

*Your Opportunity to Access the Community*

# Minority Opportunity News

VOLUME 1, NUMBER 11 2730 STEMMONS FRWY • 1100 TOWER WEST • DALLAS, TEXAS 75207 NOV. 1992

Recent allegations of racism in the Dallas Police Department have set the city on edge and created an environment that is equally sobering and unpredictable.



## DPA TPOA SPLIT DECISIONS

pg 10



### Banking Battlezone

NationsBank's South Dallas Branch Should Stop Operating In a State of Fear.

pg 2

A Historical Look at African American Voting in Dallas.

pg 7

EMPLOYMENT pg 18





**From the  
Publisher  
Thurman Jones**

## Glassed Out

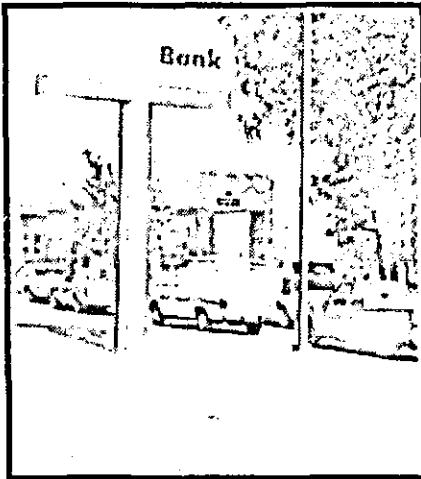
*NationsBank needs to take down the plexiglass and really open its doors to the community.*

WHILE DOING SOME routine banking business the other day at Nations Bank's Martin Luther King Branch, it struck me what an odd and impersonal transaction I had just completed—the young lady inside the teller's booth sat behind a three-inch-thick bulletproof sheet of plexiglass. This not only separated the two of us but, I felt, estranged me from the institution which I had chosen to entrust with my business. Perhaps if the transaction had occurred outside the bank I could understand the rationale, but there inside (where there are four such booths), this means you have to retrieve and place your transaction in a tray to do business with tellers. If verbal communication is necessary, "speechholes" must be used.

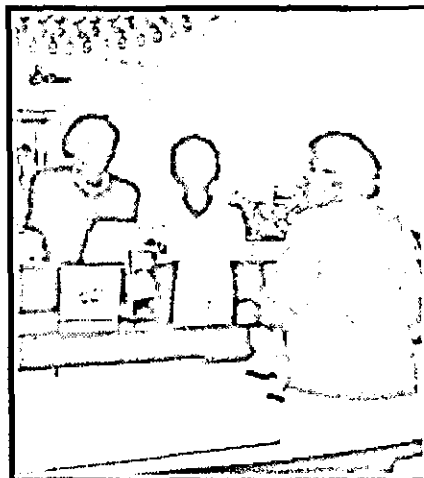
Despite this liquor store approach to money handling, fewer than ten yards away stood an armed security guard. Given this heightened state of security, I can't help but think Nations Bank has created "phobia" and a strained environment to do business for their employees and—perhaps to a greater degree—their loyal customers.

**Missed Opportunity**  
Because Nations Bank operates in a state of fear, how many opportunities are missed because customers are deprived the warmth and personal encounter with tellers? If the plexiglass was

removed, tellers could be more resourceful. The new "Bullet Shield Free" environment would enhance person-to-person contact and enable them to build trust while encouraging questions about their products.



While NationsBank keeps its lobby closed on Saturday and its tellers behind plexiglass...



Bank One, just down the street, is verifiably free of the "under seige" mentality.

I wish I could say this is Nations Bank only oversight of hospitality, but another equally annoying inconvenience is their refusal to open bank doors on Saturday—choosing instead to exile loyal customers to the motor bank, where customers end up backed onto city streets. You could easily spend a half-hour of your Saturday morning to make a transaction. Ironically, Bank One's MLK branch, open less than six months under Ms. Cynthia Cambell's leadership and within walking distance of Nations Bank's branch, keeps the lobby open Saturday. In Bank One's lobby, free of the "under seige" mentality, you can take advantage of complimentary coffee and do business with tellers who are "cubicle free." Needless to say, there are no bulletproof fiber-glass shields despite the fact the two banks are in the same business and same neighborhood.

**Mr. Scott, Do the Right Thing**

Having extolled the virtues of Bank One's commitment to customer service, they have no less motivation to be sensitive to customers' service other than the fact they too are making a profit.

Mr. Norman Scott, you cannot physically put many more people in your undersized building. Isn't it prudent to take down that bulletproof shield and open you lobby on Saturdays, giving your tellers the opportunity to talk about your CR-1 (affordable housing) and the products you offer—an opportunity to increase profits?

**Why Settle for Suitcase Banking**

As African Americans who spent over \$300 million last year in the market area of Bank One and Nations Bank's South Dallas locations, we are in a position to request better service. Is there one who will stand up and tell Nations that we like—and deserve—more than a depository relationship?

How many disabled or elderly persons no longer bank on Saturday because of insensitivity? We must expect better service from those establishments that do business in our community by letting our voices be heard. If you have a comment about customer service at Nations Bank call (214) 380-7377. Comments will be recorded and transcribed so results can be forwarded to Mr. Norman Scott.

## In the News...

### Annual South Dallas Cleanup

Cleanup crews will be mowing, raking and picking up trash throughout the South Dallas area during the annual fall cleanup sponsored by Clean South Dallas/Fair Park, Inc. The cleanup is scheduled for Saturday, November 7, and Sunday November 14.

Clean South Dallas/Fair Park Inc., spearheads trash cleanups throughout the neighborhood twice a year. The fall cleanup program is a joint effort of Clean South Dallas, Inc., and the City of Dallas, and is sponsored by K104 Radio.

Crews will meet at 10 a.m. both Saturdays in front of the Lincoln Instructional Center, 5000 S. Oakland, for assignments. To volunteer or for more information, call 421-1662.

### Snoring May Signal Respiratory Disorder

For most people, snoring is simply the sound of sleep. But loud snoring alternated with intervals of no breathing at all can be a sign of sleep apnea, a potentially life threatening respiratory disorder.

Most sleep apnea sufferers are adult men. Many are also seriously overweight, says Dr. Dal Nogare. CONTACT: Susan Mitchell, 688-3404.

### Lee's Personnel Grand Opening

Committed to South Dallas by producing employment opportunities, seminars, training and development.

Grand opening 11/19/92-Thurs-  
day 11:00pm-1:00  
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### AMBUCS come s to Fair Park

The national office of American Business Clubs, Headquarters in High Point, N.C. is helping Irving, Texas AMBUCS chapter establish a civic club in Fair Park.

Nationally, AMBUCS awarded more than 400 scholarships last year to junior and senior college students majoring in the field of physical therapy.

"Scholarship for therapists" included the fields of physical, occupational, speech, hearing and therapeutic therapy. Each chapter selects a major civic service project.

Founding chapter members of the new Fair Park AMBUCS Chapter include Ray Montgomery, Boy Scouts

of America, Ermy Hearn, Excell Plus, Thurman Jones, Minority Opportunity News, Evelyn Walker, GWIC Renovation & Repairs and James Woodford of Results Management.

For more information about becoming a Founding Member of the new AMBUCS Civic Club, you may telephone Jerry Traughbar at 438-3137.

### Pioneers support anti-drug campaign

The Telephone Pioneers of America, including employees of Southwestern Bell Telephone of Texas and AT&T, will lead Dallas' anti-drug Red Ribbon Campaign's theme "Pledge To Be Drug Free".

The Rally will be held at Bell Plaza from 11:00 a.m. to 1:00 p.m. and will feature entertainment and information booths.

For more information about the Texas's War On Drugs or the Red Ribbon Campaign can be obtained by calling 1-800-638-0333.

### Iota Phi Lambda Sorority's 5th Annual Dance and Roast

Iota Phi Lambda Sorority PSI Chapter will sponsor its 5th annual 60s-70s dance and roast on Friday, November 6, 1992 from 9:00 p.m. until 1:00 p.m. at the Southland Center Hotel, 400 N. Olive Street. This year's guest will be Romona Logan, Channel 5 news anchorwoman. This year's dance will benefit the DFW Black Communicator's Scholarship Luncheon, United Negro College Fund, Troy's You Can't Return, a national sorority project designed to eradicate teen pregnancy and other charities.

Tickets are \$25.00. For more information, please call 223-5643 or 492-5878.

Iota Phi Lambda Sorority, Inc., PSI Chapter, founded in 1936, is a non-profit business and professional woman's organization dedicated to providing scholarship to our youth and community involvement.

**MINORITY OPPORTUNITY NEWS**  
(214) 905-0976 FAX (214) 905-0979

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**Editor-In-Chief** Jim Bochum  
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**Business Editor** ..... Randy Luster  
**Staff Writer** ..... Agaitha Richardson  
**Staff Writer** ..... Angela Ransome  
**Staff Writer** ..... Sonia Jordan

## "Prayer" Appeal

IN RESPONSE TO YOUR EDITORIAL—Our Economic Prayer—in the September issue of *Minority Opportunity News*:

Please consider my request that you continue as chairperson for economic development at St. Luke "Community" UMC.

I am aware that we are not yet serious about economic development, but I am also convinced that we may be "standing on the verge" of repentance.

If I am correct, then another year or two can yield more generous returns.

Theodore Walker, Jr.

I AM RESPONDING TO THE commentary on "Our Economic Prayer" in the *Minority Opportunity News*. I just wanted to tell you that I really think a lot of your commentary and *MON*. I am a single Caucasian male, 34 years of age and I have been overwhelmed by the articles in the newspaper, in particular your commentary.

I have never even considered it myself, and I am also a church-going person. I realize the economic power of our local community churches and your idea would be a tremendous thing to encourage economic development in the surrounding areas by creating small businesses and thereby creating jobs for many people.

Ray Brumbeloe

## The Rate Stuff

I'M GLAD TO HAVE THIS opportunity to "Rate the Press," and feel it is a novel idea.

I felt it was unfair to rate papers such as yours, *The Black Economic Times* and *The Last Trump* in the Community Service Category as these papers are

relatively new and haven't had a chance to do a lot in community service.

I feel *The Dallas Examiner* has the best in-depth stories and features of all the papers mentioned. Their only shortcoming is their overly opinionated columnists. These gentlemen could stand a lesson in objectivity.

When Cheryl Smith was editor of *The Dallas Weekly* it was the best paper in the Metroplex, but it hasn't been the same since she left. Now it seems to be a bit on the conservative side. But they do a lot of community service and I still look forward to reading it every week.

*The Dallas Post Tribune* is a fine paper. They give special recognition to students and teachers. They were the only local paper that did a cover story on ex-alderman Michael McGee of Milwaukee when he was in town.

*Black Economic Times* is an excellent publication. As opposed to magnifying and giving lip service to the problems, they're presenting legitimate solutions.

*Minority Opportunity News* is a fine paper. I like the ideas and challenges put forth by publisher Thurman Jones and business editor Randy Luster.

The content of the *Whole Armour Revolutionary News* leaves a lot to be desired. It's my understanding the publisher of this paper is a preacher, yet it's saturated with advertisements for liquor stores, motels and nite clubs.

I enjoy reading *The Last Trump*. I wish it would come out on a more timely basis. At one time Dr. Brenda Wall and Louise James wrote columns for the *Trump* that were excellent and are sorely missed.

*The Elite News* is a church paper, and a conservative one at that. The only thing I find worth reading in it is Rufus Shaw's column "The Real Deal."

I want to thank *MON* for giving me a chance to express my opinion.

Danny L. Stiggers

## RATE THE PRESS

	Overall			Content			Community Service		
	Excellent	Avg.	Poor	Excellent	Avg.	Poor	Excellent	Avg.	Poor
The Dallas Examiner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dallas Weekly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Post Tribune	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Black Economic Times	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minority Opportunity News	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Whole Armour Rev. News	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Last Trump	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Elite News	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMENTS \_\_\_\_\_

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struction, when  
he wins the Vi-  
election.

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# Parts of the Whole

*The City's recent disparity study, in and of itself, will do little to empower minority firms. A concrete specific agenda must be developed and implemented to truly impact minority entrepreneurs.*



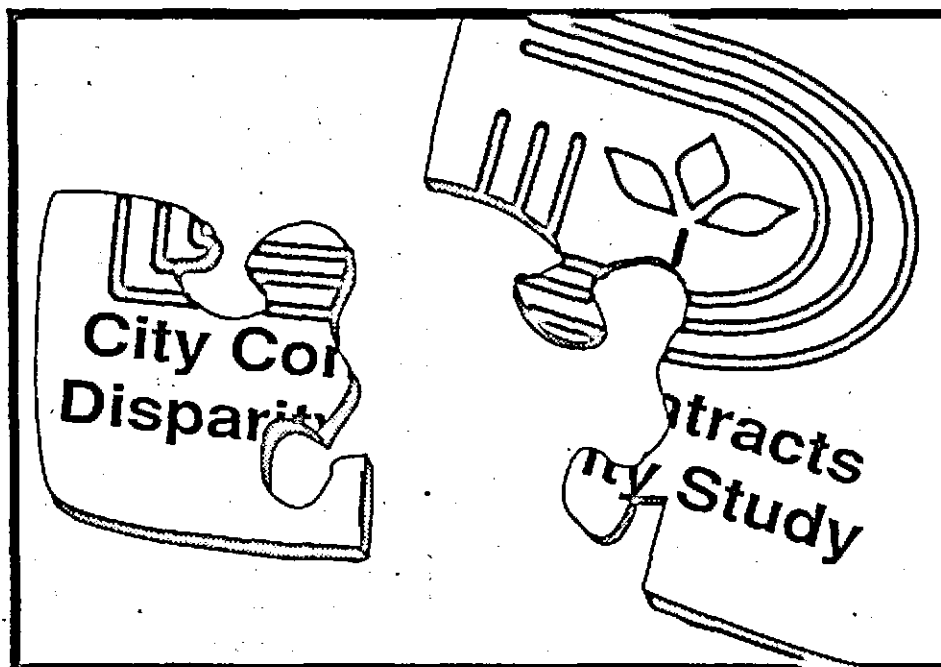
**Randy Luster**

Business Editor

THERE HAS BEEN A LOT OF discussion, argument and rebuttal given to a recent study released by staff at City Hall. I am particularly referring to the "disparity" study commissioned to quantify a pattern of underutilization for minority- and women-owned businesses doing business with the City of Dallas. The challenge to many set aside and programs of preferential treatment of minority business contracting have been challenged in light of the Croson versus Richmond Supreme Court case. In this case the decision was that these types of programs could only exist if a pattern of discrimination has in fact taken place.

For most minority entrepreneurs, no such disparity study has ever been needed. On a daily basis, minority suppliers face challenges in their attempts to do business with the city and other municipal entities their non-minority counterparts do not have to contend with. Nonetheless, the impact of the Croson decision has lead Dallas to join the number of cities with their own disparity study.

Nothing about the data showing the disparity study causes me any particular alarm. As I mentioned previously, it should come as a surprise to no one that, as it relates to the number of



minority firms which exist in our city, there has been a significant underutilization of minority businesses. What does cause me some particular concern though is the fact of how much importance that both members of the minority and non-minority communities are placing on this study.

I would strongly suggest that the disparity study is just that—a study which quantifies the underutilization of minority suppliers. This knowledge, although not new, in and of itself will do very little to increase the net incomes of any minority entrepreneur. The study, which sets out new goals tied specifically to the availability of

minority entrepreneurs and women-owned businesses in a given procurement category, merely quantifies by head count the number of firms that exist who can respond to these particular requirements. Quantity does not indicate capability, nor does it give us a handle on the other critical factors which are inherent in any company's ability to do business. Someone must still meet each of the individual firms, get a firm handle on their capabilities and weaknesses and further pursue a course to enable them to better compete

for business once it becomes available.

It's important to keep in mind that the disparity study just underpins the city's efforts to establish goals for the utilization of minority- and women-owned businesses. These goals are based on a window of availability as opposed to an arbitrary percentage as was previously the case. But I would remind our readers that even in the previous 17% goal for minority suppliers and 3% for women-owned businesses for a net of 20%, that only *once* in the last six years has the city ever reached this goal.

Merely displaying item specific goals for minority suppliers is not necessarily going to generate any better results than have been pursued over the last six years. Again, I would suggest the disparity study only provides another perspective in establishing goals, not a mandated process through which we can be insured that more business will be done with minority suppliers.

As numbers of our political and civic leaders go before City Council to call for the approval of the disparity study, I would urge them to equally pursue a course of very concrete remedies that would truly mean more dollars for minority suppliers. These areas would include financing alternatives for city contracts, an expansion of outreach efforts to minority entrepreneurs and encouraging minority suppliers to expand their product and service base to encompass more of the products and services needed by the city.

Only by considering the study to be a starting point for real actions will we ever be able to remove the "despair" from the indications of the current disparity study.

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## Business Network Data Sheet

Name of Business \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Zip Code \_\_\_\_\_

Telephone Number ( ) \_\_\_\_\_

Description of Product/Services \_\_\_\_\_

Standard Industrial Code (if known) \_\_\_\_\_

Owner \_\_\_\_\_ % Ownership \_\_\_\_\_

Contact Person \_\_\_\_\_

Number of years in business \_\_\_\_\_

### Minority Certification

Agency/Company:

— Yes

— No

— Pending

Mail to: Minority Opportunities, Attn: 2780 Stations  
11000 West Dallas, Tx 75244 FAX: 490-0249  
Alt: Business Editor



## Education

with  
Juanita Austin

### Illiteracy—The hidden handicap

CAN YOU IMAGINE WHAT your life would be like if you were unable to read? Often referred to as "the hidden handicap," the inability to read affects one in five adults in America. Illiteracy affects men and women of all ages, races, creeds and backgrounds.

Because there are no outward signs, illiteracy is usually hard to recognize. The challenge of hiding this "secret," however, is much harder. It means hiding the fact that one is unable to read directions on prescription drugs, labels on food or other packages, street signs, help wanted ads, telephone books, and directions to assemble items. It exacts a high price in terms of unfulfilled lives for the illiterate adults

and their families. In addition to the personal suffering, there are social and economic impacts to be considered. To society illiteracy means the loss of billions of dollars each year through diminished productivity. It is estimated that the annual cost amounts to 20 percent of a business' total annual earnings. Recently, companies have begun to recognize the impact of illiteracy and have established workplace literacy programs, made referrals to community colleges and/or adult literacy programs.

Schools are unable to meet the challenge alone. Each of us must assume responsibility for this challenge and participate in the abolishment of illiteracy. One of the best ways to help is to become a volunteer in the local adult literacy programs. Neither a college degree nor teaching experience is required. The only degree you need is a degree of caring. Contact your local adult literacy program today. Illiteracy is everybody's problem and reading is fundamental.

*Juanita Austin is dean of developmental education at Collin County Community College*

### Alternative Certification: Excellence in the DISD

By Agaitha S. Richardson

ONE WORD CAN describe the alternative certification program within the Dallas Independent School District: EXCELLENCE. Each day the staff exhibits excellence in their administrative duties and the teacher-interns are considered the "cream of the crop." The candidates boast 21 teachers of the year (since its beginning), 5 former interns now serving as assistant principals, 2 members of the 1992-93 Leadership Academy, and one 1989 "DISD Teacher of the Year", Ms. Sandra McGee.

The Alternative Certificate Department has been headed by Ms. Opal Smith, Director, since 1989. Joining Ms. Smith on her staff is Dr. Nell Ingram, Ms. Marsha Burkley, and Ms. Norma Tomez as Instructional Specialists. Ms. Donna Brown serves as the department secretary, assisted by Eric Curry and Ms. Sharon Pouncy, clerk.

Alternative Certificate was implemented in the Dallas ISD in 1986, the second program in the state. The program provides an alternative method of training and certifying high caliber teachers' need areas and (2) to assist in ethnic minority recruiting. Individuals must have at least a bachelor's degree from a regionally-accredited university, must possess a 2.5 overall grade point averages and are screened based upon the area in which they applied. The

screening process includes (1) transcript evaluation, (2) successful completion of a basic skills test, (3) criminal review check, (4) one-on one interview, (5) panel interview, and (6) reference check. After the final selection, candidates spend nine weeks of extensive training and one year as teacher-interns under the direct supervision of the building administration and an assigned, trained mentor teacher. A committee makes the final recommendation for certification.

Since the inception of the program in 1986, each cycle has attracted from 1600 to 2500 applicants in selected areas of certification (general elementary, bilingual, English as a Second Language, generic special education, secondary mathematics, secondary reading, and science). The district has recommended certificates for over 800 interns in its history.

Currently, the program has 212 interns serving as teacher-of-record, with an additional 60 interns being added on January 4, 1993. Application deadline for the January program is November 6, 4:30 p.m. The department is recruiting in the areas of bilingual, special education, secondary reading and secondary mathematics. Persons interested in applying for the program may call 214-302-2433, between the hours of 7:30 a.m. - 4:30 p.m., to request an application packet.

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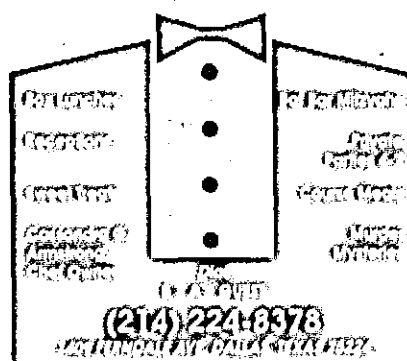
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**Dear Girlfriend:**

All my friends are turning their backs on me and you'll never guess why—A man! Yes, a love 'em and leave 'em group of individuals who think I'm a hindrance. Maybe I am.

One of my friends stopped talking to me when I got out of a relationship that was headed nowhere. Another one used to call and tell me all the things that her husband was doing to her and her children. From sabotaging the telephone to lying and cheating. And the kicker is my girlfriend who has gotten tied up with this guy who tells her he can be her everything. We don't even trust the Good Lord to be our everything, and she's trusting a mere mortal man!!!

What's the real deal? I try to be there for them, but it seems as if I'm the one getting abused in their abusive relationships.

*Tired of Being Abused*

**Dear Tired:**

As usual, Girlfriend knows of a similar situation. First let me give you the advice a good friend gave me... "GET YOU SOME BUSINESS."

Now with that out of the way, can we talk? I personally would not waste my time worrying about so called friends turning their backs on me. A true friend usually keeps sight of

what's really going on. But sometimes a lonely heart becomes a blind heart and we end up in a position that we can only see what "that man" is showing us. Don't worry, they'll come around and if they don't, well, you haven't lost a friend—not really.

By the way, do you have a boyfriend? If not then you need to write me again. I know several single, working, African American brothers.

**Dear Girlfriend:**

I'm lonely. I can't find a boyfriend. I spend my weekends watching television and eating junk food. Help me, please.

*Lonely*

**Dear Lonely:**

Girlfriend isn't a miracle worker. What do you want me to do, send someone knocking on your door? Honey, I suggest you get out there and meet somebody. All the activities going on in this city, I can't believe you sit at home and watch television every weekend.

Uh, if you don't like going out and since you obviously like junk food, call the pizza delivery place and order the

pizza you want and tell them to send the best looking brother they have to deliver it. Maybe you guys might hit it off.

Seriously, though, you need to venture out. Get involved. Do you go to church?

**Dear Girlfriend:**

I want to return to school so that I can upgrade my skills, but the question of time and money always comes up. I have thought about maybe quitting my present job and returning to school full-time, but whenever I mention this to someone they act as if I have gone crazy.

Got any suggestions?  
*I need to go to school!!!*

**Dear I need to go to school!!!**

Girlfriend, I do understand your dilemma. Have you ever considered the community colleges' continuing education classes? There are a variety of classes available that will enhance the skills you already have and teach you new skills.

Unless Ed called you with news about your millions, I wouldn't quit the present job just yet. I know it may seem that we can budget ourselves better and make a go of it for a year or two, but when it comes down to the bottom line, your entire purpose is to create an avenue to put more money in your household. I know you've got to give a little to get a little, but let's not defeat the purpose.

## NEW VIDEO TECHNOLOGY

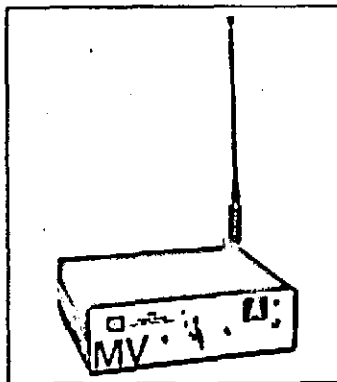
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# Poll Vault of Progress

MON takes a historical look at the progress—and some of the obstacles—in Dallas' African American voting history

By Angela Washington-Blair

DISENFRANCHISEMENT, OR THE deprivation of African Americans' right to vote, was one of many causes championed and won by civil rights crusaders during the often violent and bloody struggles to bring true freedoms and rights to an oppressed people. As a major election draws near, we have reason for pause and reflection about those who have gone before us so that we might not only have the opportunity to vote in 1992, but the obligation to exercise that right as responsible citizens.

While the history of the African American suffrage movement in Dallas may not be as prolific or notorious as the struggles that took place in other parts of the south—notably Birmingham and cities in Mississippi and Georgia—accounts of the political struggles of African Americans in Dallas are nonetheless steeped in a rich, but often sordid history of their own.

One can hardly speak of voting without mentioning the many other areas of concern which were inextricably tied to whether or not one was given the right to vote. The issues of representation, removal of Jim Crow vestiges, adequate housing, school reforms, health care, business opportunities, justice, economic parity, safety and fairness in general cannot be separated from the political struggles our forefathers and foremothers diligently fought for. Without the right to vote, there would have been little chance of representation, few opportunities to become those "squeaky wheels" which would be the ones that inevitably received the "oil" of change.

Dallas has a particularly harsh history in the area of racial concerns. Klan activities, lynchings, active and harsh practices of slavery, and acts of terrorism toward blacks are all part of a shameful history of Dallas. That the city has not progressed as quickly in healing old wounds born of racial

**The poll tax was the chief means used to interfere with Blacks' right to vote.**

strife as other cities in the deep south might be true, but a variety of African Americans using diverse means, worked diligently to format the changes which today are appreciated by those who "knew" Dallas when it was a much less kinder and gentler city for people of color.

According to African American researcher and historian with the Dallas Historical Society, Donald Payton, "The Freedman's Bureau was established after the Civil War to oversee voter registration. Melvin Wade was the Dallas representative on the Bureau who was in charge of the then 'Negro' suffrage." Wade, an African American was elected to the Voter Registration Board in 1868.

Payton also paid homage to Minnie A. Flannagan, involved with the Progressive Voters League in the 1930s and 1940s, and the first woman president of the NAACP. "She went

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house to house in a first attempt

to destroy the poll-tax and she also organized voters." Payton said, adding that the late Juanita Craft was also pivotal in the history of Black politics in Dallas. Craft joined the NAACP in 1935 and helped to organize 182 state branches and also served on the Dallas City Council.

African Americans' right to serve in governmental capacities dates back to the Reconstruction days. During Reconstruction the Military Reconstruction Acts of 1867 gave Blacks "permission" to take part in governmental concerns and exercise their right to act politically. Disparity among states was evidenced because it was up to individual states to establish suffrage requirements.

In 1870 the Fifteenth Amendment was passed to make sure states did not use race as grounds for disenfranchising eligible voters. Nevertheless, individual states covertly—and often overtly—impeded the right to vote by devising legal guidelines (that included literacy, residence, and prop-



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erty requirements), complicated balloting systems which discouraged many voters, and the use of a poll tax. In Dallas, the poll tax was the chief means used to interfere with Blacks' right to vote.

In the book by Roy Williams (co-plaintiff in Dallas' redistricting/voting rights lawsuit) and Kevin Shay, *Time*

*Change: An Alternative view of the History of Dallas*, it was stated that the "poll tax was so effective in shutting out Black voters that by 1906 the amount of African American voters in Texas dwindled from 100,000 in the 1890s to 5,000 out of a Black population of almost 700,000."

Another method to keep Blacks from being politically active was the white primary. In 1923, a statute enacted by

the Texas Legislature gave the state the right to conduct an all white primary in a Democratic party election. The Supreme Court invalidated that ruling in 1927, but a case filed in 1935, *Grovey v Townsend*, concluded that the Democratic party was a private political association. This ruling effectively barred Blacks from voting in primaries.

This lasted until 1943 when a Houston dentist, Dr. Lonnie Smith filed suit (Smith v Allright) In an interview with John C. Phelps, 90, of Dallas, Mr. Phelps remembers raising \$1,000 to help Smith file his lawsuit. "The case was won in 1944 so blacks could vote in the state primary," Phelps says, reflecting on the long road travelled.

The passage of the Voting Rights Act in 1965 opened the door for people of color to play an even more active role in the governance of their communities and the nation, but many struggles nationwide preceded its passage. Dallas was not immune from those struggles, but strategies taken by Blacks were somewhat different than those encountered elsewhere in the country.

Violent means during civil rights struggles in Dallas were kept to a minimum. "Back in those days, we did a lot of work," says Phelps. "We didn't fight and shoot. We did it in a Christian way." Phelps also recalls church leaders who worked with them. "Maynard (con't on next page)



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Miguel Ochoa-Martínez, Niles Page 8 November 5, 1997



# Africa West *part III*

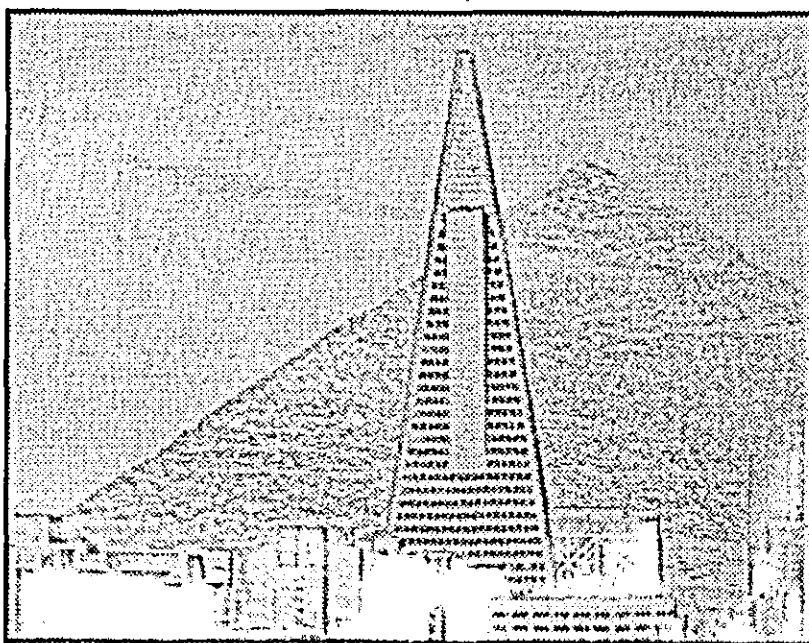
By Edlin Cowley

## Youth

THE STATE OF THE AFRICAN AMERICAN male is declining in America. This of course is no new phenomenon. We continue to be the most disenfranchised, unemployed, and unempowered group in this country. We are our own greatest fear. More of us are killed by us. Our women progress in society where we lag behind percentagewise. Why has this happened to the African American male?

We can all come up with good reasons, but that is not the problem. Our task is to get ourselves on track. I submit to you that we already have the solution to this problem: Economics and Education. People would not kill if they were busy working, or wouldn't worry about robbing or loitering if they were resting from a day's work. A job is an immediate answer to the problem because it takes away from the black male what we have too much of: leisure time.

I'm not talking about working for someone else in all cases either. You could open your own business in your own community. As for education, building a base of self-esteem through



*The historic influence of Africans can't be disputed. Even modern architecture reflects respect for ancient African civilization.*

our history is a needed start. You can't shoot a gun if you're home doing your lesson. We have to get our young men to react to the right kind of peer pressure.

The pressure of knowing that the future of our race is on their shoulders. We should begin by teaching our children about our history so we can hold our heads high even when they are taught American Historical propaganda. You can't teach if your pupils are on the street corner. We must reach

these young people before they fall.

To the older, wiser elders, help us to tell the story of triumph, and let us right the chapters our generation will surely provide. Don't rely on public education to teach your child. Columbus didn't

discover America, Washington wasn't a very honest man, and Abraham Lincoln didn't necessarily want to free the slaves. You must know the true story before you can teach it.

To this young generation of teenagers an apology should be made. Some of their parents who partied their way through the '60s, '70s and '80s and, unfortunately, through the '90s will never form the foundation these young people can build credible life stories on.

This is not to free these young people from guilt for things they may do. The family unit, especially the Black family unit is a missing entity from today's society. It was once our backbone. Now it is our weakness.

Don't be so quick to point a finger of judgment. What have you done to make it any better anyway?

## Black Beauty

THERE ARE SO MANY THINGS about our features that distinguish us from others.

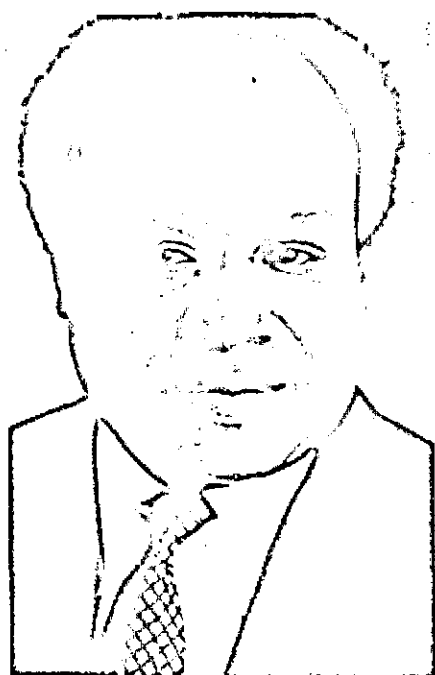
Not long ago features such as dark skin and full lips were ridiculed and made fun of as "nigger" traits. Our parents growing up during this time faced untold criticisms and jokes for no reason. Media brainwashing of our peers and young children has moved some to wishing they were white. Barbie, Superman, Batman and most cartoons depict mostly whites as the race, and what color crayon do you use to color a black face? Older cartoons make remarks and jokes about slavery and the Jim Crow South. Be careful of what comes in contact with your kids.

On our main issue, however, it is astonishing how popular our features have become. Of course many whites for an undetermined amount of time have tried to get a "suntan." This is to make their skin a darker brown color, which to some is more desirable than their naturally lighter, pale color. Some even pay to sit under lamps to speed up this tanning process, which is sad because skin cancer is very probable as a result.

Our race offers so many different natural hues that we have divisions among ourselves. We do put the hue in human. It is also a new fashion statement for women to inject their lips with collagen to make their lips fuller. The even stranger fact is that they call this fashion "European Lips."

It is confusing to me how some people could mimic what they want to be. It is then my message to blacks who still alter their characteristics with skin lightening techniques, colored contacts, or plastic surgery: you have nothing to be ashamed of, nothing to hide. Just be what God made you.

Obviously there are many people in the world who share that same opinion.



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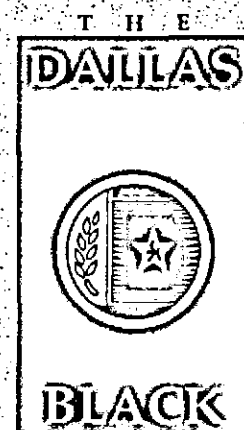
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# NO DISCRIMINATION

The predominantly Black Texas Peace Officers Association has come to the forefront in the war against discrimination and racism. The current protests, they say, are just the last options after battling for years with City Hall, police administration and the white Dallas Police Officers Association.

By Jason D. Webster

**T**HE DEAD SILENCE ON THE OTHER END of the open phone line was telling. "Hello?" I said into the hum of thin air, certain for a moment I'd somehow been misconnected to some void in the bowels of Ma Bell. Surprisingly, a pleasant female voice responded: "Oh, I'm sorry," she said apologetically. "There've been so many people calling tonight and hanging up or not saying anything, I wasn't going to answer the phone anymore."

When she summons her husband Sgt. Preston Gilstrap, he sounds deceptively unperturbed. "Well, ever since the protests started we've had an inordinate amount of people calling and hanging up, we've got some mail, but that's not uncommon," he says matter-of-factly, as if intimidation and threats were just part of the job. "People consider me a leader in the struggle. It's not uncommon for people to indicate that something could happen to me."

That Gilstrap should receive threats, while unfortunate, seems unremarkable—except for the fact he's convinced it is the work of fellow police officers. The recent escalation of enmity, he says, is tied to his activities in the predominantly black Texas Peace Officers Association. As one of its most vocal members Gilstrap is under constant pressure from inside the department for speaking out against racism and discrimination.

"I've been threatened by administrators—from discipline up to termination. That's part of the coerciveness the department is historically known for," he says.

It is that interplay of coercion and sweep-things-under-the-rug attitude of the Dallas police administration that finally led the TPOA to enlist the help of County Commissioner John Wiley Price and his entourage of loyal "Warriors"—bringing with it both a public airing of the problem and the controversy that follows Price like a pilot fish.

**E**VEN TWO BLOCKS AWAY, THE SOUNDS of protest are unmistakable. An echo from a big bass drum bounces off the face of E.B. Comstock Middle School as the chants from the picket line spill over into what otherwise might seem a sleepy, contented neighborhood. One elderly gentlemen perched on his porch smiles to himself listening to the chants.

"DPD, stop messin' with me," comes the litany from in front of the Southeast police substation. "You don't mess with white folks, so don't mess with black folks." Over and over the protesters chant and march in an ever evolving demonstration against the police department.

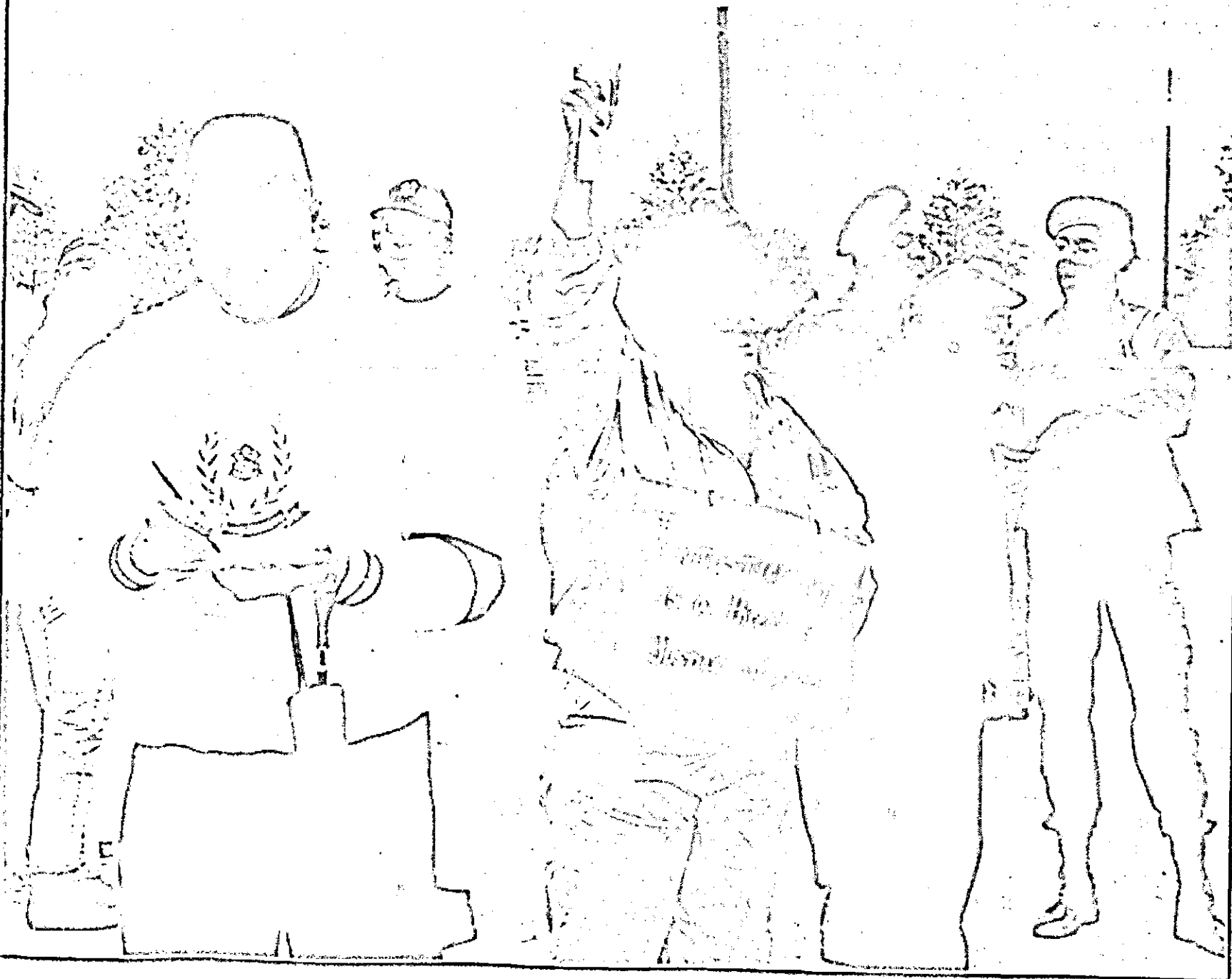
Once a small band of perhaps a dozen protesters, rallying on Saturdays, the protest now draws a hundred or more participants every Saturday and scores during the week.

Always at the center of protest activities is John Wiley Price; orchestrating activities, giving encouragement to participants and providing a certain cohesiveness as protest incarnate. "We're protesting that this city is racist to the core and they need to do something about it," says Price "If racism is going to cost us, it's going to

(cont on next page)



ON  
THIS  
UNIFORM



(con't from previous page)  
cost everybody else, too."

Price is adamant that despite the ire the protest raises, despite the accusations that his group's activity works against progress being made, the protest must continue at all costs. It is Price's contention that without this in-your-face pressure the police department and city administration will continue to put up a smokescreen of accommodation rather than substantive change.

Price has been involved in this struggle for parity too long, he says, to buy into their current assertions that the city and police administration are indeed working to resolve the problem. "That sounds well and good," Price says, "but how all of a sudden they're going to do it in 30 days when they haven't done it in 19 months or 19 years?"

TO FULLY UNDERSTAND THE protests by the community today—and realize that trouble has been brewing for a long time—it's helpful to take a look at the history of the Texas Peace Officers Association.

Started in Beaumont, Tx around 1935, the TPOA is the oldest African American police officers association. It existed primarily as a social organization until an African American named Brown L. Brackens molded it into what it has become today: a professional organization.

The TPOA was founded in Dallas around 1975 to not only serve a core of African Americans in the Dallas police department, but also the interests of

the larger African American community. The solidarity of such an association, it was thought, would help lobby for efforts to bring parity to police ranks and a more active concern for issues in the black community.

But from the beginning it's been a struggle.

In 1978 Commissioner Price filed a complaint, at the behest of the TPOA, with the Justice Department and the Law Enforcement Assistance Administration. Those federal agencies eventually found the city of Dallas and the police department in substantial non-compliance in regards to affirmative action. But as is par for the course in this city, this milestone wasn't reached without the requisite subterfuge and shenanigans so characteristic when others dare to snoop in Dallas' business.

They had two investigation teams come down here," says Gilstrap, recounting the TPOA's first real foray into Dallas politics. The first team, according to Gilstrap, came in without the TPOA's knowledge. "The police department paraded them around with some very accommodating negroes—I spell that 'kneegrows'—and they gave the initial investigators a glowing report saying there was no discrimination, it was the best job they

ever had."

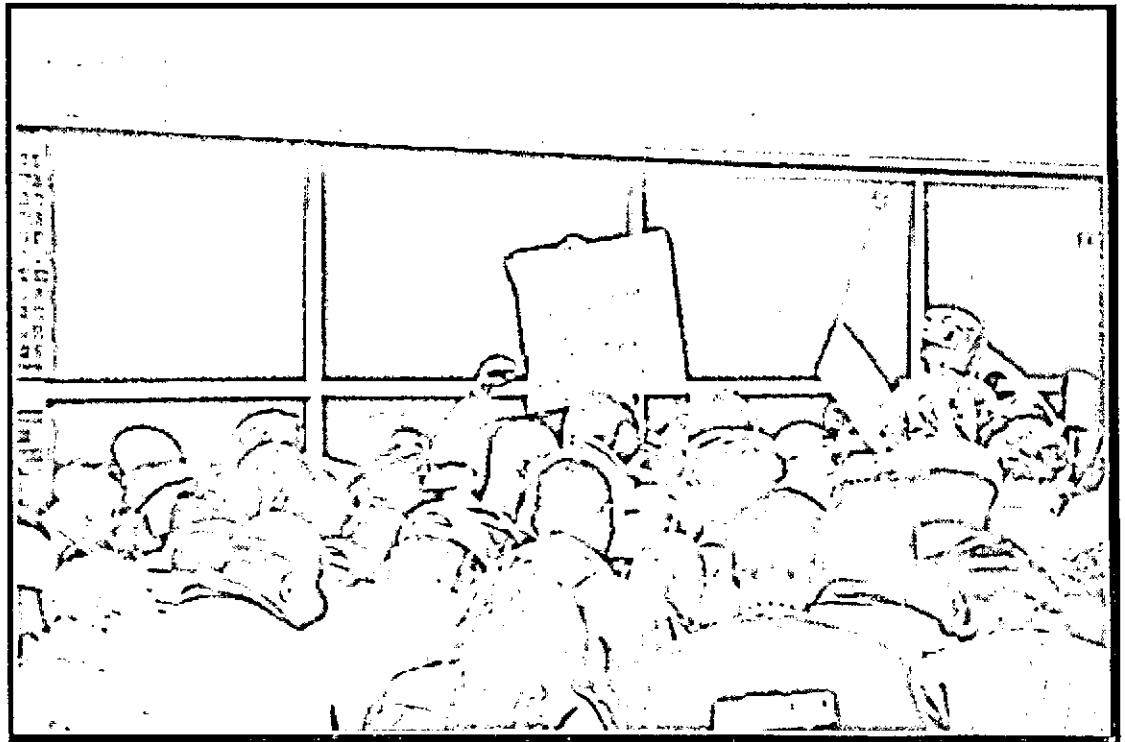
"So our organization finally arranged a visit to Wash. D.C. where we contacted the head of those departments and told them what our plight was and they sent another group of investigators, this time to talk to the complainants. That's when they found the city of Dallas and police department was in substantial non-compliance."

About the same time the city was getting this policy spanking by the feds, a federal judge by the name of Patrick Higginbotham had tried a case and found the city discriminated against African American males specifically in its recruitment and selec-

tion process. As part of that ruling, the city was supposed to contact every African American candidate who had been subjected to that discriminatory practice and offer them reemployment or remuneration.

Despite this, progress has inched along with constant battles between the TPOA and city hall, police administration and the courts. At almost every juncture black officers have had to litigate to give credence to their contentions. State District Judge Robert Moss' recent ruling that the police department was discriminatory in its promotion process seems a belated affirmation of 15 year old findings.

According to the TPOA, much of



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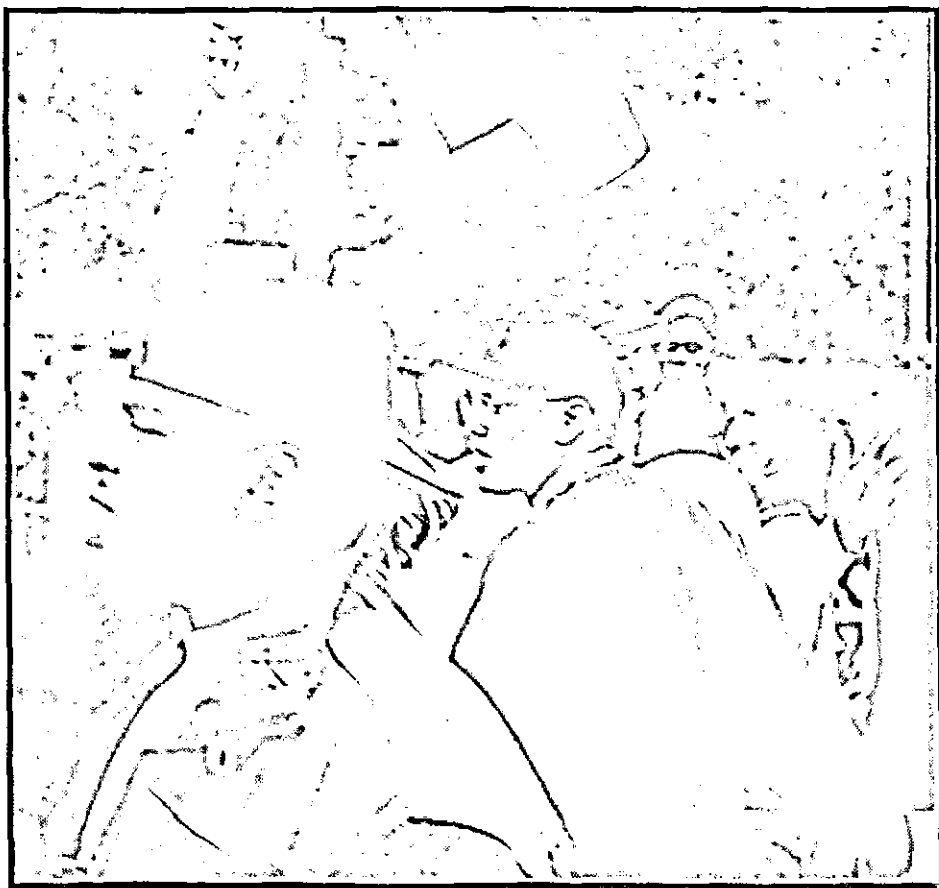


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the stilted progress can be attributed to the lobbying efforts of the Dallas Police Association. Since it represents the majority of police on the force, the DPA has the power to influence police administration and, if effect, subvert the agenda of the TPOA.

One major stumbling block has been the DPA's efforts against affirmative action. According to DPA president Senior Cpl. Monica Smith, the DPA doesn't have a problem with affirmative action, only the way it carried out.

"We don't lobby against affirmative action," says Smith. "We lobby against the implementation of affirmative action."

Smith contends that affirmative action is left to the whim of the police chiefs and has no written standards to govern it. This creates a situation where white officers—the majority of DPA membership—can be edged out in the hiring and promotion process. Smith says the DPA only wants to have a structured approach to affirmative action "so no one is realistically or perceptually is left out of the loop or discriminated against. I think everyone, regardless of race or gender, has a right to know what is expected of them when they are competing for a promotion."

But TPOA members like Gilstrap scoff at this ideology, saying that if the system was fair, there would be no need for affirmative action in the first place. To offset affirmative action standards would be a denial of a parity problem.

"There is averted racism, an institutionalized thinking that is very pronounced within the DPA and DPPU,"

says Gilstrap. "They think we're trying to take something from them as a birthright. Those kinds of mindsets run the DPA and DPPU."

Smith, though, charges it is the TPOA that is unwilling to compromise and wantonly goes against the grain creating problems. Despite constant efforts on her part to bring the organizations together for discussions on mutual concerns, she says the TPOA has never responded, in effect alienating themselves purposely.

"The TPOA is the group that refuses to discuss anything," says Smith. Charges that the DPA is racist make her bristle. "I can charge the TPOA brings pressure the way they do things with threats of riots or burning the city or whatever."

Smith does however agree with the TPOA on one point: that much of the racial disharmony can be attributed to the police administration. "Management is to blame," Smith asserts. "I think management, especially in the last 5 or 6 years, has deliberately made issues in order to divide the police officers." By playing one side off against the other, she says, has allowed the city and police department administrations to avoid the issue altogether.

WHILE THIS MAY BE TRUE to a certain extent it typifies the current problem. Every group is turning contortionist in the rush to point the finger at someone else. The underlying problem still remains—discrimination and racial animosity at every level of policing.

It is not uncommon, say black police officers, to be called nigger, either to their face or scrawled electronically

across mobile digital transmitters. Their have been constant instances where the TPOA's bulletin boards have been taken down, defaced or had racial epithets put on them.

Members of the TPOA say they are routinely transferred as "punishment" for activity in that organization, and that blacklists are kept to apprise commanders of who might be a racial instigator. Even daily patrol duties aren't free from the strife, with white officers saying they won't respond for backup when a black officer calls.

The TPOA claims it is harassed constantly from police administration who, they claim, will go to any lengths to quiet down dissension. This peace-over-progress mentality caused the police chief to try and bar TPOA members from demonstrating, barring them also from their constitutional

rights. But the chief's gambit was short lived and misplaced.

"We've tried the city manager, the city council, the chief, we went to the mayors advisory council against crime, to the Greater Dallas Community Crime Commission, pleaded our cases on the radio and to the press—but we still got no relief," says Gilstrap. He says it doesn't matter what angst is stirred by the protest, public demonstration will continue—and perhaps even escalate—until something substantive is done. No more talks, no more meetings, no more press conferences.

"Dallas is city built on nothing but image. And when their image is hurt, the business community and the political people and the people who make the real decisions will say we need to do something about that."

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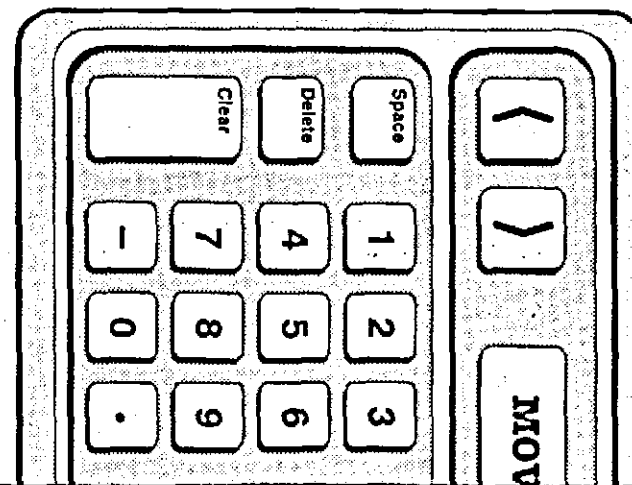
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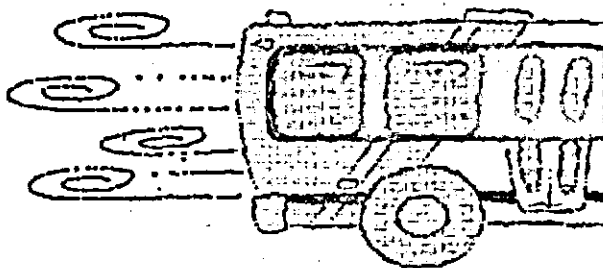
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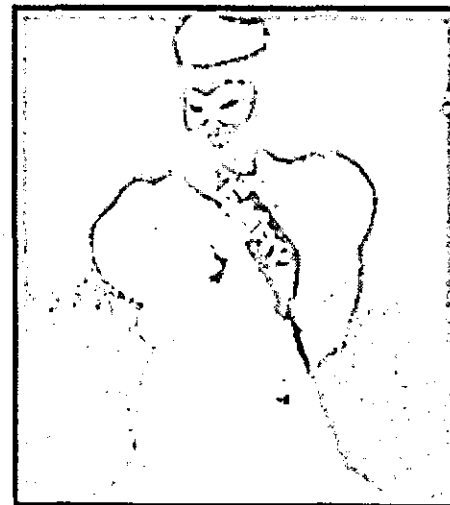
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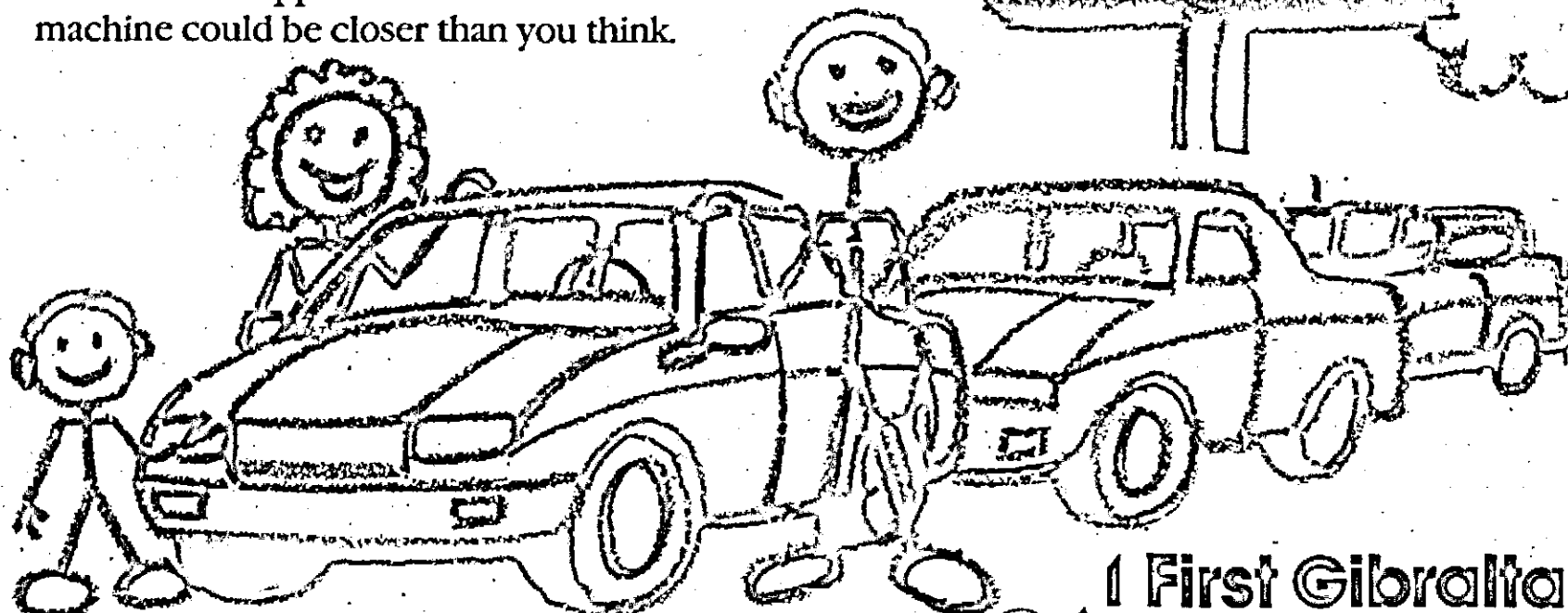
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# A Panoramic Overview of the Arts

By Sonia Jordan

DON'T MISS W.T. Greer and Benita Atterberry performing at the Meyerson Symphony Center November 10. Troy Dungan of channel 8 will be the master of ceremony and there will be a special appearance by the T.I. Jazz Band. Tickets are \$20 orchestra and \$15 balcony. They can be purchased at all Dillards stores, or call (214) 528-1113 for more information.

VERSATILE FLO is a new group with their album debuting in record stores everywhere. This group is made up of young African American males ages 17 to 23. The album's lyrics are easy to understand and have quiet message. This will be a great Christmas present for your teenagers.

THE JUNIOR BLACK ACADEMY OF ARTS & Letters is busy this month. There will be a film called *Paul Robeson, Our Tallest Tree* for our educational viewing. Oliver Wendell Harrington, the political cartoonist, will be here on November 8. His works can be viewed in the Gallery at JBA.

The Hensley Gospel Ensemble will

be on stage November 6 and 7. For more information on these events and others please contact the JBA at (214) 658-7144. And while you're there don't forget to stop by Eva Jesse's Gift Shop.

OUR SISTER CITY FORT WORTH is presenting August Wilson's *Fences* at Stage West. This is a wonderful story about a family and its struggles during the late 50s. The play started October 16 and runs through November 21. For more information call (817) 784-9378. Jazz it up at the Caravan of Dreams. On November 12 Delfeayo Marsalis will grace the stage and Bobbie Lyle will follow him on November 26. For more information call (817) 429-4000.

SPEAKING OF JAZZ, the South Dallas Cultural Center is presenting *Sunday Jazz* for our entertainment. Call Ms. Scruggs at 670-0314 for more information. And while your are at it, ask her about the *Black Cinematique* that will be presented this month. I hear they are reading a discussion on excerpts from Spike Lee's *Malcolm X*.



cently she has appeared in the television show *Evening Shade*.

THE HARAMBEE FESTIVAL was a wonderful marketplace for entertainment and shopping. There were so many booths from which to choose beautifully handcrafted items that I ended up spending quite a bit more than I had planned. The entertainers, Ife Mahdi, director of the Kuumbaa Writers Group and a great poetess and African storyteller, Dallas Black

DALLAS THEATRE CENTER's SEASON opener was *A Streetcar Named Desire*. *Streetcar* is a dramatic piece that shows the collision of worlds, which is what happens when we don't use our imagination to try and understand others.

Richard Hamburger is the new artistic director at DTC and he has done a marvelous job directing plays for the Portland Stage Company in Portland, Maine. During DTC's 1991-92 season, Mr. Hamburger directed *The Substance of Fire* by Jon Robin Baitz. Blanche Dubois is portrayed by Linda Gehringer who was a member of DTC's acting company until 1990. More re-

Dance Theatre and the Kukoso Kuunga group from the West Dallas Multicultural Center, offered us lots of cultural enrichment.

For several years I had attended this event with only a thimblefull of knowledge of what it was really about. Did you know that Harambee is a Kiswahili word derived in East Africa that means "Let's Pull Together"? Since 1974, the Harambee Festival has been presented as an alternative to Halloween, started as a way to keep our children safe and introduce them to our diverse culture.

Until next time...

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| 3. TROUBLE DON'T LAST ALWAYS | REV. T. WRIGHT/CHICAGO INTER |
| 4. LET EVERYTHING PRAISE HIM | MIN. THOMAS WHITFIELD        |
| 5. JESUS IS THE LIGHT        | HEZEKIAH WALKER              |
| 6. IT'S OK                   | BEBE & CECIL WINANS          |
| 7. EVEN ME                   | YOLANDA ADAMS                |
| 8. JESUS IS REAL (REMIX)     | NEW LIFE COMMUNITY CHOIR     |
| 9. I WON'T TURN BACK         | MISSISSIPPI MASS CHOIR       |
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| 5. JUST WHEN        | VICKIE & MARVIN WINANS |

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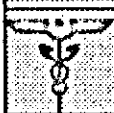
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### Health Focus

with  
Marsha D. Prophet, Ph.D.

## The Dangers of Cigarette Smoking

ATTENTION ALL YOU SMOKERS out there: put your cigarette down and read this, it could save your life.

Cigarette smoking is the single most cause of preventable death in the United States today. It is responsible for more than 300,000 premature deaths each year.

Cigarette smoking is addictive and increases the risk of developing and dying from cancer, heart disease, and chronic lung disease. It greatly increases the health risk associated with oral contraceptive use and occupational exposure to certain harmful substances. Smoking during pregnancy causes a significant threat to the unborn child. It also causes increased rates of absenteeism and disability among workers and is the major cause for residential fires.

Long term health risks associated with cigarette smoking are troubling. Approximately one in six deaths in this country is smoking related. Each year, at least six times as many Americans die from smoking related causes as die in automobile accidents. Male cigarette smokers report 33 percent more days lost from work than do those who have never smoked. Female cigarette smokers have an absentee rate which is 45 percent greater than that of nonsmokers.

The possibility of getting lung cancer also poses a threat to cigarette smokers. Lung cancer kills more Americans each year than any other form of cancer. It is the most common cause of cancer death among males, and is expected to surpass breast cancer death among women. (This has already occurred in California and Washington.)

The American Lung Association re-

ports that at least 80 percent of all lung cancer deaths are caused by cigarette smoking. More than 90,000 Americans die from cigarette related lung cancer each year. Heavy smokers (two or more packs per day) are up to twenty five times more likely to die of lung cancer than are nonsmokers. Few people survive lung cancer. Seventy percent of lung cancer patients die within one year of diagnosis, while ninety percent are dead within five years.

Cigarette smoking increases a person's risk of developing other cancers. Such cancers include cancer of the mouth, pharynx, larynx, esophagus, bladder, kidney, and pancreas. Although some research has indicated that there is a relationship between cigarette smoking and cancer of the stomach and uterine cervix, more studies are needed to confirm this relationship.

Many smokers die from heart disease which has been caused by cigarettes than die from cancer. Coronary heart disease is the most common cause of death in the United States; 30 percent of these deaths are attributable to cigarette smoking. People who quit smoking decrease their risk of dying from heart disease. Ten years after giving up smoking the risk approaches that of a lifetime nonsmoker.

Smoking is also the major cause of emphysema and chronic bronchitis. Smokers have an increased incidence of less serious respiratory problems such as influenza (flu). Smokers have a peptic ulcer disease death rate which is twice that of nonsmokers. Evidence shows that smoking retards the healing of peptic ulcers.

No matter how long you have smoked, it is still beneficial to quit. Within twelve hours after you stop smoking, nicotine and carbon monoxide levels in your body will decline significantly.

Finally, if health risks associated with smoking are not enough to cause you to want to quit, recent studies have documented that your smoke is a health risk to others. For more information about smoking, contact your local American Lung Association.

## PARKLAND COLLEGIATE FELLOWS PROGRAM

PARKLAND MEMORIAL HOSPITAL is currently accepting application for the 1993 Collegiate Fellows Program. The program is open to students who are interested in pursuing a careers in health care or health care administration and have completed 30 semester hours of college course work.

The program is designed for those students who don't otherwise have an opportunity to work in a health care setting. The practical experience gained from the program is designed to complement the academic training. Such experience will assist students define and focus on career goals.

At the time the students apply for the program they are asked to specify an

area of interest. Every effort will be made to place the students in the requested department. Once assigned, the student will have an opportunity to work closely with hospital staff. Weekly activities are also conducted for the students outside their department. Such activities include participating in tour of the various social programs.

The program begins on June 7 and ends on August 6 and will include 20 students. Program participants are assigned to a hospital department and work 40 hours per week.

To obtain an application by mail, please send your request to: Collegiate Fellows Program Coordinator, 5201 Harry Hines Blvd., Dallas, Texas 75235.





## Employment

By Susan Lee

### The Alternative— Starting Your Own Business

THE MAJORITY OF US, as we make the decision to change our career path or reenter the workforce, have thought about working for ourselves—starting our own business. However, we dismissed the thought almost immediately. The reasons being: too risky, no start-up capital, no strong feeling about any particular type of business or discouragement from others. Take a look around at the new businesses in your community. Most of these businesses were started by individuals who worked for someone else, often in completely different fields. Therefore operating your own business is another alternative of employment.

Even though we focus on corporate giants, it has been researched that 90 percent of all business in the United States represents small businesses. Small business employs more than 50 percent of the labor and produces over 50 percent of the receipts. In fact, most of the growth has taken place in the small businesses.

Operating or starting a business is not without risk. It is estimated that almost 50 percent of new businesses fail

within the first five years of existence. No one can really produce the actual number because this percentage is based on bankruptcies.

Here are some suggestions that could possibly allow your business to grow and prosper. We feel it is very important to have a good advisory team. Which is often considered the core of your business, an accountant, a lawyer and a financial advisor. All three should have expertise in a small business operation.

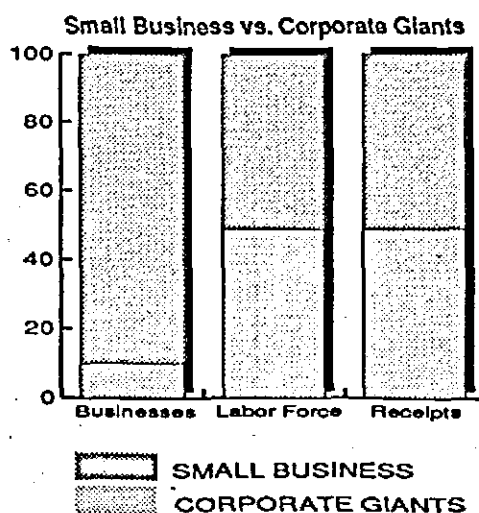
Your CPA should be able to design an accounting system not only to show records of transactions for tax purposes, but a system that will provide information that is helpful to the management staff of that business. This information should reflect timely information about expenses, incoming cash flow, and ratios important to the analysis of business operations.

Your attorney should be knowledgeable about taxes and the business structure. Most of the small businesses cannot afford to have these individuals on staff immediately, however they can be made up of our board of directors or can be hired, or on an as-needed basis, especially the attorney. It is very important to maintain your CPA on an ongoing basis.

Once you have considered all the necessary information on operating or starting your own business, you now should determine what type of business you want to start or purchase. Whatever your decision may be, please take the necessary time as well as plan and study the industry before you make this type of gesture. We enjoy hearing from you. Thanks again for your questions. We hope our response benefitted or assisted in your job search or career change.

portant for all citizens to exercise the privilege and right of voting to pay homage to the life of Dr. King and countless others who fought, died, and continue to fight, for this right. Tuesday, November 3, is election day. If you have not already voted (during early voting), please go to the polls. We must actively participate in this critical election. Our lives and those of future generations, are at stake.

It is easy to say "My one vote won't make a difference," but every vote counts and, collectively, makes a difference. Don't forsake this right—and obligation—to vote. Go to the polls on November 3.



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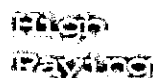
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## From the Editor's Desk

Jim Bochum

## Just Do It

Vote Nov. 3

A SPECIAL FRIEND OF MINE often says "Jimmy, have you gone to vote? Poor Martin Luther King will turn over in his grave if you don't vote." While this may be overly dramatic, it is im-

# CAREER OPPORTUNITIES



SEEKING A NEW CAREER?  
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APPLICATION DEADLINE: November 4, 1992, 4:30 p.m.  
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IF SELECTED, YOU MUST BE AVAILABLE TO BEGIN  
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# CAREER OPPORTUNITIES



City of DeSoto

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A Civil Service test is scheduled for December 4, 1992. Applications will be accepted between Monday, November 2 and Friday, November 13. Applications and study guides will be available at the City of DeSoto, Personnel Office, 200 S. Hampton.

Information concerning a career as a DeSoto Police Officer can be obtained by contacting Officers Judy Ransom or Rodney Mantooth at (214) 223-2140. DeSoto Police Department is an equal opportunity employer.

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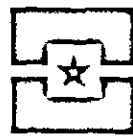
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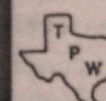
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