p.m. Friday Feb. 8, Ellis Cose presents "The Envy of the World: On Being a Black Man in America." From the first African American to head a Fortune 500 company to the first black grandmaster of chess, to the unknown drug dealers and jailed youth, Cose's book features interviews with

See Positive Views page 6

Dallas mayoral candidates pull the plug on negativity days before Jan. 19 special election

By: Anthony Jones

With candidates on the "inside" and "outside" of developer control, aggressive tactics are beginning to sprout along campaign trail to Dallas' special election Saturday Jan. 19.

Early voting began Jan. 2 for the combination Dallas Public Schools' \$1.37 billion bond initiative and the special election for Dallas mayor. The special election was set into motion when former Mayor Ron Kirk resigned to run for the U.S. Senate.

Mayoral candidates include: former Dallas City Councilwoman Laura Miller; State Rep. Domingo Garcia's (D-District 104); former Dallas-Fort Worth Airport board chairman Tom Dunning; activist Marvin Crenshaw; and, Jurline Hollins.

Mayoral candidate Miller says the City of Dallas needs a mayor who is a fiscal watchdog, "protecting taxpayers from wasteful big-spending and city hall inefficiency. A mayor of absolute integrity, with the courage to stand up and speak out for a tough new code of ethics and honesty in government."

State Rep. Garcia, who is one of the most well-known candidates on the ballot, says his goal as mayor is to provide "first-class services to all neighborhoods and ensure public safety and economic opportunities to all citizens."

According to Dunning, he is a candidate "because I do

care about Dallas." The candidate cited his 30-years' experience with the City of Dallas - "I've always accomplished more."

There are five issues, according to mayoral candidate Marvin Crenshaw. The first, "we need a mayor community council."

"As an activist, I'm going to be an activist mayor," Crenshaw said, explaining he would establish a council from all walks of life in Dallas.

Candidate Hollins was contacted but could not be reached for comment.

During a candidate forum held at Gaston Middle School Saturday Jan. 5, three of the candidates answered a question on what they would do to ensure neighborhood organizations would remain strong and viable. Midway through the forum, Miller's 6-year-old son, Max, took the stage alongside the candidate and appeared at ease with the other participants and the discussion.

Dunning, who is considered the insider in the race, explained he would stand up to big developers and city hall, and stand alongside Dallas neighborhood associations. The candidate promised safe and strong neighborhoods. Garcia, who said he was running a grassroots campaign as the candidate in the middle, promised first-class neighborhoods. He explained that as mayor, he would respect

See Mayoral page 6

National association presents Young Healthcare Executive Award to Stevens



Rick Stevens of Arlington, Director of Facility Services at Yale Lipshy University, has received the Young Healthcare Executive Award, presented by the National Association of Health Services Executives (NAHSE). The award honors young health care professionals under the age of 40. This award was established to promote the advancement and development of leaders like Stevens and elevate the quality of health care services rendered to minority and underserved communities.

Stevens received his Bachelor's degree from Tennessee State University and his Masters

of Science from Meharry Medical College.

"I became interested in healthcare because a lot of my friends in college wanted to be doctors or dentists. I did not want to be a doctor or a dentist, but I wanted to stay in healthcare. I did some research and came upon health administration," says Stevens.

University Hospital where he has held the position of Director of Facility Services for more than three years.

Stevens is president-elect and treasurer of the Dallas/Ft. Worth chapter of NAHSE and a national board member of the organization. In addition to his demonstrated commitment to the development of young health care professionals, Stevens is active in numerous local community and professional organizations. He is also married to the former Maletta Fanroy and they have one child.

Founded in 1968, NAHSE is a non-profit association of Black health care executives with a purpose of promoting the advancement and development of Black health care leaders. Since its inception, NAHSE has sponsored and participated in local and national programs and projects designed to improve quality, access and availability to health services and to expand educational opportunities in the field of Health Services Administration.

First-ever breakdown of student scores by race

The first-ever breakdown of student scores by race shows much larger percentages of black and Hispanic students having difficulty passing mandatory statewide achievement tests.

There are nine subjects in the 4th grade, 8th grade and high school tests. Blacks failed at roughly double the statewide average in all categories, Hispanics in five of the categories.

The largest gap was seen between black and white children taking the 4th grade science test. One in 20 white children failed, but the failure rate for black children was one in three.

The statistics indicated a similar gap in performance between white, black and Hispanic children regardless of the economic status of the school district and the community. In many test categories the gaps in performance between children of different races did narrow in more affluent communities, however.

Because this is the first time test results have been broken down by race, state officials were unable to say if the gaps are narrowing thanks to increased funding for preschool programs for urban districts.

Education Department spokesman Peter Peretzman said these scores will be a "baseline" to compare results in coming years.

Education Commissioner Vito Gagliardi said success rates on all tests were solid at all levels. "All students, even those who grow up in disadvantaged environments, can learn to high standards," he said.

As for the gaps in performance among the races, Gagliardi said, "The data in large part mirrors national studies and confirms what we have known for a number of years."

"The first step in addressing the problem is awareness. National studies show that achievement gaps can be successfully bridged."

Gov.-elect James McGreevey has placed a special emphasis on elementary school reading, promising to press ahead with a \$40 million initiative to place reading coaches in every poorly performing school to work with children and their parents.

The test scores released Friday showed gaps in performance between whites, blacks and Hispanics on the 4th grade reading test regardless of the affluence of the community. However, the gaps did narrow in more affluent districts.

Statewide, 79 percent of the 4th graders were rated proficient or better in the language arts segment. Broken down by race, 88 percent of white children passed compared with 65

See Student Scores page 6

Nation's Largest Lobby Makes Diverse Call, Supports Voting

The nation's largest business lobby is embracing one of organized labor's election tactics: giving workers Election Day off to make it easier for them to cast ballots.

The U.S. Chamber of Commerce, which represents more than 3 million businesses, said Tuesday it wants to model its 2002 get-out-the-vote campaign after the one used successfully by the AFL-CIO to get hundreds of thousands of union workers to vote.

"Look at what (AFL-CIO head) John Sweeney has done in getting labor members out to vote — let's match what these fellows and others are doing," Chamber President Tom Donohue said.

With control of Congress at stake in the fall election, Donohue said that he would support business owners giving their workers the day off to cast their ballots.

Unions have long supported providing a day off for workers to vote, and some contracts grant such time off. The latest

United Auto Workers' contract with U.S. automakers contains a provision making Election Day a paid holiday.

The chamber has long been a major player in elections, spending millions on political ads, campaign donations and presidential nominating conventions.

Donohue said he anticipated the chamber would again "spend a major amount of money" in 2002, but was not more specific. He said the group would target two dozen House races, six to 10 Senate races and 25 state court and attorneys general races.

He said the lobby would try to direct its money at close contests involving pro-business can-

didates.

"We'll finance the Mayo Clinic races — those are the people on life support," Donohue quipped, alluding to the famous

medical treatment center in Minnesota.

The chamber, which boasts 124 registered lobbyists, also identified its legislative priorities in Washington.

It wants Congress to approve an energy plan, expand presidential trade authority and bring more immigrants into the work force before it adjourns this fall.

The lobby's top priority this year is winning Senate approval of legislation expanding the president's authority to reach trade pacts with other countries, Donohue said.

The proposal would let President Bush negotiate trade

agreements Congress could approve or reject but not change. The Republican-dominated House, lobbied heavily by the chamber, high-tech groups and other business interests, backed the legislation in a close vote last month after fierce lobbying against it by labor and environmental groups.

The chamber is also urging the Democratic-controlled Senate to back a national energy plan. The House has already approved legislation to expand energy production, pipelines and power lines.

The business lobby has joined at least 400 groups, including various energy industry associations, in pushing for congressional approval of an energy plan since Bush proposed one last spring.

Regarding immigration, the group is not yet promoting a specific plan but wants to ensure proposals prompted by the Sept. 11 terrorist attacks do not harm border trade or immigration without improving security.



Managing Diversity in the Workplace

Workplace diversity is a multi-faceted concept that continues to evolve as more industries move toward a global marketplace. Most people hold the belief that every human being is of equal worth, entitled to the same privileges and opportunities, without regard to race, gender, disability or age. This fundamental belief has led to changes in management practices primarily relating to the recruitment, training and retention of employees who reflect the changing face of the American workforce. In order to understand the necessities and benefits of managing workplace diversification, the concept must be fully explored.

What is diversity? Can it really be managed?

In the broadest sense, the management of diversity is a business's reaction to rapid cultural and sociological changes. Internally, diversity management means providing a climate where all employees feel that they are valued by and contributing to an organization. Externally, it means that organizations are flexible and astute about changes occurring in world markets. The hard truth,



"For all the years I've worked here you've had it in for me - now will you get off my case!"

however, is that inequalities exist for employees within organizations due to stereotyping and preconceived ideas about a person based on race, gender, religious or cultural origins, age, physical or mental limitations, and more. Racism, sexism, homophobia, etc. can

not be managed away. It is precisely these beliefs and perceptions that necessitate managing diversity at all.

Managing diversity is not affirmative action.

Affirmative action and the language of equal opportunity came as a "political response" to the social outcry over the racial and social injustices that limited equal access to the workplace. One of the problems with affirmative action is that it began to be perceived as a public relations scheme

more concerned about quotas than about individuals. Managing workplace diversity strives to ensure that when an individual is hired, they should be able to trust that they have been chosen because of their unique qualifications, not because of gender or ethnicity. We have moved

from a use of words like fairness, inequality, and injustice toward terms such as ethnic diversity, political correctness, and cultural consciousness. Have we changed our perceptions of the problems of workplace inequality or just the way we describe it?

Diversity consciousness cannot be simply mandated into a system, integrated into a corporate culture, or prompted by financial incentives. It is reflective of an attitude that organizations and their staffs must adopt that allows them to change their basic concepts about workers and converts "them" into "us".

Links to Diverse Populations in the Workplace Sites

We have sought to create in these web pages a resource for library managers to utilize for creating fair hiring practice policies and for exploring the issues involved in maintaining a diverse work force population. The links on this page will lead you to annotations and web links that deal with the various issues of safe hiring practices based on age, gender, disabilities and sexual orientation and the benefits diverse workers can bring to a library.

Age Discrimination in the Workplace

The current workforce the United States is reflecting the changing demographics of our nation in many ways. Older Americans, particularly those age 65 and beyond, are remaining in the job market for a variety of reasons including economic necessity, personal choice and as a critical component in our nation's volunteer force. The major issues for keeping a viable place for older workers in today's libraries seem to be addressing concerns about health care costs, investments in training and education, and helping them adjust to changes in organizational structure.

We located information on ageism in the workplace in two categories: literature that relates specifically to libraries and their hiring practices, and web sites and literature that were of a more general nature on the issues of employment barriers and discrimination against older workers. The articles were chosen with an eye toward practical hands-on solutions to common hiring problems and safe legal practices.

Gender in the Workplace

Through the year 2005, the Labor Department estimates that half of all labor force entrants will be women. In addition, a third of the labor force will be people of color, and the working population is aging along with the country. In order to hire and promote the best and brightest, in order to compete globally, companies must manage increasingly diverse employee populations.

This page was designed to access information on gender issues in the workplace in general, and in the library in particular. The first set of resources, the online resources, is a list of web sites of use to working women. The Library Literature includes print sources on gender in library science. These articles cover gender differences in leadership, the feminization of librarianship and the male librarian in a predominantly female occupation. The final set of sources are business or human resources based. They are print sources dealing with actually managing a diverse (specifically by gender) workforce.

Sexual Orientation in the Workplace

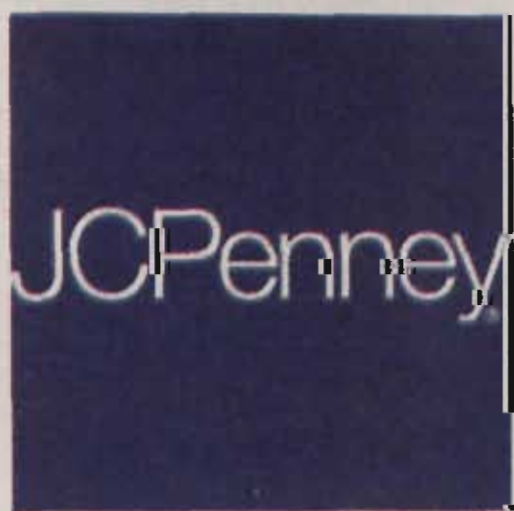
Although the Equal Employment Opportunity Commission (EEOC) enforces six statutes prohibiting discrimination in employment, no federal law exists to protect people from being fired, refused work or otherwise discriminated against merely for being gay, lesbian or bisexual. Nevertheless, the Human Rights Campaign (HRC), a lobbying group devoted to issues of fairness for lesbian, bisexual, and gay ("lesbigan") Americans, notes that equal opportunity in the workplace is a growing part of the landscape for many lesbian Americans. At the federal level, the Employment Non-Discrimination Act (ENDA), which would ensure a level playing field across the country by prohibiting job discrimination on the basis of sexual orientation, will be re-introduced in the 105th Congress, where the legislative climate is expected to be friendlier than on Sept. 10, 1996, when the Senate defeated the bill, 49-50. Employment discrimination on the grounds of sexual orientation is now prohibited in only nine states and the District of Columbia, but there are also scores of municipalities and hundreds of private employers who have added provisions concerning non-discrimination to their own statements and employment principles. Why institute non-discrimination policies based on sexual orientation? Even with existing law, writes the HRC, "it is among the best ways an employer can remind their gay and lesbian employees that they are acknowledged, welcome and value[d] contributors to the company. In an increasingly competitive marketplace, the existence of these policies can insure that the best and brightest stay with a company regardless of their sexual orientation." The web links provided below explore lesbian workplace issues and lead to resources for both the employer and employee.

Discussion of lesbian issues and the status of lesbian professionals specifically in the library community and workplace is practically nonexistent. James Carmichael and Marilyn Shontz recently provided an excellent summary and background discussion on ALA and attitudes toward lesbian concerns in librarianship in support of this view. They claim, in short, that ALA leadership has rarely championed the rights of lesbian clients or colleagues, while the profession is "far more ambiguous on social issues" than many might think. Although ALA

See Sexual Orientation page 6

As we celebrate our 100th Anniversary, Valuing Diversity is in keeping with the JCPenney Idea & Philosophy.

it's all inside:



stores catalog.com

For employment opportunities, check our website at: www.jcpenney.com/careers and include source code (MON-JJM) with your resume submission.



DART offers excellent opportunities for skilled, quality-minded people who want to build a career helping one of America's public transportation leaders serve even more riders.

We have several openings for Track Maintainers who will perform preventive maintenance, inspection, troubleshooting, repair, and maintenance of rails, embedded tracks, switches turnouts, and other track right of way components for Dallas Area Rapid Transit (DART) Ways, Structures and Amenities of the Maintenance Division. This position requires an Associate's Degree from an accredited college or university or certification from an accredited technical program in Electrical or Mechanical, or four (4) years experience in track maintenance and repairs on a Class 1 railroad or on an electrified rail transit system; must have knowledge of Federal Railroad Administration (FRA) regulations and standards; must have a valid driver's license. If an out of state driver's license, must obtain Texas driver's license within thirty (30) days upon hire; no driving while intoxicated (DWI) conviction within the last sixty (60) consecutive months, not more than one (1) DWI on driving record, and not more than two (2) convictions of moving violations within the last thirty-six (36) consecutive months on driving record in order to operate DART non-revenue vehicles. An equivalent combination of related education and experience may be substituted for the above stated minimums excluding High School Diploma, GED, Licenses, or Certifications.

DART offers competitive salary and superior benefits. Please submit resume or apply at 1401 Pacific, Dallas, Texas by date of business Friday, February 9, 2002. Please send resume to Donya Battiste, DART Human Resources, PO Box 660 163, Dallas, TX 75266-7240. FAX (214) 749-3636. Equal Opportunity Employer. WWW.DART.ORG

Tomorrow's Technology is happening Now!

Prepare yourself for a rewarding Future!



Eastfield College
3737 Motley Drive
Mesquite, TX. 75150

Office of Workforce and Economic Development
972-860-7198 (Voice) • 972-860-8373 (Fax)

Eastfield College is an equal opportunity institution.

Customers are you having fun yet?

There is a saying, "Time flies when we're having fun!" The beginning of a New Year is a good time to ask ourselves, "Are we having fun yet?" Another important question is, "what can we do to improve our future outlook?"

It's also time to observe National Thank Your Customers Week and Corporate Outreach. The anticipation of a fresh New Year is the perfect opportunity for business to celebrate and appreciate customers. One of the smartest business investments in time is to highlight the importance of customers and community.

America's emotional and economic outlook has been a very sensitive area throughout 2001. Corporations have experienced major cutbacks and loss in profits. Economic hardship has affected companies of all sizes. Smaller businesses often support larger businesses with specialized services and a market that supports the larger companies. Companies like car rentals, airport vendors, taxis, delivery services, hotels and restaurants are among many suffering heavy financial loss. Business survival depends on profit and continued service to the customer. A company that forgets who it's customers are is destined to fail. Customers are those purchasing goods and service and also those providing goods and services. Knowing where you fit in the economic exchange is smart business.

The past year has been one of many life-changing occurrences.

New Year 2001 began on a sensitive note with several rounds of 'oval office musical chairs' and with the economy on an unstable spiraling journey to uncertain destinations. America and the world seemed to get accus-



tomed to expect the worst as we adjusted to each new turn for the homefront and the business outlook.

A rippling affect was set in motion with the terrorist plane events in September. Many businesses supporting travel and the complex network of related services crashed when the planes did. Travel on all major airlines plummeted. This was probably the first time we as a nation and the world realized just how important each customer is to a business. It will take more that a good price to get the travel business back to a profitable mode. Large companies began to look more at the benefits of teleconference. Record numbers of employees had already been laid off, however, 9-11 added to an already wounded economic market. "Was this tragedy used as an excuse by some businesses to eliminate more jobs?" This ques-

tion is being asked by many people.

The historic events of September 11, 2001 have forever affected the lives of people all over the world. Those most affected in times of hardship, often have the voice heard last and

training, childcare, medical assistance, housing, emergency finances, and employment assistance. These are just a few benefits of investing in the neighborhood in difficult times. A slow economy has forced us to take a closer look from within. We must be aware of self and community before we can be of benefit elsewhere.

When a business is familiar with all the cultures that make up the community, it will reap the benefits. This relationship is a two-way exchange. A community thrives when in-touch with news and business in the neighborhood and around the world. Those who make it their business to seek the best opportunities, advance as valued community members. Winners succeed by working at being informed and prepared.

Prepare yourself to succeed:

- READ
- Know your community and Be active in your neighborhood.
- Know the businesses in your community, large and small.
- Know your political representatives and VOTE.
- Identify and adopt personal values and goals.
- You have something to offer life, Discover it, Share it.
- Respect self and others.
- Anticipate success.

Another great saying is: "Knowledge is Power!" Just remember that knowledge is Power only when used to succeed. Appreciate the Power, it's for your Benefit.

Rev. W.A. Criswell, dies

The Rev. W.A. Criswell, former president of the Southern Baptist Convention who clashed with liberal theologians over his belief the Bible is literally true, died Thursday. He was 92.

Criswell served as pastor of the nation's largest Southern Baptist congregation, the First Baptist Church of Dallas, from 1944 until 1991, when he was given the title of senior pastor. He has held the title of pastor emeritus since 1994.

Criswell was a target of both liberals and conservatives in the denomination during terms as Southern Baptist Convention president in 1969 and 1970.

He espoused biblical inerrancy, the belief that the Bible is the literal, exact word of God and that events described in its verses are historically accurate. He wrote a book called "Why I Preach That The Bible Is Literally True" and invited liberal theologians to "get out" of the convention.

Criswell got criticism from

the other side when he suggested Baptist leaders could open a dialogue with the National Council of Churches, which Southern Baptists considered too liberal in its religious and political outlook.



1984 resolution against the ordination of women, supported a boycott of the Walt Disney Co. in 1997 and called in 1998 for women to "submit graciously" to their husbands' leadership.

Criswell once told the South Carolina Legislature during a speech that integration was "idiocy," but announced after his election to the SBC presidency that he was renouncing segregation. First Baptist was for the first time open to blacks.

For the most part, Criswell eschewed politics. But in 1976, while President Gerald Ford was seated in his congregation, Criswell endorsed him for re-election over Ford's Southern Baptist opponent, Jimmy Carter.

Born on Dec. 19, 1909, Criswell grew up in Texline, a tiny farming community in the Panhandle. His parents hoped he would become a doctor, he said, but "ever since I can remember, I've been preparing to be a preacher. ... I have never deviated from that."

Over two decades, Criswell's Bible-based views came to prevail in the 15.6 million-member denomination, based in Nashville, Tennessee. The increasingly conservative leadership passed a



Coca-Cola High School Football All-Star Game

Seniors from high schools throughout North Texas have been chosen to play in the first Coca-Cola High School Football All-Star Game at the Birdville Fine Arts and Athletic Complex at 2:00 p.m. on January 19, 2002. Two football teams, comprised of players from North Texas high schools, will square off in an East vs. West showdown. Bob Alpert of Duncanville High School will coach the East Team, and Joey Florence of Denton Ryan will coach the West Team. All proceeds from the game will benefit Big Brothers Big Sisters of North Texas.

The first Coca-Cola High School Football All-Star game will give seniors one last chance to showcase their talents in front of an audience of fans and coaches from throughout North Texas. Played in a Pro Bowl style, the Coca-Cola High School Football All-Star Game provides a great opportunity for all high school students and football enthusiasts to support the All-Star players in this East vs. West Challenge.

Fans can show their support by purchasing tickets for the January 19, 2002 event. By purchasing tickets, funds will be raised to support Big Brothers

Big Sisters of North Texas, an organization dedicated to bringing a little magic into the life of children whose lives will forever be changed by the experience.

Make your plans to attend the Coca-Cola High School Football All-Star Game today. Coca-Cola Bottling Company of North Texas who is committed to youth, education and high school football sponsors this event. Albertson's is a supporting sponsor. Tickets are \$5 and are available in advance by contacting your local Big Brothers Big Sisters office or calling (888) 877-BIGS.

Risk Management

Let's see...
Bungee jumping
at noon... flying
lessons at 1:30...
alligator wrestling
at 3... It's a full
day but I think
I can manage!

The Gazette

6100 Avenue K, Suite 105 • Plano, Texas 75074

Chairman Emeritus Publisher
Jim Bochum Thurman R. Jones

MON-The Gazette

formerly Minority Opportunity News, was founded July, 1991,
by Jim Bochum and Thurman R. Jones

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

Advisory Board: John Dudley Cecil Starks
John Hightower Ben Thomas
Myrtle Hightower Willie Wattle
Fred Moses Barbara Simpkins

Editorial Department: (972) 516-4191 Fax: (972) 516-4197
Editorial Email: mon-edit@swbell.net

Assistant Editor: Angela Pinaga

Staff Writers: Brandy Jones Columnists: John Dudley
Bruce Craig Ron Shaw

Contributing Writers: Glenda Goodson Staff Photographers: Stan R. Davis
Lakeisha Joe Maggie Ybarra
Anthony Jones
LaTrina George
Angela Jones
Monica Thornton

Graphic Designer: Christine Jester
Intern: Shauna Benoit

MON-The Gazette assumes
no responsibility for unsolicited material and reserves
the right to edit and make appropriate revisions.

Have MON Delivered 1st Class After Publication

Subscribe to:
MON-The Gazette

Name _____
Address _____
City _____
State _____
Zip Code _____
Phone _____
Mastercard/Visa _____

Exp. Date _____
Signature _____

1 Year (24 issues)
Subscription \$50.00
Mail check to: Mon The-
Gazette
6100 Ave. K #105 • Plano,
TX 75074
or
FAX SUBSCRIPTION
REQUEST TO:
972/509-9058

Endorsement, former Mayor Ron Kirk for U.S. Senate

With politicians across the state targeting Hispanic voters for the 2002 elections, former San Antonio Mayor Henry Cisneros on Thursday endorsed former Dallas Mayor Ron Kirk for U.S. Senate. He also reiterated his support for Tony Sanchez in the Democratic gubernatorial primary.

"I believe Ron Kirk is better qualified than any other person in this race," for Senate, Cisneros said. "He will be a senator that will represent Texans from all walks of life."

Cisneros served as federal housing secretary under President Clinton. He remains a high-profile figure in Texas politics, although he hasn't held elected office since 1989 and once pleaded guilty to a misdemeanor count of lying to the FBI. He received a pardon from Clinton.

Kirk, who is black, said he hopes to use the endorsement to attract more than just Hispanic voters.

"Clearly Henry is an icon within the Hispanic community," said Kirk.

"The reason I'm so proud of his endorsement is his reach extends far beyond the Hispanic community. I think he'll provide great value to my campaign."

Kirk is one of five Democrats seeking to replace retiring Republican U.S. Sen. Phil Gramm. U.S. Rep. Ken Bentsen of Houston, attorney Ed Cunningham and school teacher Victor Morales of Crandall also are seeking the Democratic nomination. Retired Air Force attorney Gene Kelly also is running.

Bentsen said he expected Cisneros to endorse Kirk and released a list of Hispanic leaders backing his campaign, including four of the five Hispanic members of Texas' congressional delegation.

"I feel pretty good about my endorsements," Bentsen said. "These are people who are on the ballot regularly, not people who haven't been on the ballot for 10 years, and they're endorsing Ken Bentsen."

Austin political consultant Bill Miller, who worked on Cisneros' mayoral campaigns in the 1980s, said that backing Kirk is a way to bring black voters to Sanchez's gubernatorial



campaign.

Cisneros' influence on Hispanic voters is diluted by having two Hispanic candidates, Miller said.

"The candidate for governor who can get the African-American vote will win," Miller said. "It's a way to link up the African-American vote for Sanchez."

Cisneros had announced his support for Sanchez well before former attorney general Dan Morales shook up the Democratic primary by getting into the governor's race. Cisneros said he would have liked for Sanchez to run relatively uncontested for the nomination to challenge Republican Gov. Rick Perry in November.

Businessman Bill Lyon and attorney John WorldPeace also are running in the Democratic primary for governor.

"I committed early on to Tony Sanchez I would prefer the circumstances that developed had not," Cisneros said.

"This is a free democracy and people make choices. I'm hopeful that looking at Tony Sanchez's executive capabilities that they will choose him to be the Democratic nominee for governor," he said.

Cisneros predicted a Democratic primary battle between Sanchez and Morales could get "bloody."

"Hopefully the bloody part of it can be avoided and it can be a gentlemanly fight but you know how those things go," Cisneros said.

The state Republican Party criticized Cisneros' endorsements, saying the partisan showing taints his Every Texan Foundation, a non-profit voter registration group.

"It is hard to believe that Henry Cisneros will spend half his time working for Texas Democrats and half this time registering Republicans to vote against them," said GOP state party Chairman Susan Weddington.

"I am certainly capable of separating my commitment to a non-partisan voter registration effort from my individual support of candidates," Cisneros said.

In other developments Thursday:

Democratic candidate for attorney general Kirk Watson announced he has raised \$2.3 million for his race against Republican Greg Abbott.

Contributions are to be reported to state elections officials by Jan. 15.

Abbott, who had originally intended to run for lieutenant governor, said last month he had already raised \$1.2 million. Abbott spokesman Robert Black said Abbott would announce his figures next week.

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 out 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 emotionally 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

See Health page 6

DOWN PAYMENT ASSISTANT AVAILABLE UP TO \$16 K

KEEP YOUR AMERICAN DREAM ALIVE
GET YOUR PIECE OF THE ROCK
1st TIME HOME BUYER PROGRAM
GET QUALIFIED TODAY...
FUNDS WON'T LAST LONG

(We can also assist buyers with credit challenges, so don't let that stop you from owning your own home)

Call
COFFEY CAESAR
REALTOR, CIPS

Office 469.726.0305
Cell 972.768.7521

Our marketing team works successfully with Sellers also. Call to schedule your listing appointment and receive a free market analysis

"We close to please"

Business is Down?

Contact the MON-The Gazette
advertising department.....

To get those profits moving in
the right direction!!!

Call:
972-606-7351

Today!

The Gazette
MON

**MON - The Gazette is
looking for community
writers and reporters.**


**Pay on a contract basis
or by the hour.**

Fax Resume to:
972-516-4197

Attention Angella Pinaga
or leave a message at:
972-606-3878

OptionEnergy e

Energy Deregulation in Texas
CALL TODAY
learn about reducing your utility bill.



Edward "TEX" Harris
Sales Rep. & Agent opportunities available.
Call Edward "TEX" Harris and get signed up
today and save money on your utility bill
(972) 205-1008 E-mail: bigtexharris@aol.com
Web Site: www.newpower.com

You Have a Voice...

In Transportation Planning...
we want to hear!!!
To respond online, go to
www.nctcog.dst.tx.us/trans/public_involvement/survey.html

The North Central Texas Council of Governments Transportation Department requests your assistance in completing the following brief public involvement survey. We are working hard to gain public comment on transportation and air quality planning for the Dallas-Fort Worth region. Please take a few minutes to complete this survey and help shape the future of Freeway, HOV lane, Bus, and Rail planning for our area.

We value your input and thank you in advance for your participation!!

Public Information
Help us know what information or activities we can provide to better involve you in transportation and air quality planning:

☐ "Transportation Hotline" for citizens to call regarding current NCTCOG activities.

☐ Transportation Presentations at Local Schools/Organizations.

☐ A "Citizens Guide" to transportation to inform users of the transportation planning process.

☐ Public Meetings/Listening Sessions in your community

☐ Display Transportation Information at Shopping Malls/Local Libraries/Festivals and Events.

☐ Transportation Workshops

☐ Other _____

Public Meetings
What day of the week is best for you to attend public meetings?

☐ Mon ☐ Tues ☐ Wed ☐ Thurs ☐ Fri ☐ Saturday

What time of day is best for you to attend a public meeting?

☐ Early morning ☐ Mid-day ☐ Late afternoon ☐ Evening

Public Notification
How would you like to be notified of public meetings and NCTCOG activities?

☐ Mailed notice at this address: _____

New Flavor, NuSouth

"The NuSouth symbol is the unification of opposites. It is a modern day mandala, a medieval Christian symbol of two circles intersecting. At first the overlap being small and eventually with time becoming greater, merging with the banished elements of ourselves. The greater the overlap, the greater the healing. The mandala binds together that which was torn apart and made unwhole-unholy. NuSouth forces us to look at what makes us uncomfortable. It awakens the mind. It generates energy, dialogue, deep thought. It evolves as we evolve."

Born in Cuba, Angel Quintero, came with his family to the United States when he was a boy. A stint in the navy landed him in Charleston a while back, and his businesses have kept him in town.

Evans is from Ohio. He majored in computer science in college and came to Charleston courtesy the air force.

Since leaving the service, both men have established themselves as aggressive businessmen in the new economy. Quintero and Evans are the owners of, respectively, Buff-It, a car-customizing firm, Utopia, a downtown boutique, Free at Last Entertainment, a recording and distribution company, and NuSouth, a clothing line.

The origin of the NuSouth flag is fashion bound by politics, specifically the politics of the Confederate flag, a potent and often menacing symbol for blacks and whites in the South. In the era following the Brown vs. Board of Education decision, several southern states took action to protest the emerging civil rights movement. Georgia, for example, incorporated a small version of the battle flag

into its state flag. The South Carolina legislature rejected such a meek approach and one day in 1962-without comment or debate-raised the actual Confederate flag over the state capitol, where it remains.

Evans and Quintero first collaborated several years ago when their record company (then titled Vertical Records,



Angel Quintero (L) and Serman Evans (R)

since, Quintero said, "What goes up, blows up") was trying to promote a southern rap band called "Da Phlayva."

"Rap is a territorial thing," Quintero said. "You've got East Coast rap and West Coast rap. It's a regional. But for southern rap groups, it was very hard to feel any pride about our identity since the big symbol here is the Confederate flag. But being a black American, it would be a contradiction to wear it."

"Everything we're taught about the South is about oppression and enslavement," said Evans.

That's a curious place for common ground, but sales have shown, the NuSouth flag is unit-

ing odd demographic niches. Since the store opened, most of its sales have been to white customers.

"See, white people have been oppressed by the history of the South, too," said Evans. "It's white people who are more supportive of putting forth a new symbol that creates a better identity for the South. Black kids are into NuSouth strictly for the fashion, although older African-Americans understand the symbolism. They too want to paint a better picture of the future."

It took Evans and Quintero a little while to hit upon the right look for the flag. "We kept saying, keep it simple, keep it simple," said Quintero. "The essence of the flag was the stars and bars, so we had to keep those. Then we changed the blue to black and the white stars to green."

"And we both were like, 'That's it, that's it,'" said Evans. "See, we all know the Confederate flag is a negative image. So we

figured we would take the opposition's worst image and wear it with pride. It's the strategy of going right into the fear and claiming it. By wearing it, you look at it, you pronounce it, taste it, chew it, digest it. You embrace it and make it mean something else."

But that edginess is precisely what Evans and Quintero are selling and why people buy their clothes. For instance, the tag inside the collar of their shirts read, "Machine-wash warm, inside out, with like colors." But it also says, "If you don't stand for something, you'll fall for anything."

See NuSouth page 6

An inventor's lasting legacy of creativity

Garrett Augustus Morgan was an African-American businessman and inventor whose curiosity and innovation led to the development of many useful and helpful products. A practical man of humble beginnings, Morgan devoted his life to creating things that made the lives of other people safer and more convenient.

Among his inventions was an early traffic signal that greatly improved safety on America's streets and roadways. Indeed, Morgan's technology was the basis for modern traffic signal systems and was an early example of what we know today as Intelligent Transportation Systems.

The Inventor's Early Life. The son of former slaves, Garrett A. Morgan was born in Paris, Kentucky on March 4, 1877. His early childhood was spent attending school and working on the family farm with his brothers and sisters. While still a teenager, he left Kentucky and moved north to Cincinnati, Ohio in search of opportunity.

Although Morgan's formal education never took him beyond elementary school, he hired a tutor while living in Cincinnati and continued his studies in English grammar.

In 1895, Morgan moved to Cleveland, Ohio, where he went to work as a sewing machine repairman for a clothing manufacturer. News of his proficiency for fixing things and experimenting traveled fast and led to numerous job offers from various manufacturing firms in the Cleveland area.

In 1907, Morgan opened his own sewing equipment and repair shop. It was the first of several businesses he would establish. In 1909, he expanded the enterprise to include a tailoring shop that employed 32 employees. The new company turned out coats, suits and dresses, all sewn with equipment that Morgan himself had made.

In 1920 Morgan moved into the newspaper business when he established the Cleveland Call. As the years went on, he became a prosperous and widely respected businessman, and he was able to purchase a home and an automobile. Indeed it was Morgan's experience while driving along the streets of Cleveland that led to

the invention of the nation's first patented traffic signal.

The Garrett Morgan Traffic Signal. The first American-made automobiles were introduced to U.S. consumers shortly before the turn of the century. The Ford Motor Company was founded in 1903 and with it American consumers began to discover the adventures of the open road.

In the early years of the

Morgan's traffic management device was used throughout North America until it was replaced by the red, yellow and green-light traffic signals currently used around the world today. The inventor sold the rights to his traffic signal to the General Electric Corporation for \$40,000. Shortly before his death, in 1963, the United States Government awarded Morgan a citation for his traffic signal.

Other Morgan Inventions. Garrett Morgan was constantly experimenting to develop new concepts. Though the traffic signal came at the height of his career and became one of his most renowned inventions, it was just one of several innovations he developed, manufactured and sold over the years.

Morgan invented a zigzag stitching attachment for manually operated sewing machine. He also founded a company that made personal grooming products, such as hair dying ointments and the curved-tooth pressing comb.

Another Significant Contribution to Public Safety. On July 25, 1916, Morgan made national news for using a gas mask he had invented to rescue several men trapped during an explosion in an underground tunnel beneath Lake Erie. After the rescue, Morgan's company received requests from fire departments around the country that wished to purchase the new masks. The Morgan gas mask was later refined for use by U.S. Army during World War I. In 1921, Morgan was awarded a patent for a Safety Hood and Smoke Protector. Two years later, a refined model of his early gas mask won



20th century, it was not uncommon for bicycles, animal-powered wagons and new gasoline-powered motor vehicles to share the same streets and roadways with pedestrians. Accidents were frequent. After witnessing a collision between an automobile and a horse-drawn carriage,



Morgan was convinced that something should be done to improve traffic safety.

While other inventors are reported to have experimented with and even marketed traffic signals, Garrett A. Morgan was the first to apply for and acquire a U.S. patent for such a device. The patent was granted on November 20, 1923. Morgan later had the technology patented in Great Britain and Canada as well.

The Morgan traffic signal was a T-shaped pole unit that featured three positions: Stop, Go and an all-directional stop position. This "third position" halted traffic in all directions to allow pedestrians to cross streets more safely.

a gold medal at the International Exposition of Sanitation and Safety, and another gold medal from the International Association of Fire Chiefs.

As word of Morgan's life-saving inventions spread across North America and England, demand for these products grew. He was frequently invited to conventions and public exhibitions to demonstrate how his inventions worked.

Garrett A. Morgan died on August 27, 1963, at the age of 86. His life was long and full, and his creative energies have given us a marvelous and lasting legacy.

Strategy

State Board to set new tests standards

The State Board of Education on Thursday unanimously approved a framework for setting the passing standards on the state's new student exams.

With a voice vote, the board OK'd a plan recommended by the Texas Education Agency that sets a timeline for them to set the standards for the Texas Assessment of Knowledge and Skills, or TAKS.

TAKS is set to be given next spring, replacing the 10-year-old Texas Assessment of Academic Skills, or TAAS.

As part of Texas' accountability system, the exams measure students' knowledge of the state-mandated curriculum in grades three through 11. Students must pass the 11th-grade test in order to graduate from high school.

The new tests will be designed by a company hired by the

TEA to be tougher, assessing subjects such as algebra, geometry, chemistry and physics for the first time.

The state board's job is to determine what it means to pass the exams and setting a corresponding pass rate.

The TAAS has a passing rate of 70, for example. A 70, depending on the subject and difficulty of questions, may mean a student has to answer anywhere between 65 and 76 percent of the questions correctly.

The board's decision will be closely watched.

"Where you set the cutoff score is a critical question," said Al Kauffman, regional counsel for the nonprofit Mexican American Legal Defense and Educational Fund. "These tests have real consequences. That's why it has to be reality-based,

not just politically motivated."

Kauffman represented minority students in an unsuccessful federal lawsuit that claimed the state test of discriminating against minorities.

Board members will use the results of field tests of TAKS, recommendations from appointed committees and other information to set the standards.

A standard that is too high can equal large numbers of failures, while one that is too low can make the test effectively meaningless.

The board could set one passing standard for each test or decide to set different levels of student performance. Members also will have to decide whether to phase in tougher standards.

The new standards must be set by November 2002.

High School and College Students

Sharpen Your Writing, Sales, and/or marketing skills by becoming an intern with MON - The Gazette.

Progressive job responsibility and pay is offered. Minority applicants encouraged to apply.

Contact:

Angelia Pinaga

Voicemail: 972-606-3878

Fax: 972-516-4197

Email: mon-edit@swbell.net

Hensel Phelps Construction Company, Dallas, Texas

Telephone (214) 634-0090 Fax (214) 634-0120

Is accepting competitive sealed proposals for the Elevator Jack-Holes/Drilled Piers/

Foundations & Superstructures/Waterproofing/Cranes &

Hoisting portions of work for the following project:

The University of Texas at Dallas - School of Management

Richardson, Texas

Bid Date: February 8, 2002 at 1:00 p.m.

Hensel Phelps Construction Company is actively seeking bids from certified

HUBBIE/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 February 25, 2002

DEPRESSED AGAIN?

The Department of Psychiatry at the University of Texas Southwestern Medical Center of Dallas is conducting research sponsored by the National Institute of Mental Health on cognitive therapy for depression. **Treatment is free.** The symptoms of depression include:

- Depressed or sad mood
- Loss of interest in activities
- Difficulty sleeping or sleeping too much
- Feeling slowed down
- Feeling tired or having low energy
- Feeling guilty or worthless
- Changes in weight or appetite
- Difficulty concentrating

If you have experienced these symptoms more than once in your life, are drug free and not currently in psychiatric treatment, please call the Psychosocial Research and Depression Clinic at 214-648-5351.

SOUTHWESTERN

Mayoral Jump from Page 1

individual homeowners. Miller said, "citizens and neighborhoods are first on my list." The candidate also said she empathizes with neighborhoods and homeowners who do not want pawnshops, sex clubs and prostitutes in their neighborhoods. Miller vowed that she would assure council members and the mayor "will be working for you."

During a separate interview, Crenshaw said he would seek to build coalitions with neighborhood groups and activist throughout Dallas to determine the needs for specific areas of the city.

Dallas' downtown business establishment has come under fire in the special election and questions posed to the three candidates were phrased to demonstrate the neglect neighborhoods have experienced as a result of taxpayer monies being spent to appease developers in the city. Many of those at the meeting walked away saying the three candidates have "very different ideas."

One question posed at the forum mentioned that it seems many proposals placed before the city council are "rubber-stamped" based solely upon a commission and/or city staff recommendation. "What would you, as mayor, do to help ensure accountability of not only the council, but also high-ranking city staffers?"

Garcia expressed confidence in the city council and said it is necessary to speak out on issues in order to have effective city government.

Dunning told the group, the council did not review all items, referring to the council's consent agenda. But he said, he is confident in the council's decision-making ability.

"It's easy to go along to get along," Miller said. "Times are changing."

According to Miller, the city council should discuss "every tax abatement." She mentioned some "very bad deals," where the city sold property valued at \$1.7 million for \$100,000. Miller said she objected to those deals time after time, "and I have been very effective."

Miller was referring to the Aug. 26, 1998, 10-5 Dallas City Council vote that gave nearly \$3 million in tax breaks to the downtown Hyatt Regency Hotel at Reunion for its planned expansion. According to council minutes for the meeting, council members Miller, Walne, Finkelman, Greyson, and Blumer voted against the abatement and those who voted in the majority said the tax break would help create jobs and investment downtown.

The council granted a ten-year abatement of 90 percent of taxes on added value to the real property in relation to the expansion and renovation of the Hyatt-Regency Dallas Hotel located on Reunion Boulevard at Sports Street. The first year tax revenue was estimated at \$32,580. Ten-year tax revenue estimated at \$325,800. (Estimated revenue foregone for ten-year abatement

\$2,932,200), according to council minutes.

Although Dallas' mayor has no official role in Dallas Public Schools, all the candidates are urging voters to pass the district's \$1.37 billion bond proposal and each of them listed improving schools as top priorities.

Considering the financial mismanagement at Dallas Independent School District (DISD) — a former superintendent purchasing designer furniture, expensive computer equipment and other school inventory missing as well as other questionable or possibly illegal acts — the candidates were asked would it not be better for citizens of Dallas if DISD better managed the funds they have now instead of asking us for more of our money.

Garcia told the group he had sponsored a bill three years ago that would have the State of Texas take over Dallas Public Schools. Garcia also explained that Superintendent Mike Moses is doing a good job and he supports the school district's \$1.37 billion bond proposal.

Referring to Dallas Public Schools in a separate interview, Garcia noted, "first-class schools need to be everybody's business, too. We can no longer say that education is not the city's responsibility."

"Most people leave Dallas or do not move here because of the perceived poor quality of our schools," Garcia said. "I propose forming the Mayor's Excellence in Education Commission to develop a meaningful partnership between the Dallas Independent School District and other educational institutions. As partners we can find solutions to the problems that our schools face. All the while, we keep in mind that educated children eventually become homeowners, business owners and a strong part of Dallas's economic base."

"We have to pass the bond program," Dunning said during the forum. "Mike Moses has attracted some very bright people."

According to Dunning, the mayor can serve as a liaison between the business community and schools. But ultimately he noted the superintendent and school board act autonomously to improve school or implement a bond program, "but there are a few things a mayor can do." He also explained the mayor should encourage corporations to adopt schools and mentor students.

"I trust Mike Moses and the current school board," Miller told the group, explaining 40,000 DISD students attend school each day in portable buildings that are 40-years-old. She supports a strong school board and upgrades to Dallas' public school system.

This week Miller received endorsements from five school board trustees, including Board

President Ken Zornes and trustees Lois Parrott, Roxan Staff, Rafael Anchia, and George Williams. She also received endorsements from former Dallas schools trustee Jose Plata and the Dallas AFL-CIO, which counts the majority of the district's teachers among its members. On Tuesday, the five trustees called Miller a friend of schools and said they were confident that improving education would be a cornerstone of her back-to-basics approach.

On a question about the Trinity River Project and the candidates' expectations for completion.

Dunning applauded former Dallas Mayor Ron Kirk and the city council for passing the Trinity River Project.

"It's time we get the money on it — there are people who disagree on the project," Dunning added, explaining it will unite the city at the same time calling it a "big ditch."

According to Garcia, the Trinity River divides the city and it should be something that unites the city. "We need to get the dirt flying."

"It's great in concept," Miller said. "But I disagree with the way it is currently conceived." The candidate explained the concept splits the river into two channels.

One channel is nearer to Oak Cliff and the other nearer to downtown Dallas with a proposed elevated highway along the outer edges of both channels. In the area between the channels, Miller said there will be a series of "clean lakes," that would be subject to being flooded by the channels during heavy rains. "I'd do it a little differently."

And on a question about increasing Dallas Police and Firemen's pay to match the surrounding cities' pay standards, the candidates responded with the following:

Garcia said it was unsatisfactory when it takes police and fire department personnel "hours instead of minutes to respond." The candidate also explained, it would take a tax increase to alleviate the problem.

Meanwhile Dunning explained, we have to look at total compensation. Dunning also said he was against collective bargaining.

Miller pledged to increase police and firemen's pay in stages. The candidate also said police have an incredible caseload.

"We've got to raise the starting pay," she said, explaining that would not be dependent on total compensation. "Right now you don't think we spend your money well and I agree with you."

Referring to a Boeing executive's statement, the question — "What is your vision to make Dallas a there, there destination?" was asked.

Dunning expressed the need for a more vibrant downtown Dallas, and he included current parking availability and a lack of an adequate transportation system as drawbacks to a vibrant downtown area.

Candidate Dunning also suggested using the boarded up buildings and making mass transportation more user-friendly.

"Downtown used to be fun after five," Garcia said. He wants to make the Arts District a fun place with street festivals and musicians.

"If I'm your mayor," Miller answered, "I'm not going to give you the status quo. We've got to do better business deals on your behalf."

Health Jump from Page 4

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. 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.

Student Scores Jump from Page 1

percent of Hispanic children and 56 percent of black children.

In the grouping for poorest schools, all of the pass-fail percentages dropped and the gaps between the races persisted. Seventy-two percent of white children passed the 4th grade reading test compared with 59 percent of Hispanic children and 46 percent of black children.

And in the most affluent school grouping with a statistically significant outcome, 94 percent of the white children passed the 4th grade reading test compared with 86 percent of Hispanic children and 75 percent of black children.

Positive Views Jump from Page 1

men who represent the vast spectrum of black experiences. Cose is a columnist and contributing editor for Newsweek magazine. He has written several books including the best seller, "The Rage of the Privileged Class."

DeWayne Wickham discusses "Bill Clinton and Black America" at 6-8 p.m. Monday Feb. 18. Wickham is a journalist with USA Today, and BET's Lead Story.

At 7 p.m. Thursday Feb. 21, Colin Channer reads from "Satisfy My Soul." His previous Blackboard Bestseller was "Waiting in Vain."

And mark the calendars for Thomas Greene's presentation of "Loves Home" Friday, 6-8 p.m. Feb. 22. He is the author of "Courting Miss Thang."

NuSouth Jump from Page 5

"It's a big thing now in town to honk when you see someone else who's got a NuSouth license plate," Evans said.

"Or sometimes they flash lights," Quintero said.

"When you see the Nike swoosh," Evans said, "you don't flash. It doesn't mean anything. Our clothes are about meaning, about a new identity, a respect for self."

The duo is staking its business on the proposition that the next generation will halve the difference between the '60s generation's loathing of all corporate symbology. They hope that the next demographic bulge will want a little meaning to go along with its purchases.

"We have a three-year strategy to open one NuSouth store in each of the states of the Confederacy. Each store will open in February, Black History Month. We have a good business plan and a great accountant working with us."

Be a part of The Gazette
Martin Luther King, Jr. Special Edition
To advertise, call
972-606-7351

Arts & Entertainment

Building Blocks exhibition

The Dallas Visual Art Center (DVAC) opens its first exhibition for the year on January 18th. Curated by Director Joan Davidow as the first exhibition she has initiated at the gallery, the Building Blocks exhibition features the works of ten Texas artists, and shows through March 2nd.

"They stack; they duplicate; they multiply! One of anything is never enough for these artists!" says curator Davidow. The artists in the Building Blocks exhibition use repeating, duplicating forms and shapes to build a foundation for their work. Many of these artists work as sculptors. Others are bound to repeat concepts over and over again in painting, drawing, video, or site-specific installations.

The DVAC is free and open to the public Tuesday-Saturday 10 a.m. to 5 p.m., evenings by appointment, and is located at 2801 Swiss Avenue. For more information, call 214-821-2522.

Annual Cultural Awareness Series

Ignite your senses and celebrate the African-American cultural experience with the Dallas Black Dance Theatre February 23, 2002, at the Majestic Theatre. See new works that capture the essence of power and spirituality embodied in the rich heritage featuring multiple choreographers. Show time is at 7:30 p.m. and for ticket information, call 214-871-2376.

Anointed Gospel Play

Lighthouse Productions in conjunction with local sponsors are proud to present the Tonya D. Stewart's anointed gospel play "The Devil Is A Liar!" February 2-3, 2002. This spirit filled presentation will take place at The Plano Arts Center Theater, 1028 15th Place (at Ave. K) in Plano. Admission is \$17 and there are discounts. For more information, call 972-283-4429 or 214-376-3922.

Dallas Dance Gathering



A "Dallas Dance gathering" will celebrate its fifteenth season of performances at Booker T. Washington High School for the Performing and Visual Arts on Friday, January 18th and Saturday, January 19th at 8 p.m. in the Dance Studio Theater, 2501 Flora. General admission tickets are available at the door for \$8 for adults and \$5 for students and senior citizens. For more information and reservations, call 972-925-1226.

Black History in Collin County

Black History Month will be celebrated at The Doubletree Hotel in Plano February 2nd at 7 p.m. The theme for the evening is "It Takes a Whole Village" and Dr. Joy M. Carter will be the speaker for the evening.

Blur

Join Dallas Theater Center in celebration of the opening of "Blur" directed by Claudia Zelevansky. Opening night is Tuesday, January 22nd at 7:30 p.m. at the Kalita Humphreys Theater, 3636 Turtle Creek Blvd. in Dallas. For more information, call 214-943-1099.

Learn to be a Mentor

You are invited to attend the Eighth Annual Mentor-Entrepreneur Recognition Luncheon on Thursday, January 24th at noon at the Renaissance Dallas Hotel in downtown Dallas. Don graves, Jr., who is the executive director of BusinessLINC and the director of strategic partnerships for the Business Roundtable, will be the special guest speaker. He will address the Mentor-Entrepreneur Program and its national tie with BusinessLINC and the Business Roundtable. In addition, the outstanding mentor and entrepreneur partnerships of the 2001 program will be recognized. For more information and reservations, call Leslie Albin at 972-621-0400.



Volvo V70 AWD

Designed for families and individuals who don't want to sacrifice driving pleasure to get the freedom of high functionality they desire, the V70 embodies all that has made Volvo the world-wide leader in premium wagons and more. Volvo's V70 combines unparalleled flexibility, longevity, comfort and handling. A vehicle of character, the V70 is bred in the Volvo tradition of quality, advanced safety design and durability.

A V70 AWD will be offered to families seeking the security of all-weather traction in a premium wagon. Utilizing the proven viscous coupling system employed by the Volvo Cross Country, the V70 AWD delivers power to all four wheels when the system senses that the front drive wheels have lost traction. Standard features include: distinctive alloy wheels, power from the proven 5-cylinder 2.4-litre engine with low pressure turbocharging and 5-speed electronically controlled automatic transmission with Geartronic shifting, just to mention a few.

Added to each models long list of standard features are: Stability Traction Control (STC) for 2.4 and 2.4T models and the T5 gets Dynamic Stability Traction Control (DSTC) for 2002 model year. Spirited naturally aspirated or turbocharged power plant are incorporated into a drive train that features ABS braking, 4-wheel independent suspension, responsive rack and pinion steering with a turning radius that literally runs circles inside SUVs.

Ongoing

The Women's Museum: An Institute for the Future announces its winter blockbuster exhibit Alma Thomas: Phantasmagoria, Major Paintings. The works of the legendary abstract artist, will be on display until March 2002. The catalog, Alma Thomas: Phantasmagoria, major Paintings of the 1970's will be available in the museum store. For more information, call 214-915-0861 or visit www.thewomensmuseum.org.

The Women's Museum will provide free computer training in the Ronya Kozmetsky Institute For the Future, the museum's 20-workstation computer lab. The classes will provide free job-training skills for adult women who are unemployed and for those already employed but wishing to move up to more professional levels. Classes will be held on Tuesday evenings and Sunday afternoons and students can attend one or any number of classes. For more information, contact Wendlyn Alter, Institute Director at 214-915-0868 or techdirector@thewomensmuseum.org.

The City of Plano Parks and Recreation Department has contracted with Planet Kidz, a youth entertainment program, to provide activities at Carpenter Park (6701 Coit Rd.) and Oak Point Recreation Center (6000 Jupiter Rd.) for youth grades 3 through 8. Planet Kidz happens on Saturday nights from 7-11:30 p.m. offering fun and excitement in a safe and secure environment. Admission is only \$8 per person. A Plano police officer will be on duty at each location for the safety of the youth. For more information, call the Carpenter Park Recreation Center at 972-208-8087 or the Oak Point Center at 972-941-7540.

The Essence Awards will salute excellence in entertainment and the arts in the town that has built hallmark careers: Hollywood. The 15th Annual Awards will take place on May 31st at the Universal Amphitheater in Los Angeles. Starting this month, viewers can also look forward to an exciting interactive component for the Awards. By casting their votes via

essence.com or postcard, readers will select who receives the award for "Entertainer of the Year" as part of the Essence Awards Reader's Poll. Once a vote is cast, the reader will automatically be entered to win a trip for two to Hollywood and join the ESSENCE family at The 2002 Essence Awards. More information is available at essence.com or the January 2002 issue of ESSENCE.

The International Library of Poetry has announced that \$58,000 in prizes will be awarded this year in the International Open Poetry Contest. Poets, preferably beginners, are welcome to try to win their share of over 250 prizes. The deadline for the contest is February 28, 2002. The contest is open to everyone and entry is FREE. To enter, send one original poem, any subject and any style to: The International Library of Poetry, Suite 19913, 1 Poetry Plaza, Owning Mills, MD 21117. The poem should be 20 lines or less, and the poet's name and address should appear on the top of the page. Entries must be postmarked or sent via the Internet by February 28, 2002. Enter online at www.poetry.com.

January 17

The Women's Museum in Dallas will present a four-day festival celebrating and showcasing the early role of women in cinema called Silent Sisters: A Salute to Women In Silent Film. This evening will include a screening of the documentary, "Louise Brooks: Looking for Lula", the film "Pandora's Box", performance by the SMU Meadows Theater Orchestra, and a book signing by Barry Paris, author of Louise Brooks: A Biography. For ticket information, call 214-915-0890.

January 18

Black Cinematheque Dallas will screen the film "Passin' It On" by John Valdez on Friday, January 18th at 8 p.m. at the South Dallas Cultural Center, 3400 S. Fitzhugh Street in Dallas. "Passin' It On" is the true story of Dhoruba Bin Wahad (formerly known as Richard Moore), a Black Panther and revolutionary activist who served 19 years for the 1970

shooting of two New York City police officers. The film describes the incident, the trial, the evidence the FBI suppressed and eventual acquittal of the codefendants in the "Panther 21." Admission is \$5.00 and tickets can be purchased at the door. For more information, call 214-426-1683.

Dallas artist, Beth Ritter-Perry will exhibit her latest tapes, drawings and paintings in a show that continues her investigation into the spiritual self. Using traditional African symbolism juxtaposed with her personal symbolism, Ritter-Perry presents a body of work representing a perfect blend of the past with the present. The exhibition opens January 18th at South Dallas Cultural Center, 3400 S. Fitzhugh Ave. in Dallas, at 6 p.m. It is free and open to the public. You can also meet the artist January 19th at 2 p.m. The exhibition will run January 18th through March 9th. For more information, call 214-939-2787.

From midnight to 3 a.m. January 18th, musicians are invited to sit in with the house band or join in on the live open mike jazz-jam session. You can also enjoy a fully stocked snack bar and free coffee all night. Admission into the jam session is free and will be held at South Dallas Cultural Center, 3400 S. Fitzhugh Ave. in Dallas. For more information, call 214-939-2787.

The Dallas Visual Art Center (DVAC) opens its first exhibition for the year on January 18th. Curated by Director Joan Davidow as the first exhibition she has initiated at the gallery, the Building Blocks exhibition features the works of ten Texas artists, and shows through March 2nd. The DVAC is free and open to the public Tuesday-Saturday 10 a.m. to 5 p.m., evenings by appointment, and is located at 2801 Swiss Avenue. For more information, call 214-821-2522.

The Women's Museum in Dallas will present a four-day festival celebrating and showcasing the early role of women in cinema called Silent Sisters: A Salute to Women In Silent Film. This evening will include a screening of

the documentary, "Clara Bow: Discovering the 'It' Girl," the film "It," performance by the Razzmatazz Dixieland Band, a book signing by David Stenn, author of "Clara Bow: Runnin' Wild" and a special appearance by Rex Bell, Clara Bow's eldest son. For more information, call 214-915-0890.

January 19

Haggard Library in Plano is hosting an online job searching class Saturday, January 19th, at 9 a.m. Registration is required, but the class is free. For more information, call 972-964-4250.

New Orleans spoken word performance band, WordBand will present a stirring evening of original poetry and music January 19th at 8 p.m. The ensemble features New Orleans award winning poet Kalamu ya Salaam, his collaborator and fellow poet Kyesha Brown, vocalist Ginger Tanner and guitarist, Carl LeBlanc. Salaam, who has served as the Executive Director of the New Orleans Jazz & Heritage Festival, incorporates music into all his performances, believing wholeheartedly in the inter-relatedness of black dialogue and song/music. He is a published author of over seven books of poetry and several produced plays. He most recently produced a CD of his poetry, My Story, My Song and is currently serving as the poetry editor for QBR: The Black Book Review. The fee for this event is \$5 and will be at South Dallas Cultural Center, 3400 S. Fitzhugh Ave. in Dallas. For more information, call 214-939-2787.

NAACP-Garland Branch will host its 13th annual Martin Luther King, Jr. Parade and March on Saturday, January 19th, beginning at 10 a.m. with the theme "Honoring the Rainbow Dream." The parade starts at Beverly Dr. and Dairy Rd. A commemorative program will be held at the Garland Performance Activity Center (PAC), Fifth @Austin Streets, downtown Garland, immediately following the parade. The MLK Community Choir, Shorehaven Elementary School Choir and Ida Handley Elementary School Choir will perform. Winners of the MLK float

contest will be announced and local automobile dealerships will be honored for their loyal and continuous sponsorship of MLK day. A special Drill Team Competition will be held on Sunday, January 20th, at PAC, beginning at 4 p.m. For more information, please contact Gwen Daniels, Parade Coordinator, at 972-381-5044.

Everyone is cordially invited to attend the Grand Opening of the McKinney Memorial Library from 1-4 p.m. Saturday, January 19th, at 101 E. Hunt Street. Brief remarks will be presented by Mayor Don Dozier and Library Board Chairperson Ruth Bison and additional entertainment will be provided. For more information, call 972-547-7323.

For those who want to participate in the Martin Luther King, Jr. parade in Dallas, meet at Dallas City Hall between 6-8:30 a.m. and look for the jobs with Justice sign. Bring signs that emphasize MLK's message. The parade begins at 9 a.m. For more information, contact Gene Lantz at 214-942-4236 or labongatt.net.

The Women's Museum in Dallas will present a four-day festival celebrating and showcasing the early role of women in cinema called Silent Sisters: A Salute to Women In Silent Film. This evening will include a screening of the documentary, "Captured on Film: The True Story of Marion Davies," the film "Quality Street," a performance by the Mont Alto Motion Picture Orchestra and a special appearance by Hugh Neely, filmmaker and curator of the Mary Pickford Library. For more information, call 214-915-0890.

January 20

The St. Mark Missionary Baptist Church, 1301 Wilcox, McKinney, TX, Annual Men's Day Program will be held on Sunday, January 20th at 3:30 p.m. The guest speaker will be Dorris Wilson, Pastor of Sweet Home Baptist Church in Garland, Texas. The program is free and open to the public. Visit the website at www.saintmarkbaptist.com or call the church office at 972-542-6178 for additional information.

The Women's Museum in Dallas will present a four-day festival celebrating and showcasing the early role of women in cinema called Silent Sisters: A Salute to Women In Silent Film. This evening will include a screening of the documentary, "Captured on Film: The True Story of Marion Davies," the film "Quality Street," a performance by the Mont Alto Motion Picture Orchestra and a special appearance by Hugh Neely, filmmaker and curator of the Mary Pickford Library. For more information, call 214-915-0890.

January 21

The Dallas Mavericks 2001-02 Concert Series continues Monday, January 21st, when The Gap Band takes the stage after the Mavs host the New Jersey Nets at American Airlines Center. Tipoff is 2:00 p.m. and the concert will begin immediately following the game. All January 21st game tickets are good for concert admission. Tickets can be purchased by calling 214-747-MAVS, online at www.dallasmavericks.com, at the American Airlines Center Box Office and Ticketmaster outlets.

January 23

Wednesday, January 23rd, the Dallas Stars will be playing the Canucks at 7:30 p.m. at the American Airlines Center. For more information, call 214-665-4200.

January 25

The renaissance is here. Urban hip-hop has infiltrated Dallas Theater with a new wave of artists. Like the jazz invasion of the music industry, this cultural explosion is causing excitement in the theater community and it is here to stay. Blacken Blues Theater's First Annual African-American Play Festival is a showcase of fresh new talent. The African-American Play festival will be held at the South Dallas Cultural Center, Dallas (across from Fair Park) on January 25-26, February 1-2 and 8-9, 2002. For more information, contact Willie Holmes at 972-788-9280, email infonow@blackenblues.com, or visit the website at www.blackenblues.com.

Community Calendar Sponsored by Southwestern Bell Telephone

Your friendly neighborhood global communications company. SM



Southwestern Bell

CITY OF PLANO, TEXAS

Plano



POLICE HOTLINE
(972) 941-7299
FIRE HOTLINE
(972) 941-7402

24 HOUR
CAREER INFORMATION HOTLINE
(972) 341-7116
Home Page: www.plano.tx.org
FAX: (972) 941-7239

AA / EOE / ADA



Look No Further!
Hobby Lobby
Store Management
Opportunities

Hobby Lobby is a leader in the Arts & Crafts industry with over 260 stores located in 24 states.

Candidates must have previous retail store management experience in: supermarket chain, craft chain, mass merchant, drug chain, building supply chain.

Hobby Lobby
7707 SW 44th Street
Oklahoma City, OK 73179

Attn: Bill Owens
or apply Online @
www.hobbylobby.com

Sexual Orientation
Jump from Page 2

was the first professional organization to form a task force to address gay concerns, the pervading attitudes within the profession has led to a paucity of published literature on sexual orientation issues, which is essentially a "small corpus...concerning lesbian clients, lesbian literature, and bibliographic concerns such as pejorative bias in subject headings. (p. 23)" The ALA Council has in fact affirmed its support of lesbian library workers in the ALA Policy Manual, secs. 54.17 and 54.7, and its support of lesbian user services in ALA Council resolutions, but "it has lacked visible spokespersons for the lesbian minority at top levels, and discussion of lesbian issues have been confined to special interest meetings. (p. 25)" Public defense of the rights of lesbians in protest of discrimination is a rare event and professional support of lesbian (workplace) issues mixed, as demonstrated in the controversy surrounding Thomas Gaughan's choice of a cover photograph, in American Libraries (July/August 1992), of lesbian librarians marching in the 1992 San Francisco Gay Pride Day Parade.

Disabilities in the Workplace

Signed by President Bush on July 26, 1990, as Public Law 336 of the 101st Congress, the Americans with Disabilities Act (ADA) prohibits discrimination and ensures equal opportunity for persons with disabilities in the areas of employment (Title I), state and local government services (Title II, Subtitle A), public transportation (Title II, Subtitle B), public accommodations and services operated by public entities (Title III), and telecommunications (Title IV). "Enactment of the ADA," note the Equal Opportunity Employment Commission (EEOC) and U.S. Department of Justice (DOJ), "reflects deeply held American ideals which treasure the contributions which individuals can make when free from arbitrary, unjust, or outmoded societal attitudes and practices that prevent the realization of their potential" (Americans with Disabilities Act Handbook, p. 1). The ADA does not replace other federal (e.g., Sections 504 or 505 of the Rehabilitation Act of 1973) or state laws (e.g., those in California, Kansas, Michigan, and Missouri) that provide protection to individuals with disabilities. Federal enforcement of the ADA is coordinated by the EEOC (Title I) and the DOJ (Titles II and III).

The passage of ADA generated a substantial amount of literature intended to guide institutions through the maze of legislation and, ultimately, to help them arrive at a better understanding of the needs of persons with disabilities. Jill Mendle, "Library Services for Persons with Disabilities," The Reference Librarian 49/50 (1995): 105-121, recently provided an excellent, selective review of the library literature along with her case study of how one institution addressed the mandate of ADA legislation. Mendle advanced four categories of information on the subject of disabilities: general ADA sources, library compliance, service for special populations, and adaptive technologies. For library administrators and managers, writings explaining the law and the responsibilities of libraries for compliance, with regard to their position as both employers and service providers, are of special concern. The following selective list of resources, culled from LISA and Library Literature using "ADA" and "disability (ies)" as keyword search terms, can be supplemented by searching other databases with other search strategies. When using Library of Congress Subject Headings (19th ed., 1996), note that this controlled vocabulary continues to use the older, now less-favored term "Handicapped" (or "Libraries and Handicapped") with its numerous related subdivisions, such as "Handicapped—Employment" and "Handicapped—Law and Legislation."

Questionable Business Practices, two Latin American subsidiaries

ATLANTA (AP) — BellSouth Corp. agreed Tuesday to pay \$150,000 to settle a Securities and Exchange Commission case charging the telecommunications company with improper accounting and other questionable business practices at two Latin American subsidiaries.

The commission's complaint alleged that managers at BellSouth's Venezuelan wireless subsidiary, Telcel, paid \$10.8 million to six foreign companies and recorded the money as payments for legitimate business services.

Atlanta-based BellSouth, which owns 78 percent of Telcel, has been unable to determine what happened to the money, company spokesman Jeff Battcher said. BellSouth is attempting to recover the \$10.8 million, he said.

The company did not admit or deny wrongdoing in the settlement. BellSouth said it has tightened its internal controls and fired and disciplined several employees.

The complaint's other charge concerned a \$100,000 payment to a lobbyist for Telefonía Celular, the company's wireless subsidiary in Nicaragua. The company was hoping for a change in Nicaraguan law allowing it to take a majority stake in Telefonía Celular.

The lobbyist was the wife of a Nicaraguan legislator who later drafted a repeal of the country's foreign ownership requirement, allowing BellSouth to increase its ownership of the company to 89 percent in June 2000.

BellSouth shares rose 35 cents to close at \$38.91 Tuesday on the New York Stock Exchange.