# Minority Opportunity News

Established 1991

Choice" Paper

February 15 - 29, 2000 Volume 9, Number 4

#### **NATIONAL NEWS BRIEFS**

# ACLU combats "Driving While Black" dilemma

Ouring the Black College Superbowl in Atlanta, the ACLU distributed 50,000 racial profiling, or Driving While Black "survival kits". The kit includes a sample letter to Congress for support of a bill addressing racial profiling, stickers with the ACLU's toll free number and a wallet-sized "busting card" listing do's and don'ts when stopped by police. In a recent poll, 59 percent of Americans believe that racial profiling is wide-spread in America. During the Black College Superbowl in spread in America.

#### Black voters key in 2000 senate races

Monthly political and economic magazine FOCUS, reports that Blacks could east the deciding votes in several of the 33 Senate races. The magazine cites several factors in each race that could increase the clout of Black vote. including mishandling of African-American issues by many candidates and the large African-American voting populations in states like California, Virginia and Michigan.

#### UniverSoul Circus makes 4th tour across the country

The UniverSoul Circus will tour across the country celebrating the essence of urban America under the big top. The tour begins in Miami and will end in Dallas Nov. 26. Attendees can expect more innovation, more interaction and more state-of-the-art stants from this year's circus. The circus is sponsored by Honey Nut Cheerios.

#### President Clinton gives last Address

In his State of the Union Address. Clinton called for \$1 billion iri HeadStart funding, raising the minimum wage, closing the divide between people with and without computer access and form more trade in Africa and the Caribbean.

President Clinton delivers his eighth and final State of the Union Address. Seated behind the president are (I. to r.) Vice-President Al Gore and douse Speaker Dennis Hastert.



Cover Story on page 8 **Editorial:** 

Who is really a minority business

Wellness: Rev. Zan Holmes to chair American Heart Assn campaign

Editorial: A call for Black federal judges

#### MILESTONE MOMENTS

- 18 1688 The first formal protest against slavery in the Western world was signed by four Mennonite men in Germantown, Pennsylvania.
- 20 1895 Fredrick A Douglas died of heart failure in Anacostia Heights, Washington, D.C. Douglass had been the main intellectual voice of America for nearly fifty years. He was a primary ligure in the abolitionist movement and continued to demand full rights for freedom after slavery was abolished.
- 23 1868 William Edward Burghardt
  DuBois was born in
  Barrington, Massachusetts.
  Later became an author The
  Souls of Black Folk, written
  1903 considered a classic
  work of the civil rights
  movement. He was also
  known as a leading figure in
  African-American profest.
- 24 1973 Roberta Flack's single "Killing Me Softly With His Song" hit number one the Billboard's chart for the week and the four weeks following. The next year, the same song went to the number one spot on the week of August 19th.
- 27 1833 Maria W. Stewart delivered one of the four speeches which confirmed her place in history as the first American born woman to give public lectures. Stewart's lectures.

#### History Spotlight: February 1990 Conter J. Cottrell buys Blacks p

Comer J. Cottrell, entrepreneur, purchased the land and the building of Bishop College in 1989 Then, n 1990 he relocated the 108 year-old historically black college, now Paul Quinn College from Waco, Texas to its currem Dallas campus. He pledged financial support of the college until it becomes self-supporting.





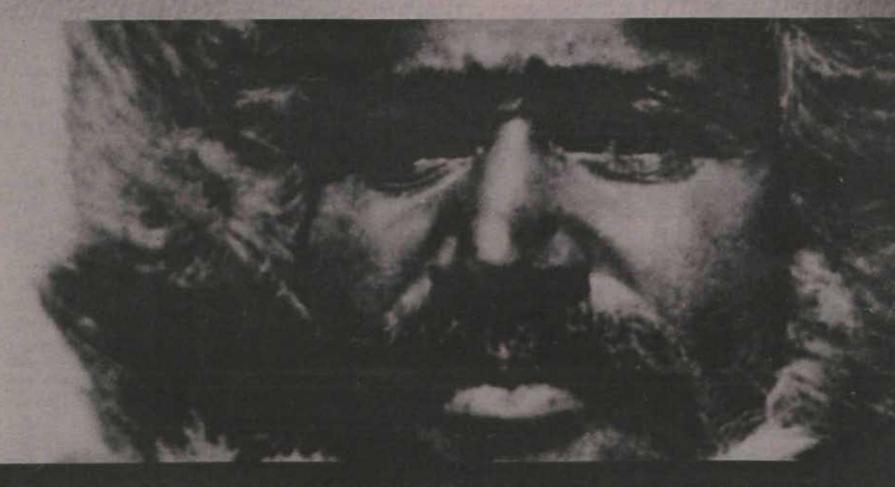
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# **Next Edition Features**

# Decision 2000: The Texas Primary Elections

As Texas voters prepare to cast preferences in party primaries, our next cover story will review candidates in major federal and state races. Balanced coverage will take a close look at contested races, identify unopposed candidates and the issues that are important to voters.





# Next Edition Wellness Feature:



## Sickle cell anemia and African-Americans

Sickle cell anemia is a blood disorder that disproportionately affects African-Americans. When early diagnosis and treatment occur, many can lead near normal lives. Without proper diagnosis, however, the medical prognosis can be dire. MON's next Wellness feature addresses this disease affecting millions of African-Americans.

"No one else can retrieve our values and salvage our people better than we can."

Dorothy I. Height

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# **MON Sales Department**

Phone: (972) 606-7351

Fax: 214-905-5198

E-Mail: mon-mrkt@swbell.net

Steven Scott, Director of Sales Stacie McGill, Account Executive

214-905-0944 ext. 19 214-905-0944 ext. 14

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# A call for diversity on the federal bench

Repercussions from the recent trial of our ongoing struggle to be free. former City Councilman Al Lipscomb will no doubt prompt a series of issues and developments. The most obvious will rightfully focus on the veteran activist's continuing legal battles as well as a council replacement for the remainder of his term of office.

Yet another and far more significant consequence is the future of the federal judiciary. Councilman Lipscomb's supporters cannot dismiss that it was a white

federal judge and jury that directly decided his fate. For all the progress we have made as a people, when it comes to courtroom decisions, the unfortunate truth is that more often than not, white people are in charge.

Moreover, much like the U. S. Supreme Court, fedjudges are appointed for life. It is a rare occasion for a federal judge to be removed from office. When one considers the number of cases federal judges hear during service on the

bench, it becomes critically important that diversity in judgeships be aggressively pursued. If there is to be true justice all of America's people, those who have been trained in the law should be allowed to serve in all capacities.

According to the National Bar Association, there are approximately 30,000 African-American lawyers in America. There is no point in sending talented African-American scholars to law school if there are to be ceilings to their professional dreams. Unlike Clarence Thomas, there are many African-American lawyers who have not lost sight of their heritage or their journey on a mostly white legal landscape.

No person of color looks forward to going to court. As a people, the courts have not been fair or favorable to us in many instances. There is an understandable anxiety that most Black people feel when they know their fate rests in the hands of those who have known little of

Americans that 'we finally won one'.

Lipscomb is only profile insults and ed dual standards.

African-Americans tunity to become a

more significant part of the federal judiciary, people who find themselves in court will continue to face those whose

Just as we fought for juries of "our peers", in 2000 and beyond we must also fight for justice and justices that know what it is to be a minority in America. In the words of Frederick Douglass: "It should be remembered, that freedom came to us not from the sober dictates of wisdom, . . .not from moral considerasmoke and fire strewn with wounded, bleeding, and dying men."

Minority Opportunity News hopes that as voters look ahead to presidential elections, that we, as a people, will be aware that those we elect to the White House also seek to include more minorities on the federal judiciary.

# Does new initiative really benefit black businesses?

There is probably little doubt among the One of the reasons for the racial split readers of Minority Opportunity News on the O. J. Simpson decision was the (MON) that this publication is a staunch unspoken feeling among African- advocate for the economic development of the African-American community and the And even in Simpson's case, he may have expansion of minority owned businesses. won his freedom; but he will never return From our inception, MON has supported to the life he once enjoyed. Country clubs many initiatives that spoke to assisting and advertisers alike, shun the man. His Black owned businesses as they sought to in-laws still seek to take his children and grow into new markets, access necessary what is left of his financial assets. Despite capital and firmly establish themselves his fame and fortune, when it came to within the mainstream of commerce. In court, a white power fact, the word "Opportunity" in our name structure dealt the reflects our commitment to exposing our readers to many of the options that exist to Dallas' beloved A1 help develop strong and stable businesses.

Because of our history and commitment the most recent high to this area, it is with great concern that we African- must express our serious concern and ques-American to find tioning of a recent decision made by the that in the court- National Minority Supplier Development room our people Council (NMSDC). First, to provide some continue to have background, the NMSDC's primary objectheir fate sealed by tive is to provide a direct link between corthose who have porate America and minority-owned businever known the nesses. As one of the country's leading business membership organizations, the indignities of bigot- NMSDC Network includes a national office in New York and 39 Regional Councils Until or unless across the country. There are 3,500 corporate members throughout the network, and Latinos are including America's top publicly owned, allowed the oppor- privately-owned and foreign-owned companies as well as universities, hospitals and other buying institutions. The Regional Councils certify and match more than 15,000 minority-owned businesses with American experience is far different than member corporations that want to purchase goods and services.

Harriet R. Michel, president of NMSDC, recently announced that the members of its board of directors have indicated their approval of the NMSDC Growth Initiative. This program "creates a new category-certified minority-controlled firmsthat can retain minority status and control while accepting equity capital from institutions. . . It came from across fields of tional investors. "This will allow minority companies to grow and be more competitive," said Ms. Michel. "Without question, this new option may benefit only the few companies that may be able to attract venture capital from professional institutional investors. However, we think it is important that minority businesses have the opportunity to utilize the financial tools that many other firms take for granted," she added.

The Growth Initiative was developed by

a task force of corporate members and minority business owners, to provide a solution for one of the most demanding challenges facing fast-growth firms-the need for external financing. NMSDC's certification process is one of the most stringent in the country. NMSDC certified companies have to maintain 51% ownership and maintain daily control of their business. Under the approved plan and on a case-bycase basis, NMSDC-certified minority companies can apply for the new category of certification and they will continue to control: 51% of the voting stock, day-today operations and a majority of the seats on the board. However, to enhance significant capital investment, the Growth Initiative will allow minority business enterprises (MBEs) to sell non-voting stock to institutional investors, as long as the MBE retains at least 30 percent. Now a national certification committee will be formed. After the committee is in place, it will have 90 days to formulate and implement a review process. Representatives of the National Association of Investment Companies (NAIC) will work with NMSDC and lend the expertise of its investment professionals to analyze deals in this special certification category.

On first analysis, this program seems to be beneficial. Why, then, does MON and a number of business agencies and organizations have such a serious concern with this new effort? First, there is a serious question as to the impact that this initiative will probably have. Consider some of the facts about minority-owned firms:

- · In 1997, it was estimated that there were 3.25 million minority-owned businesses in the U.S. generating \$495 billion in revenues and employing nearly four million
- According to the U.S. Department of Commerce, this group is one of the fastest growing business segments.
- · Minority businesses hire minority workers to a far greater extent than do nonminority firms; many of NMSDC's minority companies have 75% minority work forces
- Most minority businesses are established with personal funds. Most NMSDC-certified MBEs opened their doors with less than \$50,000 in start-up capital -- four in ten with less than \$15,000.

John Dudley Thomas Muhammad

Ron Shaw

Wallace Faggett

Sherrill Francis

Staff Photographers:

Graphic Design:

continued on page 7



2730 Stemmons, 1202 Tower West Dallas, Texas 75207

Editorial Department: 214-905-0944 Fax: 214-905-0949 Email: minoppnews@swbell.net

Chairman Emeritus Tim Bochum

Publisher Thurman R. Jones Vice President Business Affairs Charlene M. Crowell

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

Contributing Writers:

Glenda Goodson Lakeesha Joe Delmetria Millener Jamila Thomas Rufus Coleman

Brandy Jones

Assistant Editor:

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Columnists:





### Thomas Muhammad

### Dedicated journalist leads Dallas area

To many journalists, Cheryl Smith of Dallas has truly exemplified the saying of the late Dr. Betty Shabazz (widow of Malcolm X): "find the good and praise it". With her kind demeanor, it would be hard pressed to find anyone with a harsh word to say about her. Words associated with her include kind, pleasant, warm, aggressive, amiable, fair minded, loves Black people and the Black press, fighter and work-a-holic. Smith has also taken and work-a-holic. Smith has also taken the meaning of the word "activism" to a higher level as well.

Born in Newark, New Jersey, Smith raduated from Florida A&M University (FAMU) with a degree in journalism, she also earned a Masters Degree in Human Relations and Business from Amber University. Close friends will readily tell you that her heart is forever locked up at FAMU and attempting to remind Smith of any FAMU defeats could mean trouble. She carries that same fervor for all black institutions, which is one the main reasons she has been so embraced by thousands in the Dallas/Fort Worth

She relocated to Dallas in the 1980s where she immediately became involved with numerous pubic service organiza-tions and the local Black Press. Because of her strong sense of self-determination she also founded several community-based groups. She is the host of "Reporters Roundtable", a highly popu-lar talk show which airs each Sunday morning on KKDA (730) AM. The show features one full hour of in-depth interviews with some of America's most prominent journalists. In fact, hundreds of celebrity journalists, as well as non-journalists, either call or beat a path to her door to get on the show. Smith has

actively voiced concerns for numerous issues since taking the helm of "Reporters Roundtable", so much so that she has also interviewed many of the "Who's Who" in America's activist world. Making guest appearances on the show have been Dr. Na'im Akbar, Rev. Jesse Jackson Sr., Jesse Jackson Jr. and



Cheryl Smith

Minister Louis Farrakhan. Also making debuts were Steve Cokely, Tavis Smiley, Commissioner John Wiley Price, Dallas Mayor Ron Kirk, Dr. Khallid Abdul Muhammad and leaders of the New Black Panther Party. A constant regular has been activist comedian Dick Gregory who comes each year to support the annual "Cheryl Smith's Don't Believe the Hype Celebrity Bowl-A-

The bowl-a-thon was created by Ms. Smith to raise funds for non-profit orga-nizations that provide needed services to nizations that provide needed services to the African-American community. The event brings all media, political, religious, social and grass roots groups together for a fun event to help others. Organizations receiving assistance from previous Bowl-a-Thons have been Mothers & Fathers for the Advancement of Social Systems (MASS), Girls Inc., Africa-Care Academy and others. Most know that the song "Don't Believe the Hype" was created and made popular by the group Chuck D and Public Enemy. (The song is also the theme song played

at the beginning and end of the Reporters Roundtable talk show.) Chuck D has also made numerous trips to Dallas to attend the event and lend sup-

Forever active in the journalism profession, Smith served three full terms as president of DFW/ABC and is currently the Region VII Director of NABJ. In this capacity she represents black journalists in the states of Oklahoma, Arkansas, Louisiana and Texas. Smith also served as the deputy regional director for the NABJ. During her tenure as President of DFW/ABC she was instrumental in increasing the chapter's membership to over 200 new members. Among the many professional and social affiliations she serves are the Association of Women Journalists, Dallas Alumnae Chapter of Delta Sigma Theta Sorority, Inc. and DFW Chapter of the FAMU Alumni Association.

Smith has never been one to shy away from a fight or controversy. She has assisted in and organized pickets and protests against institutions that have shown insensitivity to African-American or Women's issues. A well-American or Women's issues. A well-known event that many may remember was the famous fight between Commissioner Price and some out-of-state movie producers who were creating a filming production set outside the county court building. The building also houses Commissioner Price's office. The building is the same building when it is building is the same building where it is said Lee Harvey Oswald fired the fatal bullet that killed president John F. Kennedy. Smith was working as the Commissioner's executive administrator at the time. She and the Commissioner were returning to the office when they're car was stopped by an object that was car was stopped by an object that was blocking the entrance to the parking lot the deciding vote preventing the film producers from using the 6th floor of the building in their film.

The Commissioner had been unimpressed with the film production company's hiring practices in regards to African-Americans and therefore cast the tie-braking vote against the production company. The Commissioner confronted the workers and an argument ensued and then a fight. While the Commissioner was fighting, Smith hit

unsuspecting member of the fight, who was trying to sneak a punch from behind, with the heel of her shoe. The Commissioner later talked of the humor

For this and many other campaigns most say that would rather have a Cheryl Smith fighting in their corner than some male leaders any day. A syndicated columnist, Smith writes for several African-American publications and serves as a media special projects consultant and an adjunct professor of journalism. Her columns have also received honors from NABJ, Houston Association of Black Journalist, Texas Publishers Association and DFW/ABC. She is the executive consultant for "Future Speaks" and edited by youth. Probably the only newspaper of it's kind in the country. She has also acted as host for the DFW/ABC Minority Journalism Workshops held for several weeks each year at Lincoln High School. The workshop brings together hundreds of aspiring young journalists who are mentored by seasoned journalists who are mentored by seasoned journalists in the area. At the end of the course period students who have taken the time to apply and worked the hardest receive scholarship money during the annual DFW/ABC Future Journalists Scholarship Awards Banquet. The banquets have raised over Banquet. The banquets have raised over \$500,000 for needy students in the community. Additionally, it was under her leadership that the Dallas Metroplex Council of Black Alumni Associations (DMCBAA) was founded. That organiza-tion of historically Black colleges and universities recently celebrated its 10th anniversary. Smith is also a past president of DMCBAA.

In the past ten years the show has won numerous prestigious awards from several journalism organizations, including the National Association of Black Journalists (NABJ), the Dallas-Fort Worth Association of Black Journalist (DFW/ABC) and the Press Club of Dallas With this type of history many can pow With this type of history many can now see why so many people love Cheryl Smith, she has not only shown that she can talk the talk, but truly she definitely can walk the walk.

Until then the struggle continues...

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# **Capitol Watch**

# FTC offers tips for online shoppers

#### By Correspondent Rufus Coleman

Nancy Kent has been an online shopper for more than three years now.

She buys everything from Buffy the Vampire Slayer gifts for loved ones to plane tickets — even cat toys for 'Baby' the latest addition to her family.

"At least once a month I'm buying something online," Kent said. "It's convenient and I can do it anytime. In fact, I'm probably going to try a bunch of websites where you can grocery shop online."

Thousands of consumers are shopping on the web for the very same reason, but just like the real world there are as many individuals attempting to steal from consumers. But to make the average online consumer a little safer, the Federal Trade Commission (FTC) has turned the focus of its second annual National Consumer Protection Week to educating the e-shopper. The event runs Feb. 14 – 20 with the theme "Armchair Armor: Shopping Safely from Home."

The FTC and other federal agencies, national, state and local law enforcement organizations, advocacy groups and private companies will be educating consumers about shopping from home.

"Internet shopping is growing at an incredible rate, which makes it a very important area for consumer protection," said Lisa Hone, a FTC staff attorney. "The more consumers there are, the more room opportunity there is for fraud."

Hone said the biggest source of fraud for online consumers are online auctions like E-bay. Since the exchanges are between individuals there's more room for problems. A consumer is more likely to buy an item, send their money off and never receive their purchase.

"In these instances you're buying something from someone you've never seen for items you've never seen before," Hone said. "We also get a lot of problems with collectibles being sold in these auctions. Someone may claim to be selling you a baseball card with the signature of someone famous and you find that it's a forgery."

Groups like E-bay may let other groups come watch over transactions, but there is no real watchdog, Hone said.

The best protection for online consumers is thoughtful shopping.

When Kent bought a set of Buffy: The Vampire Slayer mugs for her special someone, she went to the official website for the TV series. And she makes it a point to buy all of her gifts from



the official websites.

"This way I know who I'm dealing with," Kent said. "One of those smaller sites may be up one day and then the next just disappear."

Consumers should also check out companies and report any incidents of fraud through the Better Business Bureau. In those instances where someone is a victim, they can prevent others from falling into the same trap and put an end to dishonest companies, Hone said.

One of the best things an individual can do when shopping online is to use a credit card, Hone said. Most credit card companies offer back charge protection, so when a purchased product isn't delivered or you don't get what you believed you were buying, the consumer can stop from being charged for the product.

"If I bought the product with a cashiers check and it's a fraud there's no way I can get my money back," she said. "You don't take that risk with credit cards."

If false charges are on your credit card statement federal law makes you liable only up to \$50. It's also important to find out the price of items with shipping and handling costs as well as tracking shipping dates. If a company doesn't deliver a product in the time promised, consumers have the right to wait or cancel the purchase.

One of the biggest problems Nancy Kent runs into during her Internet shopping is junk e-mail. After buying a product from a site, her contact information may be sold to another group. This group would use the information to send electronic ofters to her e-mail address.

"I started using a separate address to do my shopping because of all the offers I kept getting," Kent said. "And there are all these offers for things like debt consolidation. And when I check out the sites one day, they're usually gone the next."

One of the measures, you can take to prevent this is looking for privacy policies offered by the website you're shopping. Often it explains what, if anything, will be done with the information you provide. But Hone said there are always instances where a consumer may end up with electronic junk mail.

"The best you can do is just be very protective of the information you provide," she said.

For more information try the FTC's website www.consumer.gov or call the FTC at 1-877-FTX-HELP (382-4357).

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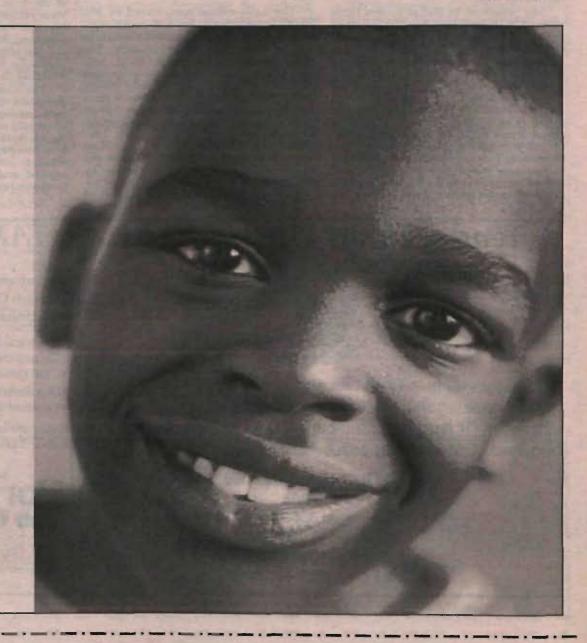
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# Editorial's cont'd

#### ... continued from page 4

- Minority businesses buy from other minority businesses when they
  can. Three out of ten purchase more than 50% of their goods and
  services from other minority businesses
- In 1982, an estimated 84% of all MBEs had no employees. Fifteen years later, in 1997 the figure remained the same.

This data clearly shows that most MBEs are small operations. While their expansion is viewed as positive, there are risks created by reducing ownership percentages down to 30%. The whole basis for the process of certifying MBEs is to provide assurance that there is legitimate ownership and control. For the organization that serves to advocate for these firms to suggest that, for the opportunity to access more capital, that percentages of ownership requirements should be cut almost in half, is, at best, wishful thinking and probably a major step backwards as it relates to insuring bona fide MBEs. More likely, is the probability that, in the guise of seeking new financing, more businesses with questionable ownership may enter the marketplace.

A second concern that is highlighted by the facts is the very, very small number of firms that would be affected by this change in definition. By their own admission, only a tiny number of businesses would be able to "grow" with this new program, now or in the foreseeable future. MBEs, who grow to the extent to be able to participate in more equity based lending programs, have options to fuel that growth other than to redefine what it means to be a MBE. The NMSDC recommendation is tantamount to "lowering the river rather than raising the bridge." It does not create a stronger, legitimate MBE by changing the definition rather than focusing on the real obstacles that may limit their continued growth.

Last, among our concerns, is the real question about who is really going to benefit from this change in definition. Please remember that the "members" of the NMSDC are the major corporations across America. With this point in mind, we must question who benefits the most by the change - the corporate members or the MBEs? The corporations may have, through this proposal, a new means to report larger procurements with MBEs. However, whether or not the move will accrue any other benefits other than a very small number of MBEs is questionable.

As mentioned, the NMSDC proposal has already been passed by their membership. Nonetheless, the dehate on this matter is far from over. A number of federal agencies and other minority business advocates have raised serious questions about the proposal and its implications. As the discussion continues, we would appreciate your thoughts. Please forward your comments and we will share them in a future edition.

Note: The NMSDC Board of Directors decided at its meeting in October, to postpone the vote on the Growth Initiative for three months in order to clarify understanding about its goals, with other organizations, government agencies and the business community.

Politics is about power: who has it and who wants it. But money is just as important; who has it and who needs it is one thing. But the terms of money's access can make, break or compromise otherwise devoted and dedicated people.

As a nation and as a people we are probably not politically prepared to fight for public campaign financing. Yet the truth is, no one can run an effective campaign without somebody's money – their own, that of their family and friends, or those who stand ready to personally benefit from a position of power and influence.

Every candidate and officeholder must decide how to finance their political agendas. The sad truth is that some people's money is not worth the bother – no matter how lucrative.

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# Civil Rights Act changes America, Johnson

By Jamila H. Thomas

quality, a powerful word for which African-Americans have fought for many years. In 1964 it was a time when America faced many tribulations. John F. Kennedy had been assassinated the previous year, new president Lyndon Baines Johnson was in office and the civil rights advocates were struggling to get the Civil Rights Act passed. Many questioned and continue to question the legacy of Lydon Johnson and if the struggle for the Civil Rights Act has benefited the descendants of the many who sacrificed jobs, property, reputations, and even their lives. Has the American civil rights movement become inapplicable?

To insure a smooth transition into office, President Johnson kept all of John F. Kennedy's cabinet members on his cabinet staff. The president appeared determined to carry on the policies of the fallen president, but in addition he brought a new dimension to his office. Few American presidents have understood the United

States Congress as thoroughly as Johnson. He was a member of both Houses and he developed the Johnson Treatment into an effective tool of political persuasion. Within the White House he was capable of successfully bending Congress to his wishes.

Controversy came about with introduction of the civil rights bill. Southern congressman fought against it with every breath. Nevertheless, the public's attitude favored change, and change is what led to the passing of this bill. It was the most imperative piece of legislation to

date, and most effective in the destruction of discrimination and segregation.

On July 2, 1964, Johnson signed the bill into law. In most cases the United States president singing new laws was a routine; however, this one was not.

Surrounding Johnson as he signed the 1964 Civil Rights Act were dozens of important statesmen, members of the clergy, union officials, and civil rights workers. One of the most distinguished people in attendance was Dr. Martin Luther King Jr.

The Act encompassed several laws outlawing segregation and discrimination. The most significant titles included in the 1964 Civil Rights Act were:

I. Outlaws arbitrary discrimination in voter registration and expedites

... continued on page 9

# **Cover Story cont'd**

# ...continued from page 8

voting rights suits;

II. Bars discrimination in public accommodations such as hotels and restaurants:

III. & IV. Authorized national government to bring suits to desegregate public facilities & schools;

V. Extends the life and expands the power of the Civil Rights Commission;

VI. Provides for federal financial assistance to be terminated or withheld from educational institutions and programs that practice racial discrimination:

VII. Prohibiting private employers from refusing to hire or from firing or discriminating against any person because of race, color, sex, religion, or national origin.

Title VII was the most substantial of all sections. It was initially introduced by Kennedy prior to his death, and was to only apply to government employment. However, because of his assassination, Congress could did not vote on it. Southern congressmen tried to sabotage the bill by adding the words "sexgender" to the original bill. They thought this would surely kill the bill. To their dismay, the bill was passed with the gender specification intact.

Many revisions of the bill were made by Congress, including changing part of the bill to apply to private sector employment only. Federal, state, and local government employment agencies were excluded from the law.

The roots of the Civil Rights Act roots dated back over a hundred years. In 1863, President Abraham Lincoln declared freedom for all slaves in the confederate or surrounding states with the Emancipation Proclamation. For almost a century after the proclamation, African-Americans were still not completely free. Segregation was a law in nearly all the southern states. In some cases, the use of the same public

rest rooms or drinking fountains was prohibited. In addition, cause, too. Because it's not staying at the same hotels or eating at the same restaurants was allowed. African-Americans normally received the worse end of seg-

regation. For instance, the hotels and restaurants African-Americans were allowed to patronize were run down and dilapidated.

overcome,"

The belief that African-Americans

were inferior to whites was the base of segregation laws. That view was called 'white supremacy". Johnson grew up in Texas where many held that view and segregation was widespread. Johnson felt uncomfortable with racist laws as a teacher and legislator. Nevertheless, he knew the task would not be easy and ideas would be difficult to change. Segregation and white supremacy had been a way of life for some time in the South. To alter peoples attitudes would be a complex assignment.

In 1957, when Johnson became senator he assisted with arranging the

compromise civil rights bill. With great effort by Johnson passed in great part. Those who supported civil rights did not like the They objected to the bill because of it was "weak" and gave African-Americans less real rights.

However, Johnson knew a stronger bill would never be supported southern legislators and could not pass at that time. One Johnson's press secretaries, George Christian said,

just Negroes but really it's all

of us who must overcome the

crippling legacy of bigotry

and injustice. And we shall

Lyndon Baines Johnson

"Johnson believed in the power of government to do good "Their cause must be our

things. There was a need for action in the area of civil rights, and he was willing to do it. It's been demonstrated since the Civil War that without government intervention things some change, especially, con-

cerning civil rights." Johnson refused to take no for an answer on the

question of civil rights. In a commanding tone he told legislators, "This bill is going to be passed if it takes us all summer. This bill is going to be signed and enacted into law, because justice and

mortality demand it."

Despite the Civil Rights Act of 1964 there were still unfair laws in effect in much of the South. Some southern politicians knew that if African-Americans were allowed to vote, they might lose their elections. Therefore they made it difficult for African-Americans to vote. They had to pay a poll tax and pass a literacy test. The test consisted of a list of questions about state laws or other topics that were to be answered correctly. Many whites could not pass these "tests". However, they were never asked to do

> On March 15, 1964, Johnson went live on nationai television and introduced a voting rights bill. He said, "Their must be our cause, too. Because it's not just Negroes but really it's all of who must overcome the crippling legacy of bigotry and injustice. And we shall over-



LBJ was an staunt advocate of Civil rights. He continued the work of his predecessor John F. Kennedy

come," said Johnson.

Johnson signed another law that would modify the lives of nearly every American on July 30, 1964. This bill was called Medicare, an extension of Social Security, which would provide health insurance for people age 65 and

Within a week another bill concerning civil rights was signed. The hard work of MLK Jr. and others finally paid off. On August 6, Johnson signed the Voting Rights Act of 1965. This Act banned poll taxes, literacy tests, and other unfair voting procedures.

Johnson said, "So now we will move step by step-often painfully, but I think with clear vision-along the

path toward American freedom."

As the year 1972 came to an end, Johnson's health was failing. He suffered from a heart condition, known as angina, or lack of blood flow to the heart, resulting in severe chest pain. On January 22, 1973, Johnson died of a heart attack at his ranch.

Most people do not think exceedingly of Johnson as a president. However, experts rank Johnson as

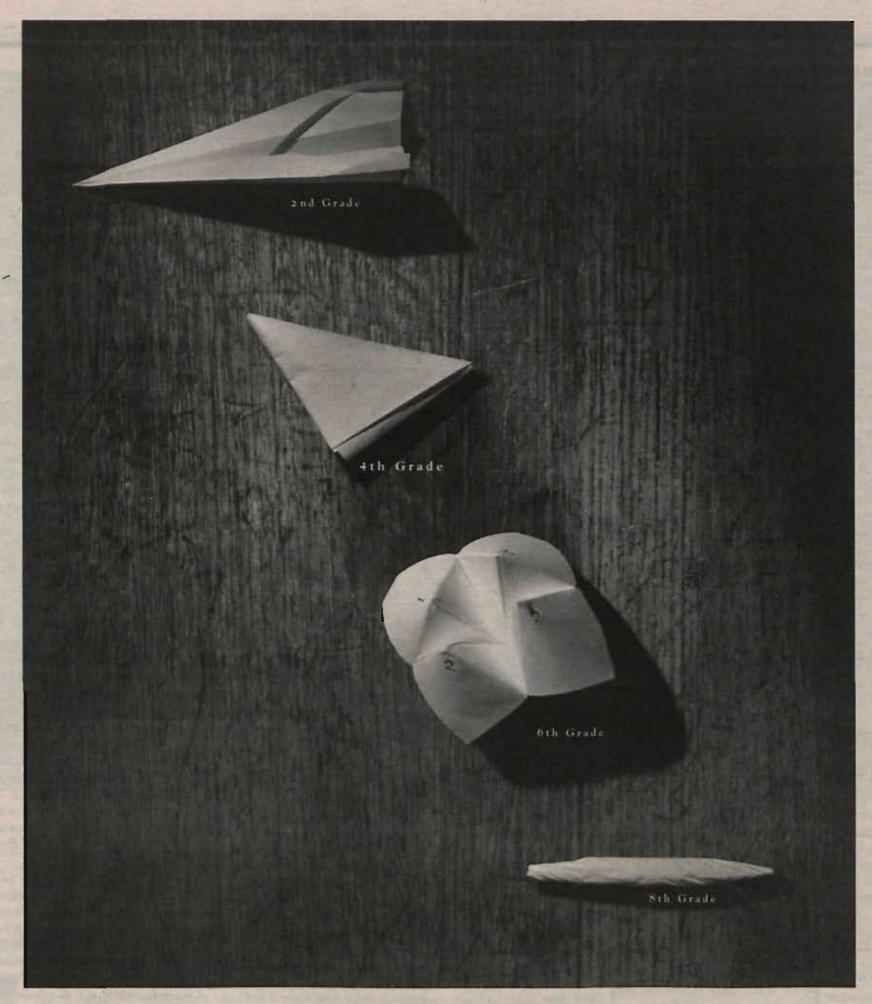
a superb president. A survey of over 100 historians published in 1997 ranked him 12th out of 41 on their list of most effective presidents. Another survey in 1982, with more than 800 historians, ranked Johnson 10th. In the same year another survey of 49 of the nation's leading historians and scholars, conducted by the Chicago Tribune, ranked him 12th in that survey. Johnson gets high marks for his action on civil rights. Even those at odds with unity at the time agree today that the Civil Rights Act of 1964 and the Voting Rights Act of 1965 were the morally right acts to pass.

Johnson was a president at a time of national need for action in many areas, such as Medicare, the Civil Rights Act, education, and new concepts like Head Start and Job Corps. Johnson's mission was to uplift people who were not able to look after themselves.

So what is Johnson's legacy? Was he a liar or a kindhearted leader who wanted the best for his people? Was he a brilliant politician or just following along in the footsteps of his predeces-

Some Republicans tend to think the worst about Johnson. Many other Americans feel that various accomplishments were made during his administration. In the opinion of most historians, Johnson will be ranked in the top quarter of their lists.

The Civil Rights Act has benefited America and has honored those who died in effort to change things. The Civil Rights Act has made it possible for an African-American to lodge and dine at the same hotels and restaurants as whites. It has allowed people of all races to sit where they please on a bus and to drink from the water fountain of their choice. The Civil Rights Act remains relevant today for many racist situations occur even the new century. Nonetheless, President Johnson made many things possible for minorities, and if for nothing else, he should be appreciated by more than just histori-



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# **You and Your Money**



John Dudley

# The ups and downs of emerging markets

There is probably no area of investments that generates more excitement or more anxiety among ordinary investors than emerging markets. These are the economies of developing countries in South America, Asia, and former communist nations that in many cases are expected to grow faster than those of rich countries in the years to come.

Of course, what goes up can also go down. For example, in 1993 Turkish stocks shot up 220 percent. The following year, however, they were down 50 percent. In other words, anybody interested in investing in emerging markets should be able to live with a lot of movement in both directions. Keep in mind, past performance is not indicative of future results.

The volatility of emerging markets was brought home in 1994 when the Mexican peso dropped in value and the Mexican stock market plummeted 44 percent. Then, as with many times during the past century, millions of investors discovered that emerging markets are a much dicier investment than they had previously thought. In emerging markets, investors are exposed to additional risks due to the political and economic turmoil in the countries in which they invest. Plus,

they can also be whiplashed by shifts in currency exchange rates.

Nonetheless, to those looking for a long-term investment strategy that aims for aggressive growth, emerging markets are worth understanding. With growth rates of seven to nine percent in some modernizing countries (versus two to four percent growth in mature economies), the opportunities are plentiful. Here are some thoughts to keep in mind:

onsider well-diversified mutual funds - Diversity is always a wise strategy in investing, and possibly more so when investing overseas. Many mutual funds invest abroad and among those that specialize in foreign markets, many balance the riskier emerging markets by placing much of their overseas investments in the mature economies of Europe, Canada and Japan.

Invest in single-country funds carefully and only as part of a balanced portfolio - Mutual funds that specialize in a single country or region should generally not become the mainstay for an ordinary investor, however impressive their performance may be. Although everyone's needs are different, experts often advise equity investors to keep investments in high-risk, potentially high gain emerging markets, to five or ten percent of a portfolio. If you want to invest more aggressively, it is a good idea to first consult a professional with knowledge of the field who can help you determine if it would be appropriate given your financial objectives and risk tolerance.

Right after a crash may be the worst time to leave -- It is human nature to move away quickly after you've been burned. In emerging markets, it is as likely to see sudden drops in share prices from time to time. But once that has happened, you may consider sticking around for a potential rebound. In fact, when you invest in an emerging market, you should be prepared to leave your investment for several years and expect to experience volatility and some setbacks.

Take a look at American Depository Receipts (ADRs) -- ADRs are investments that trade in dollars on U.S. exchanges but represent shares in foreign companies.

Learn about closed-end funds -- These are listed on American exchanges like stocks, include a range of equities, and usually sell at discounts to the value of the securities they own.

Understand the risks of global bond funds -- Those bond funds with the highest yields offer the highest risks. Unlike domestic bond funds, these should generally not be considered primarily an income-oriented investment. Often the high-flying bonds of high-risk companies abroad are used to speculate against currency fluctuations or on capital gains. In other words, if you are not an investment sophisticate in this area, be cautious and learn the field.

Know thyself -- As attractive as the gains may be, never make high-risk investments with money you need to live on or money that you will need in the near future. And even if many of your friends are making such investments, feel confident about saying no. Plenty of perfectly sound investors have found that the ups and downs of higher-risk investments abroad don't sit well with them. They give up a bit of potential long-term financial gain to help them get a good night's sleep.

Emerging markets may provide an attractive opportunity for those looking for a long-term and potentially rewarding investment strategy, but who can also assume the additional risk. It is important that interested investors understand the nature of these investments and consider a number of options.

Editor's Note: Prudential Securities is not a legal or tax advisor. However interested readers are encouraged to choose their own financial advisor. Financial advisors can work with other professional services such as accountants, attorneys and/or tax advisors. For copies or questions about this or any other column, please contact John Dudley at Prudential Securities, 1201 Elm Street, Suite 4848, Dallas, TX 75270, (214) 761-5142.

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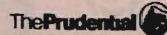
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# Inspiration



Ron Shaw

# Will the salt still season?

Matt. 5:13

In our last article we began talking about the church's effectiveness in a society that desperately needs direction. The moral compass of our communities seems to be out of whack. Several months ago I sat in my office with a beautiful Asian young lady who attends our church discussing some of her life issues. At the time she was pregnant and threatening miscarriage. She started attending our church after she had completed her stay at a local orphanage. It seemed as though every time she lost her way she returned to talk and get (as she puts it) her bearings straight. To my amazement, she had lost confidence in the Christian community (churches) because of what she had experienced at the hands of those who she thought were genuine in their faith. I was heartbroken to hear of her loss of trust because of the sexual manipulation, scheming and ungodly lifestyle of those she knew who confessed to be Christians. Nevertheless, her experience with others has restored her faith.

The moral compass of any society is its belief system and its faith community. If the church does not begin again to preach and teach and model a holy lifestyle, then the prosperity that we are enjoying will mean nothing to the kingdom of God and His purposes. A few years ago a night club manager of a very popular night spot in the city told me he would have to close down if it were not for the church folk frequenting his establishment. I mentioned in our last article the fact that the divorce rate among Christians is almost equal to that of the world. Male female relationships among Christian singles are almost as equally ungodly as those outside the Christian community. Are we losing

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our ability to make a difference? So let's once again hear what Jesus has to say about the lifestyle issue.

Our text says we are to be salt and light in this world. We are to be the compass by which society gets its directions. We are to be the standard by which all other morals are judged. The issues this generation and society faces today require a strong, firm, unrelenting and uncompromising church who demonstrate the love of God in their lifestyle no matter what arena they are in. Entertainment, sports, finance, politics, etc. are all areas where the saltiness of the Christian lifestyle and the brilliance of the light of the Christian lifestyle must shine.

There may be times when we miss the mark in our quest to live godly lives. However, the blatant disrespect and disregard for God in the way we live must be changed if we are to retain our position as salt and light in this world. God has promised to judge the world, but first He will start with His own family.

Let me help you readjust. judge yourself in those areas where you know you've allowed compromise. You don't need me or anyone else to identify them for you. You know the areas of your life where you've allowed sin to creep in. Is it your thoughts? Your behavior? What things are you now doing that you said you would never do because you were a Christian? Second, go to God and admit to him you've dishonored Him in those areas. The Bible says He is willing to forgive and purge us from unrighteousness. change. Change starts with a decision and continues with steps to pursue it. If I've been sexually active out of marriage, then I know I must do more than make a decision to quit. I must change where I go, who I hang out with, what I view on television or the movies, and what I listen to. If you really want to make a difference, you have to be different. Our kids need to see us live clean wholesome lives. They need to know the Christian lifestyle isn't just a theory. We need examples of the Christian lifestyle. As one person put it, "you can be a thermostat or a thermometer". We are called to be thermostats.

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#### Problem?

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# The Wellness Diary

# American Heart Association campaigns against heart disease

By Delmetria L. Millener

In an effort to help save Texans from heart attack and stroke, on the American Heart Association, Texas Affiliate, launched a statewide educational campaign on February 1, 2000. On a local level, The American Heart Association's African-American Task Force is teaming up with local churches to sponsor the "Search Your Heart" campaign, a church-based health and wellness program, in Dallas. The campaign will involve ministers encouraging their congregations to lead healthier lifestyles by exercising, obtaining better eating habits, reducing high blood pressure, lowering cholesterol levels and quitting smoking. The pro-gram began February 11 at Baylor University Medical Center with a Pastor's Brunch, and concludes on April 29 with a free health fair at Paul Quinn College.

To justify bad habits, many African-Americans stand behind myths that after a certain age, they're "set in their ways," or they "can't afford to eat healthy" or they "don't have time to eat better." Therefore, the real chal-lenge in making the Search Your Heart program successful will be getting African-Americans to come together, collectively, to fight heart disease.

How can we get everyone to be a part of the effort? "The church is the hub of the African-American community, and what better way to get African-Americans to come together as a people than to go back to that belief system and seek some assistance," says Myra Hollins, chair of the Search Your Heart committee. She also points out that, "African-Americans are far more likely than whites to die from heart disease and stroke, the nation's number one and three causes of death."

Recent studies by the American Heart Association reveal that African-American males are one and one-half times more likely to die from heart disease than white males, and 69 percent of African-American females are more likely to die than white females of heart

Hollins feels that health education what the African-American community needs in order to survive. "We can transform ourselves by adopting a wellness plan," says "We Hollins. want to reach every African-American individual with vital educational material, screenings, and other fun and flexible activities," she said.

Another key player that will take part in the Search Your Heart campaign is the event's co-chair, Rev. Eddie Tolan, the associate pastor of Antioch Fellowship Missionary Baptist Church. "The program is church based

because that's where values and attitudes are shaped in our community," says Rev. Tolan. "We're presenting this program to help protect the physical health of our members, just as we protect their spiritual health." In addition to Rev. Tolan, other significant figures in African-American religious communities are expected to partake in the Search Your Heart campaign. Not long ago, Rev. Zan Holmes, pastor of St. Luke Community United Methodist Church, lost his wife to heart disease. Therefore, it is only fitting that Rev. Holmes, who is also the President of African-American Pastor's Coalition; serve as the honorary chair

disease. Not only are these numbers for this event. Brian Waddle, the alarming, they are also the reason Communications Director of the

> Heart Association feels, "utilizing high profile visionaries is one of the best avenues reach African-Americans with credible information." Hollins says, "In order to move a people, you have to be one accord." Regardless of religious preference, most African -Americans usually come together spiritually to remedy a tragic situ a t i o n . Although the numbers for African-American deaths alarmingly high, "You high, shouldn't be

American

surprised," said Hollins. "Just look at vour family tree."

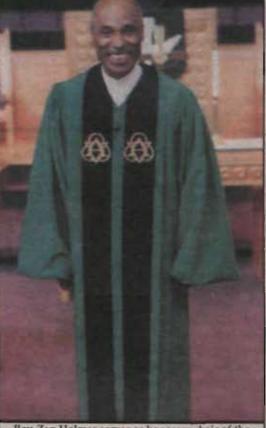
Through the years, African-Americans, on a whole, have engaged in unfavorable eating habits. During slavery times, our fore mothers and fathers had no choice but to make the best of the left over scraps they received as meals.

As a result, they created their own meals which consisted of chitterlings, pig feet and ham; and seasoned it with fat meat to make it edible. However, all of these foods, if not eaten in moderation, could cause high blood pressure and other illnesses that could lead to

But what did our ancestors know (or care) about moderation? They knew survival. Nevertheless, these cooking methods and eating habits were passed from one generation to the next. They became habit or learned behavior. However, the Search Your Heart campaign seeks to change all those bad habits to good ones. And if it seems that our ancestors may have lived longer than we do now, it is because the one advantage they had over our generation is that they remained active. Manual labor was their exercise. Therefore, in most cases, their cholesterol did have a chance to escalate like it does in our sedentary society today. That is why it is so important to become educated on health and fitness—they go hand-in-hand. Hollins notes, "Search Your Heart is only one product of a major initiative to get African-Americans to take better care of themselves."

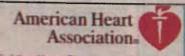
Additionally, it takes significant effort on everyone's part to accomplish the seemingly impossible mission of getting a community to lead healthier lifestyles. "We are reaching out to everyone for help in adopting this program for the community," says Hollins. In an effort to get the media more involved with wellness issues, Search Your Heat Media Chair, Shaun Rabb of television's FOX4 News, will host the Pastor's Brunch. Also doing their part is Parke-Davis Pharmaceuticals. As part of their community outreach services, Parke-Davis will put together a pallet screening to track the wellness patterns of African-American's health.

African-Americans everywhereyoung, old, fit or feeble-need to be accountable for our health. To find out more information about the Pastor's Brunch, the Search Your Heart program, African-Americans and cardiovascular disease, or to find out how to start on your journey towards health success, contact the American Heart Association at 214-748-7212, or email at dallasdivision@heart.org.



Rev. Zan Holmes serves as honorary chair of the American Heart Association's Search Your Heart Campaign.





Fighting Heart Disease and Stroke





# **Ethnic Notes**

# African-American artists showcased in traveling exhibit

By Correspondent Lakeesha Joe

Established and emerging African-American artists from across the United States will come together to share and showcase their work in an exhibit, entitled "Our New Day Begun: African-American Artists Entering the Millennium," at the LBJ Library and Museum (on the campus of the

University Austin) beginning February 19. The exhibit will be the first major exhibit of African-American artists featured in Austin since 1989

"This is the very first time that a presidential library has sponsored such an event," said Marcia Williams, pubrelations director of the exhibit.

The artist showcase will be coming to Dallas June 19 through August 15 at African-American Museum. Since this is the first

who are collaborating to put the exhibit together in Austin will be assisting Dallas and Houston in creating their own artist showcase.

"Our New Day Begun" signifies the year 2000-a new century, a new millennium, and a new opportunity for African-American For decades African-American artists have not been included in the mainstream world of art. Sponsors of this exhibit hope that the progress of African-American art will increase tremendously. Art is considered an expression of vision,

style and culture; however, many have por-African-American art will also help to por- work. experience, expressing the beauty, passion

> developed to bring African-American art to a broader audience and to showcase been enced established same opportunities exposure other artists of different backgrounds. "Our goal in organizing 'Our New Day Begun' is promote to and acknowl-

edge African-American artists for their unrelenting dedication to their craft," said Ada Anderson, organizer of the exhibit. The exhibit will also recognize President Lyndon B. Johnson's efforts regarding civil rights as

"Our New Day Begun" is being co-sponsored by Leadership Educational Arts Program (LEAP). LEAP is an organization founded by Ada Anderson that gives youth an opportunity to experience leadership through the art world.





Janine Jackson "Hidden Treasures" watercolor collection of Dr Mrs. Lloyd Baccus

trayed African-American art as an expres- are very diverse. A variety of media will be included in the exhibit, including sculpture, sion of exotic primitivism. This showcase of painting, quilting, photography, installation art, computer graphics, ceramics and glasstray African-American artists as a reflection The African-American Artists showcase is not an exhibit with a theme. Its focus is on bring-

The art that will be showcased in the exhibit as well as those who have created the art

of the American culture from African ing in many more new artists said Williams. "The torch is being passed from living legends decent. The work displayed in this show-to emerging artists. Some of the artists in the exhibit are very young. Our goal is to promote case will represent the unbound human the artist the not art work. We would have been restricted if there was a theme," said Williams. "We are promoting diversity among artist."

The importance of this exhibition in the new millennium is in its juxtaposition of new and fresh talent in the field of African-American art with honored and established names in The exhibit is the field. One can see both the development of new expressions, new ideas, new materials being and processes, as well as the historic continuity of black history as it challenges and ultimately enriches each generation," said Dr. Alvia Wardlaw, co-curator of the exhibition.

Mrs. Lyndon B. Johnson will be the honorary chair of the art event. The event will also include several honorary co-chairs, including Dallas mayor Ron Kirk.

Some of the thirty-seven artists from around the United States who will be featured in the exhibition include established artists such as John Biggers, a Houston muralist who has created twenty-six murals for public institutions and sites throughout the country; Gordon Parks, the New Yorker who became the first black staff photographer for Life Magazine; influ- Jacob Lawrence, a Seattle painter who boldly stepped out into the art world and changed it forever at the age of 21; Elizabeth Catlett, of Cuernavaca, Mexico who has worked creating many of the monumental sculpture and prints both in the U.S. and abroad; and Jean Lacy.

Some of the emerging artists include Radcliffe Bailey, the Atlanta artist whose art work artists. In the is central to the current Atlanta art world identity that has been defined by a recent explomany sion of talent; Kojo Griffin, also from Atlanta, who was recognized for his participation in A frican - the Whitney 2000 Biennial; Micheal Ray Charles, of Austin, who creates social commentary American through his art, incorporating his thoughts on racism and racial stereotypes; and Marie artists have Cochran, another New Yorker who often deals with themes surrounding the lives of black not been women; and Kim Mayhorn, also from New York, who creates art work that is doubleafforded the edged, showing both the beauty and the painful experiences that have occurred to African-

#### continued on page 17



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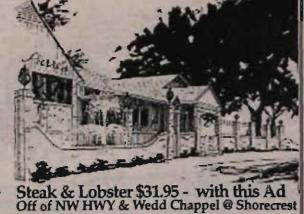


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#### continued from page 16

American people.

Events scheduled to take place during the art exhibit include visits from local schools in the Austin area. Marie Cochran, who is an installation artist will actually create some of her artwork while local school children watch and are allowed the opportunity to ask questions regarding her creations.

When the 1900's began, traces of slavery still reared its ugly head and African-Americans were trying to find their place in America. As we move into 2000 we embark upon an age of cultural diversity that includes its application to the arts—an undeniable guiding force. Anyone planning to visit the African-American Art showcase will embark upon the rhythm, vitality and legitimacy that is African-American Art.

# Elementary school students compete in oratorical contest



Contest judges (Thurman Jones, not shown) score oratorical contestants on their performances at Fredrick Douglas Elementary School. Winners were chosen in each grade level from kindergarten through third grade.

#### By Janel Burrell

Fredrick Douglas Elementary School recently held its Eleventh Annual Oratorical Contest. The theme for this year's event was "Heritage and Horizons: The African-American Legacy and the Challenges of the 21st Century." Students in grades kindergarten through third participated in the contest. Five judges scored participants on their presentations to determine winners in each grade level.

"As a veteran judge of four years. I believe the competition was the toughest I've seen this year," said contest judge Thurmon R. Jones. "It was very difficult to discern, the differences between the contestants."

Besides Jones, other judges included Berna Dean Steptoe, WFAA Channel 8 News Special Projects; Kerri Mohar, and employee of Dal-Tile Corporation; Margaret Lievsay, a refired book reviewer; and Vanessa Dobbins, a federal government employee. The judges choose first, second and third place winners for each grade level. Kendra Tucker, kindergarten; Britatna Jordan, first grade; Joshua Medlock, second grade; and Cordia Cornelius, third grade all came away with the top place in their divisions.

The program also included various other performances by students, including a step routine by the Douglass Dolphin Steppers, songs by the Sensational Singing Dolphins and a skit. Students also expressed their pride in their school by saying their school pledge, school song, creed and singing the Negro National Anthem.

By Correspondent Lakeesha Joe

During his "100 Day Millennium Address". DISD Superintendent Bill Rojas said that even though his first six months

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# Dallas native receives business, community award

By Correspondent Lakeesha Joe

Hattie Hill, CEO of Hattie Hill Enterprises Inc., was selected as a recipient of the 2000 Quest for Success Awards and was honored recently at the Dallas Convention Center along with other recipients of the award.

"It's an honor and a blessing to receive an award in your own city, and I've been honored before, but this is the best one yet because it's in my home town," said Hill. "I've been in Dallas since 1983 and it is home to me."

The Quest for Success Awards program was founded in 1985

and honors Dallas/Fort Worth entrepreneurs for their business success and work in the community.

Hill has received other honors including being named one of the Dallas Business Journal's top "Forty Under 40" Dallas business and community leaders for 1994, Dollars and Sense Magazine honored Hill as one of the "Best and Brightest Businesswomen" and Successful Meeting Magazine named her one of their "Hot 25 Speakers" in the United

Hattie Hill Enterprises Inc. was started by Hill in 1982 and has grown from a one-person company into a multimillion-dollar firm with over 30 employees and consultants conducting business in 32 countries around the world. Hill's company is a full service management-consulting firm that specializes in leadership, customer service, team building, and

diversity and human relations services. The corporate philosophy of Hattie Hill Enterprises is "Smart People, Smart Choices, and Smart Processes". The company teaches the necessary tools for success while helping corporations make smart decisions with and about people.

Along with being CEO of Hattie Hill Enterprises, Hill is also a management consultant and professional speaker. She is considered expert on global leadership and diversity issues, and has shared her knowledge with audiences in 24 countries and with clients from a broad range of industries and pro-

fessions.

Hill is a graduate of the Dale Carnegie Course in Professional Speaking as well as Leadership She also received her America. Master's Degree Counseling/Psychology from Arkansas State University.

Hill has been a businesswoman, entrepreneur, professional trainer and international management consultant for the past 17 years. She actively promotes quality and productivity in a changing workplace.

Hill believes that the key to business success is vision, courage, and relentless human relations leadership. "We must have the ability to forecast what is needed to move forward...the courage to act on those findings...and, most importantly, build relationships to work together," said Hill.



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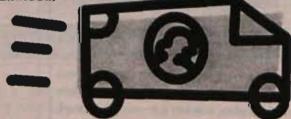
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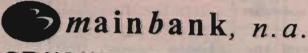
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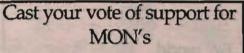
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## DISD superintendent Rojas presents millennium address

as DISD's superintendent have been rough, he's ready to move on with the important issues and push for a \$1.2 billion bond program. The bond will go towards building new schools, classroom additions, and athletic facilities.

"The school district can pass a bond issue in 2000 because it has taken steps to answer questions regarding financial mismanagement and is working very hard to improve student performance", said Superintendent Rojas. The bond issue has been on hold for more than a year, and some believe that the bond issue will not be passed. Dr. Lois Parrott, a DISD board member, says that the district does not have enough support from the public to pass the bond program.

Rojas' address also described his accomplishments, including an improvement to DISD's treasury and payroll operation, enhanced teacher training, additional grant money, and a new employee health plan. Rojas also discussed his wish list for the district, which includes more internships at the high school level for students and better prepared people to support to the teachers. Rojas continuously stressed events occurring in the schools that need improvement, such as low reading achievement among more that half of the district's third graders (in 1999 only 48% of DISD students were at or above grade level in reading comprehension), low math and science scores (in 1999 only 17% of DISD students passed Algebra 1) and the increase of the student dropout rate.

To combat this problem, Superintendent Rojas announced during his millennium speech that Dr. H.B. Bell has been appointed as the new dropout czar. Dr. Bell was the former head of security and investigations for DISD and is replacing Dr. Ruben Olivarez who is now superintendent of the San Antonio school district.

In 1999 the percentage of DISD high school students who graduated in four years or less was at an alarming rate of only 50%. The same year, the percentage of students who graduated in five years

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or less was only at 60%, which clearly indicates that Superintendent Rojas has bigger issues than his problems with other school board members. "We've got the Arena coming up and we've got the Trinity River project coming up," Rojas said. "I think it's time for the kids to come up."

A news conference was held after Rojas' address. During the news conference, Rojas talked about the problems that have been a hindrance since becoming superintendent, saying that he plans to work on his relationship with school

continued on page 26



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# On The Move

# CVSS acknowledges African-Americans at their "BEST"

By Jamila H. Thomas



February is a month that the achievements of African-Americans are exhibited. Each day African-Americans strive to accomplish their goals without relinquishing their dreams. In recognition of the work of African-Americans, Creative Visions Social Services & Consulting, Incorporation (CVSS) presents the Blacks Exemplifying Support & Togetherness (BEST) Awards.

BEST's purpose is to become the

BEST's purpose is to honor the accomplishments of African-American individuals and challenge black youth to reach for the best. The program will honor community leaders, organizations, families and corporations who have made a difference in the African-American community.

CVSS is a non-profit community agency whose mission is to deliver quality, affordable, safe, productive and effective services to African-American and Hispanic American youth families and com-

Derinda Walker, These services emphasize individual, family and community programs and activities. CVSS's central point is strengthening and developing opportunities for personal growth, leadership and empowerment within the community in order to obtain a common vision of unity, peace, justice, and dignity. The organization allows individuals to make a difference, to change society and to solve community problems.

From involvement with CVSS, nominees for the BEST awards are chosen. A nominating committee composed of representatives from CVSS & CONSULTING, Incorporated and the local community selects award recipients. Companies participating in the program are acknowledged in the community for their support of urban youth.

This year will be the first time the program will provide two High School recipients scholar-ships totaling approximately \$1000 per student. The scholarship requirements include completion of CVSS scholarship forms, two letters of recommendations, an African-American student, a 2.6+ CPA and plans for attending an institution of higher learning. Proceeds from the event will benefit the programs youth scholarship fund.

CVSS also sponsors a youth program known as the Student Outreach Services (SOS) Program. It provides volunteer opportunities for students between grades 9-12 to give back to the community. The goal of the program is to help young people develop a sense of pride.

Derinda Walker, CEO of CVSS, founded the organization in June of 1997. "Ever since I've worked in Social Services I have noticed that minority youth lack the opportunity to see positive role models besides the professional athletes," said Walker. "I felt by us recognizing common individuals within their local community it would provide youth to see other positive role models. I want to give back to the community through program." els. I want to give back to the community through program.

Arlington Chamber of Commerce and recipient of the African-American Male of the Year BESI award, Rico Brown has been a part of the chamber for the past two years. Within the community Brown has been able to, provide a forum for African-American business owners to network and share ideas and to grow their business ideas. Brown advises the youth to, "Dream big dreams! When you stop dreaming part of you dies, you can become a better person with your

The awards banquet will be February 24, 2000 at 7:00 p.m. at DFW Pavilion, 2709 Hospital Blvd., at Stewart Hall.

This year's awards recipients will be:

#### continued on page 27

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Leonardo DiCaprio stars as a traveler that sets out to find and island paradise. Once there, he and the couple accompanying him realize that leaving the island is not an option. The island paradise is a secret, and the people living there intend to keep it.

Snow Day
School is out for a bad
weather day, which leaves the
students a full day of fun and adventure.

The Boiler Room

Ben Affleck stars in this film about an investment company that skirts the law to rack up huge commissions. Also staring Nia Long.

Hanging Up

Three sisters (Diane Keaton, Meg Ryan, Lisa Kudrow) face their feisty father's impending death.

#### Pitch Black

A motley group of space castaways fights to survive against a harsh alien climate and deadly creatures.



#### Track team fights Confederate flag

USA Track & Field wants the Confederate flag lowered from South Carolina's Statehouse, but will not cancel the U.S. Olympic Women's Marathon trials scheduled in Columbia on Feb. 26. The NAACP has started a tourism boycott of the state until the flag comes down and has been lobbying for cancellation of sporting events in the state. A decision to hold the trials in Columbia was made two years ago, before the NAACP's boycott.

#### Fans honor Derrick Thomas

Several hundred people waited outside Arrowhead Stadium in Kausas City to view the body of Denick Thomas, Thomas, nine-time Pro Bowl linebacker, died from injuries relating to an automobile accident January 23. A private viewing was planned for family members, teammates and the Chiefs' staff following the public viewing. Derrick Thomas was 33.

#### Letterman's return date set

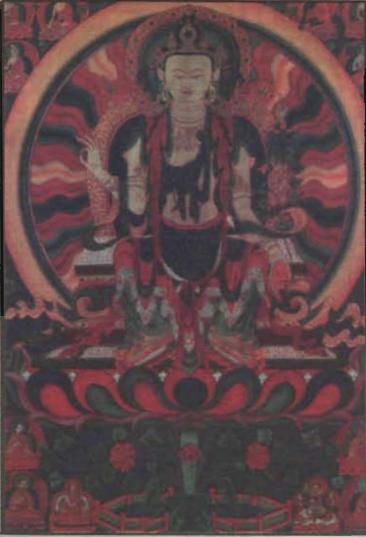
Comedian Daivd Letterman will return to laping his late-night CBS talk show on Friday, just five weeks after undergoing open-heart surgery. The new show will be ired next Monday, February 21. Letterman will initially host the show just two or three

## Tibetan collection on exhibit at Kimball Arts

The Kimball Art Museum presents "Worlds of Transformation: Tibetan Art Wisdom and Compassion". The exhibit began January 16th and is on display until March 26, 2000. The exhibition is of Tibetan sacred paintings, known as tangkas. The exhibit consists of 60 tangkas for the collection of the law and Deput Public Public Collection of the law and Deput Public Collection of the law and D

Shelley and Donald Rubin, one of the world's premier holdings of Tibetan art. Tibet's sacred paintings are a fascinating part of the great flourishing of Asian civilization. Most Tibetan art s religious in both character and function and is linked to the complex practices of Buddhism.

This highly sophisticated art seeks not only to delight the viewer, but also to move and inspire the heart and spirit of the disciple who seeks a deeper meaning for life and a higher future for humanity. For information about tickets and museum hours, call the Kimbell Arts Museum at 817-332-8451.



# THE TUBE

# TBS to broadcast Trumpt Awards

The Eighth Annual Trumpet Awards will air nationally on TBS Superstation, Saturday, February 26 at 8:05 p.m. The broadcast will be distributed to

185 countries and 81 U.S. Naval Ships.

The awards, which were held in Atlanta, are that city's version of the Grammy's. The star studded annual event inspires, educates, stimulates and enlightens human minds to the reality that success, achievement and respect are void of color and gender. Produced and founded by Xerona Clayton, the nationally recognized event honors heroes who have made extraordinary accomplishments despite

Actor Dennis Haysbert and actress Lynn Whitfield will host the 2000 Trumpet Awards ceremony. This year's honorees will be Shirley Caesar, Rev. Jesse Jackson, Judge Damon J. Keith, Patti LaBelle, and Earl Graves. Past Trumpet Awards honorees have included

Quincy Jones, James Earl Jones, Dr. Mae Jemison,
Maya Angelou, Rosa Parks, Marion Wright
Edelman, Tiger Woods, Johnnie Cochran, General
Hudson is escorted to the Trumpet Awards by Colin Powell, and Hank Aaron.



fiancé Courtland Bivens, III

#### Feb 13-April 23

The Modern Art Museum of Forth Worth will present a major exhibition of works by the celebrated American artist Bruce Conner, at the modern's main location in Forth Worth's Cultural District. Displaying some of 150 works in a broad range of media, 2000 BC: The Bruce Conner Story Part II. Exhibition will include five decades of Conner's career

#### Feb 15- Feb 27

The Jubilee Theatre presents a performance of "To Be Young, Gifted and Black", the biography of Lorraine Hansberry. Hansberry is the author of A Raisian in the Sun. The Jubilee Theatre is located in downtown Ft. Worth. Call 817-338-4411 for more information.

#### Feb 17

Ballet Folklorico Jaguara will present the First Annual Afro-Latino Concert. The program is part of Molina High School's African Heritage Celebration. The program will contain traditional as well as popular music. Traditional sections will included ambourses Popurri, choreography of El Huateque by Omar Angeles. The modern section. will include choreography by Jaguara director, Liz Gallego. Performance begins at 7:00 p.m. in the auditorium at 2355 Duncanville Rd.

#### Feb 18

The South Dallas Cultural Center. 3400 S. Fitzhugh Street, at South Dallas, Texas Cinematheque will present the program Rape, Race and African American History screening three films examining the impact of rap music and hip hop culture on the African American community. Rape, Race and Equality features will include rap artist Ice Cube, Ice T and the group Naughty by Nature who articulate their views on race relations and African American pride. The program will begin at 7:30 p.m.

#### Feb. 23

Seventy-five students from Daniel 'Chappie" James school will join to build a better mousetrap. Mel McDaniel originator of Mousetrap Fireworks demonstrations will lead students in a trial for a world's record!

#### Feb 29

Casa Manana presents a production of "Tap Dogs". The best tap dancers from Australia, North America and Europe hit the stage for the national tour. The performance is 90 minutes and brings a high-voltage dimension to the art of tap and has been called "the industrial revolution of dance". The show runs until March 5. Performances are held at 8 p.m. at the Nancy Lee & Perry R. Bass Performance Hall in Fort Worth. For more information and tickets call 214-631-ARTS.

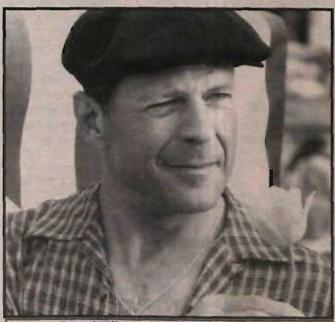
### 'The Whole Nine Yards"

By Jamila H. Thomas

The time is ticking in the suburbs of Montreal.

Jimmy "The Tupli" Tudeski (BRUCE WILLIS) is a hitman hiding out from a dangerous Chicago crime

Nichols "Oz" Oseransky (MATHEW PERRY) is a



Bruce Willis stars in "The Whole Nine Yards"

nice dentist living in the suburbs. For Jimmy, avoiding a couple of hired killers is child's play. But for Oz, it's a whole new ball game. Despite their difference. ences, Oz and Jimmy have one thing in common: someone is trying to kill them both.

Warner Brothers presents a comedy about life, love and plenty of ammunition in "The Whole Nine Voyada".

Yards'

The film is directed by Jonathan Lynn, written by Mitchell Kapner and produced by David Willis and Allan Kaufman and executive produced by Elie Samaha and Andrew Stevens.

Bruce Willis, star of the highly accredited summer blockbuster "The Six Sense", plays Jimmy "the Tulip" Tudeski, who moves in next door to Oz in a peaceful Montreal suburb.

Co-staring is Mathew Perry, who is known for his



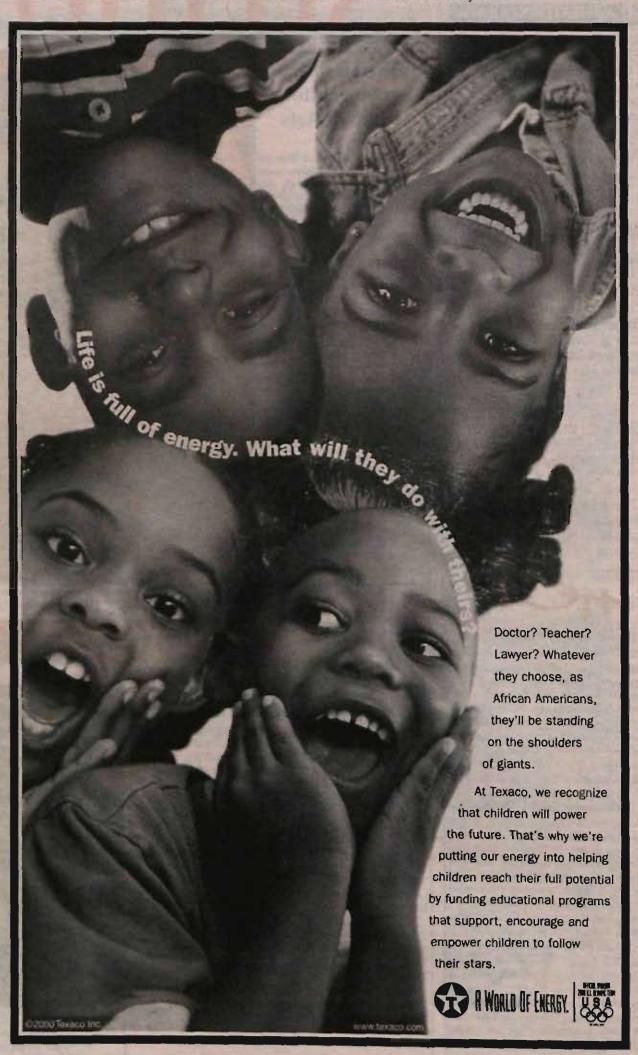
role as "Chandler" in the humorous NBC-TV sitcom "Friends." His role is Dr. Nicholas Oseransky ("Oz"), an assuming dentist and all around nice guy whose life has become unsuitable but who has no easy way out of it. "He's kind of giving up on life," said Perry.

Michael Clarke Discounts for the life of the process of the life of

Michael Clarke Duncan, stars as Franklin "Frankie

Figs" Figueroa, is a Chicago hit man who draws Oz into the Gogolak Gang inner circle. "Frankie came up through the ranks with Jimmy the Tulip," Duncan says. "Frankie respects what Jimmy has done and knows not to cross him. His true loyalty is with Jimmy, but he is also a hitman, so loyalty can take you only so far."

Duncan previously appeared with Bruce Willis in "Armageddon" and recently made a sensational impression in the Warner Bros. / Castle Rock drama. "The Green Mile.
"The Whole Nine Yards" is rated PG-13 and will be in theaters February 18th.



#### Ongoing

The International Library of Poetry is holding a poetry contest. Poets in the Dallas area, particularly beginners, are welcome to try to win their share of over 250 prizes. The deadline for the contest is April 30, 2000. The contest is free and open to everyone. To enter send one original poem, any subject and any style to The International Library of Poetry, Suite 19908, 1 Poetry Plaza, Owings Mills, MD 21117. Entries can also be emailed at Error! Bookmark not defined.. For more information regarding the contest and entry guidelines, contact Pamela Roberts at 410-356-2000.

#### Feb 17

Jarvis Christian College is having their Second Annual Heritage Banquet at the Fairmont Hotel's International Ballroom, 1717 North Akard Street, Dallas. The banquet will raise scholarship funds for deserving Jarvis Christian College students. Rev. Freddie H. Haynes, III, minister of Friendship West Baptist Church will be the guest speaker. A silent auction will precede the banquet at 5:30 p.m. The banquet will begin at 7 p.m. Five outstanding alumni and several students from the Dallas area will be recognized during the banquet. There will also be a special performance by the Jarvis Christian College Concert Choir. For more information or to purchase tickets, call Linda Rutherford at 903-769-5751 or Ms. McQueen at 214-426-0091.

Psychoanalytic Dallas Foundation is sponsoring a free public forum at 7 p.m. This year's program will feature a documentary by Dr. Ricardo Ainslie, a UT Austin multi-cultural psychologist. The documentary is titled "Crossover: A Story of Desegregation" told by the African-American former teachers and students of the segregated Schwarz School in Hemstead, TX. The forum and film will be held at the

Hockaday School at 7 p.m. For more Celebration from 2 p.m. until 5 p.m. at information contact Ann Harrell at 214-648-3404.

#### Feb 19

Black Students Enhancing Texas and Thurgood Marshall Recreation Center will host their 7th Annual Youth and Young Adult Job Fair. The job fair is for college and high school students age 16 and older. Participating companies include employers throughout the DFW area offering full and part-time job opportunities. Students must have a current Student ID, Social Security Card and several resumes. The Job Fair will be held at the Thurgood Marshall Recreation Center, 5150 Mark Trail, Dallas. For more information, contact Connie Buford at 214-670-1928. The job fair is free and open to the public.

The St. Anthony Auxiliary will present the 4th annual "Myrtle Street Jazz Festival" benefiting the St. Anthony School and Community Center 7:30 p.m. at the Adolphus Hotel. The black tie optional gala will consist of gourmet dinner, live and silent auctions, casino and dancing. For more information or tickets, call 214-368-0288.

#### Feb 20

James Madison High School's 41 Plus Years of Excellence Team invites you to the James Madison High School Alumni Ministers Worship and Praise Together event. The event will be at 3 p.m. at Mount Carmel Baptist Church, 3122 Metropolitan Street, Dallas. For more information contact Devetta Berry Bryant at 214-391-6535.

Catholic Charities Immigration Services and Legal Services of North Texas will cohost a Citizenship Information Fair and President's Day

the Catholic Charities offices at 5334 Ross Avenue, Dallas. The event is to call attention to US citizenship. For more information, contact Vanna Slaughter at 214-946-4889.

The University of Dallas will sponsor a Black History Month Sports Exhibit featuring memorabilia and appearances by Negro League baseball players and 1960s boxing champion Curtis Cokes. St. Anthony school choir will perform during the evening session. The two session of the exhibit are 11 a.m.-2 p.m. and 5 to 7 p.m. The exhibit will be held in the Haggar University Center Foyer. Admission is free. For more information call 972-721-5147 or 972-721-5098.

#### Feb 24

The Dallas Urban League, Inc. will hold its Annual Meeting and Luncheon at 11:340 a.m. This year's theme is "From Promise to Reality". Also honored will be McDonald's "Black History Makers of Tomorrow" scholarship winners. The luncheon will be held at the Dallas Horticulture Center, 3601 Martin Luther King Blvd., Fair Park. The event is sponsored by J.C. Penny Company, Inc. and The Southland Corporation. For more information, call 214-915-4600.

The South Dallas Cultural Center presents a recording studio open house and independent film screening of Branch's Easy A. The open house will feature performances by some Dallas area performers including reggae artist, Rashani and cultural song stylist, Oshunfemi. The film was filmed at Pearl C. Anderson Middle School in South Dallas. For more information contact Terry Allen at the South Dallas Cultural Center at 214-939-2787.

#### Feb 25

The City of Dallas Park and Recreation Department is sponsoring an Apollo Nite Talent Show, Friday, Feb. 25 from 5 p.m.-8 p.m. at the Beckley Saner Recreation Center, 114 W. Hobson Avenue, Dallas. For more information call the Beckley Saner Recreaton Center at 214-670-7595.

#### Feb 25, 26

The "Crossing Borders in Hispanic alth Care: Implementing and Evaluating Cultural Competence in the Health Workforce" conference will be held at the University of Texas at Arlington. It will be held 7:30 a.m.-4:30 p.m. Friday, Feb. 25 and 7:30 a.m.-1:30 p.m. Saturday, Feb. 26 in the Rosebud Theatre of the E.H. Hereford University Center, 301 W. Second Street. For more information or to register for the conference contact the UTA Continuing Nursing Education office at 817-272-2778.

#### Feb 26, 27

The Dallas Independent School District and the Edison Schools will host two fairs to inform parents, teachers and the community about the Edison program. The first of two fairs will be held Saturday, Feb. 26 at the Hall of State at Fair Park. The second fair is Sunday, Feb. 27 at Mountain View College, 4849 West Illinois Ave., west entrance. Both fairs are from noon until 4 p.m. Children's activities and childcare will be provided. For more information, contact Loretta Simon at 972-925-3899.

#### Feb 29

The Spay-Neuter Assistance Program will be neutering male cats for only five cents during its "Neuter Scooter for a Nickel" promotion on Tuesday, Feb. 29. To find participating clinic near you, call the SNAP Dallas Clinic at 214-372-9999.

Community Calendar Sponsored by Southwestern Bell Telephone

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### "North Star to Freedom"

By Gena K. Gorrell

(Delacorte Press, \$17.95 hardback, \$11.95 paperback)

by Delmetria L. Millener

In North Star to Freedom, Gena K. Gorrell tells facts of the Underground Railroad history in a compelling story that weaves readers through



hideouts, spies, codes, disguises, and tricks. A moving foreword by Rosemary Brown, Gorrell, a Canadian Quaker, takes the book, subtitled The Story of Underground Railroad, and expands the history of the Underground Railroad by offering a moving Canadian perspective on slavery. Beginning with the passage from Africa on incredibly crowded ships, to the unbelievable lenges runaways faced once they reached

freedom, Gorrell paves an illustrious journey of the social, political, and economic conflicts that were part of the struggle for emancipation. Gorrell's conscientious research is written to give readers a vivid picture of slavery's origins that date as far back as ancient Egypt and Greece. Additionally, in comprehensible language, the author shows how deplorable the policies of the US were during those times. Written for children ages 10 and older, this narrative is an excellent piece of reference material, enhanced with period posters, photos and archival paintings. But most of all, this is the unadulterated story of slavery and personalities such as Harriet Tubman, Ellen Craft, and other courageous souls who braved it, struggled through it-survived it-to develop the Underground Railroad concept. An inviting format and organization make this an invaluable, appealing, unforgettable compendium.

## "The Point System"

By Joyce W. Teal

(Self published, \$8.95 paperback)

Author Joyce W. Teal got the notion to compose The Point System based on her personal experiences as an educator in Alexandria, Virginia as she witnessed the success of a point system utilized by the school. Teal explains, in vivid detail, a system that is used in Fairfax County middle schools that serves to reinforce positive behavior and deter inappropriate behavior by rewarding or deducting points to or from a student, based on positive or negative behavior. It gives examples of the rewards earned by the student and how those rewards are obtained when positive behavior is displayed. It also gives accounts of points being deducted from a student when that student displayed negative behavior. So what is the purpose of gaining all these points? In the book, Teal explains that when a student earns points for positive behavior, those points are accrued until the end of the semester. At that time, the school provides activities and awards such as movies, games, carnivals, auctions, snacks or other fun provisions where the points can be traded. So where's the catch? Everything at one of the fun events can only be obtained by trading points. Nothing can be bought! Imagine the impact that would have on a student who had no points due to negative behavior. Parents love this book and some have even taken to using the book as a guide at home. Written through the eyes of a child, The Point System is a humorous piece of work, with just the right touch of seriousness-the amount of seriousness that can only be demonstrated by a child.

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# **EDUCATION**

# Elderly student teaches that "Life is so Good"

By Asst. Editor Janel Burrell

"I've never had a moments trouble in my life." People who have always had pretty much everything they needed to succeed usually speak words like these. But instead, they were said by Mr. George Dawson, who until three years ago, was illiterate.

Dawson is 102 years old. He was born in 1898 in Marshall, Texas and currently resides in Dallas. Just three and a half years ago, at the age of 98, Dawson enrolled in a literacy class and began learning to read.

"I wanted to see why young folks wouldn't go to school," said Dawson. He got the information about the class from a literacy volunteer working in the community. Dawson enrolled in the class of Carl Henry, a literacy teacher at the Lincoln Instruction Center in South Dallas, formally Lincoln High School. Henry says Dawson is a great student and even learned his alphabet in three days.

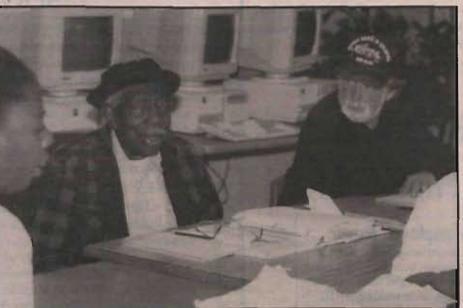
"He's become a catalyst for the class," said Henry. "The other students don't miss (days of school). They say if he can come, we can come."

But Dawson's amazing story has not just been limited to the classroom. With the help of Richard Glaubman, he has recorded his biography in a book titled Life Is So Good. Glaubman, a Seattle elementary school teacher, got involved in Dawson's life after reading

about his 100th birthday in a Seattle newspaper. He came to Dallas to meet Dawson and has been returning ever since. During his visits to Dallas, Glaubman lived with Dawson and wrote the book through several interviews in Dawson's living room. Glaubman says

that the book was originally planned to be a children's book about literacy and the joy of reading, but it developed into the history of a remarkable man.

"We wanted people to get past him (Dawson) reading at 98," said Glaubman. "His life didn't just start at 98...We didn't plan anything but maybe a book, but we've shared a friendship."



George Dawson participates in literacy class. Dawson is 102 years old and began learning to read at 98

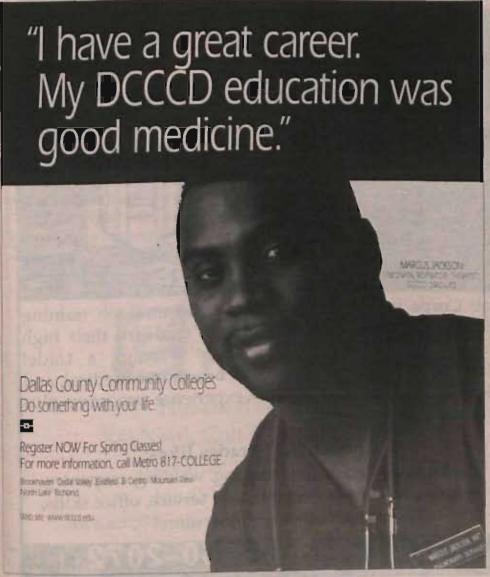
As a matter of fact, Dawson's life started very different most people's. He was born in a log cabin and his grandparents were slaves. As the oldest child, he worked to help support his family. At the age of 12 a white family hired him out for work for \$1.50 a month. He stayed with the family four years before returning to his own family. He eventually moved to Dallas, got married and had seven children. Dawson's son, George Dawson, Jr. says was he not surprised that his father decided to undertake such a difficult task at this stage of his life. "He's very strong on education...This gives him a chance to be around different people. He loves to meet new people." said Dawson, Jr.

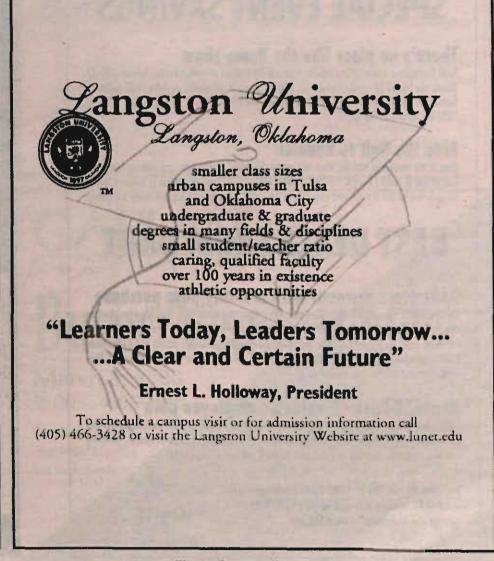
Dawson, who lives alone, says that he has never thought about giving up or quitting his literacy classes, no matter how difficult. "I never start nothing that I don't finish. Every time I see young fellas on the street, I want to bring them to school because everybody needs an education."

Although Dawson has been on a whirlwind tour of television appearances, interviews and

speaking engagements, he still finds time to appreciate his new gift of reading. And the best part says Dawson is that "I don't have to ask nobody to read things for me. I can read them for myself. And I can sign my own name."

"I think I've done well," said Dawson. And indeed he has.





# **Community Partnership**

#### continued from page 19

board members to avoid any further problems. Rojas also talked about controlling his "off the wall" humor that is sometimes offensive to board members.

"It is clear that some of us don't get along as well as we'd like to, but we've got to put our differences aside and focus on what's important to the district," said Rojas during his news conference after his millennium address.

Other controversies that have plagued the district include the hiring of the for profit company, Edison Schools Inc. to manage some of the schools in DISD, and Rojas' use a district credit card for his meals, alcoholic beverages and personal trips. The school board has agreed to hire the Edison Schools Inc. to manage some of its schools and Rojas has said that he has gotten rid of his district issued credit card and will now charge his expenses on his personal credit cards and seek reimbursement after the fact.

The next school board meeting is February 24, 2000.



# DART FOR FREE

# DART introduces E-Shuttle, the employee mover

Courtesy of DART and Campbell Centre Management, the commute between the Lovers Lane Rail Station and the Campbell Centre at 8150 North Central Expressway is now free. DART's curbto-curb E-Shuttle van is avoilable weekdays during rush hours for Compbell Centre employees and visitors. To learn how your workplace can arrange E-Shuttle service, call 214-979-1111.

SMU Mustang Express is free to the public

Avoid parking hossles on the SMU compus by riding the SMU Mustong Express (Route 768),
serving Old Town Village and student housing an Amesbury, as well as Mackingbird Rail Station and SMU. Route 768 runs every 15 minutes weekdays between 7 am & 6:30 pm and every 30 minutes between 6:30 pm & 9:30 pm.

# SPECIAL EVENT SAVINGS

There's no place like the Home Show

NARI Home Show's remodeling exhibits return to the Dallas Convention Center, February 25-27.

Tickets are \$6; \$3 for children under 12. Children under 3 admitted free. Toke DART roll to the Convention Center Station, sove your roil receipt, and receive \$1 off admission. Call 972-550-1052 for more information.

#### Ride the Rail to Reunion

Fans of the Mavericks and the Stors can escape downtown troffic jams and parking fees. Park free at any of DART's Park & Ride rail stations, then ride the train round-trip to Reunion Station for only two bucks! It's the best way to beat the traffic, save on parking and enjoy the games.

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For more information on DART Service Improvements call DART Customer Information at 214-979-1111 or visit our website at www.DART.org





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Additional responsibilities include managing a complex budget, organizational change, and contractual agreements with private business.

Qualified applicants must have a bachelor's degree or equivalent and six years experience or a total of (10) ten years of local government management directly involving the administration and operations of street maintenance, repair, and cleaning; policy development and implementation; and budget administration. Salary: DOQ + Benefits.

Interested individuals should submit a resume/application, salary history, and three (3) professional references by March 17, 2000 to:

> City of Dallas **Human Resources Department** 1500 Marilla, Room 6 AN Dallas, TX 75201 (fax) 670-3764 e-mail: dkrenri@ci.dallas.tx.us EOE/MFD



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# Career Opportunity

#### continued from page 20

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To request an application please contact: Human Resources Office, Town Center 211 E. Pleasant Run Rd. Desoio, TX 75115 (972) 230-9501 or JOBLINE (972) 230-9690

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