

Minority Opportunity News

2730 Stemmons Freeway • 1202 Tower West • Dallas, Texas 75207



Volume 8, Number 21



NATIONAL NEWS BRIEFS



A 133-year old historically black college is the recipient of a \$250,000 donation. Edward Waters College in Jacksonville, Florida is fully accredited institution. Here, Delores Barr and J. Wayne Weaver ceremonially offer \$200,000.

Dallas' Tom Joyner, Tavis Smiley secure pledge for CompUSA minority ads

The nationally syndicated Tom Joyner Morning Show recently reached an agreement with CompUSA president James Halpin to end a consumer boycott of the computer giant.

Halpin made an appearance on the show to assure that future advertising would utilize minority media. Allegations were that CompUSA had discriminatory advertising practices.

The announcement and pledge are the result of Joyner and Smiley publicly calling into question the company's use of minority media and the racial composition of its board of directors. Aired in more than 90 markets with an estimated audience of 5 million, the syndicated program has now attracted attention on Capitol Hill.

Black and Hispanic leaders denounce minority-owned business plan

A group of prominent Hispanic and Black leaders have joined forces to denounce a proposal by the National Minority Supplier Development Council (NMSDC). Among those opposing the plan to loosen rules defining minority owned businesses are the ranking minority member of the House Small Business Committee, Nydia Velasquez; Atlanta mayor Bill Campbell; NAACP's Kweisi Mfume; NNPA President John J. Oliver; and the Congressional Black Caucus Chair, Congressman James Clyburn.

The change would lower the 51% ownership threshold to qualify as a minority-owned firm.

TPOA challenges discrimination within the Dallas Police Department

By Jamila H. Thomas

Despite the civil rights struggles of the 1960's, or the affirmative action efforts begun in the '70's and reversed in the '90s, race remains an unresolved issue. While most people would agree that vigilant battles have been waged and won, allegations of racial bias persist in virtually every walk of life.

The Dallas Police Department is no exception. For all the deserved accolades heralding the historic appointment of Dallas' first African-American police chief, the federal Justice Department has now filed a lawsuit alleging retaliation against a black officer who complained about racial discrimination. That officer, Senior Corporal Lee Bush is also the vice-president of the Texas Police Officers Association.

Recently, Minority Opportunity News had the opportunity to speak with Senior Cpl. Bush, and TPOA's president, Sergeant Thomas Glover. Theirs is a story that reaches beyond individual honors and appointments. On behalf of their entire organiza-

tion, TPOA is challenging one of the nation's largest police departments to be fair with its own.

According to Glover, "We have complained for many years to the police chiefs, city management, the council even to the mayor. Discrimination has been going on for years;

dence. We took about a year or so to get all the evidence together and compile it. We used civil rights attorneys to help us compile this evidence, to put it in analysis before we took it to Washington," stated Bush.

Although a Washington sojourn occurred just last year, both officers maintain that discrimination is not a new concern for TPOA.

According to Bush, "In 1992, Chief Keith Robert Jackson made complaints that were the same type of complaints we were complaining about. We concur with

the comment in '92. But Chief Jackson was the Chief of Patrol—the whole patrol unit. He was in a position to make changes, and he failed to make changes. He was the highest ranking black police officer on the Dallas Police Department but he did not put forth action."

Glover concurred adding, "The police department has often done everything they could to try to keep it from getting out. What the department does — for instance, what happen with Bush —

TPOA President Sgt. Thomas Glover (Left) and TPOA Vice-President Lee Bush (Right)



but the police department has never admitted to it and that's why it has never been straightened out." Bush adds, "We had to go to Washington to get this investigation done; but now we believe that when this investigation is concluded the class action will also be in our favor and its going to be a turning point for the DPD."

That comment is a reference to a trip that both men took to Washington in December 1998, seeking assistance and advice on filing class action complaints. "We really worked hard to get all the evi-

MILLENNIUM COUNTDOWN

November 1-15

- 1 1945 The debut issue of Ebony magazine is published in Chicago, IL.
- 2 1983 President Reagan signs into law the federal holiday honoring Dr. Martin Luther King, Jr.
- 7 1967 Carl Stokes of Cleveland, OH and Richard Hatcher of Gary, IN became first African-American mayors of major U.S. cities.
- 13 1940 The U.S. Supreme Court rules in *Hansberry v. Lee* that whites can not bar African-Americans from white neighborhoods. The case was pursued by a wealthy Chicago real estate broker, Carl Hansberry.

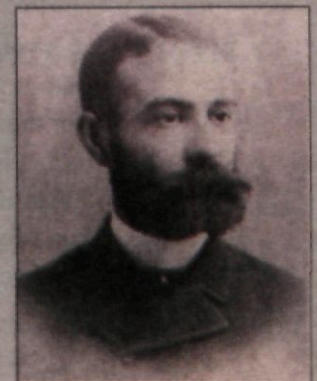
Spotlight: November 13, 1913

Dr. Daniel Hale Williams, Surgeon & Medical Pioneer

On this date, Dr. Daniel Hale Williams became a member of the American College of Surgeons. His membership came two decades after he performed the first successful open-heart surgery, suturing the heart and pericardium of a stabbing victim. His patient, James Cornish, fully recovered and lived another fifty years.

After earning a medical degree in 1883 from the Chicago Medical College, Dr. Daniel Hale Williams opened a practice on the city's South Side. Barred along with other Black physicians from practicing at Chicago hospitals, he became determined to establish a hospital that would employ black doctors and train black nurses.

As a result of his efforts, Provident Hospital was opened in 1892 in a three-story stove heated facility with twelve beds.



Dr. Daniel Hale Williams 1858-1931

... continued on page 8



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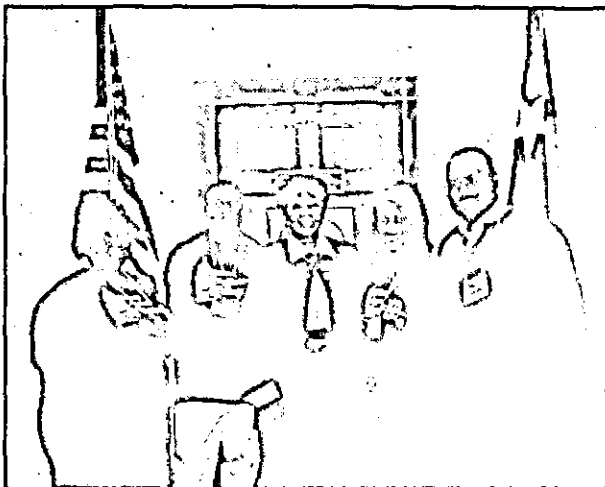
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Next Edition Features

Dallas high school students visit Capitol Hill

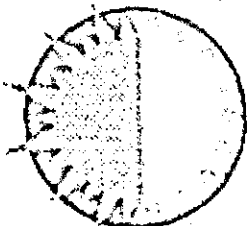


When a national anti-violence youth conference convened in the nation's capitol, three Dallas high school students shared their perspectives with Congress and the White House. In our next edition, MON visits with Lincoln High School's Laticia Ogletree, Madison High's Gregory Randel and Jennifer O'Neil of the Talented and Gifted Magnet. Here, chaperone Mr. Robert Edison, also of Madison High and the students are welcomed to 'The Hill' by Congresswoman Eddie Bernice Johnson.

Next Edition Wellness Feature:



A quarter century of service – Southwest Transplant Alliance



SOUTHWEST TRANSPLANT ALLIANCE

In early December, Southwest Transplant Alliance will mark its 25th year of organ donor services with a celebration. MON's next Wellness feature will share some of the poignant successes and miracles made possible through organ donation with this organization.

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Table of Contents

Editorials4

TPOA's leadership in the fight for justice

The motherland's business opportunities

Columns:

Community Pulse *Enslavement reparations movement gains momentum*5

Inspiration *The Rebekah Principle*11

You & Your Money *Selling stocks at the right time*17

Features:

UTA conference to aid Black business opportunities in Africa12

Celebration of freedom to honor Joyce Brown19

Prudential Global Volunteer Day19

Arts & Entertainment

Ethnic Notes *Shirley Chisholm – a true catalyst for change*13

MON's Library24

Celebrate21

Departments

Capitol Watch6

In Brief7

Wellness14

Entertainment *"Star Search Contest"*16

Strategy18

On the Move20

Movie Review *"Any Given Sunday"*22

Southwestern Bell Calendar of Events23

Education25

Career Opportunities27

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TPOA's leadership in the fight for justice

Of all the services delivered by local government, public safety is the number one concern for most citizens. Every citizen wants to feel that prompt, reliable and effective assistance is only a phone call away. Not only is that what citizens expect; it is also what they deserve.

For those who dedicate their lives to "protect and serve", the challenge is never-ending. For both fire and police officials, the ability to quickly respond in a matter of minutes or seconds can become the difference between life and death, the public's praise or its condemnation. For all the actions and inactions that generate headlines and media attention, there are also thousands of other, unreported incidents that result in lives being saved and violence curtailed.

In reality, the men and women who take a sworn oath in public safety are held to a level of accountability that few others will ever know. Those elected to public office have a clearly defined term of service. For public safety personnel, it is usually a lifetime commitment. That difference should not be lost on citizens. While elected officials want and seek profiles to win the next campaign; career public safety officials many times are torn between harsh political realities and what their honed instincts tell them to do. Hardly is there a seasoned police or fire official that has escaped the pangs of conscience felt by political pressures on public safety decisions.

It is therefore understandable why police officers everywhere have an infamous 'blue wall of silence'. Who else but

another cop or firefighter would see and understand how human frailty inevitably creeps into how jobs are performed. Pavlov's dog was not the only one to succumb to conditioned response. Everyone has a tendency to respond and react to familiar scenarios in the same way.

For police officers, usually working in teams, that conditioning is to be one another's backup. "Who's got your back" is a daily job concern for the man and women in blue.

But police and fire departments are comprised of people who live in the same cities and towns that others do. The concerns and issues affecting the larger society extend to them as well. It would be a naïve and idealistic notion to think that the problems of a community or a nation would somehow exclude or offer an

escape for sworn personnel.

In matters of race, African-Americans and other people of color have known little authority and often - no power. What the abolitionist and civil rights movements began was a quest for justice and equality. On the verge of a new millennium, that quest is far from over.

The Texas Police Officers Association is moving freedom's quest into a new era. Speaking for and on behalf of Dallas' African-American police officers, TPOA is forging freedom within its own ranks. By focusing on policies that level the public safety workplace, TPOA is in a unique position to ring freedom's proverbial bell. Just as every citizen has the right to vote or

... continued on page 7



The motherland's business opportunities

As a newspaper, *Minority Opportunity News* strives to share information and developments that live up to our middle name. Where opportunity exists, progress becomes both possible and achievable. More importantly, when timely opportunities are seized, lives and livelihoods change for the better.

One such opportunity will occur on the University of Texas at Arlington's campus on November 4th-6th. A conference titled "Black Business in Africa and the United States" will present a distinguished list of academicians, bridging informational and cultural gaps with Africa. Moreover, concerns specific to African nations such

as Angola, Nigeria, and South Africa will underscore with valuable information many of the untapped business opportunities for corporations and entrepreneurs.

Presenters hail from such esteemed institutions as the London School of Economics, University of Lagos, University of Paris, University of Chicago, Smith College, Ohio State and Kent State Universities, University of Virginia, Bucknell University, Kent State University, University of Illinois at Champaign-Urbana, and the University of Florida. Participating University of Texas campuses include Austin, El Paso and Arlington. Other participating regional

universities are Southern Methodist and Texas Christian.

Since its inception in 1994, UTA's Africa Program has promoted business, educational and technological relations between Africa and Texas. It seeks to connect Texas businesses with African markets. Founding Director, Dr. Alusine Jalloh works to present the world's second largest

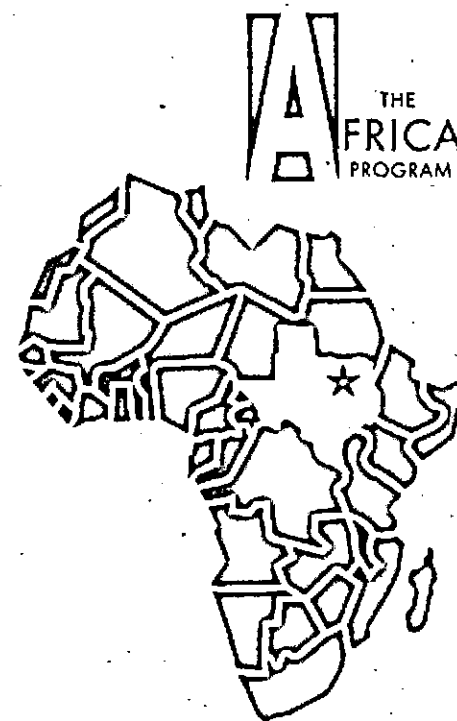
continent as an untapped land of natural resources. His contention is fueled by the fact that the African continent represents over 700 million people in many emerging economies.

With national and international universities, backed by an ongoing program with year-round services, *Minority Opportunity News* encourages businesses and entrepreneurs to take advantage of the information and assistance that is locally available.

African-Americans should seize the business and corporate opportunities of our native land. The resources and personnel available to provide technical assistance and referrals should be accessed in significant numbers by those whose ancestors were African.

No one can say with certainty where or when the next opportunity will emerge. But the more informed business people become, the better disposed they are to seize opportunities.

UTA's Africa Program offerings are **OPPORTUNITY** African-Americans should choose.



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Thomas Muhammad

No one thought it would be possible. But there he was, Mark Davis, WBAP-AM 820 radio talk show host saying the words, "I believe Black Americans should fight for slavery reparations."

Members at a forum entitled "Affirmative Action or Reparations" sat for a moment in shock at the announcement. After the shock wore off, there was a thunderous round of applause at Davis' words. It was like the whole convention center rocked as many in the beautiful room at The Black Academy of Arts & Letters, listen intently to every word each panelist had to impart.

Mr. Davis' words came after nearly five hours of debates, discussions and yes, even down right heated arguments on whether or not African Americans should continue to fight for affirmative action programs or join the ever increasing community calls for enslavement reparations. At times the forum took on the atmosphere of a love fest and sometimes one got the feeling that they were in a war zone. But through it all there was mutual respect for everyone's opinion. Other panelists who presented at this historical forum were Attorney Donya Witherspoon, newspaper publisher Chevis King and Dr. Imari Obadele a national founding board member with NCOBRA. Moderating the forum was Judge Thomas Jones.

Oh by the way — there were just as many anti-affirmative action opponents among African Americans at the forum, as there were supporters. Many felt affirmative actions had become a wasted exercise, and that a new initiative should be tried that can truly help Black people in America whose ancestors had been historically harmed by this American racist institution. But a large majority of blacks attending, as well as whites, supported the payment of reparations or at least a study of whether reparations were owed.

A study is what Congressional Bill H.R. 40, as sponsored by Michigan Congressman John Conyers, Jr. calls on the U.S. Congress to authorize. The actual wording of the bill calls on Congress:

To acknowledge the fundamental injustice, cruelty brutality and inhumanity of slavery in the United States and the 13 colonies between 1619 and 1865 and to establish a commission to examine the institution of slavery, subsequently de jure and de facto racial and economic discrimination against African Americans. And the impact of these forces on living African Americans. To make recommendations to the Congress on appropriate remedies and for other purposes

Congressman Conyers introduced H.R. 40 in remembrance of the historic 19th century congressional vote providing freed families

with forty acres and a mule. President Andrew Johnson disgracefully vetoed that measure. The bill is also patterned after a law that led to the Japanese reparation bill that passed Congress in 1987 and was signed into law by President Ronald Reagan as the Civil Liberties Act of 1988.

Based on that Commission's findings, the U.S. Congress formally apologized to Japanese Americans and voted to pay each living Japanese detention camp survivor \$20,000 for the hardship the internment may have caused them. Further, it established a \$1.5 billion trust fund to be used to educate Americans about the suffering of the Japanese Americans; and it issued a pardon for all those who resisted detention camps.

Similarly, House Bill H.R. 40 would create the first federally chartered commission to study the impact of slavery on African Americans and the nation, and make recommendations to Congress on methods of redress for harm not only from the institution of slavery, but forward from discrimination continuing to present times.

Based upon this fact, Mr. Davis decided that he could support the bill; he is not alone. A poll conducted by the National Coalition Of Blacks for Reparations in America (NCOBRA) found that ninety percent of African-Americans polled supported enslavement reparations. That also jives with the fact that nearly all national, state and local African-American organizations have passed resolutions declaring that enslavement reparations will be their number one agenda item for the year 2000.

Among the organizations and officials giving support to the push for reparations are: NAACP, SCLC, the National Baptist Convention, Delta Sigma Theta Sorority, Sigma Gamma Rho Sorority, the Association of Black Psychologists, Women's International League for Peace and Freedom, National Conference of Black Political Scientists, International Association of Black Fighters, National Conference of Black Lawyers, U.S. Congresswoman Eddie Bernice Johnson, Texas State Senator Royce West, Dallas County Commissioner John Wiley Price, Rev. Frederick D. Haynes-III, Judge Thomas G. Jones Justice of the Peace District 7, Former Dallas City Council Woman Diane Ragsdale, Dallas City Councilmen Al Lipscomb, Leo Chaney and Don Hill. Black Economic Times Publisher Chevis King, Judge Maryellen Hicks of Fort Worth, the New Black Panther Party, Lee Alcorn, Jerico, Attorney James Belt, International Model Yahara Gashwarwork, Emerge Magazine Editor George Curry and the Fellowship of African Study & Religion and so many more.

The recent forum capped a week of media

Enslavement reparations movement gaining momentum

and talk show interview blitzes as well as an historical appearance of reparation supporters speaking before the Dallas City Council. Speakers were Councilwoman Diane Ragsdale, Commissioner John Wiley Price and local NCOBRA Dallas chapter representative James Rogers, III. The speakers were well received by the full council. Officiating council proceedings was Mayor Pro-Tem Mary Poss, who graciously thanked both the speakers and their many supporters for coming down.

Thunderous applause could be heard throughout City Hall after Councilmen Lipscomb, Chaney and Hill pledged their loyal support. The speakers intelligently asked the council to support Councilman Lipscomb who will sponsor a resolution in support of Cong. Conyers' H.R. 40. In concluding their remarks the speakers asked the council to understand that what the bill calls for is nothing new and that they were not re-inventing the wheel. They pointed out for the council's review a number of precedents of reparations already paid to communities who had been harmed by others. A few such precedents are:

- \$1.2 billion paid to Japanese Americans by the United States.

- \$25 million paid to Holocaust Survivors for Jewish claims against Austria.
- \$1 billion + 44 million acres of land paid to Alaska Land Settlement by the United States.
- \$822 million paid to Holocaust Survivors of German Jewish families from the German government.
- \$1.25 billion compensation fund set up by Swiss banks to be paid to Jewish Holocaust Survivors for free slave labor and for use of the Survivor's assets.
- \$57.7 million compensation package approved by the government of Norway to be paid to Jews who lost property, plundered by the Nazis during World War II.

You too should support Bill H.R. 40. When the checks are being passed out, no one will want to be left out. Now do you?

For more information please call the office of Africans & African Americans for Enslavement Reparations at 972-217-1951 and join the movement or check out. Forward ever. Backwards never!

Until then the struggle continues...

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Radio reparations debate concludes on hopeful note

By Charlene M. Crowell

A local activist coalition, dedicated to passage of federal legislation supporting reparations for African-Americans has now taken its cause to the airwaves. In a recent radio broadcast on WBAP-AM, conservative talk show host Mark Davis debated the bill sponsored by Congressman John Conyers (D-MI) with coalition member Thomas Muhammad. The pairing of two political opposites triggered a lively discussion as well as callers from numerous cities.

Early in the broadcast, Mr. Muhammad noted that HR 40 calls for Congress to commission a study, similar to those previously authorized on behalf of Jewish-Americans, Native Americans, and Japanese-Americans. This study's focus would be dual. First, it would examine the institution of slavery in the United States from 1619 to 1865. Secondly, it would research the vestiges of slavery and subsequent impacts on African-Americans following its legal conclusion. As its premise, the bill would also formally acknowledge the fundamental inhumanity, injustice, cruelty and of slavery. When one caller questioned how tangible benefits could be tallied, Muhammad noted the pattern followed with the Japanese-American reparations. Another caller ques-

tioned why would the government pay reparations when it never actually owned slaves.

Muhammad's reply was that the government must take responsibility for allowing slavery's vestiges - including acquired wealth. He also noted that Native Americans receive reparations every day. While other ethnic and racial groups receive some form of reparations, only African-Americans continue to have their injustices ignored.

"People were treated like animals...your culture was taken away, your identity was taken away. ... You were branded like cattle...the atrocities are overwhelming - and some of us still bear those scars."

Before the October 21st

broadcast, Davis had publicly expressed opposition to reparations. However, during Muhammad's appearance, he conceded on air that as "long as the study was fair" he would have no problem with it.

Reflecting on that public opinion shift, Muhammad concluded that it was "a good thing" for the continuing public debate. "It says that for those of us who are a part of the reparations movement that there is hope - even with some of the most staunch, white conservatives in the country."

Anyone desiring more information on reparation activities is asked to call 972-217-1951 for further information.



WBAP-AM's Mark Davis questions Thomas Muhammad about enslavement reparations.

Photo by Dennis Cotton

UTD honors Rep. Helen Giddings for support of science education

By Charlene M. Crowell

At an October 28th ceremony, State Representative Helen Giddings (District 109) of Dallas was honored for support of science education in Texas. The award came during the 10th annual Royston C. Clowes Memorial Lecture Series.

According to UTD President Franklyn Jenifer, "As a long-time advocate of science and education, Rep. Giddings is especially deserving of our heartfelt gratitude and admiration. Her support of a broad array of initiatives in the Texas House of Representatives has opened career paths in science and science education to students throughout Texas."

Rep. Giddings was instrumental in establishing a statewide reading initiative called "Read to Succeed". She also sponsored legislation

to block liquor sales close to Texas schools. Recently, her support of science education spearheaded \$1.25 million in funding for a new center for applied biology at UTD. The new facility will enhance interactions of basic modern biology with industry and society.

A lifelong resident of Dallas County, Rep. Giddings was elected in 1993 to the Texas House. House District 109 includes a portion of Dallas County. Now in her fourth term, she currently serves on three standing committees: Business and Industry, Appropriations

and House Administration.

Beyond her committee assignments, Rep. Giddings has led two cultural exchange tours to Africa, and has taken an active role in developing trade relations with South Africa. On her last African tour, she received the "Vision Award" from the ICAN

Foundation for her efforts to promote cultural and educational exchanges.

The Helen Giddings Scholarships for Exemplary Students from South Africa have been established at Prairie View A&M University. The Concerned DeSoto Citizens have also established and named a scholarship in honor of Rep. Giddings. DeSoto Scholarship recipients are selected on the basis of scholastic excellence as well as community contributions. In May of this

year, Paul Quinn College conferred upon Rep. Giddings an honorary doctorate in human letters.

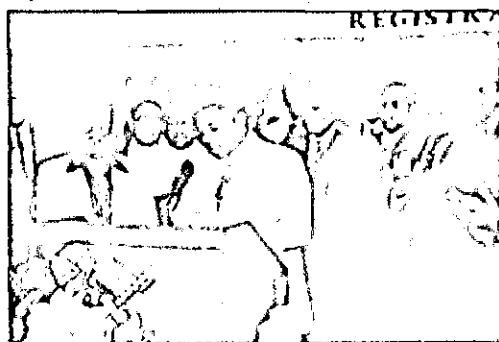
Rep. Giddings is vice-president of the National Order of Women Legislators, a national organization for women in government. Most recently, House Speaker James "Pete" Lancy appointed Ms. Giddings to the Council of State Governments, a nonpartisan, nonprofit group that provides a network for identifying and sharing ideas with state leaders. That appointment runs through December 31, 2000.



State Rep. Helen Giddings (TX-District 109)

Omega Psi Phi joins Census 2000 campaign

By Charlene M. Crowell



Cutline: Lloyd J. Jordan, national president of Omega Psi Phi Fraternity, signs a letter of agreement with the U.S. Census Bureau. The signing recently took place at the fraternity's Leadership Conference in Memphis. Representing the Census Bureau is L. Diane Bennett (left of podium).

At Omega Psi Phi Fraternity's 7th biennial leadership conference, a historic agreement was signed. The fraternity is now an official partner in the Census 2000 effort. The complete count campaign's goal is to ensure that all citizens and residents are counted next year. According to Mr. Lloyd Jordan, national Omega Psi Phi president, "The most important reason to ensure an accurate census count is that it determines political representation. It determines how well represented we are and how loud our collective voice is heard concerning decisions on how our lives are to be, or not to be regulated."

In conclusion, Mr. Jordan said, "We can't side step, duck or dodge our duty. We can't - and we shouldn't - depend on the next door neighbor to take care of what we are capable of taking care of ourselves. In the truest sense, we must stand and be counted."

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continued from page 4... live where he/she chooses — there should be one set of rules for all police officers. As we approach the year 2000, the colored wages and rules — official and unofficial — must now become history.

With a federal Justice Department lawsuit supporting Senior Corporal Lee Bush's charges of discrimination on one hand, and a new Chief who has publicly said the command structure is going to change — there is cause for heightened hope.

Every generation needs heroes. And in the African-American community, male heroes and role models can reverse the lure of gangs, drugs and violence that plague our youth. Strong male role models, standing on principles and integrity can also help black women to better see that the black male is much more than the images that all too often portray them as being in jail, involved with drugs, or deadbeat dads.

The huge pride felt by Dallas with the appointment of Dallas Police Chief Terrell Bolton was in effect a celebration that finally somebody who looked like us was in charge of the department that stops black male motorists for no other reason than they were black.

The bold and candid comments of Sergeant Thomas Glover and Senior Corporal Lee Bush convey that Bolton is not alone. There are other men — black police officers — who are also intent on 'doing the right thing'.

For whatever wrongs need correcting in the Dallas Police Department...for helping the public to understand that a new Chief needs support in the community and in the department he leads, *Minority Opportunity News* salutes TPOA.

GTE creates public charity in support of literacy

As part of its corporate commitment to literacy, a telecommunications industry giant is creating a new public charity with its nationwide 16-million member customer base. Beginning November 1st, "Check Into Literacy" will afford all GTE customers an opportunity to donate \$1.00 per month in support of literacy while sending their monthly remittance. Once customers check the donation box, all future bills will include the monthly donation as a line item on future billing statements.

Starting December 1st, a second option to support literacy will become available. Anyone with Internet access will be able to go to GTE Directories' SuperPages.com website and make a literacy donation.

All collected funds collected will be deposited into GTE's newly established charity, GTE Reads. All funds will be returned to the same local communities in which they were collected. GTE plans to partner with qualified local and national literacy organizations for fund disbursements.

According to GTE Chairman Charles R. Lee, "GTE has long believed that the ability to read, write and communicate is the foundation for success in life. Our communities are only as strong as that foundation. That is why we are singularly committed to making literacy programs more available across America."

Some \$13 million in donation is projected for the first full year of the program. As a corporation, GTE will contribute \$1 million to the effort as well.

Commenting on the GTE's corporate citizenship, U.S. Secretary of Education Richard W. Riley said, "In order to get children and adults the critical assistance they need to learn to read, it is so important that all parts of communities, including companies take a leading role. And companies themselves benefit when their future workforce is well prepared. Indeed, GTE's support of literacy makes them a model of public-private partnership that I challenge other companies to follow."

As part of its long-term partnership with GTE, the Communications Workers of America are planning to work with the company in developing its own Literacy Champions program. According to CWA President Morton Behr, 'GTE Reads' and 'Check Into Literacy' are great examples of how corporations can use their resources to put something back into our communities. This effort is also a credit to the thousands of GTE workers who have contributed their own time and effort to support literacy programs over the years."

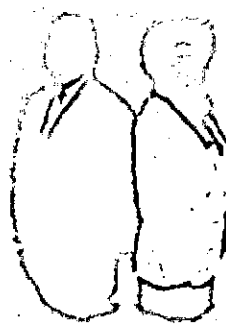
Over the last decade, GTE has donated both time and funding to a range of national and local literacy groups. In 1998 alone, GTE spent \$2.5 million on literacy grants.

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when you complain about discrimination they beat you down so bad that you give up; you go away. That's one of the things that happened with Ben Click. He never let it get out of the police department."

Continuing Glover adds, "We've been complaining about it. I believe other TPOA administrators complained about it. This is something that has been complained about for a number of years. We decided to do more than just complain about it. We took it to the Chief sometime around in 1994-95 he refused to do anything so we decided to do our homework. We actually sat down and started doing the research on it."

"In order to correct the problems within the department", continues Glover, "you have to be aware of it or admit to it and that's what the police department has constantly been dead by. We never had anyone to address it and there has never been an outside agency to come in and tell the police department that they have discriminated, particularly in the areas of discipline."

Beyond the pending federal lawsuit, TPOA also offered comments on the controversy surrounding another courtroom action - the three-step demotion of former top police commander, Willard Rollins.

Rollins' demotion was one of the final official acts of former Police Chief Ben Click. Rollins took swift action to challenge the legality of the demotion. That issue has now led to motions, injunctions, and split courtroom testimony from some of Dallas' highest-ranking police officers. Moreover, Chief Terrell Bolton has publicly said that he would have fired Captain Rollins.

According to Bush, "TPOA's position is that all officers should be treated the same. And that's what we are facing right now disparity -meaning some officers are treated differently than the other officers. So we feel Rollins received the punishment by Chief Click that he deserved in that situation."

On this same issue Glover added, "Some people have been fired for criminal violations, he wasn't fired and I think he was lucky. Chief Click took care of him. But people seem to misunderstand the fact of why he was demoted. He wasn't demoted for having an accident; he was demoted for being accused of a criminal violation and a criminal violation is - driving away from the scene of an accident which is

against the law. . . The Chief made a decision to demote him I think he got off kind of light, he was lucky that he wasn't fired for it."

As TPOA looks to its future, both men made clear their support of Chief Terrell Bolton, noting they believe him to be a fair and Christian man. They also support the concept of a promotion from within the department, noting that several predecessors came from outside of the department. Due to the outsider status, many reforms were not possible.

According to Bush, "They came into the Police Department to do reforms of the DPD, but they hadn't managed to do a lot of reforming because they weren't able to find out who's who inside

the Police Department. That same administrative staff was around that the prior Chief had had. Now that Chief Bolton has become the Chief, he has been inside the Police Department for 20 years. He does not have to have to be told 'this is one of the players' . . . he knows the inside. He knows who the players are and that is very important, especially inside a structure like the police department. They tried to keep

everything inside under their roof. . . That's how they keep things under their rug and don't let it get out to the public where city managers would know, or city attorneys would even know what is going on inside 2014 Main. With Chief Bolton being an insider he knows how the system works which is very important very important. I feel very more secure with Bolton being the Chief. I feel with Chief Bolton if you take something to him he is going to look at it. We feel that he will do it and I think he will be fair about it" concluded Bush.

The question of fairness is a key one for Bush. The Justice Department's decision to file a lawsuit supporting his claims centers on this issue. EEOC findings support his claim. "The EEOC they stated that the DPD did retaliate against me, discriminate me and they

did skip over me for the promotion of the ranking as police of Sergeant. They outlined several things they wanted to send in to comply with and they gave it 14 days to comply with," Bush stated.

Continuing he adds, "The EEOC investigated and ruled, requesting the city to come to the mediation table. The City of Dallas felt they did nothing wrong and they did not want to mediate. A few weeks later, the EEOC ruled in my favor the second half of it which was promotion and then they once again asked the city to come to the tables and mediate this; the city once again refused. . . . The Justice Department conducted their own investigation

along with the investigation of the EEOC conducted. I think the city will comply its like they've managed to with stained the EEOC investigations and the Justice Department but the Justice Department is at a position that they can enforce things so they can cut off Federal funds coming into the city. We are talking about a lot of dollars and the city of Dallas

does not want that to happen" concluded Bush.

Attorney Doug Larson, representing Cpl. Bush stated that, "the court has ordered us into mediation. In addition to that, the United States Department of Justice has entered the case in on the plaintiff's behalf and I consider both of these developments to say some things are favorable to the plaintiff. I anticipate that the city of Dallas doesn't want to be told by a judge especially, from the Justice Department that they're violating the law or have violated the law. I feel that the city will try to do everything to settle the case, even if we have to go to trial, I expect to win."

Further, Bush feels that the Justice Department will take the "place of the city of the city attorney's office. "They will look at all the discipline over a

period of time" commented Bush, "then they can keep an eye on who's been eye on who's being discipline, why, by who and if its similar violation or whatever. There should be a monitoring place already in place. The internal division has a way of tracking the outcome of investigations. In addition, the way the procedure works, all material should be turned over to the city attorney. The city attorney has a number of ways of monitoring the discipline, what has happen is that . . . continued on page 9



About T.P.O.A.

Organizational History:

Founded as a state organization in 1937 Dallas chapter founded in 1975

City of Dallas & Dallas County Membership: 450 sworn officers

Election of Officers:

Biennially in even numbered years

Organizational Purpose:

The purpose of TPOA was to address the concerns of African American police officers as well as the African American community, as it relates to police work and police services. In addition, the organization fights racism and discrimination in law enforcement in defense of African Americans officers.



Dallas Police Chief Terrell Bolton

continued from page 8... has not taken place. The city attorney failed to monitor the discipline, the internal affairs failed to monitor the discipline and that's why we are in the situation we are in today."

"Many people say Chief Click is a good man" continued Bush, "so in essence many citizens felt if you come in my neighbor hood to these events, you must be a good man. Internally the DPD was running him up. The old administrative that been there was still in place. They were still doing the same thing, they have always done that retaliation, discrimination, and corruption. What you had internally was corruption. When this corruption came to the top, when brought to the chiefs' attention he did allow these guys to attempt to cover it up. Like in my situation — it was brought to Chief Clicks' attention that internal affairs was involved in my deal and that they were trying to cover up discrimination in personnel by opening up the investigation on me. They submitted bogus information on the investigation it was just totally corrupt. This was brought to his attention yet his administrators around him told him 'do not worry, We will handle it. We will cover it up. We will make it right' so he went along with that 'Good Old Boy System'. From the outside, he appeared to be a great guy. Internally, he continued to cover up corruption" observed Bush.

Continuing, Bush adds, "This is a turning point for not only just minority officers in the DPD but minority citizens in the city. Many times minorities complain about discrimination not just in the police department but the city as a whole and a lot of times its being overlooked. "Now I think that this break through will bring a lot of credibility to a lot of minority complaints on discrimination with the Police Department. For years most people in the Police Department or in the city kind of put discrimination on the back burner. I have heard people saying, even people in the city governor said 'No, we don't want to hear about discrimination anymore.' Everyone knows it exists; but especially in the police department that's probably the most racist organizations there is — that is as large as it is," stated Bush.

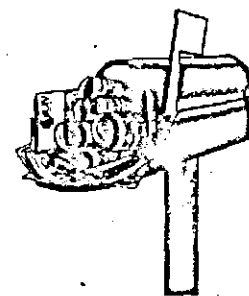
The lesson Bush hopes MON's readers will learn from his example is "if you believe in something, stand up for what you believe. And if you see something is wrong, do your homework, get your evidence to back it up — and move forward with it."

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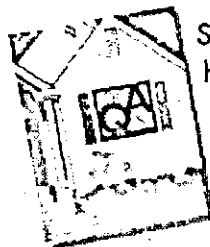
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Inspiration



Ron Shaw

The Rebekah Principle

Genesis 24:12-24

While recently watching a national television ministry I was surprised to hear the pastor's message admonishing members of his staff. The concern was to do perform some things that others normally assume people are available in larger ministries. My own observation, however is that exceptional talent is not reserved for only mega-ministries. Rather, the difference in ministry services is due in large part to those who always stand head and shoulders above the rest because of their attitude. To phrase it another way, their aptitude is not always what causes them to be exceptional.

The truth is that most people who are exceptional are ordinary where aptitude is concerned. Why then do they achieve greater altitude?

Attitude, not just aptitude, determines altitude.

In my own work, I am really concerned about the work ethic that I perceive among the Christian community. It has become in many situations, mediocre at best. Often, we have become average much to the dislike of our Heavenly Father. Jesus said salt that has become ineffective is useless in any society. We are called to be difference-makers not temperature-takers. So, let me remind you of what is known as the "Rebekah Principle"

In our text, Abraham's servant is sent to seek and find a wife for Isaac. He arrives at his destination and meets this girl from whom he asks water. She not only offers a drink to ... continued on page 12



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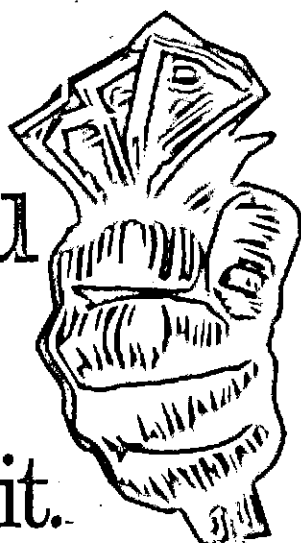
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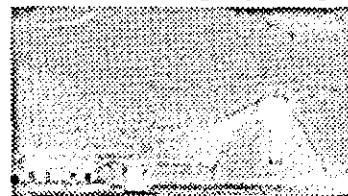
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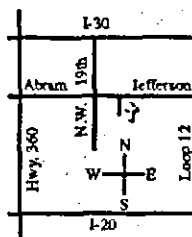
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continued from page 11... him but also offers to water his camels. Eleazar had 10 camels that probably would drink about 20-30 gallons apiece. Because the well was busy, she probably had to do some waiting. There are points in this story worth noting. These points of reference can help each of us in our respective quests to become exceptional.

First, Eleazar went looking at the well. It was a place where people were busy. Exceptional people are always found busy. Eleazar did not look for the right woman where no work was to take place but rather the opposite. Many times blessings come because we are doing the little things well right where we are instead of off somewhere else. She was doing what she was supposed to be doing, where she was to be doing it.

Secondly, Rebekah teaches us that we are unable to go the second mile until we have traveled the first. She was asked for water; and that is where she started. You can not give a person something until you first pay them what is owed. Even in learning, there are basics that must be mastered before you go on to the extra curriculum. Many times we want to do what has not been requested before we do what has been requested. You can not be extraordinary until you first accomplish the ordinary. Rebekah inconvenienced herself to make a difference in the lives of others.

Thirdly, going the extra mile establishes what kind of person you are. Going the extra mile is one of the cornerstones of excellence. It says, "I'm going to give you maximum effort for little return". Always make it a practice to do more than what is expected. Losers always want to make sure they never give any more than what is expected of them. Losers want guarantees so they do not have to do anymore than the minimum. In today's workplace, that attitude is commonplace, even among Christians. Because she practiced this principle, Rebekah got a husband out the deal that she wasn't necessarily looking for, part of an inheritance for all eternity (being part of the lineage of Jesus) and wealth and riches. Doing little jobs with excellence produces big ones.

Someone always notices extra effort because some one is always in search of a Rebekah. Never forget that there are no traffic jams on the second mile. Make your life's goal to give more than you are receiving.

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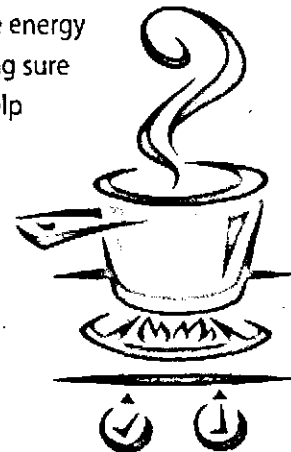
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Proverbs 24:3-4

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Shirley Chisholm-a true catalyst for change

By Josef Spencer

When most people think of the first African-American presidential candidate, Rev. Jesse Jackson's two attempts during the 1980s come to mind. Few recall the first black candidate who garnered 151 pledged delegates to the Democratic National Committee's 1972 convention. A woman, slight of build and only five feet tall was that candidate. Her name is Shirley Anita Chisholm.

Beyond being the first black to actively seek a presidential nomination from a major party, Ms. Chisholm is also the first black woman to serve in the United States Congress. Elected in 1968 to represent New York's twelfth congressional district, she was an early advocate and member of the now esteemed Congressional Black Caucus. At the time, African-Americans were few in number on Capitol Hill. But achieving in life despite the obvious odds are specialties for Shirley Chisholm.

Born in Brooklyn, New York on November 20, 1924, Shirley was the oldest of three children born to immigrants, Charles and Ruby St. Hill. One parent was from the former French Guiana (now Guyana); the other's homeland was Barbados.

When she was only three, Shirley and her two younger sisters, Muriel and Odessa were sent to live in Barbados with their grandmother, Emily Seale. The move was intended to allow the St. Hills a better chance to save money. During the children's time in Barbados, the grandmother was assisted in their rearing by an aunt and uncle. The children eventually remained in Barbados for seven years.

Years later as an adult, Chisholm reflected on her time in Barbados. "Years later I would know what an important gift my parents had given me by seeing to it that I had my early education with the strict, traditional, British-style schools of Barbados. If I speak and write easily now, that early education is the main reason."

When the three sisters returned to Brooklyn in 1934, the Depression years had kept the St. Hills from reaching their household budget goals. Another sister, Selma, had arrived. More importantly, the years of warm weather and scenic beauty of Barbados made a transition to New York's small apartment with a coal stove and only cold water a difficult one. There were also distinct differences in the educational standards.

On her return from Barbados, Shirley was placed in a class with children two years her junior. Reportedly, the class assignment was due to her lack of knowledge of American history and geography. It took dutiful study and a tutor to return her to a class with her peers.

What the family lacked in material possessions, however, was more than compensated by loving, caring parents. Although Shirley's father, Charles, only had a fifth grade education, he was an avid reader, often reading several newspapers a day. Her mother's caring love gave her daughters a sense of poise, manners, and confidence in education's rewards. According to Chisholm, "we were to become young ladies - poised, modest, accomplished, educated and graceful, prepared to take our places in the world."

By the time she graduated from high school, she had several scholarship offers. Vassar and Oberlin, two of the interested and noted institutions were bypassed due to finances. Brooklyn College was her family's affordable choice. Believing that women's career choices were limited to teaching, she majored

in psychology and took a minor in Spanish. Yet her talents soon became evident. She recalled, "More and more people, white and black, began to tell me things like, 'Shirley, you have potential. You should do something with your life'". She felt that teaching was important - not just for, but for her race as well. But she also felt a growing urge to help change the treatment of her people. When one of her favorite teachers encouraged her to try politics, she cryptically replied, "You forget two things. I'm black -and I'm a woman." In spite of that candid comment, during her sophomore year, she joined the Harriet Tubman Society.

Graduating cum laude, Chisholm still had a hard time find-

Assembly District. When one of the successful candidates was appointed to the bench in 1964, Chisholm decided to pursue the vacated assembly seat.

In a three-way race, she emerged victorious and spent four years in New York's State Assembly. As a state legislator, she sponsored legislation that created unemployment insurance for domestic and personal employees, and financial assistance to disadvantaged young people. Those legislative victories earned her a reputation for effectiveness and militancy. She wore both labels proudly.

When the Supreme Court ordered congressional redistricting due to gerrymandering, the primarily Black Twelfth District was created and a new challenge launched for Chisholm. Running against a well-financed Republican candidate, CORE's (Congress of Racial Equality) James Farmer, Chisholm won a campaign that was turned into a gender issue. The lady in the race won a decisive victory.

Arriving on Capitol Hill as a freshman legislator in 1969 she refused a committee assignment on the House Agriculture Committee, and secured her own preference, Veterans' Affairs. In two years, she fought for and won again another preferred committee post in 1971 - Education and Labor. It was this committee assignment that developed a national reputation, as she fought for federal subsidies of day care centers and an increased minimum wage.

The issues she advocated in committee served as the framework for her 1972 presidential campaign. Poorly funded, she assembled a coalition of blacks, feminists, and other progressive activists without the support of t (CBC). In fact, CBC's failure to endorse her candidacy led to a significant political rift.

She arrived at the 1972 convention with only 24 pledged delegates. When Hubert Humphrey and others released their delegates to her, the delegate count rose to 151. The DNC convention eventually nominated George McGovern.

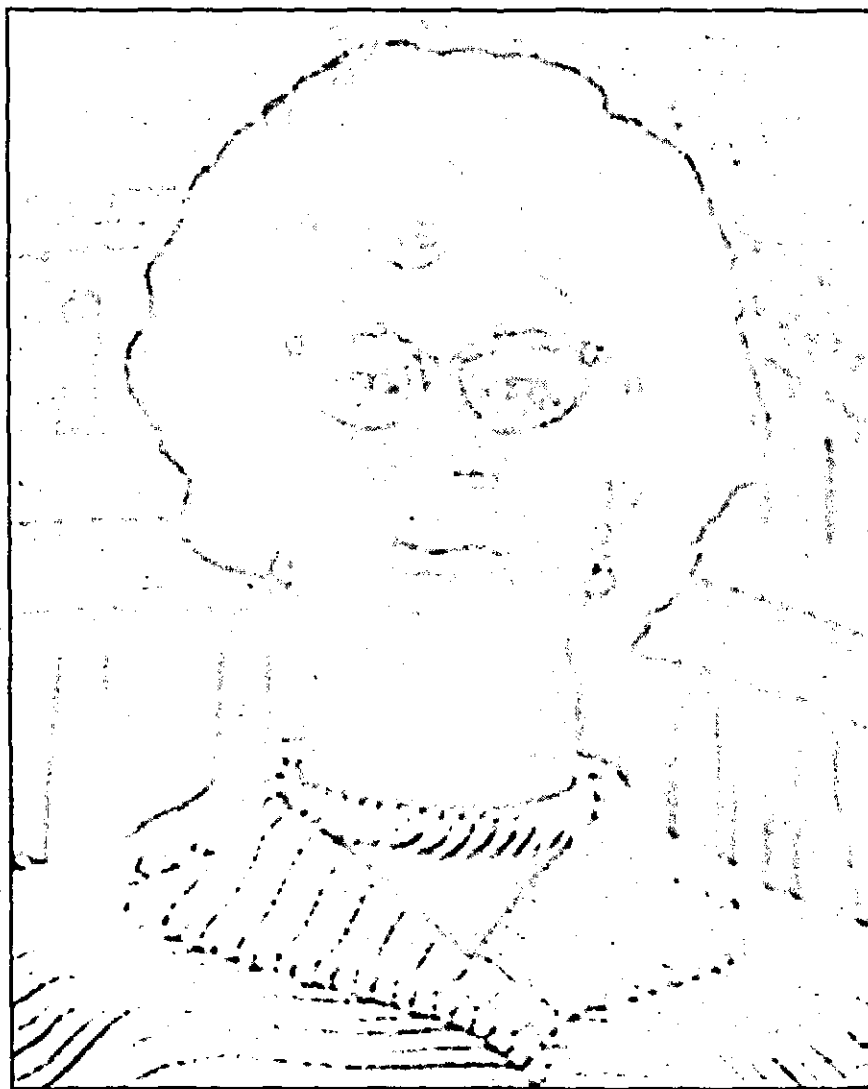
When speaking of her failed campaign's impact, she said, "What I hope most is that now there will be others who will feel themselves as capable of running for high political office as any wealthy, good-looking white male."

Chisholm remained in Congress until her retirement in 1982. Yet she has never abandoned politics. She was one of the first to lend support to Jesse Jackson's 1984 run for the White House. She actively supported him again in 1988.

Newark, New Jersey Mayor Sharpe James is one who recognizes Chisholm's pioneering efforts, "If there had been no Shirley Chisholm, there would have been no 'Run, Jesse, run' in 1984 and no 'Win, Jesse, win' in 1988."

In two autobiographies she offers thoughtful reflections of her life. *Unbought and Unbossed* concludes with her election to Congress. *The Good Fight* examines her presidential campaign.

And when history speaks of Shirley Chisholm, this self-directed lady knows how she wants to be remembered: "I'd like to be known as a catalyst for change, a woman who had the determination and a woman who had the perseverance to fight on behalf of the female population, because I'm a product of both, being black and a woman."



ing a job. Transcripts aside, her small stature did not seem to help. Harlem's Mount Calvary Child Care Center eventually hired her on a probationary basis. She remained, however, for seven years.

During her years at Mount Calvary, she also enrolled in night school at Columbia University, pursuing a master's degree in early childhood education. Another young student, a recent Jamaican immigrant named Conrad Chisholm convinced the serious Ms. St. Hill that there was something more to life. A year following their meeting, they became man and wife.

It was not until 1960 that she became active in politics. As one of the organizers for the Unity Democratic Club, she joined an effort to defeat a political machine. Through a political coalition with the Nostrand Democratic Club, two candidacies were launched and defeated. Their tenacity however, led two years later to success. In 1962, both reform candidates were elected, and in so doing, awarded control of the Seventeenth



The Wellness Diary

New procedure for back pain available at Methodist Medical Center

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According to Dr. Jeffrey Wasserman, one of four anesthesiologists who specialize in pain management, "My patients are very pleased with IDET, especially when they can come and go on the same day as the procedure. I've been very pleased with the results thus far. Almost all of my IDET patients have experienced relief from back pain,

some almost complete elimination of pain."

Dr. Wasserman is certified in discography and IDET. His patients have consistently seen at least 50% reduction in pain months after the IDET procedure. Significant reduction in pain occurs several weeks after the procedure. From start to finish, the entire procedure usually takes about two hours, including preparation and

able, and also why he was unable to sleep.

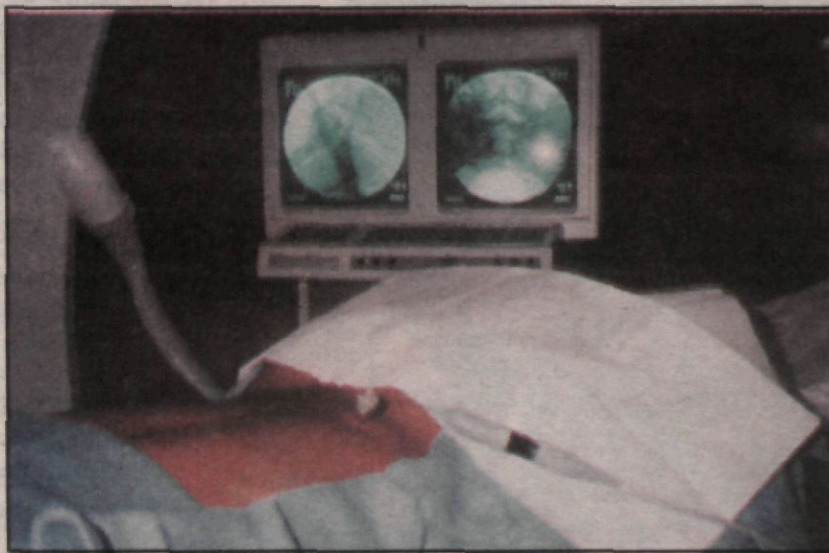
According to Mr. Gallegos, "I would wake up in the middle of the night, trying to move my leg – just do anything to lessen the pain. But nothing worked."

Following IDET surgery in late April, however, his condition has improved. "There is still some pain," said Mr. Gallegos, "but a level I can live with," he said.

For Dallas firefighter David Whiteman, his back was injured while lifting equipment last December. Dr. Wasserman performed the IDET procedure in late May, and within two weeks, Whiteman began to notice a difference. Six weeks later, the pain was almost completely gone. "It's a real miracle," said Whiteman. "I thought I would

have to live with this pain the rest of my life. Now, I often forget the pain is even there."

For an appointment to discuss IDET, call the Methodist Referral Service at 214-947-0000.



The IDET procedure entails one needle being inserted into the problem disc (foreground) through which a wire is inserted (Image on fluoroscope monitor) that is heated to 194 degrees.

recover time.

For Jose Gallegos, a welder from Ennis, his pain began in his lower back and extended down to his right foot. During lumbar spine discography, it was determined that one of his disc's had deteriorated. That deterioration was why bending over was unbear-

Help for dry and rough skin

Hard water, over cleansing, rough handling, drying films from soap and vitamin deficiency is a few of the causes for dry or rough skin. During the winter months, avoid extremely hot baths. The high temperatures have the effect of drying the skin's natural oils. Several drops of mineral oil in a warm bath can also ease the discomfort of dry skin.

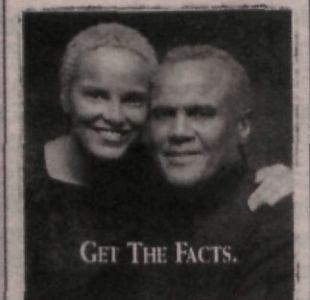
Anti-perspirant use linked to breast cancer

The human body has a few areas that it uses to purge toxins. Toxins are naturally purged by perspiration appearing behind the knees or ears, groin area, and armpits. Because anti-perspirants prevent perspiration, the unreleased underarm toxins are stored in the lymph nodes below the arms. Too high a concentration of these toxins leads to cell mutations, or cancer.

Women who apply anti-perspirant immediately after shaving increase the risk of cancer because shaving causes imperceptible nicks in the skin, giving chemical entrance into the body from the armpit area.

Beyond monthly breast self-examinations, women are also encouraged to check their armpits for any unusual lumps or knots. As always, any unusual sign should be immediately reported to your doctor.

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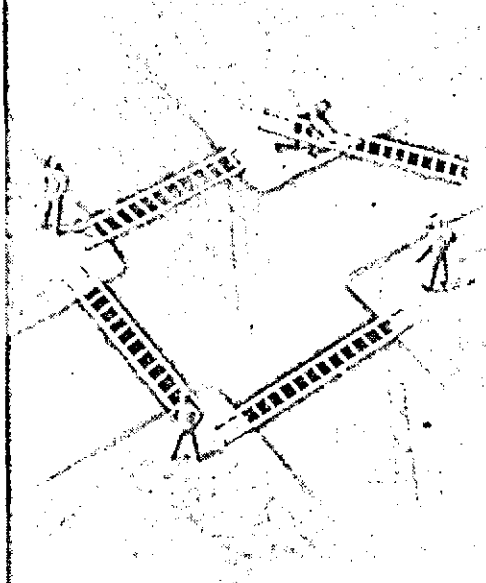
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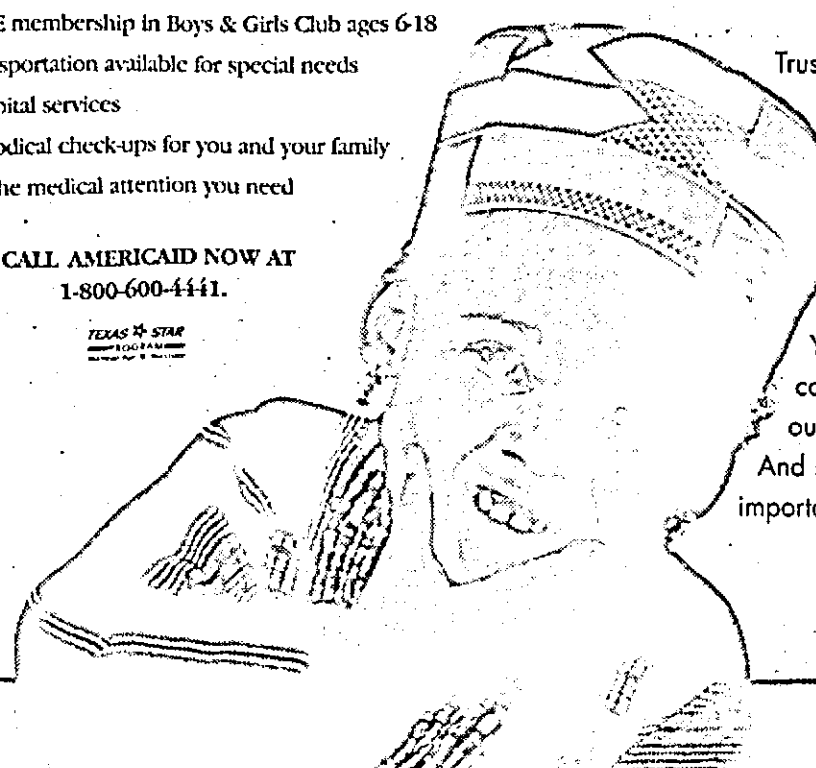
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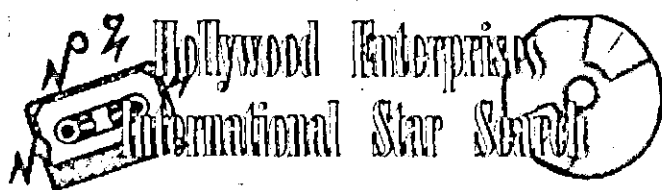


Talent auditions underway for December 18th Showcase '99

Aspiring dancers, singers, musicians and comedians are all encouraged to audition for Hollywood Enterprises' Showcase '99. All performers successfully auditioning will be eligible to compete for more than \$1,000.00 in cash and prizes at the December 18th Showcase '99, to be held at the Kalita Humphrey Theater, 3636 Turtle Creek Boulevard at Blackburn.

Performance time per registrant is limited to three minutes or less. Curtains will be closed and musical accompaniment stopped for anyone exceeding the time limit. Moreover, each talent registered is also responsible for:

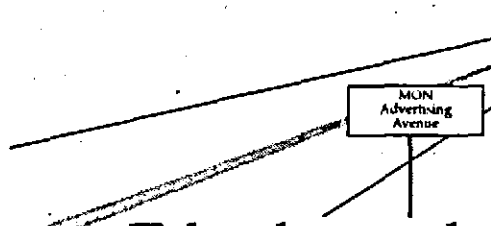
- Paying a \$25.00 registration fee before auditioning
- Arriving and checking in one hour before show time. Late arrivals will not perform.
- Cueing tapes prior to performance; no compact discs are allowed.
- Retrieving his/her music following the performance
- Remaining in designated waiting areas until their talent category and order of performance is called.
- Inviting a minimum of ten people in support via paid attendance
- Forwarding all unsold tickets and funds from ticket sales prior to the event.



Showcase '99 judges will score talent on the following criteria: appearance, sound quality, technique/style, presentation and audience response. A voting scale of one through ten, with ten being the highest possible score, will determine talent winners. All Showcase '99 winners will be featured at Hollywood Enterprises' Black & White Ball Extravaganza on February 13, 2000.

Hollywood Enterprises is one of the first local organizations to provide ongoing activities to identify and assist aspiring performers. Their tour events began locally and later expended to include cities spanning the North American continent such as Montreal, Canada; New York City; Washington, D.C.; Los Angeles; San Francisco; Seattle, Albuquerque, and other markets.

Anyone desiring additional information is encouraged to visit Hollywood Enterprises' website at www.hollywoodenterprises.com, or by calling 817-355-5004.

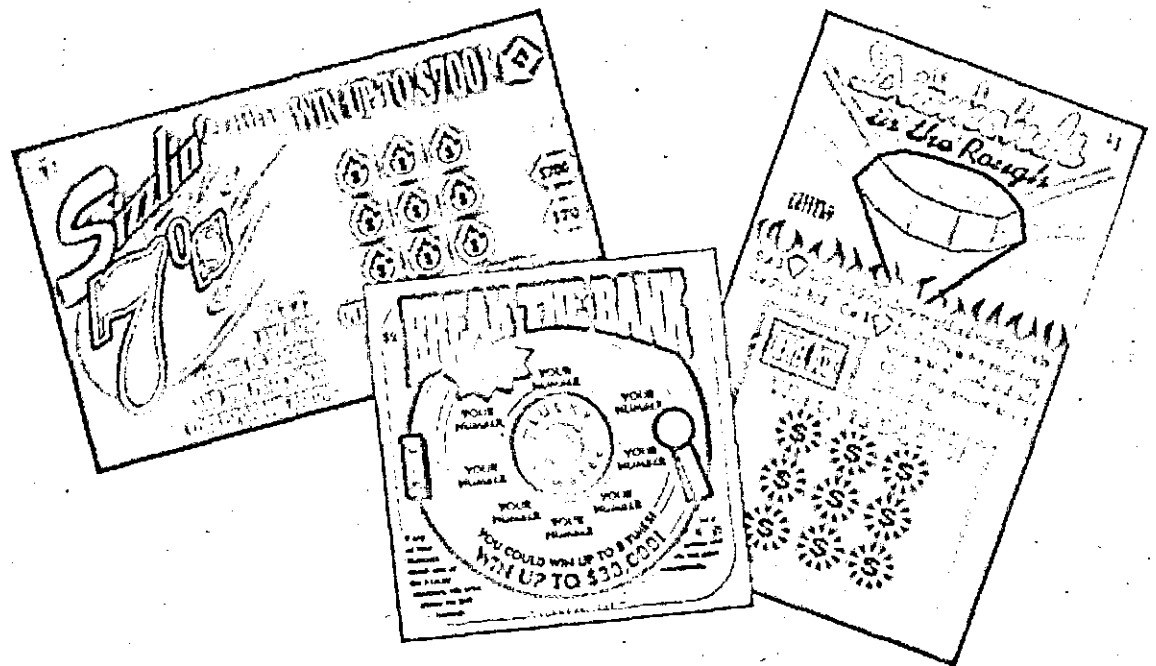


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Come November 30, 1999, three Texas Lottery instant games will close – Break the Bank, Sizzlin' 7's and Diamonds in the Rough. You have until May 28, 2000, to redeem any winning tickets for these games. You can win up to \$30,000 playing Break the Bank, win up to \$700 playing Sizzlin' 7's and up to \$4,000 playing Diamonds in the Rough. You can claim prizes of up to \$599 at any Texas Lottery retailer. Prizes of \$600 or more are redeemable at one of the 24 Texas Lottery claim centers or by mail. Questions? Just call the Texas Lottery Customer Service Line at 1-800-37-LOTTO (1-800-375-6886).



Overall odds of winning Break the Bank, 1 in 4.94. Overall odds of winning Sizzlin' 7's, 1 in 4.80. Overall odds of winning Diamonds in the Rough, 1 in 4.63. Must be 18 years or older to purchase a ticket. © 1999 Texas Lottery.



**John
Dudley**

Selling your stock at the right time

If someone were to come up with an infallible formula that would let you know precisely when to sell your stock, he or she would have the proverbial crowd beating a path to his or her door. While no one has accomplished this feat to date, there are guidelines that can help investors to make more informed and prudent decisions as to when to sell a particular stock.

One of the most important of these is to learn to differentiate between objective and psychological reasons for wanting to hold onto a specific stock. Unfortunately, many investors become attached to a stock that may have delivered a very good profit in the past, but now has become overvalued. Others are reluctant to admit to concede their own error in buying a stock that since has fallen well below the purchase price; in these instances, the investor continues to hold the stock, hoping to at least recoup the purchase price.

Experts agree that you should ask yourself some tough questions about the stocks currently in your portfolio. The answers to these questions can help you decide whether to sell or hold those issues.

For example, if the price of a stock is currently lower than what you paid for it, can

you determine what may have contributed to its drop? More importantly, can you anticipate whether these factors will change in the near future?

In reviewing current market conditions, some investors may want to sell stocks to avoid becoming badly hurt during broad market drops. Before making such a move, ask yourself if the returns of such stocks in your portfolio match your overall investment objectives. Secondly, if income is your chief goal, would the companies represented in your portfolio likely be able to maintain their dividend payments at the current rate?

Stock sales may be in order if a particular stock of the company is in serious difficulties, or if its earnings prospects are poor and not likely to recover soon. If your stock suddenly drops in price by 20 percent or more, within a short period like a month or less, try to learn what happened. If you are not pleased with the answer, consider selling.

Another scenario that may make you question whether to retain or sell a stock is if your stock has become overvalued. Find out if its price/earnings (P/E) ratio — the price of a stock divided by its per share earnings for the past 12 months, suddenly moved up.

Determine if it is very much above the average P/E of the S&P 500 (or other relevant benchmark), compared to other stocks in its industry. Then try to determine if the P/E ratio has soared because of good news. A new product, or a potential merger or acquisition could be objective measures as to whether an investor should retain the stock. If it is simply out of line, consider selling.

One suggested approach to the "sell, no-sell" question is to consider a future selling strategy at the time of purchase. If you are convinced that the stock is a sound, long-term investment, work with your financial advisor to determine an upside objective for the stock.

Once the stock reaches that objective, ask your financial advisor to put in a stop order at a price five percent below that level. A stop order would in effect become a market order after the stock falls to the designated price and would be executed as soon as possible. However, remember to move the price on that stop order upward if the stock continues to climb.

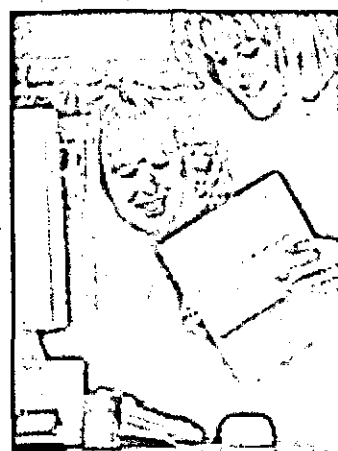
This strategy also may help you limit your loss if the stock takes a disappointing drop immediately following purchase. When you buy the stock, place a stop loss order at a

price five to ten percent below your purchase price, or whatever number you are comfortable with depending on your tolerance for risk. However, keep in mind that the risk of a stop order is that it may be executed at a price several points lower than the stop price because of market orders placed ahead of it. Setting stop orders requires a great deal of experience because temporary market movements may trigger them.

One last point that should be noted in any discussion of buying or selling stock: many investment experts suggest investing in strong, growing, well-managed businesses whose stock can be bought at good prices relative to specific valuation parameters, such as the price to earnings ratio. These experts often recommend holding this stock as long as its underlying value remains strong, despite fluctuating market conditions.

Your financial advisor will be happy to discuss this and numerous other strategies that may be put into effect to help you reach and maintain your investment objectives.

To receive copies of John Dudley's series on investment strategies previously published in this column, contact him at 214-761-5142.



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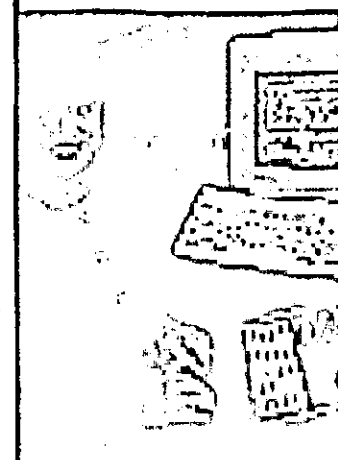
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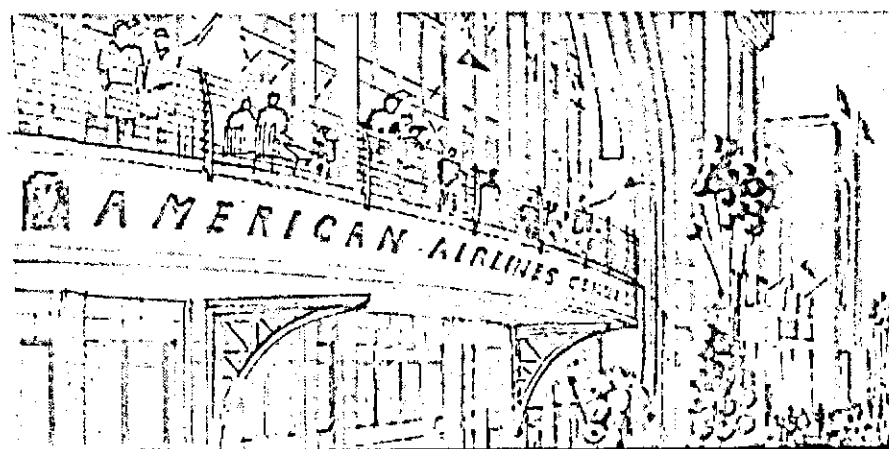
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It will take a network of diverse businesses to build Dallas' new sports and entertainment venue, the American Airlines Center. Located in the heart of downtown, the American Airlines Center will be the centerpiece of the Victory development, a 65-acre urban business, entertainment and residential area. Please contact the Office of Minority Affairs at 214-303-1200 to inquire about M/WBE opportunities at American Airlines Center, Victory and Reunion Arena.

Office of Minority Affairs
Martin Burrell, Vice President
Minerva Hernandez Hinkle
Assistant Vice President

214-303-1200



**AMERICAN AIRLINES
CENTER**

Welfare to work success story - New Direction's Mary Jackson

By Rufus Coleman

After spending six months on welfare, Mary Jackson knew what she had to do. She gained secretarial and computer positions to put herself through Memphis State University in Memphis, Tennessee. While acquiring these marketable skills, she also supported as a single mother her two children. Now she has both a bachelor of science in education and a bachelor of business administration in marketing. She has made it her business to help others move from the welfare line to the business world.

"I always knew there was something better than waiting in the welfare lines and living from hand out to hand out," Jackson said. "I knew I was smart and capable. And now it's been my calling to help other smart and capable people see the amazing things they can do."

Jackson founded and became the chief executive director of *New Direction Computer Training Center* in 1996. The non-profit company focuses on computer training for the poor and disadvantaged. Its service strategy is to reach out to welfare recipients, inner-city high school students and dropouts. Once identified, New Direction aids them in securing stable positions within the business community, as well as pursuing their own entrepreneurial endeavors. The center's cur-

riculum encompasses accounting, data entry, hands-on computer training and training for PC technicians. Accounting and data entry courses are three months long while the training and technician courses are six months long. There is also a strong focus on financial aid and job placement. *New Direction's* placement assistance is free of charge to the potential companies, which has allowed it to gain a long list of potential employers.

Center funding derives from grants and charitable contributions. The center staff has three instructors, one financial aid counselor and an administrative aide.

"The point is not just to provide jobs — it's to provide careers," Jackson said. "If someone doesn't have the education, then I want to be able to provide a means of getting a GED so that they can get the skills needed. If they're not sure how to dress or act

during an interview I want to teach them how to do it. But they'll also have the computer training they need to back them up."

Jackson said these same skills worked for her. They allowed her to go to college and

gain the degrees she needed. As a result, she now has the personal means to send her son to Memphis State University and her daughter to Texas Woman's University.

Jackson said people also need motivation. "There are so many gifted people waiting for the next welfare check because they don't think that they can do anything else," Jackson said. "They need someone to believe in them, but most of all to believe in themselves."

Before forming *New*

Direction Computer Training Center, Ms. Jackson also served as vice president of *Computer Concepts Inc.*, an accounting software development and consulting firm. She has recruited, trained, supervised and created programs to enhance motivation. Her workplace experience also includes marketing and promotion.

The move from employee to entrepreneur was easier for Jackson because of her vision. During her time with *Computer Concepts Inc.* she gained so many of the needed skills to start her center. All that she needed was the guiding vision.

"To do this you really need an open mind to all the possibilities," Jackson said. "You must have a desire. I think you need a real love of working with people and see the potential in them. But most of all I think you need patience and perseverance."

Jackson said there was a great need for centers like hers in the Dallas area. Since it opening in 1996 with twenty students, the Stemmons Freeway office has served up to 200 individuals with mentorship as well as training.

"And the demand is even greater than that," Jackson said. "The demand is in other cities within the state as well as other states across the country."



New Direction's Mary Jackson

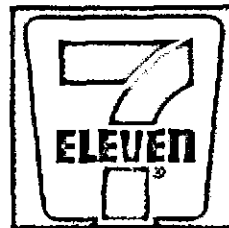
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Joyce Ann Brown to be feted City where she was falsely imprisoned honors civic leader

By Glenda Williams Goodson

Joyce Ann Brown loves her daughter KoQuice. When she left her on a fateful morning in 1980, she did not realize that it would be many years before she held her daughter in her arms again. But it was nine years, five months and twenty-four days before she could hold her and enjoy the warmth of those arms that were snatched away from her for a crime she did not commit.

In 1980 Ms. Brown was sentenced to life in prison for aggravated robbery. The storeowner, Ala Danziger, was murdered during the robbery of Fine Furs by Rubin when two women entered the Northwest Highway store about 1 p.m. on May 6, 1980. One was named Joyce Brown. The problem was, after series of mistakes and mishandling by the Dallas Police Department and the criminal justice system, the wrong Joyce Brown was arrested, convicted and sentenced.

Although innocent of the crime, it would have been easy for Ms. Brown to be relegated to the ranks of individuals dealt a dirty blow by 'the system'. However, Ms. Brown did not allow the callousness of the system to embitter her to the point of paralysis. Instead after her release, her strategy was very clear.

She chose to grow, in a very disciplined and methodical way. First, after enjoying her daughter and getting to know her granddaughter, she accepted a position in the office of Dallas County Commissioner John Wiley Price. Then she wrote about her experience in an eye-opening book, *Joyce Ann Brown: Justice Denied*. In so doing, she also became a guiding light in helping others who were wrongfully convicted.

Because of her successful involvement in transferring hope and help to others, she will be feted in the same city she was unjustly committed. On November 3rd, Mothers (Fathers) for the Advancement of Social Systems (MASS), will join with other non-profit organizations to pay tribute to Ms. Brown's vision and passionate efforts on behalf of others since her release. Comedians Dick Gregory and Phyllis Yvonne Stickney are the celebrity hosts for *A Celebration of Freedom Honoring Joyce Ann Brown* to be held at the Hyatt Regency Hotel, Dallas, at 7:00 p.m.

For further information on ticket prices and availability, contact Cheryl Smith at 214.376.9525.

Prudential and Deltas team up in support of Rice Learning Center

Recently Prudential, one of the nation's leading financial and investment firms, encouraged its personnel worldwide to demonstrate community involvement. "Global Volunteer Day" here in Dallas translated into a collaboration between Prudential Financial Services representatives, Delta Sigma Theta sorority's Metropolitan Alumnae Chapter and the Charles Rice Learning Center, 2425 Pine Street in South Dallas. Eighteen (18) volunteers donated clothing (primarily uniforms) for the children attending the school. Additionally, tutoring sessions were also offered to interested students. Further plans include a mural to be painted in the parents' lounge.

According to Prudential's Deedra Walker, event coordinator, the clothing donations are intended to allow parents to focus on providing other basic essentials. "By having uniforms provided, the children have been relieved of the pressures to comply with current fashion trends or other dangers associated with wearing designer gear. The school uniforms will help to foster a more positive learning and social environment. Other donated items will provide activities to keep children occupied while parents conduct conferences with teachers."

Global Volunteer Day, formerly known as Prudential's National Volunteer Day originated out of the Local Initiatives area. The simplest idea of volunteering was turned into a master plan for the entire Prudential community. "We wanted something that could get the employees involved in their communities and at the same time support the company," said Mary O'Malley, vice-president of Local Initiatives.

The first Prudential company-wide volunteer day was held in 1995. More than 5000 Prudential employees and their families volunteered in over 100 community service activities. Today, Global Volunteer Day brings together employees from various Prudential business units, along with their families to help improve communities and promote ongoing volunteerism.

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Arena Group's Burrell delivers opportunities to minority businesses

By Jamila H. Thomas

Oftentimes when major public project contracts, like those afforded by airport expansion or a new arena, large businesses with clout and connections benefit. But for Martin Burrell with the Arena Group, opportunities for minority businesses are a specialty. More importantly, a pro-active, inclusive strategy for minority and women-owned businesses is now changing the faces and complexions of those sharing in major public contracts.

As Vice-President of Minority Affairs, the promises set forth in a January 1998 agreement are opening doors and opportunities in significant ways. Minority and women owned businesses have a document ensuring their participation in Dallas' future. To date, almost \$5 million in contracts have been awarded, nearly 20 percent of the 26 percent goal the agreement set as the floor for minority business participation.

"My staff and I are committed to making sure that the playing field is level and that you will have the opportunity to participate in the building of the city's new arena as well as the development that will surround it," stated Burrell. As for the chronic controversy as to the method by which women and minority firms are counted toward goals, Burrell assures "that local firms will be given every opportunity to participate in this project from cradle to grave". The agreement's industry goals for minority and women businesses are:

construction - 25% ; professional services - 36.6%; architecture and engineering - 25.66%; other services - 23.80% and goods - 18%.

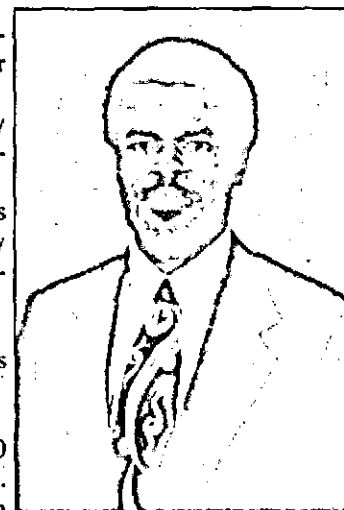
To further strengthen minority participation, a 30-member advisory committee works directly with Mr. Burrell. The Minority Affairs Committee consists of representatives from both ethnic and women's business organizations.

During a recent committee meeting, renderings of the new American Airlines Center and the Victory Development project were unveiled.

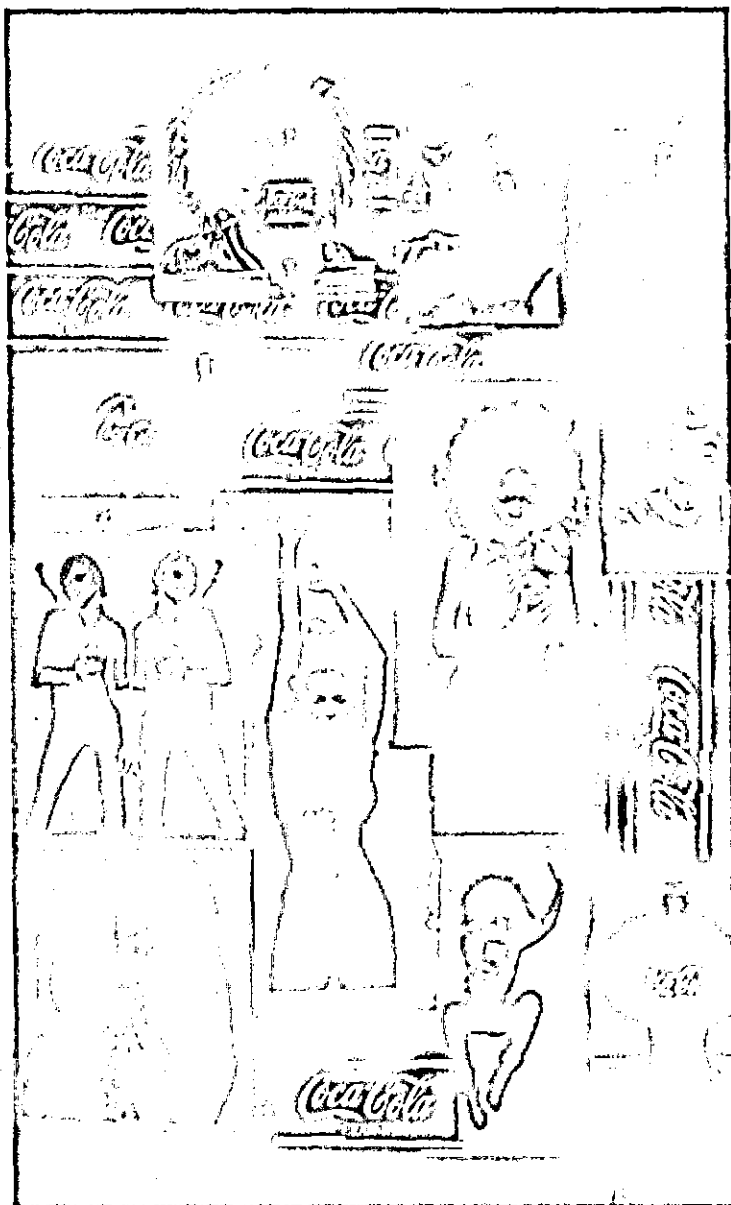
The American Airlines Center will have more social pleasures per person than any sports and entertainment facility in the country, including 120- by -60 feet - wide concourses. The numerous amenities include club level suites accommodating up to twelve guests, complete with personal food and drink service. Club membership also affords free parking and sporting event tickets. Commenting on the success of the advisory committee's meeting, Hillwood Urban President, Darcy Anderson said "the focus of the meeting was the company's effort to keep the lines of communication open with minority business owners." Mr. Anderson added, "As we get out and start marketing, there are certainly opportunities."

One such opportunity was a construction community workshop conducted by Mr. Burrell. That session's intent was to ensure that minority construction business understood the business process of the project. To date, several million dollars have been spent. "This is a fast track project," observed Burrell.

Arena Group President, Mr. Brad Payne, share's Burrell's enthusiasm for the committee, "I can say we're really excited about the staff that we've been able to establish."



Mr. Martin Burrell



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The Best Man

Nia Long and Taye Diggs are among a stellar ensemble cast who reunite for the wedding of close college friends. The question for the wedding party is just how close they really were.

Bringing Out the Dead

Nicolas Cage stars in this spellbinding Martin Scorsese film. Cage delivers a haunting portrayal of an ambulance driver over the edge.

Double Jeopardy

Tommy Lee Jones and Ashley Judd star in this suspense-packed feature.

Music of the Heart

Angela Bassett joins Meryl Streep, Gloria Estefan and Aidan Quinn in a memorable story of how life brings never imagined gifts and experiences.

Three Kings

Ice Cube, George Clooney and Mark Wahlberg team in this action feature about three men in uniform.

Hot

Best Man wins weekend box office

In its debut weekend in theaters nationwide, the ensemble cast of *The Best Man* captured the highest box office gross with \$9.1 million. The film, featuring **Nia Long** and **Taye Diggs**, is already in the black, topping its \$9 million budget. The film is the first from writer-director Malcolm Lee, a cousin of **Spike Lee**.

Actor Matthew McConaughey busted

The Travis County sheriff's office took actor **Matthew McConaughey** into custody for alleged possession of marijuana, possession of drug paraphernalia and resisting transport. The arrest came as a result of a neighbor's telephone complaint to police about loud noise. Before the 29-year old actor was released on a \$1,000 bond, charges were reduced. McConaughey's film credits include featured roles in *Amistad* and *A Time to Kill*.

WAR raises funds to help runaway teens

According to **WAR** group leader, Lonnie Jordan, a series of performances at West Hollywood's Viper Room will raise money for Children of the Night, a Sherman Oaks, CA organization that works with runaway teens. WAR will be joined by other acts for the benefit shows, including **Los Lobos** and **Fishbone**. Reportedly, Jordan hopes the group will eventually perform regular fundraisers in other cities.

SPOTLIGHT

Iyanla Vanzant visits Dallas on November 12th

A noted author who has sold more than five million books and had her works listed on the best seller lists of the New York Times and the Wall Street Journal, comes to Dallas on Friday, November 12th. Iyanla Vanzant, author of such popular works as *Acts of Faith*, *One Day My Soul Just Opened Up*, and the current best seller, *Yesterday I Cried*, continues her 30-city tour when she joins the Black Academy of Arts & Letters at 6:30PM.

Both a trained lawyer and an ordained minister, the Washington based Vanzant will offer a transformational lecture and musical presentation titled, "In the Meantime". The 1999 tour represents the author's first-ever lecture series before live audiences. Musical accompaniment and special guests will also be featured in the 2-hour presentation.

Tickets, priced from \$39-\$55, are on sale at all Ticketmaster locations and at the Black Academy of Arts & Letters.



Award-winning author Iyanla Vanzant (color photo from book cover)



THE TUBE



November 1st

WFAA-TV, Channel 8, will air an encore presentation of "America's Team Turns 40 at 7:00PM, one hour prior to ABC's Monday Night Football. The prime time special, hosted by sports anchor Dale Hansen, features more than 50 original interviews with past and present Dallas Cowboys. Among those interviewed are: Tom Landry, Michael Irvin, Emmitt Smith, Deion Sanders, Tony Dorsett, Roger Staubach, Jethro Pugh, Drew Pearson and Thomas "Hollywood" Henderson.

November 3rd

A 3-hour prime time line-up of jazz and blues legends will begin 7:00PM on Wednesday with "Great Performances: Robert Altman's Jazz '34" airs followed by "In Performance at the White House: Traditions and Legends of the Blues" at 8:00PM. The evening's performances are topped off at 9:00PM with "The Kennedy Center Presents: A tribute to Muddy Waters, King of the Blues".

November 6th

David Allen Grier, Corbin Bernsen and Clarence Williams III star in "Tales From the Hood", a **Spike Lee** film, at 8:00PM on the Sci-Fi Network. Three

thugs break into a funeral parlor looking for lost drugs and instead find a bizarre mortician who tells them chilling horror stories dealing with racism and black crime.

November 20th

BET will offer college football fans the **Capital City Classic** from Jackson, MS. The match-up features Alcorn State vs. Jackson State in a tape-delay cablecast. Game time is 6:00-9:00PM, Central Time. The game continues BET's series of 1999 classic football games featuring historically black college teams.



Director Robert Altman (pictured in white suit) is surrounded by a galaxy of young jazz stars who recreate an all-night, Depression-era jam session in **GREAT PERFORMANCE** Robert Altman's Jazz '34. Hosted by Harry Belafonte, the musical salutes the jazz traditions of Count Basie, Mary Lou Williams, Lester Young and Coleman Hawkins.

Events

Beginning November 5th

Soul Rep Theatre Company, in partnership with the Black Academy of Arts & Letters, will present the southwest premiere of a musical set in the Harlem Renaissance era. *Breakfast in Harlem* will offer Sunday matinees and weekend evening performances at the Black Academy, 605 South Griffin. Student and senior discounts apply. Group rates are available. For more information call 214-521-5070.

Epic Journeys: The Great Migrations

premieres November 5th at the Omni Theater at the Fort Worth Museum of Science and History, 1501 Montgomery Street. Audiences will join the sweeping spectacle of migrating zebras in the East African plains, witness the migration of more than 100 million red crabs on Christmas Island in the Indian Ocean, and travel back in time among African tribes, such as the Maasai, to explore the roots of human migration. Adult tickets are \$6.00, \$5.00 for Seniors and \$4.00 for students. For show times, call 817-255-9300 or 1-888-255-9300.

Casa Manana's Children's Playhouse season continues with *Robin Hood*, the classic swashbuckling tale of good versus evil. Evening performances are scheduled for Fridays and Saturdays at 7:30PM. Sunday matinees are at 2:00PM. All seats are \$8.00. For specific performance dates, call 817-332-2272.

November 12th

The Texas Black Sports Hall of Fame Banquet will be held at 7:00PM, in the Hotel Adolphus in downtown Dallas. This year's honorary chair is CNN's **James Lofton**. Author and former Olympian Rafer Johnson will give the keynote address. Inductees include: **Woody Culton**, **Tony Dorsett**, **Easter Gabriel**, **Charles Garcia**, **Lawrence Hicks**, **Rafer Johnson**, **Leon King**, **Roy Martin**, **Wayne Morris**, **Fred Newhouse** and **Cinnamon Sheffield**. The Board of Selectors of the Texas Black Sports Hall of Fame selects honorees. Banquet and auction proceeds will benefit the organization's ongoing activities. For ticket information call 214-565-9026, extension 313.

Through November 14th

The Dallas Theater Center continues its 1999-2000 season with *The Seagull* by Anton Chekhov. This entrancing tale of heartbreak and hope is set at the dawn of a new century. All performances are at the Kalita Humphreys Theater, 3636 Turtle Creek Boulevard. Tuesday, Wednesday, Thursday and Sunday evening performances are at 7:30PM. Friday and Saturday evening performances begin at 8. Sunday matinees are at 2. Ticket prices range from \$16 to \$52. For more information, call the Dallas Theater Center at (214) 522-8499.

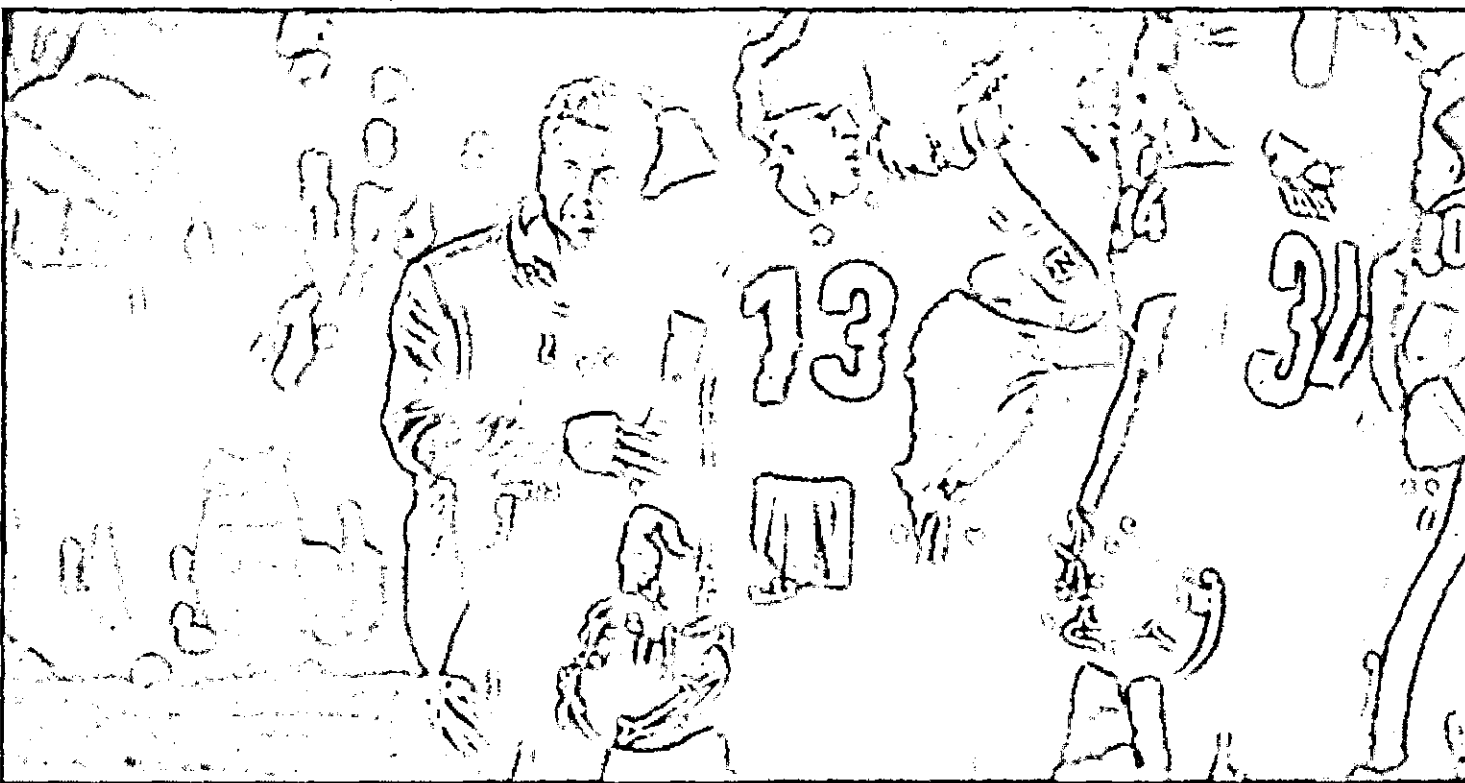
Movie Review

"Any Given Sunday"

Against the background of professional sports, Warner Brothers Pictures presents an Oliver Stone drama, "Any Given Sunday." Tony D'Amato (AL PACINO), head coach of the Miami Sharks football team, is at a crossroads in his life. When a devastating hit knocks veteran star quarterback Jack "Cap" Rooney (DENNIS QUaid) out of the game, the Sharks' third-string quarterback, Willie Beamen (JAMIE FOXX), unexpectedly begins to surprise both fans and management with his performance, thus throwing Rooney's future into doubt.

Struggling with mounting financial losses, sliding attendance and co-owner Christina Pagniaci's (CAMERON DIAZ), 'take-no-mess' kind of management style, D'Amato begins to take a hard look at where he stands both in and outside the stadium. D'Amato is forced to grapple with his long-cherished ideals of personal and professional loyalty as he is reminded that there is always someone younger, faster and stronger...not only on the field but on the sidelines as well.

The all-star cast includes: LL COOL J (eight-time Grammy Award-winning artist who's also acted in such recent features as, "In Too Deep" and "Deep Blue Sea"), legendary football-turned-actor JIM BROWN ("The Dirty Dozen", "Mars Attacks!"), and BILL BELLAMY ("Love Jones," the voice of Nickelodeon's "Cousin Skeeter," and for 5 seasons host of "MTV Jams").



Al Pacino and Jamie Foxx star in Oliver Stone's "Any Given Sunday", a Warner Brothers release.

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Kids up to 10 yrs.	\$13.00, \$16.00, \$20.00	Sat. 4:30 & 8 pm, & Sun. 3:30 & 6:30 pm
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		Kids (to ten yrs.): \$14.00, \$17.50, \$22.50

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7:30 pm Show

CUSTOMER: Redeem coupon in person only at Circus Box Office. Good on 1999 purchase of up to four tickets. Not valid on VIP or Gold Circle tickets. Child's Ticket, phone orders, or with other offers. Subject to availability. No photocopies.
TICKET SELLER: Retain coupon for audit.

Around The Town

November 4-8th

Scholars and business consultants from Africa, Europe and the United States will offer multi-disciplinary perspectives on the history, growth and changing dynamics of African American businesses during an international conference at University of Texas at Arlington. Sponsored by the Africa Program at UTA, the conference will be held from 8 am to 5 PM in the Red River Room of the E.H. University Center. The conference is free and open to the public. For more information call Alusine Jalloh at metro 817-272-2861.

November 6th and 13th

The Clean South Dallas Fair Park, Inc. would like to announce the Fall '99 Cleanup Campaign on November 6th and 13th, 1999. For more information about this "neighborhood beautification and anti-litter initiative" please call 214-421-1662.

November 7th and 8th

The Third Eye, a Dallas based education organization, will present the 15th Annual African Awakening Conference "Remembering African Ancestors: Celebrating Family" on November 6th from 12:00 Noon-7 PM and November 7th from 1:00 PM-7:00 PM at The Black Academy of Arts and Letters, Inc. Tickets are \$2500 in advance and \$30 at the door for adults. For information the public should call 214-428-1040, 214-426-1683.

November 9th

Texas Women's University nursing students and the YWCA's ENCOREplus Program will offer uninsured women free clinical breast and cervical exams. These services will be available from 9:00AM-3:00 PM at the YWCA, 4621 Ross Avenue. Nursing students will administer exams as part of their medical outreach curriculum. Phone 214-821-9595, extension 2324 for more information.

November 9th and 14th

The Hoop Hunter Basketball Girls Only Clinic will take place November 7th and November 14th. The cost is \$20 per player with emphasis on ball handling and shooting. For more information call Deon Hunter at 972-219-7932.

November 8th

Very special volunteers are needed to prevent child abuse for the EXCAP CENTER. These volunteers are called Parent Aides, and are a proven solution on preventing child abuse. Volunteers will be required to have a criminal records check and to attend 10 hours of training. Bilingual volunteers are especially needed. An orientation to EXCAP's Parent Aide program will be Monday, November 8th from 6:30 p.m. to 8:00 p.m. For addition information, please call 214-370-9810.

The Oakridge Country Club will sponsor the 4th Annual Fred Warbington 40 Hole Memorial Golf Marathon on Monday, November 8th at the Oakridge Country Club in Garland, Texas. The entry fee, \$75 per person, includes cart fee, continental breakfast, lunch, dinner and awards. For more information please contact Car Goodman at 214-374-8163, Otis Brooks at 214-339-2356, or Wayland Walker at 972-690-8082.

November 10th

The Business Assistance Centers Small Business Development and the City of Dallas will co-host "How to do Business" Seminar on Wednesday, November 10th from 2:00 p.m. to 4:00 p.m. at Dallas-Fort Worth Airport Administrator Building Board Room. For more information or to RSVP please contact Reginald E. Cleveland at 972-574-8150.

November 11th

The Volunteer Center of Dallas is offering a free volunteer orientation on Thursday, November 11th from 5:00 to 7:00 p.m. at the Dallas Public Library in downtown Dallas at 1515 Young Street. For more information call the Center's hotline at 214-826-6767 x 330 or access the website at www.non-profits.org

November 11-13th

Experience a weekend of relaxation, rejuvenation and reconciliation at the Stand '99 Women's Conference, held at The Inspiring Body of Christ from November 1 through November 13th. The conference will feature an array of workshops on womanhood, marriage, financial investment, and single parenting. The E.K. Bailey Ministry, Inc. sponsors this event and on-site registration is \$99. To register, or for more information please call 800-933-8067 or email at ekbmhears@aol.com.

November 12-14th

A Marriage Encounter Weekend will be held on November 12-14 for couples living in Dallas & surrounding areas. The Dallas/Ft. Worth Lutheran Marriage Encounter Couples sponsor the weekend. All husbands and wives are welcome to register. An advanced registration fee of \$45 is required and space is limited. For more information contact Herb and Betty Doller at 972-780-0920.

November 13th

The Dallas Alumnae Chapter of Delta Sigma Theta Sorority, Inc. and the Theta Alpha Chapter of Omega Psi Phi Fraternity will host a "Black Dollar Day" on Saturday, November 13th from 1:00 a.m. until 5:00 p.m. The event will be held at the Black Academy of Arts and Letters. Guest speakers will be present. Admittance is free. Call 214-428-7400 for more information.

The Dallas Historical Society invites you to come "See What's On the Other Side of the River." In 1908 the Trinity River flood separated the Oak Cliff from the rest of Dallas for more than a week, and today, some people still aren't sure what's on the "other side of the river." The Dallas Historical Society will help you venture out into this historical neighborhood as they sponsor a tour of Oak Cliff on November 13th. The tour departs from the Hall of State in Fair Park at 9 a.m. and returns at 2 p.m. Tickets are \$35 each, and lunch at an Oak Cliff restaurant is included in the price. Reservations must be made by November 12. Call 214-421-4500 x 105 for more information.

November 13th

The National Black MBA Association will present "The Scholarship Workshop" at 9 a.m., November 13th at Kimball High School. Admission is free. The workshop will be facilitated by Marianne Ragins, recipient of more than \$400,000 in scholarship awards for college, is open to all students and parents. This Scholarship Workshop presentation is an interactive seminar designed to help students conduct a successful scholarship search from research involved in finding scholarship money, to the essays, interviews, and strategies involved in winning them. For more information, call Cedric Mobley at 972-851-8115.

The KFC Sports Clinic and Family Day will be held noon-5 PM, Saturday, November 13th at the African American Museum and will feature free educational and fun activities specially designed for family participation. Rafer Johnson, Texas native and gold medalist winner for the decathlon in the 1960 Olympics, will be among the featured guests. For more information about the event, please contact LaVerne Grimmer at 214-565-9026 x 313.

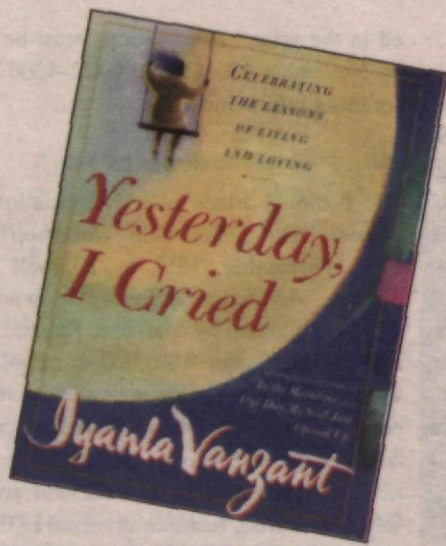
The Greater Dallas Asian American Chamber of Commerce will sponsor the 1999 Asian Charity Ball at the Hotel Inter-Continental. For the past several years, proceeds from the Ball have helped organizations such as the East Dallas Police Store Front, the Dallas Public School Asian Scholarship Fund, Mi Escuelita, the St. Philip Academy, and the Asian American Leadership Conference. Reservations for individual tickets are \$50 each and community tables of 10 @ \$500. For more information contact Tracy Schick at 972-241-8250.

Community Calendar Sponsored by Southwestern Bell Telephone

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Yesterday I Cried, Iyanla Vanzant. (Hardcover \$22.00)

"The pain of the past does not have to be today's reality." Perhaps no other author confirms this better than renowned, bestselling author, Iyanla Vanzant. She explains how she used her own personal experiences of amazing difficulty and challenge and transformed them into lessons that teach us as we grow. In *Yesterday I Cried* she explores the lessons in abuse, neglect, abandonment, rejection, losing someone you really love, and plainly put, life's hard times. She is an example of how yesterday's tears become "the seeds of today's hope, renewal, and strength."



Homecourt Advantage, Rita Ewing and Crystal McCrary (Avon Books, Paperback \$6.99).

Two African American professional lawyers, wives of NBA players Patrick Ewing and Greg Anthony, team up to tell a story in a world they know well—that of the National Basketball Association, its players, their wives, their families, their girlfriends, their agents, their mistresses, their coaches and the owners. A story of love, story of love, trust, betrayal and greed, *Homecourt Advantage* is peopled with characters who must come to terms with their lives their families and their futures. The women of these celebrities share strong bonds. They love, hate, exchange secrets and share feelings as only someone sharing their situation can. As the tide of fame, victory and wealth change their men, as the strain of growing older in a young profession deflates egos, and as the playoffs continue to heighten the drama, *Homecourt Advantage* shows how the politics and vagaries of the team are irrevocably woven into the off-court lives of the players and their women.

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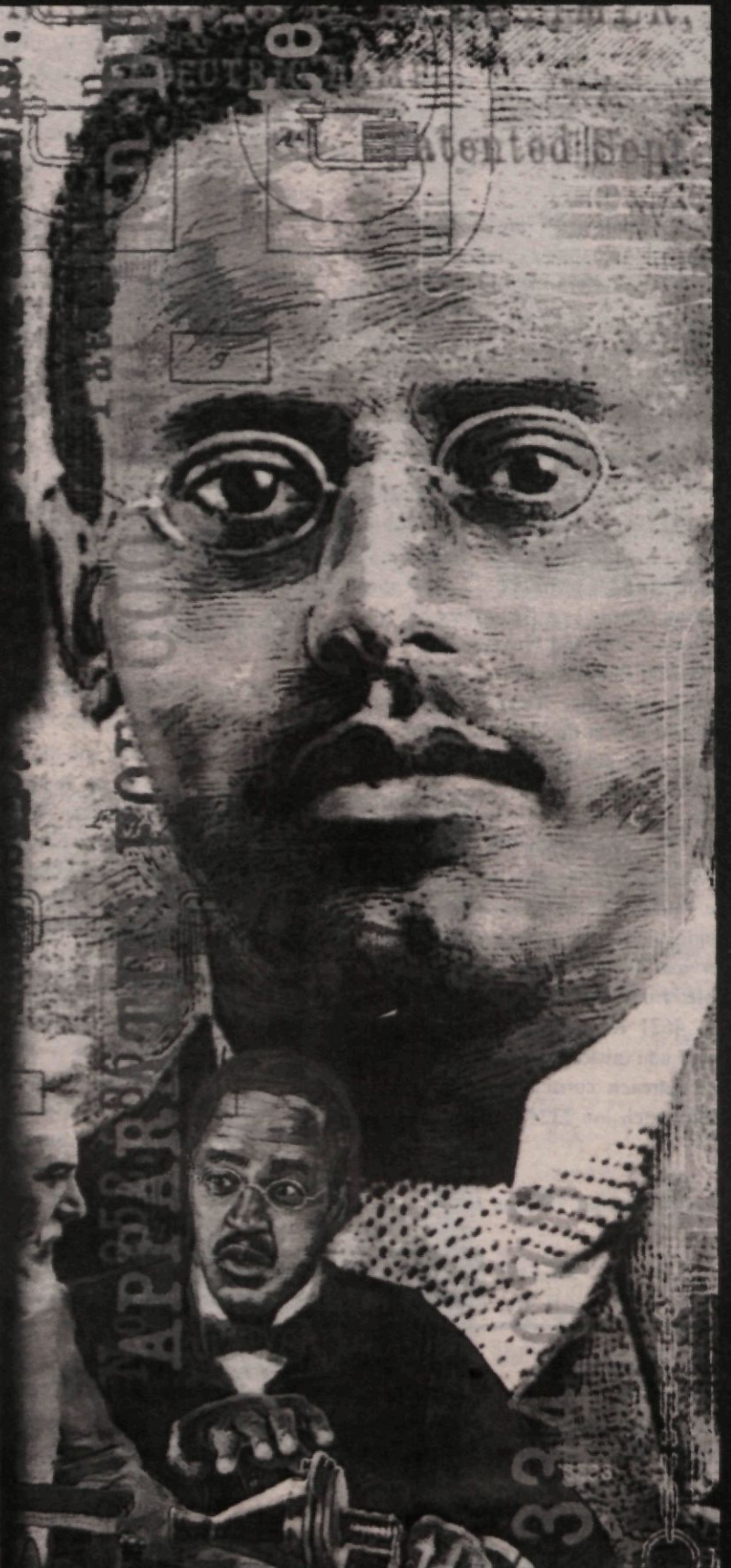
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
*Sometimes
it takes the
vision of one to
light the way
for many.*

**Lewis H. Latimer,
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and inventor.**

Lewis Howard Latimer's creation of the carbon filament electric lamp helped light the cities of the world. Yet, few people are aware of the fact that Latimer also worked alongside Alexander Graham Bell, executing the drawings and preparing the patent for one of the greatest innovations since the turn of the century — the first telephone. Southwestern Bell honors Lewis H. Latimer and other visionaries, and will continue to salute and support programs that carry on the proud heritage of African American pioneers of technology.



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Nov 13th roast of Rev. Jesse Jackson to benefit St. Philips School and Community Center

"Raising the Roof at 1600 Pennsylvania Avenue" is the theme of the 12th annual Celebrity Roast & Auction benefiting St. Philip's School and Community Center. Rev. Jesse Jackson will take center stage at the Wyndham Anatole Hotel, 2201 North Stemmons Freeway, as friends and family pay tribute to the internationally recognized human rights activist. As Rev. Jackson is donating his time, all proceeds will directly benefit St. Philip's. The 6:30PM silent auction will precede the dinner and roast at 7:30PM.

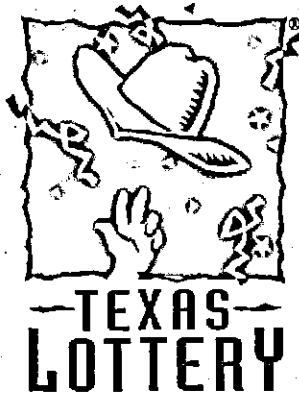


A two-time presidential candidate, Rev. Jackson has a life-long list of accomplishments that connect him to historical and significant events. In 1998, he was personally responsible for the release of three soldiers captured during the United Nations peacekeeping efforts in Yugoslavia. A year earlier, President Clinton and Secretary of State Madeleine Albright appointed Rev. Jackson as a special envoy for the promotion of democracy in Africa. In 1984, he secured the release of an American Navy pilot who had been captured by Syrians after his plane was shot down over Lebanon.

The National Rainbow Coalition was formed in 1986 by Rev. Jackson to call attention to global human rights issues and organized protests against South African apartheid. The genesis for Rev. Jackson's activist roles came from his appointment by the late Dr. Martin Luther King, Jr. to serve as the Southern Christian Leadership Coalition's Operation Breadbasket. Based in Chicago, Operation Breadbasket focused on poverty issues, including securing jobs in Black communities.

The South Dallas educational center serves approximately 200 students in its school and over 700 through its community center. With a strong emphasis on academic excellence, St. Philip's School reinforces cultural awareness and self-esteem for its students. The Community Center offers a variety of sports programs for area youth and also addresses the needs of the elderly in the community. Adult literacy education, summer camps and Meals on Wheels are among the sponsored programs.

Both business sponsorships and individual tickets are on sale. Individual ticket sales are \$80.00. Additional information is available at 214-421-5229.



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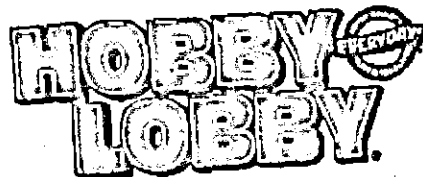
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(fax) 214-670-3764
EOE/MFD



CITY OF DALLAS

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Qualified applicants must have a Bachelors degree or equivalent in Landscape Architecture, Civil Engineering, Architecture or Urban Planning and plus five (5) years of professional experience and a license to practice in the chosen profession. Must have thorough knowledge and experience of design and construction principles and practices and management including cost estimating, scheduling, negotiating, dispute resolution, report preparation, visual and graphic presentation, programming, consultant evaluation and recommendation, contract administration, bidding process, ADA requirements, budgeting principles and practices; urban/park planning principles and practices. Be knowledgeable of civil engineering, landscape architecture, urban design and architectural design; and ability to communicate and manage a multi-disciplined staff effectively and diplomatically, both orally and in writing. Must be computer literate. \$55,044 to \$73,393 annually


Interested individuals must submit an application/resume by: November 12, 1999 to:

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 258

Census 2000
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Start Here

1. Start Here *(Read this first!)*

2. Write

3. Revise

4. Edit

5. Submit

6. Prizes

7. Rules

8. About

9. Contact

10. FAQ

11. About the Contest

12. Prizes

13. Rules

14. Contact

15. FAQ

