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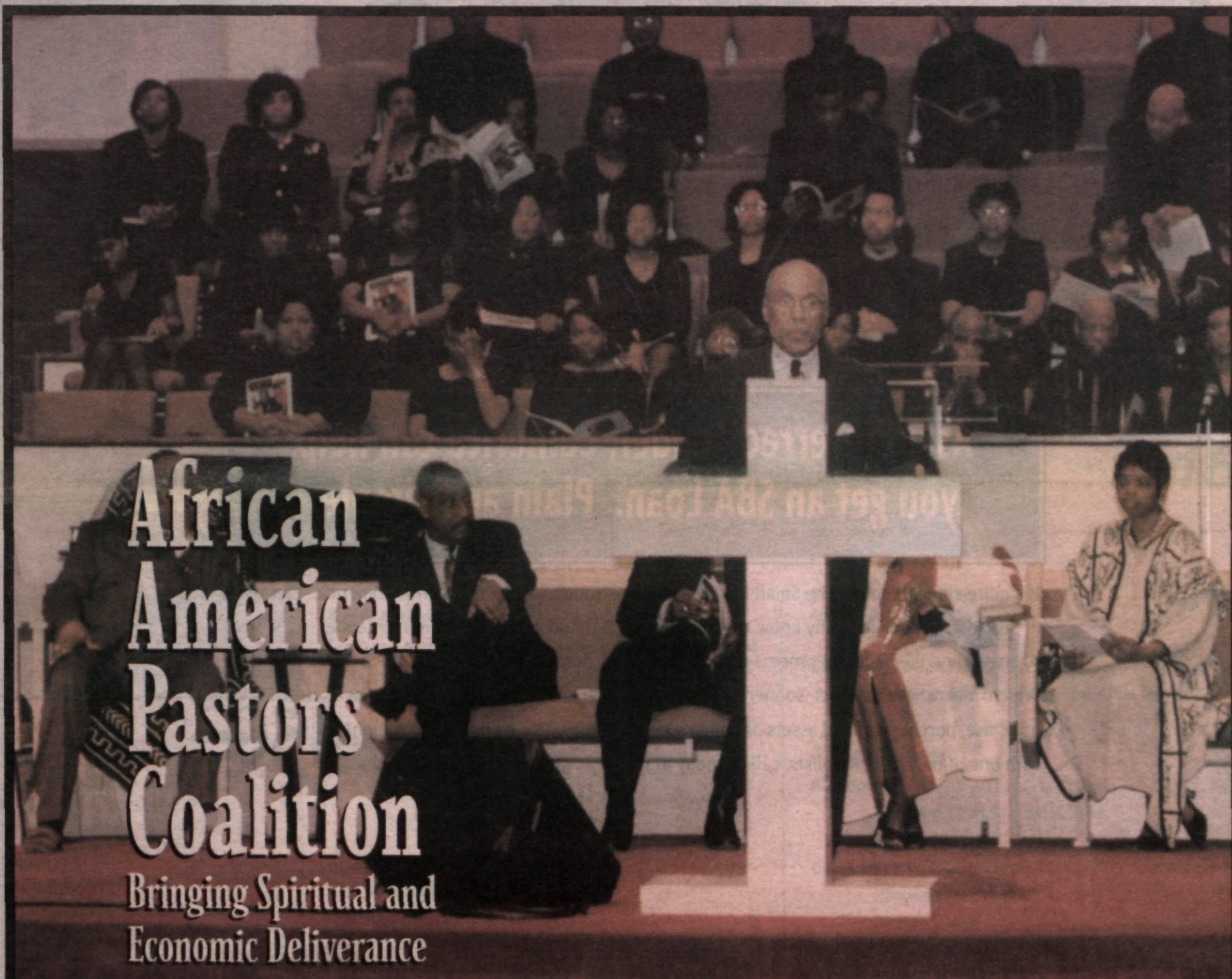
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# Minority Opportunity News



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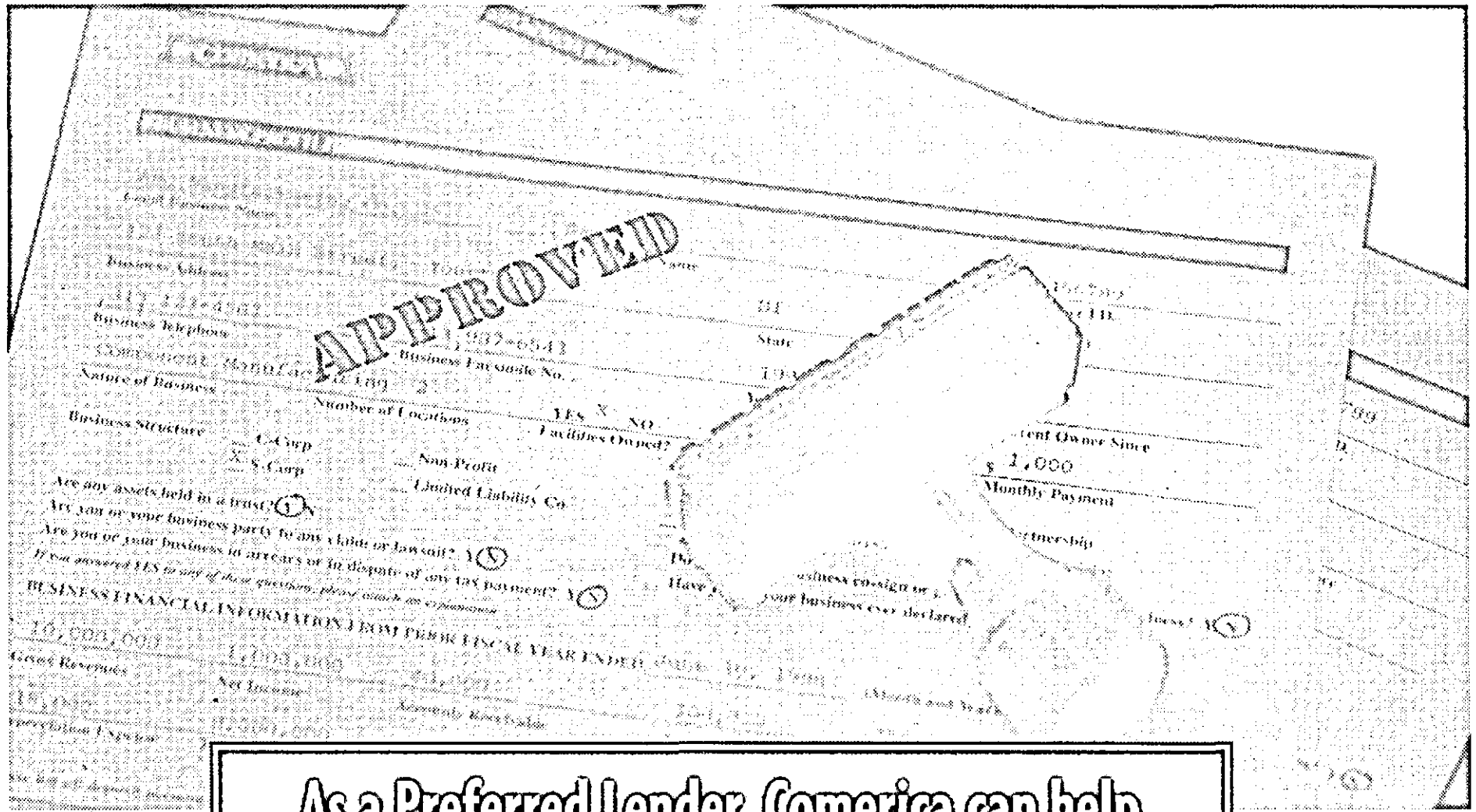
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**Black Newspaper Publishers Oppose House Bill**

**Douglass Elementary's 10th Annual Oratorical Contest**



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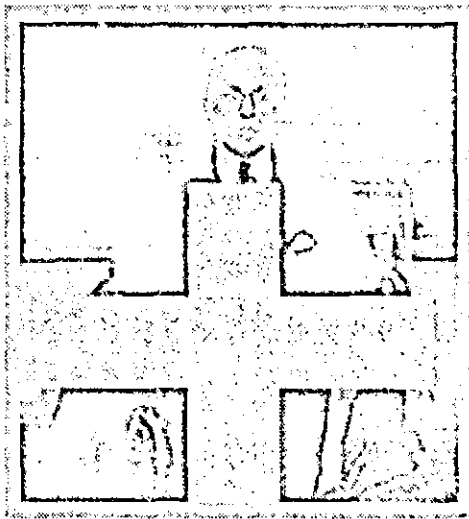


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**From  
The Editor  
Chris Pryer**

# Editorial

## The Black Press: Seeking Solvency

A couple of issues ago—MON, Feb. 15-28 to be exact—I wrote about a program that aired on the local public broadcasting station during Black History Month. The documentary, *Soldiers Without Swords* was a well-produced account of the history of the Black press in America. My comments were relegated to the program's portrayal of the journalistic aspect of the Black newspaper business, mainly its role of providing news and information that affected African Americans without the typical "White" editorial veneer. The issue of race was consistently the order of the day for the Black press, chronicling lynchings and other egregious acts of prejudice and discrimination, even under threat of White reprisal. And of course, none of this would have been possible without those intrepid publishers, editors, reporters, photographers and cartoonists that dared to tell the real story of Black life in these democratic United States.

But what seemed to plague all Black newspapers down through history was one underlying element—indeed, it threatened their very existence—was financial solvency. The unrelenting struggle to keep the presses running then, as it still is today, is tied to advertising revenue. Minority publications, by their very nature, have always had a much tougher job procuring adequate advertising dollars. Without a stable—and hopefully, an increasing—revenue stream, any newspaper's ability to pay competitive wages for writers/reporters, purchase and maintain up-to-standard equipment and establish and manage an efficient distribution network is sorely handicapped.

During a panel discussion that took place at the most recent meeting of the Dallas/Fort Worth Association of Black Communicators, the economic underpinning of the Black press became the topic of conversation. The general subject was the Black press. No particular aspect of it—just the Black press. Period. However, as it invariably does, the discussion evolved from Black press performance—writing, presentation, etc.—to Black press economics. As one of the two panel members, I was going to make sure that it did. But I didn't have to. Mollie Belt, publisher of *The Dallas Examiner* (the other panel member) took care of that.

Ms. Belt spoke passionately about how her father relinquished part ownership of a local African American newspaper and started his own newspaper because of his strong commitment to not

## Proposed HUBs legislation should be seen for what it is

The African American newspapers of Texas have the major responsibility of informing their readers of conditions that influence their quality of life. Issues such as the James Byrd slaying in Jasper or the repercussions of the Hopwood decision require that minority media remain attentive to a wide range of potential concerns of African American communities.

Unfortunately, recent actions by the Texas Legislature have raised an aura of suspicion regarding the intent and purpose of legislation directed at historically underutilized (or disadvantaged) businesses (HUBs). State Representative Robert E. Talton, a Republican from Pasadena, has introduced legislation that would make documents submitted as a part of the HUB certification process open to the public. (Certification is the process that HUB firms undergo to attest to the legitimacy of the ownership of their business.) In theory, certification insures that only bona fide HUBs are allowed to participate in the state purchasing programs. This change in the law, if enacted, would make documents that have been provided as a part of the application requirements, such as income tax records, available for public review.

An application for certification requires that HUBs submit a number of pieces of personal and business-related information regarding income tax records, business history, clients and company owners and/or stockholders. Staff of the state of Texas General Services Commission review these materials—in some cases, site visits are made—and award certified HUB status. Once awarded, this certification is supposed to allow the HUB to participate in a variety of affirmative action contracting initiatives throughout the state. In one sense, the justification for making these intrusive requests of the HUB firms is in the "benefit" they will receive through certification.

only advertising sales, but also to credible journalism and distribution. She talked about his struggle—and now hers—to sell ad space. This struggle is common to every Black publishing house that ever existed and is two-pronged: first, there are not nearly enough thriving Black-owned businesses to support healthy advertising sales and secondly, the wall of skepticism encountered by Black publications when they try to sell ad space to White-owned business has always been (and still is) formidable.

Mr. Talton's proposed legislation seeks to make available to the public any of these previously confidential records. He is sponsoring this change at the request of an unidentified constituent who believes, as does he, that any firm desiring to do business with the government should be more than willing to open themselves to complete public scrutiny. "I make my tax returns public, I have always done that" said Talton. "I think that if you're going to do business with us, you ought to have your open records." Mr. Talton made these statements to the House State Affairs Committee as they recently considered his proposed legislation.

The issues related to Mr. Talton's legislation not only raise concerns about confidentiality but negatively impact the competitiveness of the firms that certifications seeks to help. Non-minority firms currently have no similar requirement to either (1) authenticate the ownership of their business or (2) to publicly disclose company financial and tax information. State Representative Sylvester Turner (D-Houston) has championed the critical response to the legislation. As vice chair of the House Committee, Turner has raised the concern that White males who compete for city and state contracts have no similar requirement to open their books. "I am concerned that we are targeting specific businesses and make them provide more information than others," Turner said. "If it's such good government, let's get the same information from everyone."

Beyond the matter of confidentiality is the concern regarding the real benefits that accrue to certified firms. Ironically, two years ago, the Texas Publishers Association (TPA), the professional association of African American newspaper and magazine publishers in the state, raised concerns about the certification program to the chairman of the General Services

Commission, which has responsibility for state procurement and the HUB program. The TPA questioned the true benefit of the certification process because ultimately, it only gives the HUB the opportunity to bid on doing business with the state. There are no "set aside" programs or preferential bid considerations afforded to HUBs in Texas. Therefore, the TPA contended that there was, in fact, little benefit in requiring all this information and time-consuming application process. Ultimately, all the HUB receives is the chance to bid—a chance that they can have without ever verifying their minority or woman-owned status. In fact, frequently the biggest benefactors of the certification program are the large non-minority construction firms who must have certified HUB subcontractors to meet the requirement of certain contracts.

The other major concern with this proposed change to the law has to do with its timing. With the certification process having been in place for nearly ten years with few significant issues, why is it now such a matter of concern? We can only speculate as to the real rationale for this measure. Could it be that the mindsets of the California initiatives that have limited the opportunities for HUBs have now spread to Texas? It is well known that organizations such as the Association of General Contractors have vigorously opposed HUB programs across the country. Could these forces be behind this new challenge? Time and the diligence of the Black press will tell.

Whatever the case, in light of the current affirmative action climate prevalent in Texas, now is not the time to throw yet another log on the fires of racial concern. This legislation has no intent for good, neither in promoting better business practices nor in terms of protecting the interests of all Texans.

MON

The seemingly never-ending saga of limited advertising support severely undercuts the ability of Black publications to woo topnotch talent and deploy them in a manner to provide the kind of comprehensive news coverage most readers—Black and White—are accustomed to getting from the major local newspaper(s). Therefore, Black newspapers, which publish only weekly at best, cannot consistently break news stories, even "Black" news stories—instead, they must rely on "after reporting." (This in

itself is not necessarily a bad thing—the Black press then has the opportunity to tell the story behind the story, the "Black" perspective.)

After over 170 years of publishing in this country, the Black press, like the readership it serves, is still clamoring to obtain its right to first-class citizenship. Our commitment to that cause must be strong—now more than ever before.

MON



**The Struggle Continues**

Thomas Muhammad

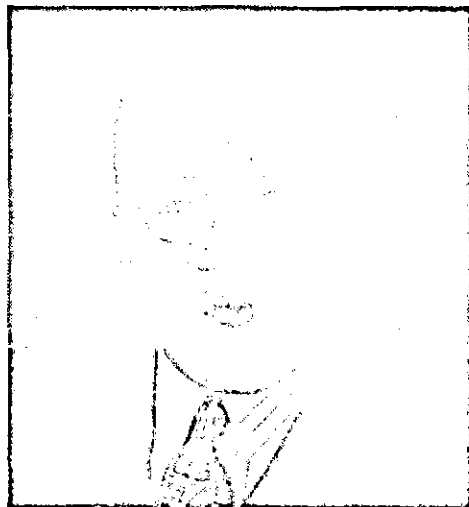
# Vincent Hall: A young man doing it all

Vincent Hall moves like a man on a mission. To and from church, family gatherings and neighborhood events, attending various meetings and, sometimes, a community protest, Vincent keeps going and going. For a relatively young man, he shows wisdom well beyond his age and noted community leaders occasionally seek his advice. A Dallas native, Vincent knows his way around and is very familiar with every nook and cranny of the city. Having such community antennae can be quite useful in a highly political climate like Dallas.

It's hard to believe that one can juggle such a schedule and maintain a wholesome family and marriage to boot. But Vincent Hall has. And it's his marriage that he credits whatever little success he feels people will attribute to him. Hall believes that without his wife and family, his success would not be possible. And oh yes, having a great family and all the friends in the world would be for naught if he didn't have God at the center of his life. And God has been very instrumental in Vincent's life. He has been active in his church for nearly all of his life. Something he counts as one of his major accomplishments was becoming an ordained deacon at New Hope Baptist Church in 1991. Located in sunny South Dallas, New Hope is said to be one of the oldest Black churches in Dallas. Many of you who have graced New Hope with your presence have probably witnessed the smooth mellow vibes coming from Vincent as he sometimes sang in the choir. Some songs he performed solo. If not then I'm pretty sure you've heard him at a number of other events, religious as well as non-religious, throughout the city. In either case, I bet you will agree with the many others who say "Man, Vincent can croon."

Now for those of you who have probably made up your mind that this column is about some dull choirboy, you'd be wise to think again. Vincent has had one exciting life. He started out professionally as a graduate of Cedar Valley Junior College with an associates degree in arts and sciences. Along the way, he's held several jobs: from Mobil Exploration and Production Services geophysical technician to city of Dallas warrants division supervisor. But the job he is most identified with is with Southwestern Bell Telephone Company. Many call him "the phone man." Vincent is area manager for consumer sales. Currently, he's seeking more knowledge as he's enrolled at Ohio State University at Athens trying to get a bachelor degree in business administration.

Despite his schedule, Hall has always found time to serve on numerous city and community boards. He was named one of the Outstanding Young Men of America in 1989; served as a member of the Big Brothers and Big Sisters board of directors; served on the board of directors of the Martin Luther King Jr. Community Center; serves as a board member with the Holmes Street



Vincent Hall

Center for Troubled Youth; and was co-chair on the National Head Start "School of the Future" project.

One particular board Vincent served on that really caught the community's eye was the Superconducting/Super Collider Development Authority. Dallas County Commissioner John Wiley Price tapped Vincent to serve on the prestigious board because of Vincent's knowledge in the technological field. The highly popular project was probably the most expensive project in Texas history. Starting with a budget of billions of dollars, it seemed the project had pockets so deep that native Texans were in awe. But like all projects that are created under a different political regime, this one, too, got the political ax by the winning political party. It showed, however, the kind of faith people have in Hall's abilities.

Vincent also has shown how comfortable he is being an African American regardless where his abilities have taken him. Recently he proved how committed he was to his roots. In 1991 he became the board chairman for Dallas Telco Federal Credit Union. Right away he began looking for some community organization that could benefit from some of the Telco funds. Several years ago he was instrumental in getting Dallas Telco to invest over \$90,000 into the Common Ground Credit Union in South Dallas. These funds allowed Common Ground to use the dollars to leverage more funds and

services into the inner-city communities it serves. A lot of news was generated by this event, but it again showed the consciousness that Vincent has.

Vincent also found time to be involved in numerous community protests against racist individuals or institutions as such issues arose in the community. Many of these incidents were high profile. For instance, when a former White school board member was heard on tape hurling racial epithets against African American school children, parents and even fellow board members, Vincent was chosen by a prominent tri-ethnic group to voice their concerns to the school board and the city. Most believe he addressed the issues well. This was not the first time Vincent had been in the very thick of protesting against what he perceived as racial injustice. Nearly fifteen years ago, he and commissioner Price were arrested for white-washing billboards (they called it beautifying the community) in the Dallas area. The billboards were targeted as part of a national campaign to rid inner-city neighborhoods of liquor and cigarette advertisements. As a direct result of


their actions, communities throughout the metroplex have been cleansed of these billboards.

Vincent also co-chaired a group that organized hundreds of nightly vigils at the Dallas County Jail where commissioner Price was serving jail time. For 25 days Vincent and hundreds of commissioner Price supporters stood each night in a show of unity in the struggle against racism and racist institutions. At a time when most naysayers and news pundits were predicting that these supporters would not last more than two days, Vincent made sure that each night people would be there standing for a person who many times stood for others when they were sometimes afraid to stand for themselves. The crowds were so fired up each night that the spirit would carry over to the next night. On the night of the commissioner's release, Vincent and nearly 700 supporters who were there waiting, provided the commissioner with a hero's welcome. Such commitment is hard to buy and many times harder to find.


Yes there are numerous unsung heroes in this community, and without a doubt I'm sure you will join with me in testifying that Vincent Lewis Hall is truly one of them.

Until then, the struggle continues...

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# Black Newspaper Publishers to Oppose House Bill

## Setting Higher Financial Accountability for Minority Businesses

The trade association representing more than thirty (30) African American newspapers in Texas is making public its intent to oppose legislation filed by a Harris County legislator. House Bill 413, filed by State Representative Robert E. Talton (R-Pasadena), would require public disclosure of personal and business information in state's applications to secure certification as an Historically Underutilized Business or HUB.

At present, Texas' HUB applications require an array of detailed financial records. The confidential status of such information would be lost if Talton's bill becomes law. Most often, HUB certification is the entrée to information on public contracts and procurement. While Texas laws do not impose minority quotas, virtually every state contract has goals for minority participation.

Thurman R. Jones, chair of TPA's Governmental Affairs Committee and publisher of the Dallas-based *Minority Opportunity News*, commented on the trade group's concerns: "It's time to

move forward, not backward" said Jones. "We are encouraged that at least one African American member of the legislature is willing to stand up for the minority businesses of this state. We intend to give him as much support as necessary to ensure that this bill dies."

Jones' reference was to another Harris County legislator, Rep. Sylvester Turner (D-Houston). Turner serves as vice-chair of the House State Affairs Committee, the same committee to which Talbot's legislation was referred. During committee deliberations, Turner made his opposition clear. Rather than hold minority businesses to a higher level of accountability, Rep. Turner has suggested that all businesses be held to the same financial scrutiny. In other words, if personal and income records are public information, all businesses, including prime contractors and non-minority firms should be subject to the same financial accountability.

Reportedly, other opponents of House Bill 413 include the Texas Associ-

ation of Mexican American Chambers of Commerce and Small Business United of Texas. Proponents named in other news reports include the Texas Press Association and the Texas Daily Newspaper Association.

"Rep. Turner is right" observed Jones. "Separate is never equal. If financial accountability is really the issue, then let everyone be accountable in the same way and at the same time."

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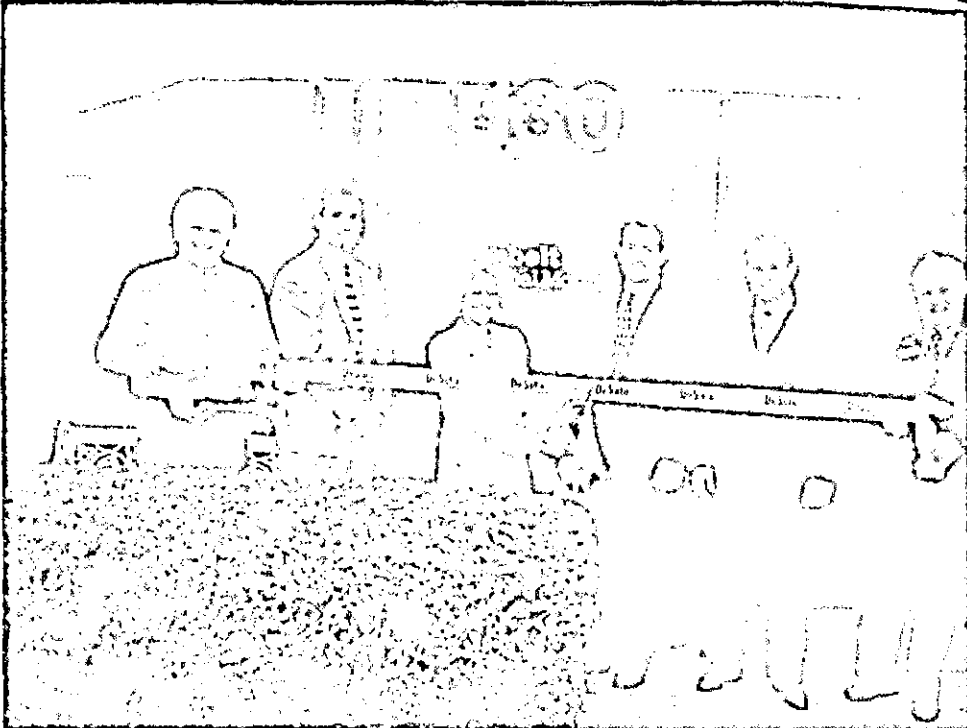
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## Ruth Ann Cummings Named Branch Manager of New Sunbelt National Mortgage Branch in DeSoto

Ruth Ann Cummings has been named branch manager and assistant vice president of the new DeSoto office of Sunbelt National Mortgage, a division of Dallas-based FT Mortgage Companies. Cummings will be responsible for the day-to-

economic growth have always been priorities for our company," said Ruth Ann Cummings, branch manager and assistant vice president of the new branch. "Through partnerships with local organizations and the support of innovation civic programs



(l-r) Gall Douglas, chairman, DeSoto Chamber of Commerce. John Aspinwall, vice president and Dallas district manager, Sunbelt National Mortgage. Ruth Ann Cummings, branch manager, Sunbelt National Mortgage, DeSoto, TX. Mark Dennis, senior vice president and Texas regional manager, Sunbelt National Mortgage. William Starkley, Jr., president, Sunbelt National Mortgage. Michael Hurt, Mayor Protem, City of DeSoto

day operations of the DeSoto branch in addition to business development, relationship management and overall profitability.

Sunbelt National Mortgage also announced that it will make a \$50,000 grant to the Center for Housing Resources (CHR) in support of the organization's valuable economic development programs in local communities. The grant will support the organization's assistance programs for affordable housing developers and its housing consultation program for nonprofit, profit and municipalities engaging in affordable housing production.

"Serving the needs of our communities and providing opportunities for local

such as those being developed at the Center for Housing Resources, Sunbelt National Mortgage continually enhances the economic stability of surrounding communities."

Cummings has over 15 years of financial lending experience, including eight years in loan processing, two as an underwriter and 11 years as a mortgage loan officer. Before joining Sunbelt National Mortgage, Cummings was branch sales manager at Norwest Mortgage, in DeSoto. Cummings is a member of the Women's Council of Realtors, the Junior League of Dallas and the Dallas Black Chamber of Commerce. Cummings often serves as a public speaker at various community venues.



Carlos Peña

## U.T. Dallas Appoints Carlos Pena Head of Advancement, Government Relations

Carlos Gonzales Pena has been appointed Executive Director of University Advancement and Governmental Relations at the University of

Texas at Dallas. The appointment is effective immediately.

In his new position, Pena will be responsible for the university's fundraising efforts and alumni relations as well as serving as the university's liaison with a variety of governmental entities including the Texas Legislature.

Pena came to U.T. Dallas in 1995 as a

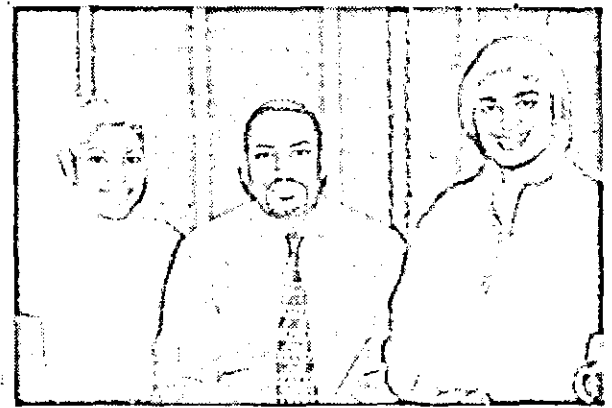
## Abstract Concepts, Inc. launches DallasBlack.Com

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Pena came to U.T. Dallas in 1995 as a Special Assistant to the President and has advised U.T.D.'s president, Dr. Franklyn Jenifer, on a variety of day-to-day activities including governmental relations. He has served as interim Executive Director of Advancement since June 1998.

Pena holds a Master of Public Affairs



(l-r) Laida Samuel-Technical Consultant; Corey Akins-Technical Consultant; Froswa Booker-Drew-Editorialist

degree from Lyndon B. Johnson School of Public Affairs at The University of Texas at Austin and a Bachelor of Science degree in Chemical Engineering and Administration from the Instituto Tecnológico y de Estudios Superiores de Monterrey in Monterrey, Mexico.

## Allstate Recognizes Three community leaders as Black History Month MVPs

Three Dallas residents were recognized during Allstate Insurance Company's 1999 Black History Month program at the African American Museum in Fair Park. Allstate's program honors leaders who have helped to build stronger, safer communities across Texas.

The honorees included Emmitt Smith, Dallas Cowboys running back, whose charitable foundation supports a variety of non-profit groups; Carolyn Davis, the owner of Davis Community Consulting and a South Dallas/Fair Park community activist; and Brooks Fitch, president of Freedman's Foundation, who has raised over \$1.7 million in support for the Freedman's Memorial.

Each was presented with a specially commissioned Allstate From Whence We Came award in recognition of their achievements. Shaped in the form of the Sankofa bird, which looks backward while flying forward, the image symbolizes the wisdom in remembering the past to build for the future.

"Celebrating black history is one way

Allstate celebrates the diversity of its own employees," says Gary Briggs, Allstate's regional vice president. "Our commitment to a diverse work environment stems from



(l-r) Steve Giles-KRBV 100.3; Brooks Fitch-Freedman's Foundation; Kristin Vinson-Allstate; Carolyn Davis-Davis Community Consulting, Emmitt Smith-Dallas Cowboys, Kim Whitaker, Allstate, Gary Briggs-Allstate.

the desire to truly understand the unique needs of our customers."

Allstate Insurance Company is the nation's largest publicly-held personal lines insurance company. In Texas, the company has more than 1,500 agents and insures more than two million homes and vehicles.

Special Assistant to the President and has advised U.T.D.'s president, Dr. Franklyn Jenifer, on a variety of day-to-day activities including governmental relations. He has served as interim Executive Director of Advancement since June 1998.

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# The Assassination of Dr. Martin Luther King Jr.

## The Epilog

By Russell D. Shockley, BS.Ed.

Over the past few issues, Ethnic Notes has endeavored to shed some light on the shroud of mystery surrounding the events that led up to the murder of Dr. Martin Luther King Jr., as well as uncover a number of discrepancies in the investigation of the crime and the testimony leading to the conviction of James Earl Ray as his assassin. There has always been an abundance of evidence available to more than fuel the suspicion that King's murder was more the culmination of a larger conspiracy than the actions of a single individual, and that James Earl Ray was nothing more than a designated fall guy.

Below is an abbreviated synopsis of existing information that cast doubt on Ray's guilt:

1. James Earl Ray had been a very bad shot in the Army.

2. James E. Ray was never convicted in a trial by jury.

3. For Ray to have effectively lined up for the King shot, he would have had to contour his body into a position going around the bathtub with the butt of the rifle sticking some six inches into the bathroom's wall.

4. Wayne Chastain's photos of the Lorraine Motel before the trees and shrubs were removed by the Memphis Dept. of Sanitation.

5. The fatal bullet that killed Dr. King was never adequately tested to prove, beyond a reasonable doubt, that it matched the alleged murder weapon.

6. The only witness claiming to have seen Ray leave the rooming house the day of the King shooting was Charles Stephens. According to several sources, Mr. Stephens was extremely intoxicated around the time of King's shooting. In fact, two of the descriptions that Stephens gave to the Memphis police—one of the descriptions was of a black man—did not have any resemblance to James E. Ray. Stephens continued to claim that he had seen Ray as he was leaving the boarding house but it was later established that it wasn't until the F.B.I. had paid several thousand dollars worth of Stephen's miscellaneous expenses that Ray was implicated.

7. Bessie Brewer, owner of the rooming house, did see but could not identify

the alleged assassin. Brewer also refused to identify Ray as the man she had rented the room to.

8. Grace Stephens, Charles Stephens' common-law wife stated that she had gotten a look at the assassin and stated that it was definitely not James E. Ray. Grace Stephens later was placed in a state mental institution, illegally, and kept heavily sedated. Prosecutors then removed her records from the institution.

9. Two other witnesses at the rooming house also insisted that the man who had rented the room looked nothing like James Earl Ray.

10. A service station manager told to one of the investigators that he had seen Ray several blocks from the rooming house at the time of the shooting. This attendant was later stabbed to death during a civil disturbance after he had begun talking to the defense.

11. An additional witness sitting at ground level in front of the bank of trees (the same trees that would have obstructed Ray's view from his alleged sniper position) stated that he heard a rifle fire directly from behind him at "ground level," not from the rooming house.

12. Other witnesses also reported hearing a shot from "ground level."

13. According to King's chauffeur, as well as some of the aides, King, when shot, appeared to have been physically lifted off the balcony floor. This would have been consistent with a shot originating from ground level but inconsistent with a shot fired from the rooming house.

14. Ray allegedly made his escape in a white Mustang. Several witnesses reported seeing two white Mustangs on the street on April 4, 1968.

15. James Earl Ray was not apprehended until July 8 and only after traveling from Memphis to Toronto to London to Portugal and then back to London where he was apprehended while en route to Belgium. (While taking this tour of both Canada and Europe, Ray spent some \$25,000, even though he had no known source of income.)

16. Ironically, detective Ed Reddit later admitted before the Senate Select Committee investigating the King assassination that he had been working for the Memphis Polices' Intelligence Division and not as a part of the actual King security detail.

17. When a private ambulance service arrived to transport King to the hospital, the Memphis police insisted on waiting for a city ambulance to transport King instead.

### About the F.B.I.

1. A majority of the surveillance of Dr. King and the S.C.L.C. was carried out under COINTELPRO, the F.B.I.'s counterintelligence program. J. Edgar Hoover, its director (currently described as one of America's least attractive "Drag Queens") described

King as "the most dangerous man in America" and a degenerate.

2. Cartha De Loach, the special agent in charge of the F.B.I.'s surveillance and harassment of King, was also placed in charge of the investigation that indicted James Earl Ray and concluded that Ray had acted alone.

3. Frank Holloman, the Memphis Public Safety Director who had removed Det. Reddit from Fire Station No. II, had been a retired 25-year veteran of the F.B.I. Holloman also had served as Hoover's appointments secretary and had additionally been in charge of Hoover's personal office.

MON

Russell D. Shockley is the director of Ethnic Notes. For lecture or presentation information, call or write Ethnic Notes, c/o MON.

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# Frederick Douglass Elementary hold 10th Annual Oratorical Contest

By Daisy Norman

The faculty, staff and students of Frederick Douglass Elementary School recently held their 10th annual oratorical contest to celebrate Black History month and honor the legacy of the great orator and abolitionist, Frederick A. Douglass.

The "K" through third graders who participated were judged based on the skills they demonstrated in five categories: memorization, style, enunciation, gesturing and expressiveness. They could receive up to ten points in each category for a total of fifty points. The finalists that competed in the annual contest were all selected from among their peers, by their peers.

According to Ms. Dannette Weaver, contest committee chair, "The child's ability to express him/herself adds flavor to the competition. They are all so hearty and enthusiastic about what they are doing."

Weaver, serving as committee chair for the sixth year, noted one distinction between this and previous years competition. "Some of the younger students were able to memorize longer and longer poems. Each year they literally bring tears to my eyes as they stand and recite their poems. They all put their best foot forward. It's because of them that I enjoy doing it so."

According to Ellen Perry, the principal of Frederick Douglass Elementary, holding the oratorical contest every year links the very history of the school to its namesake and pays tribute to Frederick Douglass, honoring him even now for the great orator that he was. "We very much

need to maintain the tradition of freedom that Frederick Douglass left, that's why we make it a point to hold the competition during African American History Month. We offer it back as a gift to the school.

The diminutive Perry recalls a time when one of the students had a gestalt moment. Realizing the meaning of the poem's words, the student broke down in tears. Perry also adds that this is the one event where you don't have to ask the students to quiet down; they are all so involved in the contest it's not necessary.

The students competed heartily for the V. I. P. awards, which included trophies and ribbons.

Judging the stiff competition were: Terry Blankenship, pastor of Bethany Baptist Church; Bernadine Steptoe, WFAA-TV; Harold Morrison, principal of Jefferson Davis Elementary; Thurman Jones, publisher of *Minority Opportunity News*; Edward Martinez, elementary school teacher; and Devon Fautz, retired librarian.

The contestants said they were excited about having the opportunity to compete. The entire class learns the poem but only one outstanding student with a high enough score in each category is selected to represent the class in the finals.

First place winner Shakeriah Stanfield said, "I feel great. I worked really hard, day and night, at school and at home, for eight to ten weeks. It was tough but it paid off."

The students were given the opportunity to practice a great deal in the classroom under the tutelage of the faculty. The teachers played a major role in select-



Frederick Douglass Oratorical Contest judges, left to right: Terry Blankenship, Edward Martinez, Ellen Perry, Bernadine Steptoe, DeVonne Foutz, Thurman Jones, Harold Morrison, Dannette Weaver.

## Contest Winners

Kindergarten: 1st Place Egypt Edwards; 2nd Place, Misael Renteria; 3rd Place, Brinecia Simpson

First Grade: 1st Place, Stevonnise Dunn; 2nd Place, Kamille Gipson; 3rd Place Paola Briones

Second grade: 1st Place, Shakeriah Stanfield; 2nd Place, Rodney Robinson; 3rd Place, Erica Calderone

Third Grade: 1st Place, Alondra King; 2nd Place, Christopher Turner; 3rd Place, Kenedria Garrett

ing the poems and determining which were useable and that there was enough variety from year-to-year, ensuring the same poems don't get selected over and over again.

Overall, the faculty and students celebrated another successful Frederick A. Douglass Oratorical Contest, one that the orator himself would have been proud to bear his name.

## Where to Pick up MION?

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**Common Ground Credit Union**  
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**Oak Cliff**  
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**Nations Bank**  
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**St. James AME Temple**  
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**Jane B. Turner Rec. Ctr.**  
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Ebony Fine Art Gallery  
631 E. Hwy. 67

**St. Luke Christian Ctr.**  
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**First State Bank**  
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M. L. King, Jr. Rec. Ctr.  
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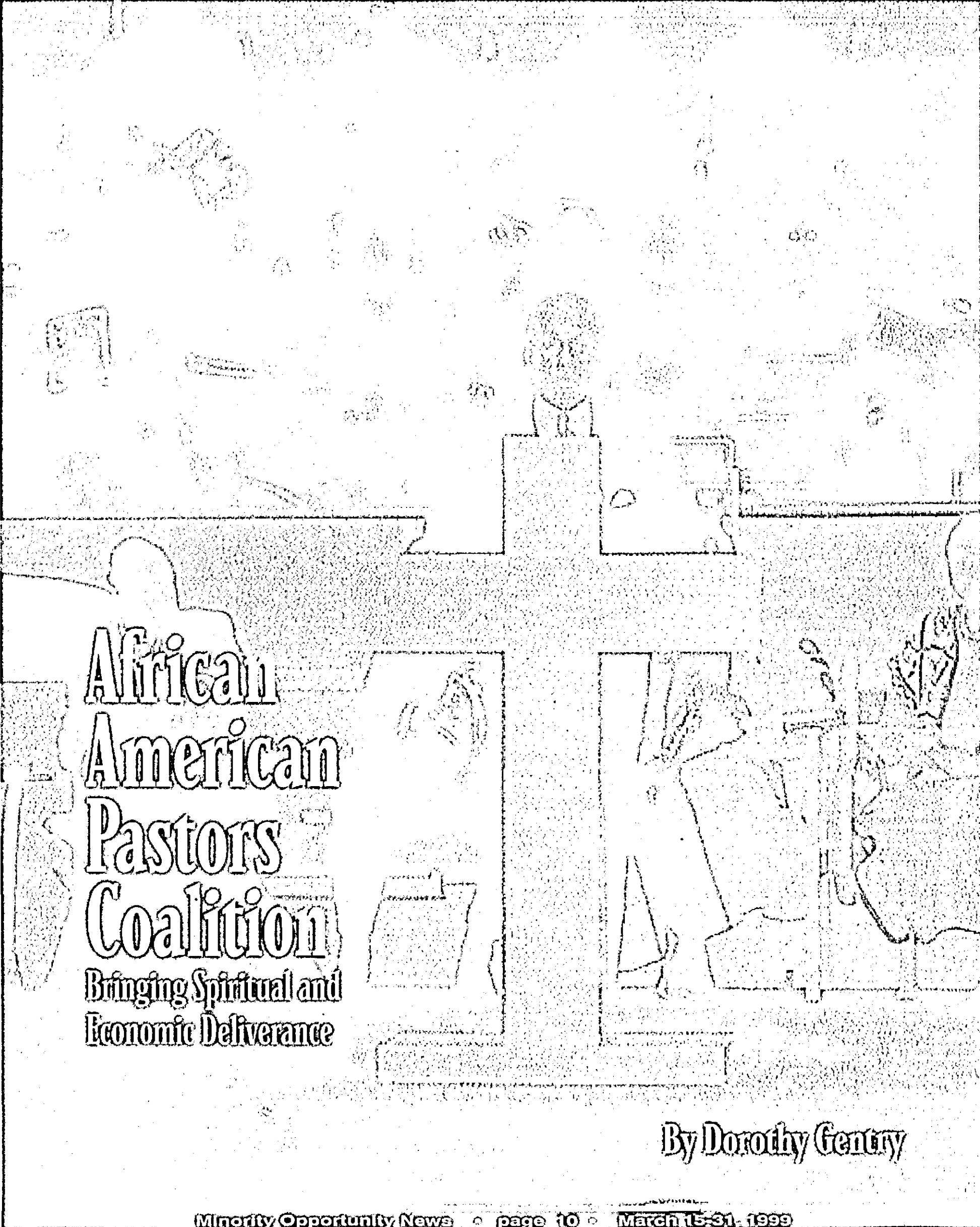
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# African American Pastors Coalition

Bringing Spiritual and  
Economic Deliverance

By Dorothy Gentry

It's happening all across the country. In New York, in Chicago, and now, even in Dallas. The so-called "gospel of economics" is being preached from pulpit to pulpit and as result, Black churches and their leaders and members are taking back the community and restoring their long-ago-lost position as a refuge and safe haven for African Americans.

"For a long time, the church had been the nucleus for the community but over the years, a gap has existed in this," said the Rev. David Henderson, pastor of Greater Mt. Pleasant Baptist Church here in Dallas. "Hopefully this (project) will rekindle the confidence that the people have in the church and pastors."

This project, tentatively called Unity Estates, is the new master-planned housing development and the brainchild of Dallas' African American Pastors Coalition, a nonprofit network of more than 70 pastors and clergy representing over 50,000 church members in the metroplex. Formed in 1995, the coalition seeks to positively impact the communities served by its members and is spearheading the economic rebirth of Dallas' minority neighborhoods.

Last month the Dallas City Planning Commission voted to re-zone about 58 acres of vacant land (bordered by Hampton Road on the east, Bainbridge on the west, Kirnwood on the north and Cliff Creek Crossing/Chrysalis on the south) for single family residential use.

Upon approval of all permits and zoning requests, the group anticipates that construction will begin this summer. The first of the more than 200 moderately-priced homes should be springing up later this year.

"The fact that this project will make available affordable homes, something people can call their own, is a plus," said Rev. Henderson, vice president of economic development for the African American Pastors Coalition. "This is a national model. Collectively, this has never been done and hopefully, it will be modeled all over the nation."

The Rev. Zan Holmes, president of the Coalition and senior pastor of St. Luke Community United Methodist Church, said, "This is the first time that a network of ministers has come together for an economic development project of this magnitude. We are doing something positive about the lack of development in our communities by initiating this housing development."

"We realized that we could do more together than individually, that we needed to come together in order to make a difference in the southern sector of the city," he said. "We see this as the greatest hope for this area and for the City of Dallas. We are not just building houses, we are building a community."

With homes averaging 1,900 square feet and \$90,000, the proposed community would attract middle class families and single professionals—people currently hard-pressed to find new homes in the southern sector of Dallas. The Dallas City Council still must give final approval to a rezoning application for the project.

"We hope that Dallas' business community will follow our example," said Rev. Henderson. "There are so many opportunities for things to happen. The Southern Sector will be a dominant force

**"There hasn't been any significant new construction in the area for years. This represents a major opportunity for broad-scale construction of new homes in South Oak Cliff."**

—Greg Campbell, president of Campbell Consulting Group

in the years to come and I hope we can lead the effort."

The Coalition is in the midst of closing a deal to purchase the property and have obtained financing for the \$5 million cost of buying and developing the land. The homes will be financed through mortgage loans.

"There hasn't been any significant new construction in the area for years," said Greg Campbell, president of Campbell Consulting Group and a manager for the project. "This represents a major opportunity for broad-scale construction of new homes in South Oak Cliff."

The Coalition has met with neighborhood associations in the surrounding area to discuss the plans and seek their input and support for the project. Thelmer Norman, president of the area's umbrella neighborhood group United Homeowners Association believes the project will be an asset to Southwest Dallas. "We are elated to have the African American Pastor's Coalition bring this type of development to our community," she said. "It's needed."

The movement of black pastors and churches taking back their communities appears to have started several years ago with the Rev. Floyd Flake, former congressman and current pastor of the Allen A.M.E. Church in New York. His nationally known 8,000 member congregation has an annual operating budget of over \$4.5 million and has built a 300-unit senior citizen complex, a Christian school, a multi-purpose center that pro-

vides the community with health care, a Head Start program, psychiatric services and more. In addition, the church has also built more than 60 affordable homes, with more on the way.

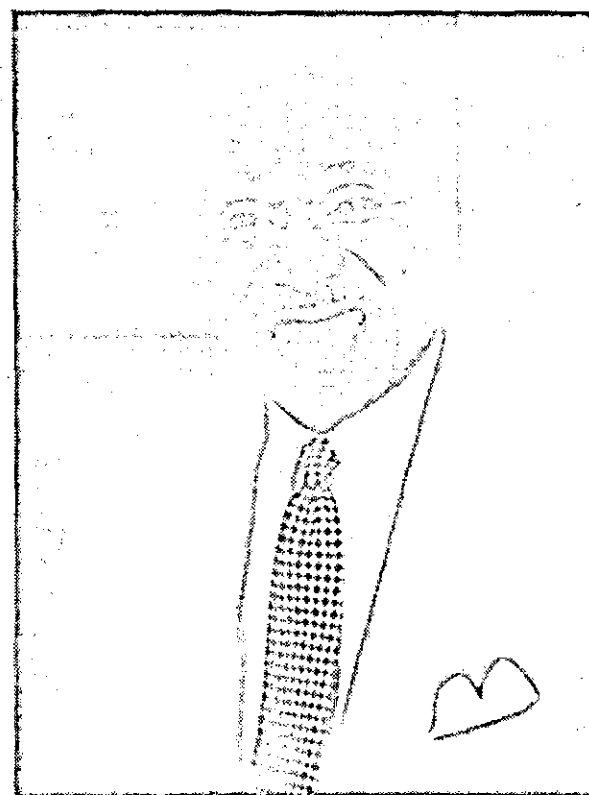
Rev. Flake, in his keynote address at the Pastors Coalition's Martin Luther King birthday celebration in 1998, touted his own beliefs that it is the responsibility of the Black church to save its minority communities.

And just last month, the Rev. Jesse Jackson stopped in Dallas and spoke about this very topic at Friendship West Baptist Church. Jackson believes that gaining access to capital is the key to changing the economic status of African Americans as a whole.

Jackson's plan is named the Wall St. Project and has several components. He is calling upon churches, religious leaders and the Black business community to be the forerunners for the project. Under Jackson's plan churches would organize

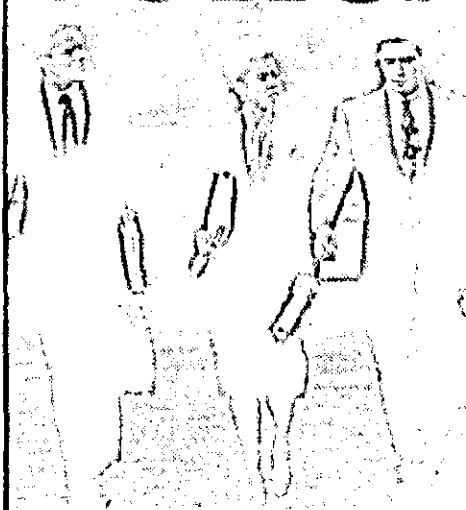
finance ministries at their respective churches and offer financial counseling to its members. They also would form investment clubs to purchase stocks in different companies and thus have a say in how many are run. The plan also

Continued on next page



The Rev. Zan Holmes, president of the coalition: "This is the first time that a network of ministers has come together for an economic development project of this magnitude."


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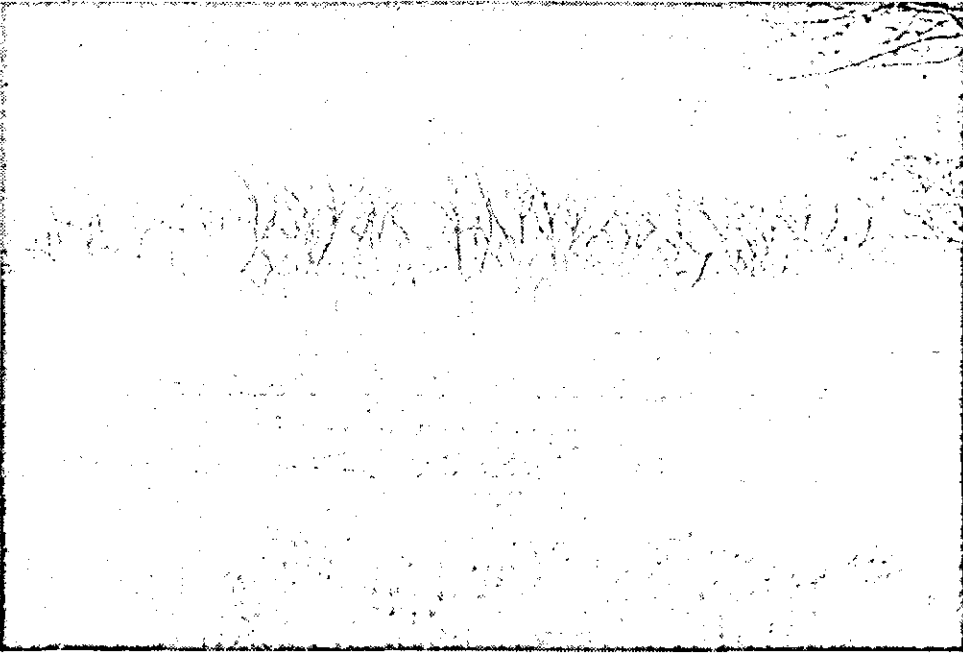
Continued from previous page

would partner Black businessmen and churches together to discuss money matters and the sharing of resources and

financial knowledge.

The Pastors Coalition itself has taken on the task of restoring financial health to Dallas' Black community with the

Photo by Chris Pryer



This cleared tract of land is part of the 58 acres designated for over 200 moderately-priced homes.

ownership and revitalization of the Common Ground Credit Union. According to Dr. Henderson, the credit union "is going great," and they now offer full-service checking. In addition, the credit union has a second branch. Members can make deposits and do their banking at the Christ Chapel CME in North Dallas. "We will have other branches spring up later on," Rev. Henderson said. "It is really doing well." He was not able to say how much money the credit union currently has.


"We have succeeded because there are no big I's and little U's. We see a need for this economic development in the community and that it is the key to rebuilding our community and giving our people self worth."




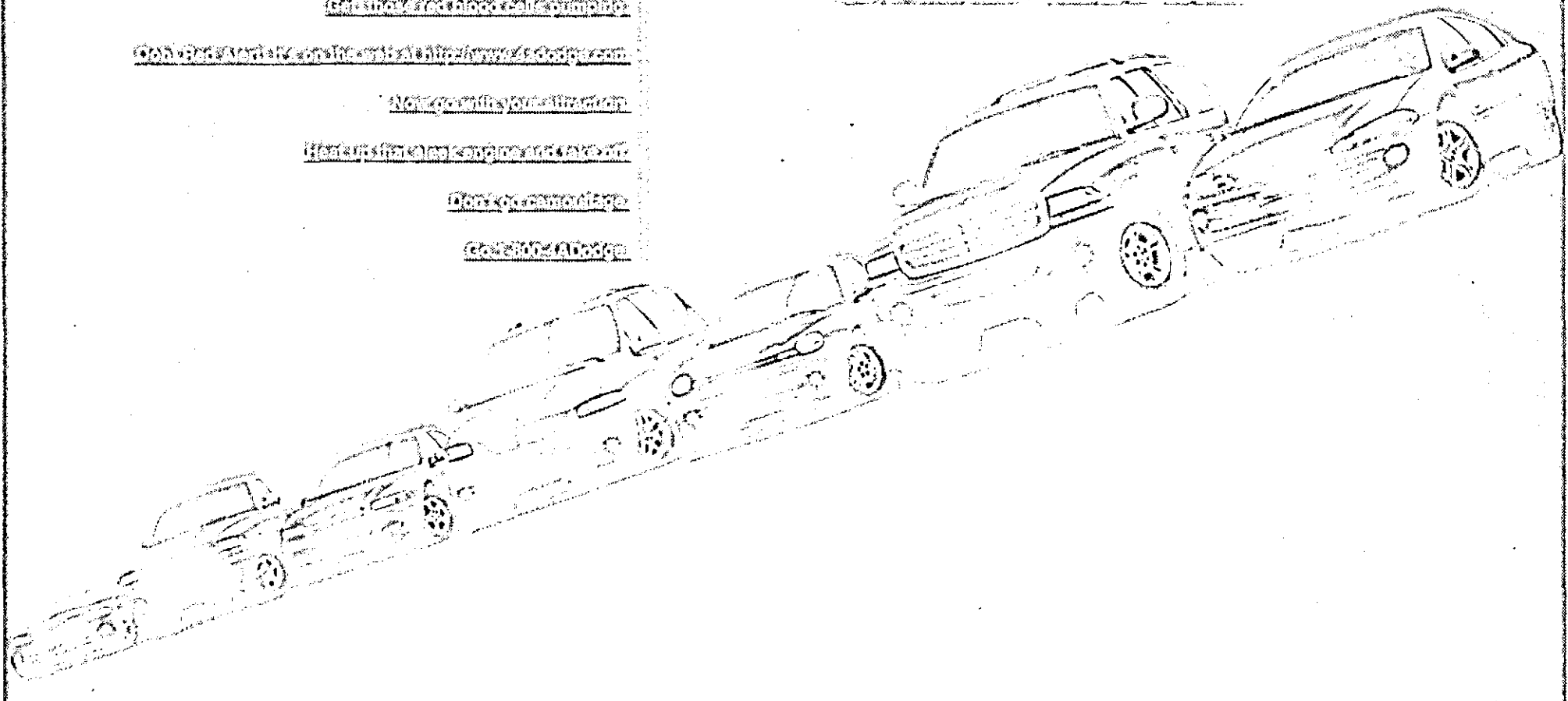
Photo by Wallace Faggett

The Rev. Floyd Flake giving the keynote address at the Pastors Coalition's Martin Luther King birthday celebration in 1998: His nationally-known 8,000-member congregation has an annual operating budget of over \$4.5 million.

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# Around Town

## March 18

Texas Health Resources and the Fort Worth Hispanic Chamber of Commerce will hold an informal educational workshop and networking opportunity for small minority and women-owned business enterprises from 5:30 p.m. to 7:30 p.m. at the Harris Methodist Southwest-Atrium, 6100 Harris Parkway, in Fort Worth. The event is free. Call 817-625-5411 for more information.

## March 21

Hope Cottage Pregnancy and Adoption Center is hosting a free adoption open house for families wanting to know more about adopting biracial or African American infants Sunday, 3:00 p.m. to 5:00 p.m. at St. Luke Community United Methodist Church, 5710 East R.L. Thornton (Rt. 30). For more information, call 214-526-8721.

## March 30

The EnergyPark Technology Center will offer an electrotechnology seminar at the Automation & Robotics Research Institute. Call Susan Jones at 254-776-3550 for more information.

## March 17

3Heads, Inc. presents Open "Mic" Poetry and Live Jazz, 8:00 p.m., at the Q Club located on Elm Street (across from Cafe Brazil) in Deep Ellum, Dallas. The cost is \$7.00 or \$5.00 before 9:00 p.m. For more information, call metro 817-319-6654 or 214-741-7665.

## March 22

The Bards of Burbank, one of America's foremost poetry societies is sponsoring a free poetry contest with a grand prize of \$1,000. To enter send one poem on any subject, using any style, 21 lines or less to: Free Poetry Contest, 2219 W. Olive Ave., Suite 250, Burbank, CA 91506 or enter online at [www.freecontest.com](http://www.freecontest.com). The deadline for entering is March 22, 1999.

## March 24

The UTA College of Business Administration will host a series of Spring 1999 Career Seminars to aid students in choosing a career in the College of Business. This week's seminar in Marketing will be held from noon to 1:00 p.m. in the Business Building, room 609, 701 S. West Street, Arlington. These seminars are open to all students regardless of their major. For more information, call Linda Wilson at metro 817-272-3282.

## March 26

The Creative Arts Theatre & School (CATS), 1100 W. Randol Mill Road, Arlington, will feature the production of The Three Little Pigs with performances March 26, 27 and April 2 at 7:30 p.m., March 27, 28 and April 3 at 2:30 p.m. and April 3 at 10:30 a.m. For more information, call 817-861-CATS or metro 817-265-8512.

## March 29

Reunion Church, an urban, nondenominational church in Dallas, is hosting a free week-long celebration March 29-April 2

from noon to 1:00 p.m. and 10:00 a.m.-noon on Easter Sunday, April 4 at the Majestic Theatre, 1925 Elm Street, Dallas. Easter Week at the Majestic will feature daily performances by Charles McCampbell and the Reunion Band and a variety of special guest celebrities and musicians. For more information 214-954-0000.

## March 31

Emmy award winning actors Roscoe Lee Browne and Anthony Zerbe will star in the production of Behind The Broken Words, 8:00 p.m. at Mountain View College Performance Hall, 4849 W. Illinois, Dallas. For tickets and more information, call 214-860-8709.

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The UTA College of Business Administration will host a series of Spring 1999 Career Seminars to aid students in choosing a career in the College of Business. This week's seminar in Finance/Real Estate will be held from noon to 1:00 p.m. in the Business Building, room 609, 701 S. West Street, Arlington. These seminars are open to all students regardless of their major. For more information, call Linda Wilson at metro 817-272-3282.

## April 6

The Women's Resource Center of the YWC is hosting "Wake-Up," a breakfast networking event to enhance professional women in their workplace performance and pursuit of excellence from 7:30 a.m.-9:00 a.m. at the Melrose Hotel in Dallas. For more information, call the Women's Resource Center at 214-821-9595.

## April 22

Quad C Theatre at Collin County Community College, 2800 E. Spring Creek Parkway, Plano, presents The Three Sisters, a brilliant and imaginative drama about love and longing in Russia written by Anton Chekhov. Performances are April 22-24, 28-30 and May 1 at 8:00 p.m. with matinees April 25, May 1 and May 2 at 2:15 p.m. For tickets and other information, call the Quad C Theatre box office at 972-881-5009.

## April 23

The Cheshire Guild Scholarship Show and Fundraiser will run April 23 - May 1 at 7:30 p.m. at the Creative Arts Theatre & School (CATS), 1100 W. Randol Mill Road, Arlington. Special appearances will be made by Randy Galloway, Gil Lebreton and Dave Lieber and Jim Reeves, Fort Worth Star Telegram columnists. For more information, call 817-861-CATS or metro 817-265-8512.

### ATTENTION:

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# Southwestern Bell

## Southwestern Bell Legislative Conference highlights education majors

### *Benefactors of Texas Independent*

AUSTIN—As part of the Southwestern Bell Legislative Conference, Southwestern Bell hosted a special dinner on February 23rd to acknowledge distinguished scholarship recipients. The dinner honored all present and future teachers who have received financial aid from the Southwestern Bell Scholars program, which helps provide students with the opportunity to pursue careers in education.

The Southwestern Bell Scholarship Program is administered by the Texas Independent College Fund (TICF) and the Texas Teacher Educators (TTE). As the largest contributor to the Texas Independent College Fund, Southwestern Bell has helped over 600 students achieve their goals of becoming a teacher over the past



TICF Chairman Ted R. Popp (r.) talks to scholarship recipient at the Southwestern Bell Legislative Conference dinner.

eight years.

"Education is the primary focus of Southwestern Bell when looking for ways to support the communities where we live and work," commented David Cole, Southwestern Bell President -Texas, during the dinner. "Teachers are key to the success of our leaders of tomorrow and we are delighted to partner with the TICF to give students the opportunity to pursue their dreams of becoming educators."

Francisco Aviles, a 1991-1993 Southwestern Bell Scholar and current 3rd grade teacher, expressed his gratitude for the aid he received from his scholarship. "I was able to pursue my dreams, which would not have been possible without Southwestern Bell's assistance," said Aviles. "My students also have dreams for their futures, and most of them will need financial aid. I know that Southwestern Bell's commitment to education will help any student continue their dream of becoming a teacher."

Representative Bob Hunter and various statewide educators and legislators unveiled their plans to continue recognition of remarkable students. Dr. Robert Prather, president of TICF and Dr. Ted Guffy with TTE also attended the conference.

Nearly 100 current and future teachers were present at the Southwestern Bell Legislative Conference. The guests were invited to sit-in on a House Public Education meeting, tour the Capitol and observe a session of the Texas House, where the students were recognized with a House resolution introduced by Representative Hunter.

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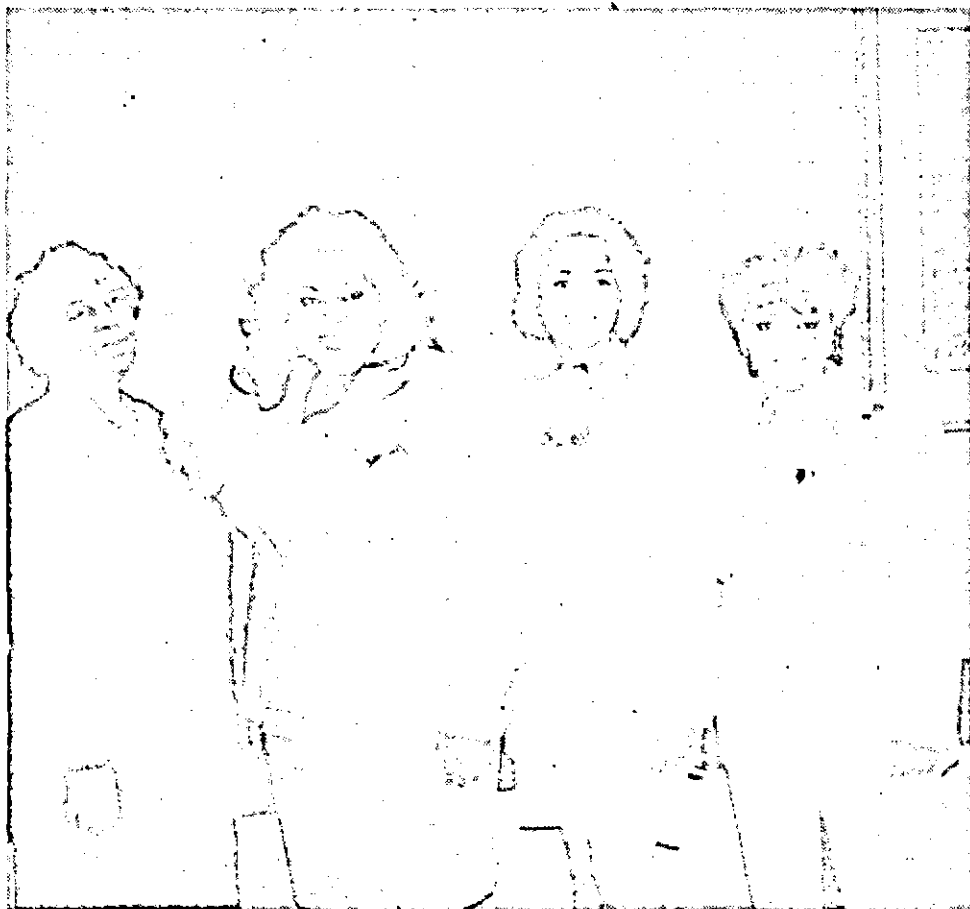


Photo by Alberta E. Strain

The Omicron Mu Omega Foundation of Alpha Kappa Sorority, Inc. honored Tressie L. Langston (left) as their 1999 Image Award recipient at their 13th Annual Image Award Scholarship Luncheon. Standing with Ms. Langston are (l-r) Star Jones, of ABCs The View, city councilwoman Barbara Mallory-Caraway and Omicron Mu Omega Chapter president Deardra Hayes-Whigham.

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# Affirmative Action means "Women and minorities encouraged to apply"

By Jackie Larson

The times are changing in the worlds of government contracts, employment and education. It's called affirmative action, and it can mean seeking to strengthen minority and women-owned businesses with increased contracting, or increasing recruiting of minorities at the corporate or university level.

It is America's programmatic response to the insidious discrimination that once kept minorities, the disabled, women and other sometimes disadvantaged groups "in their place"—and out of places of power, success and advancement.

For example, in the city of Dallas, there's good news and bad news in contracting for minority and women-owned businesses.

Yes, the numbers are up—but there is a measurably long distance to go. In the fiscal year ending September 30, 1998, minority contracts comprised 31 percent of some \$71 million in construction contracts awarded, exceeding the city's voluntarily set goal of 25 percent. Similarly, in architecture and engineering, minority contractors were awarded 33.7 percent of the city's \$25 million in business, exceeding the original goal of 25 percent.

However, in professional and other services, where competitive bidding isn't even required, minorities received less than 20 percent of the business—achieving just over half of the 36 percent goal set. In the goods area, just 10 percent of the contracts went to minorities, compared to the goal of 18 percent.

Councilman Larry Duncan takes sharp exception to the low showing Minority/Women Business Enterprises (MWBEs) have in receiving city contracts in goods and professional services.

"I know the numbers, the goals are valid—there are people out there who provide these goods and services. They (city departments) just need to plug into them," Duncan said.

Over the years a few naysayers have tried to reduce the goals set by the MWBE committee; some, no doubt, recalling the good old days—and the good old boys who more than dominated contractual business done with the city. They weren't such good days for everyone, Duncan recalls.

In 1984, county business awarded to minority entrepreneurs was stymied at only \$50,000. There was precious little minority contracting in December, 1991, when the face of the city underwent a dramatic lift.

"It was then we started to make

some real progress on MWBE goals, but it has been a struggle and it will always be a struggle," Duncan said.

In one fell swoop, Dallas went from at-large council elections to district representation. In a city of a million souls it takes big bucks to get elected in an at-large race, so prior to "the change" most winning candidates were firmly planted in North Dallas soil with mostly WASP roots—and Larry Duncan found his ballots in District 4, which includes chunks of South Dallas and Oak Cliff.

Which makes him a natural voice on the MWBE committee—where he remains in his fourth elected term.

Council members met with industry group leaders a few years back and appointed a subcommittee with industry representatives and council members. The group hammered out a plan with goals, and left the Minority and Women Business committee in place.

"The MWBE committee exists in order to keep the goals current, in order to keep them vital and effective, and in order to keep them in force," Duncan said.

"Historically, minority and women-owned businesses have been excluded—but the minorities and women contribute to taxes and deserve their fair share of the business. We're really making up for neglect and discrimination in years past. If Dallas is going to reach its full potential, then everybody has to come along with us and this is a key component of that effort," Duncan said.

The committee has called for a review and an action plan on contracting with minority and women-owned businesses by their next meeting, the second Tuesday in March, for boosting the MWBE numbers.

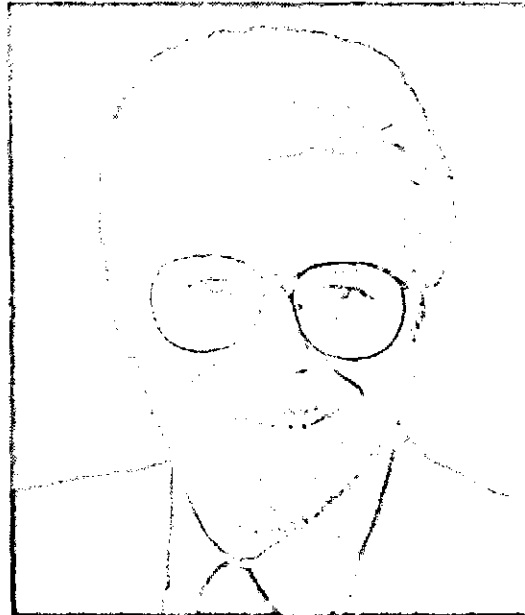
## Affirmative Action shows its badge

Asked in 1998 about the gains made in affirmative action on the Dallas police force, Dallas police Chief Ben Click pointed to Dallas County Commissioner John Wiley Price, his Warriors and their picket lines.

The number of Blacks at the executive level in the Dallas Police Department went from 4.1 percent in 1988 to 20 percent in 1993, and the number of Black supervisors rose from 5.1 percent to 12

percent. The number of rank and file officers increased from 14.6 percent to 21 percent.

Prior to the Warrior picket line on the DPD, there was one minority chief at Dal-



Says city councilman Larry Duncan of the cities minority contracting goals: "I know the numbers, the goals are valid—there are people out there who provide these goods and services. They (city departments) just need to plug into them."

las's six police stations. Eighteen months later, there were two African Americans, two Mexican Americans and two Anglos.

Over 10 years, the department has grown by 14 percent, while minority representation on the force has almost doubled—from 310 African Americans in 1987 to 597 in 1997. Mexican American officers saw their figures more than double, from 146 to 350, while the numbers of female officers rose from 308 to 457.

In 1993, Dallas adopted its current affirmative action plan—a direction Dallas Police Chief Ben Click hails as a common link with the goals of John Wiley Price.

"It was to overcome the longstanding problem of a White male police department—we were never going to develop the relationship we needed with the minority community. That [relationship] has improved dramatically," he said.

"We did make major changes in terms of hiring practices—that is, the [city] council made those decisions. There's no question John has had a major impact in terms of our hiring minorities," Click said, crediting Price's consistent push for the changes.

"Literally, a whole community's awareness level has been raised in terms of how important this issue is...Everyone sees why this is so important...and it's

because John has not allowed it to die. It's because of his tenacity—that sense of integrity to the issue, that he believes in it and he's not going to compromise," he said.

## A federal case

As the Dallas District Director of the Office of Federal Contract Compliance Programs, Joe Nash has grown accustomed to patiently explaining the basics of federal affirmative action efforts—and how they differ from other affirmative action programs.

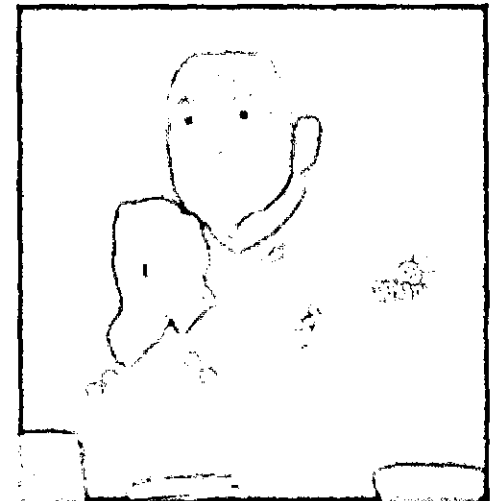
For the feds, compliance with affirmative action means that any company that has contracts with the government exceeding \$50,000, or has 50 or more employees, must not discriminate. Period.

"That is *not* a voluntary affirmative action. It is voluntary in that they can get into a contract, but once they get into a contract—if they're going to build bombs for the air force, they're also saying, 'We're going to take affirmative action. That's what we monitor,'" Nash said.

Such compliance means actively recruiting in the minority community, trying to get more minorities into the applicant pool—a process that seems deceptively simple.

Joe Nash explained how affirmative action could come into play for the human resources professional.

"What if few of my accountants are women and it's determined that women could be available in the community that



Dallas Police Chief Ben Click: "It was to overcome the longstanding problem of a White male police department—we were never going to develop the relationship we needed with the minority community..."

a contractor could reasonably recruit at 30 percent, but I don't have 30 percent. Now, if I put forth some good faith effort and I begin to contact minority accountant associations, and Paul Quinn College might be able to provide minority applicants..." Nash's voice trails off, hav-

Continued on next page



Continued from previous page

ing made his point.

As straightforward as that seems, there are contractors who have yet to catch on—and they may eventually find Joe Nash on their case. The irony is, he said, it's not rocket science. Successful



Ben Click says County Commissioner John Wiley Price (above) had a major impact on the police department's minority hiring practices.

companies understand marketing tools—and affirmative action can certainly be one of those—and people in sales and management divisions set goals all the time. Affirmative action is just another goal-setting process, Nash asserts—and just as good for business; certainly, imperative for continuing to do business with the taxpayer via the U.S. government.

If the contractor advertises in all the standard places and does the business of hiring as usual, then sits back and waits for the applicants to waltz through the door, he or she may be subject to having a complaint filed against them. Individuals suspecting they have been discriminated against in the hiring or promotion process by a government contractor can file a complaint under Title 7 with the Equal Employment Opportunity Commission. A group of individuals who believe they have been discriminated against by a government contractor can file complaints with Nash's office. They comb through EEOC reports looking for patterns, and routinely schedule government contracts for compliance reviews. Sometimes, violators wind up paying big money. Texaco recently settled a well-publicized case for a large sum when discrimination was proven.

At the turn of the millennium, after a long hard fight for civil rights and women's rights and the rights of the disabled, Nash says there is still much room for improvement. By now, most employers know they dare not turn someone away strictly because of color or gender—so discrimination is taking place at a more sophisticated level.

"We're still finding discrimination

but it's a different kind of discrimination," Nash said.

"It's not so much in hiring, but in promotions, in wages that are comparable for comparable work performed. Now it's who got promoted to president, and who became a senior vice president."

### Post-Hopwood

Barry Samsula, director of admission services at The University of Texas at Dallas, said that since the Hopwood case overturned affirmative action programs at Texas' public universities, "we're following the rules—but we're out there recruiting."

"Out there recruiting" means hiring recruiters, one for freshmen and one for transfer students, to work specifically with minority students. UTD has also worked with Texas Instruments to build a strong outreach to what has become known as National Scholars—adding to the

National Merit Semifinalists, whose status is based on their performance on the Preliminary Scholastic Aptitude Test, to include the National Achievement Semifinalists, an achievement program for African-American high schoolers and the National Hispanic Scholars.

Samsula commended Texas Instru-



Joe Nash: "We're still finding discrimination, but it's a different kind...."

ments for pursuing partnership with UTD in the Partners In Excellence banquet for the National Scholars.

"Certainly companies like Texas Instruments recognize that in the future they want a culturally diverse job force," he said.

UTD also brings high schoolers from predominantly minority high schools, such as Townview, to their Richardson campus to visit with professors and experience the collegiate environment firsthand. The university is also exploring mentoring programs in an effort to build further bridges with the young minority community, Samsula added.

Prior to Hopwood, schools could use the admissions application as a tool to

build minority enrollment. Since minority rankings on the SAT have traditionally lagged—to the extent that outcries of racial bias have been raised—taking ethnicity into consideration could counterbalance some inequities.

"I wouldn't say that we necessarily had a quota, but on the application for admission we were able to determine ethnicity and to take into consideration Scholastic Aptitude Test scores and to accommodate students who we felt had the best chance of being successful," Samsula recalled.

"Now when the admission committee receives applications they don't know that—all they see is this student is making application," he added.

Hopwood upset the minority recruiting basket indeed; other states not under the limitations of the decision are free to take ethnicity into account—and competition is high for promising young minority high school graduates, Samsula said.

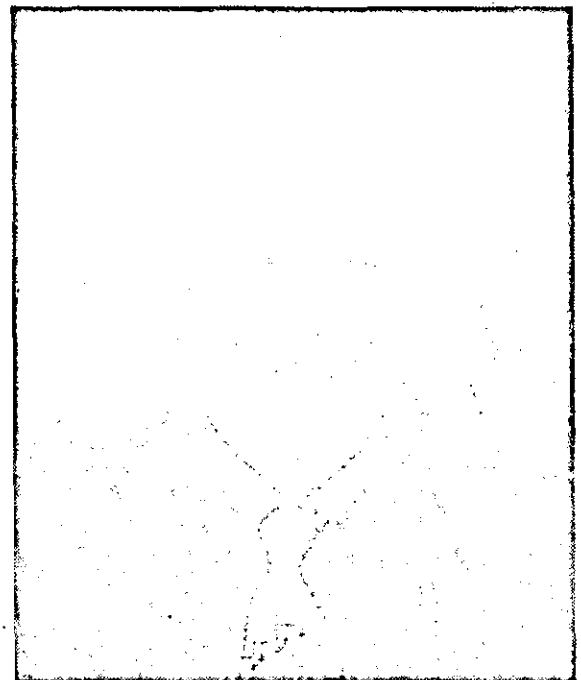
Texas public universities have struck back with the "top 10 percent rules"—If a minority student is in the prestigious top 10 percent of his or her class, even if the student's standardized test scores are less than stellar, he or she is in; a door has closed, but a window has opened.

It's that kind of creative problem solving that will test the mettle of college admissions offices around the state. Samsula said UTD is equal to the challenge and, with a combination of recruiting and word-of-mouth recommendations from graduates, shall overcome it.

"We need to get out there and beat the bushes and let these students know UTD exists and we want them. We need to be visible, really visible."

### The burden of proof

Perhaps one of the most compelling arguments for affirmative action programs comes from writer and speaker Paul Kivel. In his book, *Uprooting Racism: How White People Can Work For Racial Justice*, he traced how the disadvantages to people of color and the benefits to White people are passed on to each succeeding generation unless remedial action is



Barry Samsula, director of admission services at the University of Texas at Dallas.

taken.

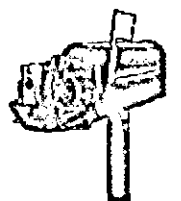
"The disadvantages to people of color coalesce into institutional practices which, although they may be race neutral in intent, adversely affect people of color. It has proven necessary to take positive steps to eliminate and compensate for these institutional effects of racism, even when there is no discernible discriminatory intent.

"For example, most job opportunities are heard about through informal networks of friends, family and neighbors. Since the results of racism are segregated communities, schools and workplaces, this pattern leaves people of color out of the loop for many jobs, advancement opportunities, scholarships and training programs. Federal law now requires widespread and public advertisement of such opportunities so that not only people of color, but White women and men who are outside the circles of information [will] have an equal opportunity to apply for these positions," Kivel wrote.

"Affirmative action policies serve as a corrective to...patterns of discrimination. They keep score on progress toward proportional representation and place the burden of proof on organizations to show why it is not possible to achieve it," he added.

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**Book Review**

Angela  
Washington-Blair,  
Ph.D.

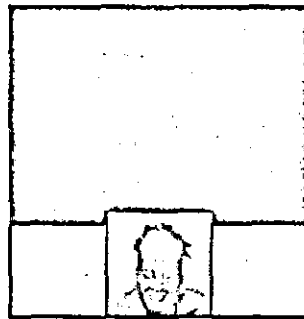
*And Not Afraid To Dare: The Stories of Ten African-American Women*  
By Tonya Bolden  
(Scholastic, \$16.95)

The women in this biographical book, claims the author, "started out life as ordinary people. They did not bolt upright one day and proclaim, I will make history! But, somehow, in their growing up and in their growing older, something caught hold of their souls, hearts, minds."

The ten women in this book have something in common: they weren't afraid to dare. Read about Ellen Craft, an escaped slave; Mary Fields, pioneer; Charlotte Forten Grimké, teacher; Ida B. Wells, journalist; Mary McLeod Bethune, educator; Clara Hale, humanitarian; Leontyne Price, opera singer; Toni Morrison, writer; Mae C. Jemison, astronaut; and Jackie Joyner-Kersey, athlete. A great book for our daughters.

*Shirley Caesar: The Lady, the Melody, and the Word*  
By Shirley Caesar  
(Nelson, \$16.99)

If you love the "First Lady of Gospel," you'll be enthralled with her autobiography. You won't want to put



this book down until you have finished it. An icon of American culture, the multiple-Grammy winning Ms. Caesar has been wowing audiences with her gospel message in song since she was a little girl. She has now added being an author to her singing and evangelizing and being a pastor. Her fascinating story tells of growing up poor but loved, one of many children. Read about her early years with the gospel group, The Caravans; about her being elected to city council in Durham, N.C.; about God sending her Mr. Right to marry when she was in her 40s. Written in a friendly, approachable manner, Ms. Caesar's faith comes shining through.

*The Complete African-American Baby*

**Checklist**  
By Elyse Zorn Karlin and  
Daisy Spier  
(Avon, \$12.00)

Springtime is approaching, bringing many new lives into the world. Baby showers abound, and here is a gift that must be tucked into that gift basket. This unique and invaluable guide provides a total organizing system containing practical and essential information for Black parents and their babies. This book will take the expectant couple from pregnancy to caring for the new baby. Information about

insurance, baby equipment, feeding the baby, naming the baby, skin and hair care, mail-order resources and how to still have fun as a couple are given. The authors have culled information from a variety of sources and compiled it into this easy-to-read book.

*Against All Odds: Success After Teen Pregnancy*  
By Cynthia A. Cass  
(Fulton Press, \$9.95)

Cynthia Cass had a baby at age 16, and like the title says, against the odds, she completed high school, raised her daughter as a single parent, worked—she refused public assistance—and earned a bachelor's degree while teaching her

daughter (who grew up to be a fine young woman in her own right) not to make the same mistakes. This is a fairly short book, self-published but very polished looking. The author isn't encouraging young girls to get pregnant, but rather makes a very cogent case for abstinence. Her other point is that even if society writes you off, God can turn any situation around, especially if you are willing to work hard and sacrifice. Cynthia writes as if talking to a friend—and any friend would heed her advice after reading this book. Definitely recommended.

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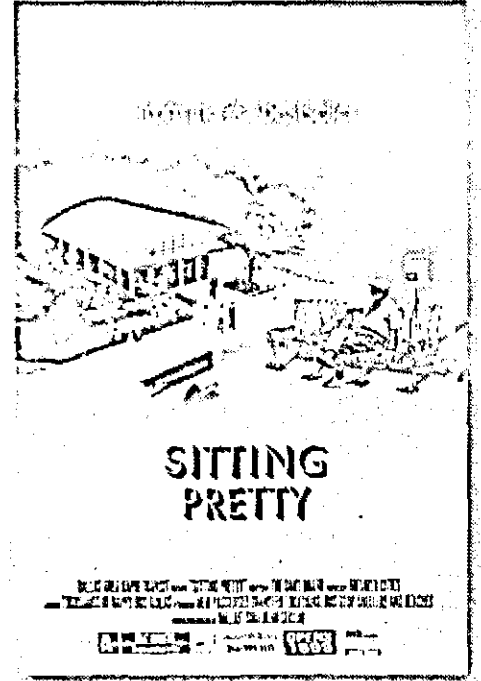
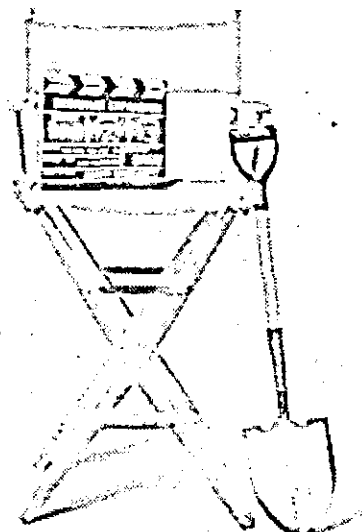
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Electronic Urban Report

Newsbits

Everyone's favorite 5-foot, feature-film fiend will be bringing Brooklyn to Hollywood on March 15 through the 20th. Spike Lee will appear in person at the Egyptian Theatre for the open-



Ice Cube

ing of American Cinematheque's complete retrospective of his work, *Out In The Streets: The Films of Spike Lee*.

This film showcase is definitely for

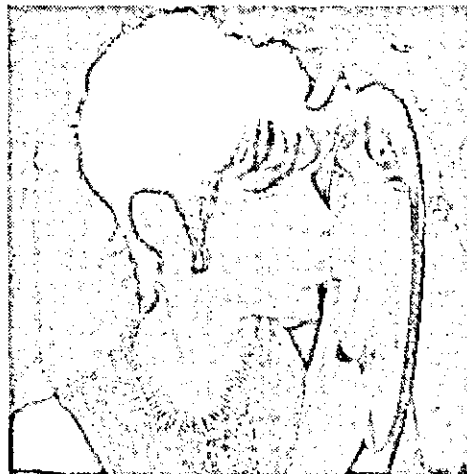
the Spike Lee lover, the Brooklyn native or both. All 12 of his feature films will be screened as well as the award-winning documentary, *4 Little Girls*. Tickets are available at 1800 N. Highland Ave., Suite 717, LA, CA 90028 or you can call 323.466.3456 for more info.

.....

Ice Cube and Mack 10 are being taken to court by two clothing manufacturers that claim the two rappers backed out of a business agreement to make and sell clothing and other merchandise. The trial kicked off last week in Los Angeles. The attorney for the plaintiffs claims that his clients were threatened with physical harm.

The plaintiffs are said to have signed a five-year lease on a building and set up two businesses, WESTSiiii-iDesign and WESTSiiii-iDE GRAPHIC F/X, with Mack 10 providing them several thousand dollars for equipment. Cube and Mack-10 say that the plaintiffs were dismissed as business partners because they were writing checks to themselves in excess of \$27,000.

.....



The Artist

People will be doing a whole lot of finger snapping and toe tapping on June 12th. That's when the biggest stars in jazz, blues, funk and Latin music will jam at the 21st annual Playboy Jazz Festival. Included in the the all-star line up will be Grover Washington Jr., Buddy Guy, Dianne Reeves and the Joshua Redman Band. A Latin tribute to Duke Ellington will come from Ray Barretto & Kenny Burrell with New World Spirit.

The event will be headlined by Ray Charles and Etta James and will be MC'd by Bill Cosby.


.....

The Artist formerly known as Prince is fast becoming the "King of Copyright Infringement Lawsuits." He has recently filed a motion in a New York federal court with the goal of shutting down several websites offering free downloads of his music. According to "The Hollywood Reporter," the suit alleges that the sites violate the copyright and infringe on the trademark that protects his material.

Aside from taking action against the unauthorized sound files, Prince's suit also targets the fan sites' usage of images from his album covers, as well as the off-the-wall space cadet symbol that the Artist uses as his name.

OMON

This is a partial reprint of the Electronic Urban Report, free, factual, online infotainment on the hottest celebrities, events and issues in urban/Black entertainment. Visit their website at <http://www.eurweb.com>. Tell them you saw them in MON.





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**You and Your Money**

John Dudley

Saving for retirement is so important that the government provides ways to help you in the form of tax deductible and tax-advantaged savings vehicles. One of the easiest of these accounts to open and build is an Individual Retirement Account (IRA). If you're under 72 and have earned income, IRAs allow you to save up to \$2,000 each year (\$4,000 for a married couple) in a tax-deferred account. Even if you are covered by another retirement plan, and your adjusted gross income meets the guidelines, your contribution may also be deductible.

But while an IRA may be a savings vehicle everyone should consider, many people avoid IRAs because they think these accounts don't hold any benefit for them. Here are some of those common objections...and the real truth about IRAs:

1. I don't need an IRA. I'm going to receive Social Security. Social Security pays only 40 percent of the average retiree's income. Most experts agree that you will need 75 percent of your current income when you retire to maintain your current lifestyle. An IRA could be an important part of that future income.
2. I'm covered by a retirement plan at work so I can't open an IRA. You can have your cake and eat it too. You can open an IRA in addition to your pension plan or 401(k) plan. Having as many sources of savings as possible can only bring you closer to your retirement income goal. And IRAs have flexibility in choosing investments that your company plan may not offer.
3. My adjusted gross income is over \$40,000. If I can't deduct the IRA contribution, there's no benefit. Even without tax deductibility of contributions, IRAs are one of the most efficient ways to save for retirement. IRAs are tax-deferred accounts, meaning that the income taxes on the earnings on your IRA investments are deferred until you begin to make withdrawals. This allows your investments to grow faster. Withdrawals are taxed as ordinary income and may be subject to a 10 percent Federal penalty prior to age 59.
4. I'm not old enough to open an IRA. I'll wait until I'm closer to retirement. The sooner you start saving for retirement, the better your chances of building the nest egg you need to enjoy your golden years. That's thanks to the power of com-

# Exposing 10 common myths about IRAs

pounding - earning interest on your interest, etc. Consider this hypothetical example: Assuming a 7 percent interest rate on your savings, the dollar you invest at age 25 is four times more powerful than the dollar you invest at age 45. This does not assume any specific investment nor is it indicative of future results.

5. I can wait until I file my taxes to open an IRA. Yes, the deadline for opening an IRA for any given year is the tax return due date (without extension). But to get the most from your IRA, open and fund it as soon as possible. Once again, with the power of compounding, you want to put time on your side.

6. Why bother? IRAs don't earn much interest. With IRAs, your investment choices are not limited. IRA funds can be invested in money market funds, mutual funds, stocks, annuities, CDS, even gold or silver coins, among other investments. Your financial advisor can help you select the investments that best match your objectives.

7. I don't want to lock up my money until I retire. What if I have a financial emergency? Although most early withdrawals from IRAs do result in a 10 percent penalty tax on the amount withdrawn, there are exceptions. In cases of death or disability, there is no penalty tax for early withdrawal, although you will have to pay ordinary income tax on the distribution. If you withdraw the money in substantially equal amounts based on your life expectancy to pay for essential expenses, you can avoid any penalties. The rules here are stringent, though, so check with your tax advisor for details.

8. I can't afford an IRA; \$2,000 a year is too much money. The most you can contribute to an IRA is \$2,000 each year (\$4,000 for a married couple). But you can open and fund an IRA with as little money as you wish, depending on the rules of the financial institution where you invest.

9. I'm about to retire. I

don't need an IRA. If you are receiving a lump sum payout at retirement, an IRA rollover could be the best way to protect that money from taxes and continue the benefits of tax-deferred growth. Transferring eligible 401(k) distributions to an IRA enables you to avoid the 20 percent federal income tax withholding on lump sum payouts.

10. IRAs cost too much and I don't want to keep opening an IRA each year. There's no need to open an IRA each year and different financial institutions offer plans to make it easier

and more affordable to get started on your retirement savings strategy. For example, Prudential Securities will waive the next year's annual IRA custodial fee if you fund your IRA with as little as \$250 in a year. If you transfer or rollover \$25,000 or more until a Prudential Securities IRA between January 1 and April 15, 1999, the annual custodial fee is waived for life!

When it comes to saving for retirement, the hardest part is often getting started. IRAs are one of the easiest and most cost-effective ways to get your retirement savings strategy out of the land of fairy tales and into reality.

MON

*John Dudley is a financial advisor with Prudential Securities. He can be contacted at 214-761-5142. Prudential Securities is not a legal or tax advisor.*

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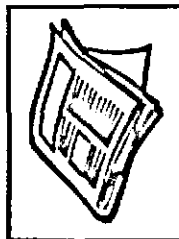
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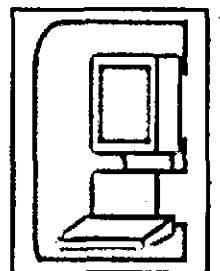
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**You and God**

Ron Shaw

**Handling the overflow**  
*Ephesians 3:20*

I was having lunch with a friend a few weeks ago when the subject of God's blessings came up. As we shared what we considered to be blessings from God in our lives, I was suddenly struck with a sobering thought. What exactly is a blessing from God. And why is it that most Christians have a difficult time distinguishing between what really is a blessing and what is not?

We often attribute to God those things He had nothing to do with. Why? Because we don't know what God calls a blessing and what He calls a curse. For example: you'll hear Christians testify how God blessed them to be able to purchase something they wanted. Later when all the facts are in, it's obvious to any right thinking person that their purchase was not God. Another example: you'll hear folks testify of how God blessed them with a new car. The facts would indicate just the opposite. God had nothing to do with the deal. They lied on the application or had someone cosign for the loan or the terms of the deal indicate they paid too much for the car. Now days, Christians think it's a blessing to get a credit card. Forget about the fact that they will pay 19, 20 or 21 percent interest on every purchase. Ignore the fact that they'll probably never get out of debt, at least not with their credit card mentally. So what exactly does God consider a blessing to be?

According to our text, God has the capacity to do exceedingly more than we can ask or imagine. Not only does He have the capacity, He has the desire. Everywhere in the Bible where we see God blessing someone, it was always more than they could handle. We think in terms of our house or community. God thinks in terms of the entire world. Starting with Adam, God blessed man. He literally gave him more than he could handle. Adam needed help to handle all that God put in his hands. Then there's Abram. The Bible says God blessed him and he was very rich. He needed a staff of people to handle all God blessed him with. The same was true with Noah, Isaac, Joseph, David, Solomon, even Peter. The truth is that whenever God blesses, it's always more than we can contain.

Salvation is the same way. When God blesses with salvation, it is more than we can contain. We don't have a God who does things in small measure. Everything He does is always overwhelming. In a seed there is a forest. In one molecule lives the secrets of the universe. God has never done anything small in your life. If He did it, it was always more than you could handle. If it's His joy, it's unspeakable. If it's His peace, its past understanding. If it's His love, it never fails. He is the God of the overflow. To be blessed by God means to be overflowed by Him in such a way that we cannot contain his benevolence.

So before you give God the credit for the car you purchased, think a minute. How much is the car? How long will you be paying for it? How long will it last? Was it really the God of the overflow that blessed you with it or your own hand that obtained it? God is able to bless you so that you pay cash for your car—no car note and a good automobile to boot. Now that's a blessing. That's an overflow.

Jesus said to sacrifice for him or the gospel could result

in an overflow in this life. I personally believe we are living in the days when God wants to demonstrate His awesome ability to overflow His children.

Of course there are some prerequisites that I will not mention in this article (but will in the next one). Think of it. God is able to do exceedingly, abundantly more than we can ask or think. Not only is He able to do it, but He is willing to do it. We are living in the days when God is overflowing those whose hearts are pure toward Him. There's more anointing

than you can handle, more resources than you can handle, more opportunities than you can handle, more people than you can handle. He's the God of the overflow and you need help to handle His overflow.

To be continued...

MON

Ron Shaw is the pastor of LightChurch and can be reached at 214-320-5744. His e-mail address is Lightchuro@aol.com.

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**Q: Can this new store opening  
jump start your career?**

**A: It worked for our Executive VP of Marketing.**

**(Hired at 9/80 at store #4 as a Sales Clerk)**

As the nation's #1 consumer electronics retailer, we offer the finest in  
Audio, Video, Computers, Appliances, Entertainment Software & more!



## Over 100 positions:

- Cashiers/Customer Service
- Non-Commissioned Sales
- Music/Software
- Stocking/Shipping/Receiving
- Technicians/Car Installation
- Supervisors
- Product Security
- Drivers

• Wages from \$7-\$15/hr

• Generous Employee Discount

• 100 Employee Referral Bonus with  
up to \$2,000 for Managers

**Hulen #176**



*Now that's a great idea!*

[www.bestbuy.com](http://www.bestbuy.com)

Equal Opportunity/Drug Free Employer ©1999 Best Buy Co., Inc.

You can also interview without leaving home by calling the toll-free number below.  
When you call, have your social security number & the store name and number ready.

**1-888-NEW-JOB9 (1-888-639-5629)**

## Salem Radio

Representatives, immediate opening order entry/customer service. Proficiency of PC, customer service and organizational skills. Full benefits. Fax resume to 972-402-0894. EOE

## Career Opportunity in Claims Adjusting

Seeking:  
Claims Representative/Trainee  
Required:  
Bachelor Degree

Excellent Benefit Package  
Including 401K

Send Resume to:  
Personnel Director  
P.O. Box 2689  
Waco, Texas 76702-2689  
or Fax to: 254-751-8732

Southern Farm Bureau  
Casualty Insurance Company



## Tremendous Career Opportunity

Farm Bureau Insurance Companies are seeking Key individuals to train as professional career agents. This is a great opportunity for qualified applicants.

### Contact:

Bruce Oney, LUTCF  
2307 Weatherford Hwy. 171  
Cleburne, Texas 76033  
817-641-7885

### Or:

Roy Thomas, Jr., CIC LUTCF  
5300 W. Arkansas LN-11  
Arlington, Texas 76016  
817-446-4455

Southern Farm Bureau  
Life Insurance Company

Southern Farm Bureau  
Casualty Insurance Company

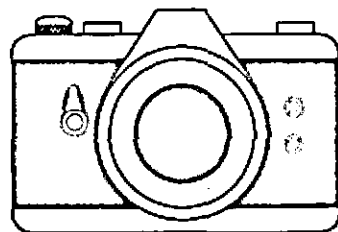
Texas Farm Bureau  
Mutual Insurance Company



EOE

**MON'S EMPORIUM**  
 a principal center of trade for  
 a great variety of articles  
 Classified business and  
 professional services advertising as  
 low as \$25  
 Call 972-606-7351 or fax ad  
 to 214-905-5198 today!  
 Real Estate, garage sales, auctions, pets,  
 vehicles, items for sale, WANTED, etc.

**MON needs a  
 freelance photographer  
 to shoot BIG events!**



**Call 972-606-7351**

**MON'S CAREER  
 OPPORTUNITIES**  
 phone 972-606-7351  
 fax 214-905-5198

**Retail Managers**  
 Hobby Lobby Creative Centers, one of  
 America's fastest growing arts and  
 crafts chains, has immediate openings  
 for experienced retail managers. The  
 strongest candidates will be self moti-  
 vated, retail oriented managers with  
 experience and background in mass  
 merchandising.

**NOTICE TO SUPPLIERS**  
 The Collin County Committee on Aging in  
 McKinney, TX, is looking for minority businesses to  
 service our vehicles along with purchasing certain  
 office supplies. If you feel your business could help  
 please contact Bob Babekuhl at 972-562-6996.

**The Greater Shiloh Missionary  
 Baptist Church is in search of  
 a fulltime pastor**  
 Married mature individual wit 3-5 years  
 pastoral experience is desired for 1 year  
 negotiable contract.  
 Shiloh has an active membership of 160,  
 and celebrated it's 75th anniversary  
 February 21, 1999.  
 Resumes may be sent to the following  
 addresses, or faxed to the fax number listed.  
 Attn: Pulpit Committee  
 910 W. Buckeye Rd.  
 Phoenix, AZ 85007  
 Fax: 602-253-2772  
 Deadline to apply: March 31, 1999.  
 Questions? 602-253-0219

- Competitive Salaries
  - 401k Plan
  - Medical/Dental
  - Life Insurance
  - Merchandise Discount
  - Flex Spending Plan
- Experienced retail managers willing to  
 relocate should send resume' and ref-  
 erences to:


 **What  
 would  
 you  
 like with your coffee?**

How about an excellent restaurant man-  
 agement job? We are currently looking for  
 qualified individuals with 2+ years manage-  
 ment experience in the **DALLAS** area.

At Denny's, we offer more than just great  
 coffee and food. We have some of the  
 best opportunities around for people  
 who want to get ahead. Our Restaurant  
 Managers work only 5 days a week and  
 receive excellent career development  
 and advancement opportunities. We also  
 offer a competitive salary, Medical, Dental,  
 Vision and Life insurance, 401(k) and  
 paid vacation.

For immediate consideration, please FAX  
 your resume to: (713) 729-6269, Attn: R.  
 Narum. E-mail: ihireu@aol.com. Or call  
 our Job Hotline: (800) 653-4128 x49237.  
 Visit us at: [www.dennysrestaurants.com](http://www.dennysrestaurants.com).  
 EOE/MFDV.




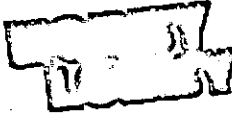
  
 The City With A Beautiful Future

**CITY OF COPPELL  
 JOB OPPORTUNITIES**

The City of Coppell is a  
 diverse organization interest-  
 ed in recruiting quality per-  
 sonnel from all cultures.

At the present time we are  
 recruiting for Police Officers.  
 Please mail resume to City of  
 Coppell, Human Resources  
 Dept., 255 Parkway Blvd.,  
 Coppell, TX 75019 or fax  
 resume to (972) 304-3635. the  
 closing date on this position is  
 March 26, 1999.

Please contact our Human  
 Resources Job Line (972-304-  
 3452 x396) for other position  
 vacancies.

7707 Southwest 44th Street  
 Oklahoma, OK 73179  
 Fax (405) 745-1636  
 Attn: Bill Owens • No phone calls please.  
 Hobby Lobby is an equal opportunity employer  
 See us at: [www.hobbylobby.com](http://www.hobbylobby.com)

**NOTICE TO SUBCONTRACTORS & SUPPLIERS**

Cadence McShane Corporation is requesting competitive sealed  
 proposals at 2:00 PM on Tuesday, March 16, 1999 from  
 subcontractors and suppliers for

**"ADDITIONS AND RENOVATIONS  
 TO RALPH H. POTEET HIGH SCHOOL,  
 MESQUITE, TEXAS**

**Bid Packages:**  
 a) Metals Fabrication and  
 b) Waterproof Resinous Flooring"

Included in this project is 70,616 SF of expansion  
 and 16,200 SF of renovation.

All MBE, WBE and SBE firms are encouraged to participate.


For viewing and obtaining plans on deposit for this project, or if  
 you have questions, please contact Cadence McShane Corporation  
 at (972) 239-2336.

**\*\*\*\*\* Editorial Interns \*\*\*\*\***

If you are ready to become a vital part of a news organization, then Minority  
 Opportunity News could be **YOUR OPPORTUNITY**. Experience counts  
 with us. But a personal commitment to develop a communications career is  
 even more valued. If you think you:

- have a "nose for news"
- can manage multiple assignments under deadline pressures
- value accuracy and balance in news
- have the ability to work regular part-time hours with the  
 potential to become full-time


-- Then send us your resume and a letter. Let your letter relate not where  
 you are—but where you see yourself in five or even ten years from now.  
 Minority Opportunity News is growing. Come grow with us. Interested  
 candidates are asked to fax their correspondence to:  
 Charlene M. Crowell, Vice-President of Business Affairs at  
 214-905-5198



**Mature individual sought for permanent part-time  
 work. Successful candidates must be able to:**

- work independently with little supervision
- possess reliable transportation
- work flexible schedule and hours
- document valid Texas driver's license and  
 insurance coverage
- handle merchandise weighing up to 25 pounds
- punctual work habits with sensitivity to deadlines

Interested candidates should fax their resumes to  
**214-905-5198**





# Nobody Flies To Austin For Less.

\$51\*

EACH WAY  
Based on round-trip purchase.  
Seats are limited.

When you fly one of American Airlines' 14 new flights every business day between Dallas Love Field and Austin, you'll pay the same low fare as the other airline. Plus, you get all the extras only American offers, like the worldwide AA Advantage® travel awards program, an Admirals Club® in Austin and pre-reserved seat assignments. So the next time you travel between Dallas Love Field and Austin, fly the airline that gives you more for your money. American Airlines. For details, call your Travel Agent or American at 1-800-433-7300, or visit [www.aa.com](http://www.aa.com) to purchase tickets online. *Llame gratis al 1-800-633-3711 en español.* Be sure to use our convenient AA Electronic Ticket™ option.



Don't pay more. Get more. LOVE FIELD™

**51 (LESS) on your call in any phone - anywhere in the Metroplex - connects you to an American Reservations Representative to get information and book flights for travel between Love Field and Austin. (Applicable charges may apply according to caller's call to service contract.)**

RESTRICTIONS: \*Comparison is based on fares as of 11/25/98. Fare is each way based on round-trip purchase for Economy Class travel, is non-refundable and includes a \$2 federal excise tax which will be imposed on each segment of your itinerary. A flight segment is defined as a takeoff and a landing. Reservations must be made at least seven days prior to departure and tickets must be purchased at least seven days prior to departure or within 24 hours of making reservations, whichever comes first. Seats are limited. Fare may not be available on all flights and is subject to change without notice. For all travel, up to \$12 per round trip in local airport charges may be collected in addition to the advertised price. One day minimum and 30-day maximum stay requirements apply. Cancellation/change penalties apply. Other restrictions may apply. Schedules subject to change without notice. American Airlines, AA Advantage, Admirals Club, AA Electronic Ticket, AA design and "Don't pay more. Get more." are marks of American Airlines, Inc. American Airlines reserves the right to change AA Advantage program rules, regulations, travel awards and special offers at any time without notice, and to end the AA Advantage program with six months notice. American Airlines is not responsible for products or services offered by other participating companies.