



North Dallas

Gazette

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Attn. Lawmakers: Small businesses need access to digital tools to succeed

By Dr. Tye Caldwell
NDG Guest Contributor

As an entrepreneur who is building a business and creating jobs, I use free and low-cost digital business tools to innovate in a traditional brick and mortar industry, and my story is not unique.

But it is one that our elected officials—especially in Texas—must hear and understand before they disrupt a vital digital ecosystem with new laws and new regulations. Particularly since a group of Attorneys General, including our very own Ken Paxton, is investigating the providers of these tools and are worried that they are somehow anti-competitive. Without these tools, my business would not exist.

My wife and I opened our first salon more than twenty years ago. Most people don't realize that many stylists are not employed by the salon where they work—you are either a full-time employee, rent a chair or suite on a contract, or share a portion of your revenue with the owner via commission. Typically, the long-term contracts are 6-months or year-long commitments.

Soon after we expanded, a stylist called and asked to rent some



The future of business is tied to tech, and smaller startups need access in order to compete in the new globalized marketplace. (Photo: RodionKutsaev / Unsplash)

of our unused space on a short-term basis. We figured some revenue was better than no revenue, so we agreed to a day lease while continuing to seek long-term tenants. But after several months and a few more short-term trials, we realized we had created a successful new business model. Moreover, we wondered if it was possible to create a service that would connect stylists with salons looking to fill empty space on demand – sort of an Airbnb for stylists and salons.

A quick Google search confirmed that there was no existing

app or other digital service to connect stylists and salons with unused space. We quickly bootstrapped an MVP, joined a tech incubator, and with great mentors and support launched the first-of-its-kind app that connects salons and stylists to rent out their excess capacity. Today, we have 14 employees, but more importantly we have helped thousands of salons and barber-shops find new revenue and thousands of stylists make more money.

None of this would be possible

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Act now to free Rodney Reed!

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Handling the recent Dallas cold front

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READERS SOUND OFF!!!

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People In The News...



Ari Merretazon



Oluwaseun Ayodeji Osowobi

NDG Quote of the Week: "It is easier to build strong children than to repair broken men."

- Frederick Douglass

Ari Merretazon

By Stacy M. Brown
NNPA Correspondent

Vietnam War veteran Ari Merretazon is spending another Veteran's Day fighting for fellow soldiers in Philadelphia.

A court is expected to hear soon more arguments in a case Merretazon has brought against the city.

Philadelphia officials have failed to follow a 1955 provision in the city charter that created a budget for an Office of Veterans Affairs with a salaried director, Merretazon's suit claims.

While there's a Veterans



Commission, an Office of Veterans Affairs could have reached more local returning soldiers and helped them receive more substantial benefits.

Merretazon, who founded the Pointman Soldiers

Heart Ministry, wants Philadelphia officials to formally establish a Veterans Office.

"They are not in compliance with the law," stated Merretazon, whose story of the Viet Nam War was highlighted in the 1984 book, "Bloods: Black Veterans of the Vietnam War, An Oral History," by Wallace Terry.

The book was later the inspiration for the 1995 motion picture, "Dead Presidents," which reviewers called the most powerful depiction of Black veterans in the history of American cinema.

The film starred Terrence Howard, Larenz Tate, and Chris Tucker as return-

ing Vietnam War veterans whose lives after discharge were plagued by crime, addiction, and a host of psychological challenges.

"As Black veterans, we not only face post-traumatic stress syndrome (PTSD), but we have racially induced PTSD as well because there's so much racism in the military," Merretazon said.

He believes race has played a significant role in his battle with Philadelphia that's led to the current court case.

"Philadelphia needs to acknowledge that racism in the military is a PTSD injury," Merretazon said.

Researchers at the U.S.

Department of Veterans Affairs have conducted various studies of PTSD in ethnic minority Vietnam Veterans. The results of the research are not entirely consistent. Still, VA officials noted that the overall finding seems to be that most ethnic minority veteran groups have a higher rate of PTSD than White veterans.

According to the VA, some of this may be due to psychological conflicts related to identification with the Vietnamese. Another factor may be higher exposure to war zone stressors, VA officials stated.

"It's been years, if not ever, that Philly hasn't met any of

its obligations to veterans," Merretazon stated. "My anger is based on the fact that we have had to fight two wars. One was in the field of battle in Vietnam. And, the other at our base where rebel flags flew and Black soldiers had the worst jobs. They threatened us with going back to the field with those who were less qualified."

Merretazon said his court battle had progressed well. An appeals panel earlier indicated that the only thing keeping him from prevailing was that he lived outside of the city.

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Oluwaseun Ayodeji Osowobi

Time magazine has named Commonwealth Young Person of the Year Oluwaseun Ayodeji Osowobi among its 100 world rising stars who are shaping the future.

Nigerian women's rights activist Osowobi is one of 53 women on a list of 100 names Time has dubbed "the world's most ascendant leaders" who are "rising stars in their fields".

In March, she won the title of Commonwealth Young Person of the Year 2019 after helping thousands of sexual and domestic abuse victims in Nigeria.

Osowobi, who is a survi-



vor of sexual violence, set up the Stand to End Rape initiative to provide support to women, men and young people who have experienced any form of gender-based abuse.

Speaking with the Com-

monwealth, she said this recognition reinforces her belief in young people's potential to create change.

She continued: "As young people, our relationship must surpass government collaboration on financial relations, rather, we must collectively protect the human rights of those within our community, especially vulnerable women and girls, persons with disabilities and LGBTQI people across the Commonwealth."

Founded in 2014, her initiative works to advance women's sexual reproductive health rights, advocate against gender-based violence and provide medical,

legal and psychological support to survivors of sexual and domestic violence.

Advising the survivors of gender-based violence, Osowobi said: "Don't stay silent. There is no judgement or condemnation as nobody owns the rights to your story or healing."

"My advice to you is first to stop blaming yourself and seek mental, legal and health support."

Layne Robinson, the Commonwealth's Head of Social Policy Development, said: "The Commonwealth Youth Awards, particularly the Commonwealth Young Person of the Year, shines a spotlight on the unsung

efforts of our young people who have made a major impact in transforming our communities.

"We are happy our Commonwealth Person of the Year, Osowobi, is being recognised for her outstanding work beyond the Commonwealth."

Time magazine unveiled its first annual collection of the next generation of world's 100 young leaders today in New York City.

Every year, the Commonwealth Youth Awards for Excellence in Development Work recognise the exceptional contribution of young people from across the Commonwealth's

member countries who are leading initiatives to help deliver sustainable development goals.

Born and raised in Nigeria, she is responsible for conducting advocacy and project implementation and ensuring survivors of gender-based violence receive medical, legal, and psychosocial services. Through her work, she is proud to have been selected as one of 200 Obama Young Leaders: Africa.

As an advocate, she is proud to have broken the culture of silence on rape in Nigeria and establishing an NGO to provide support to victims.

NDG Readers Sound Off...

Dallas Cowboys' painful loss leads to a 'red alert'

Good thing the Cowboys have the best offensive line in the NFL and the highest paid running back in history or they might have only gotten 25 yards.

- Bob

"Actual Innocence" declared for Dallas man after serving 15 years for death of local teen

Wow! This says a lot about our criminal system. Keep up the fight for some who had a wrongful imprisonment!

- Delna Bryan

Another African American victim killed by a cop in their home in DFW

North Dallas Gazette Newspaper it has happened to white civilians, a few recent examples, the unarmed white lady who was shot recently who was just standing by the police car explaining what was going on and because the passenger officer was scared he shot her when she was just standing there explaining the situation, that they had come to Check out, to the driver officer .. can't remember where this happened.. also the white homeless lady who was a fire chiefs

daughter that was shot minding her own business because the officer doing a Welfare check after a neighbor called was afraid of her dog, shot at the dogs direction killing the lady who was not armed.. also the white couple who were killed in their home during a raid and we find out just recently the officers lied to get that warrant in order to do the raid.. it happens to any race in general and it needs to stop. We are ALL entitled to and supposed to feel safe in our own homes or when we are

Minding our business not breaking the law, no matter what race we are and I think for the most part we do and are but

legal policies needs to be followed and better police training needs to be required. It's a human rights issue, we ALL have the right to be safe in our homes, not always a race issue.

I support law enforcement but This was terrible that she was minding her own business and was shot and killed. This Should not have happened nor should ever happen and so many things were done wrong in this situation by the police. I'm praying for her family!

- April Johnson

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Free Rodney Reed!



NDG Senior Columnist
Ed Gray
Straight Talk

If we do not act soon, Rodney Reed will be a dead man.

The State of Texas should not add Rodney Reed to the growing number of men executed for crimes they did not commit. By now, you have read and seen numerous celebrities and just common folk have signed the petition.

This petition is simple; we want Rodney Reed not to be executed. The sham justice system that does not allow for proper testing of evidence, allows police officers to operate with impunity and targets black and marginalized communities recklessly.

The result is our justice system is on trial, and the verdict is out. The whole damn system is guilty. When evidence is not looked at, that can bring justice, we must exercise common sense over common retribution.

Disparate punishment is the price black people pay



Rodney Reed has become the focus of numerous activists looking to stave off a death sentence in a conviction of questionable merit.
(Photo: Change.org)

“The result is our justice system is on trial, and the verdict is out.”

in our judicial system. According to my friends at Diversity Inc., there are currently 225 people on Texas Death Row. Ninety-eight are Black, 61 are white, 62 are Latino, and four are Asian. Most are poor and adding to that fact, most that were executed under questionable circumstances were people of color.

We can exonerate Texas justice from its obligatory reliance on the death penalty as the arbiter of justice. The death penalty, whether

we accept it or not, has its flaws. First, it is costly to carry out death row executions. Though putting a monetary value on executions may seem cavalier, what is not cavalier or justice is the execution of a person under questionable conditions.

This ultimate price of death is often borne by minorities in the state of Texas. Texas still operates under an oppressive Jim Crow prison system, that was cited by the United Na-

tions as torturous and inhumane. Prisoners forced to work in slave-like conditions of servitude and living quarters have been labeled as punishing by the United Nations.

I have had the opportunity to speak with the Reed family, as they have brought forth their story. It is a story of hope, a story of protecting a system that sees, no-fault.

The Texas justice system is being tested when we say, "Free Rodney Reed." It is not tested because of a crime, it is tested because of its lack of innocence. If one innocent man is executed, that's one too many.

Let us not add Rodney Reed to the list.

I am Ed Gray, and this is Straight Talk.

Ed Gray is a presidential scholar at Southern Methodist University. He is the host of The Commish Radio Show airing Saturdays 3-5 p.m. on FBRN.net, can be reached at egray62@att.net. NDG was awarded NNPA's 2018 Robert S. Abbott Best Editorial for Gray's "Confederate Statues: The White Man's Burden" column.

Health organizations call on Trump to put kids' lives above tobacco industry profits

WASHINGTON, D.C., – The American Cancer Society Cancer Action Network (ACS CAN) together with the American Academy of Pediatrics, American Heart Association, American Lung Association, Campaign for Tobacco-Free Kids and Truth Initiative launched an advertising campaign this week urging President Trump to protect kids' lives over tobacco industry profits and follow through on a commitment to pull all flavored e-cigarettes from the market.

In September, the president, first lady and adminis-

tration officials committed from the Oval Office to issue comprehensive guidance to clear the market of all flavored e-cigarettes, including mint and menthol, and enforce the guidance on all e-cigarette retailers. Newly-released data show that the youth e-cigarette epidemic continues to get worse. More than 5 million kids now use e-cigarettes, with flavored products being a primary driver for use.

A statement from the public health groups follows:

"This campaign is in response to recent com-

ments from the president and White House officials that appear to walk back a commitment that the Food and Drug Administration (FDA) would release and enforce comprehensive guidance to clear the marketplace of all e-cigarette flavors and proactively address the growing youth e-cigarette use crisis.

Any attempts to weaken this guidance will further fuel the public health epidemic that has resulted from FDA's delayed regulation of these addictive products and can only be seen as bending to the

agenda of the profit-driven e-cigarette industry. Flavor carveouts or exemptions for certain retailers are simply unacceptable and will continue to allow e-cigarette manufacturers to hook a new generation of users by masking nicotine addiction behind flavored products.

The administration, through strong and comprehensive FDA guidance, must protect our children and halt the sale of all flavored e-cigarettes. Our kids' health isn't for sale and the president should not cave to industry interests."

How to protect yourself and family during this Dallas cold front

With the first real cold weather arriving early this week, MedStar encourages area residents to protect themselves against serious health problems that can result from exposure to the cold by following these guidelines outlined below. In just one afternoon on Tuesday, MedStar already handled a half-dozen weather-related calls with several taken to the hospital.

Lower Your Risk of Frostbite and Hypothermia

When exposed to cold temperatures, your body begins to lose heat faster than it can be produced. Follow the advice below to avoid cold-weather health problems such as frostbite and hypothermia:

- Wear cold weather ap-



Brian / Unsplash

propriate clothing such as gloves/mittens, hats, scarves and snow boots.

- Dress in several layers of loose-fitting clothing, and cover your face and mouth if possible.

- Be aware of the wind chill factor. Wind can cause body-heat loss.

- Stay dry, and if you become wet, remove wet clothing immediately.

- Limit your time outdoors.

- Do not ignore shivering. It's an important first sign that the body is losing heat. Persistent shivering is a signal to return indoors.

Signs and Symptoms of Hypothermia

Hypothermia symptoms for adults include:

- Shivering, which may stop as hypothermia progresses (shivering is actually a good sign that a person's heat regulation systems are still active.)

- Slow, shallow breathing
- Confusion and memory loss

- Drowsiness or exhaustion

- Slurred or mumbled speech

- Loss of coordination, fumbling hands, stumbling steps

- A slow, weak pulse

- In severe hypothermia, a person may be unconscious without obvious signs of breathing or a pulse

Avoid Exertion

Cold weather puts an ex-

tra strain on the heart.

If you have heart disease or high blood pressure, follow your doctor's advice about performing other hard work in the cold. Otherwise, if you have to do heavy outdoor chores dress warmly and work slowly. Remember, your body is already working hard just to stay warm, so don't overdo it.

Reduce Risk of Cold Temperature Injuries

People are at risk of developing health problems from working in cold environments.

- Ensure that clothing and boots have adequate insulation.

- Dress in layers to help keep in body heat.

- Take frequent breaks out of the cold.

Avoid Carbon Monoxide

Carbon monoxide is an odorless, colorless gas that is poisonous to breathe. Operate all gasoline-powered devices, such as gas-powered heaters outdoors and never bring them indoors. Also, be careful when using other alternate heating sources such as stoves or grills. This will help to ensure your safety from carbon monoxide poisoning.

Check Often on Elderly or Chronically Ill Loved Ones

The elderly or people with chronic illnesses may be at risk for Hypothermia after prolonged exposure to even mildly cool temperatures. Check on older friends or relatives often during cold spells to be sure they are acting normally.

Blue Cross and Blue Shield of Texas to host open enrollment and community events

It's open enrollment season, and Blue Cross and Blue Shield of Texas (BCBSTX) is actively working to help Texans learn more about health insurance and enrollment opportunities.

In the coming weeks, BCBSTX will be holding a number of open enrollment events throughout the Dallas region at Sanitas Medical Centers. Representatives will be onsite to provide guidance in English and Spanish to assist



individuals and families learn what health insurance options are available.

"Buying health insurance can be a confusing and daunting process," said

Dr. Dan McCoy, president BCBSTX. "That's why we've deployed teams of representatives to open enrollment events throughout the community, including

Sanitas Medical Centers, to provide face-to-face support during this process.

"I encourage everyone to research and understand what health insurance coverage options are available. But I want to also assure them that we will be there each step of their enrollment journey to answer any of their questions so they can make the right decision for them and their family."

In addition to information about selecting the

right health plan, other planned activities include:

- Free wellness checks
- Healthy food giveaways

- Community resources

Open enrollment and community events will be held in the Dallas region at the following Sanitas Medical Centers:

- November 16 – Sanitas Medical Center, 2021 N Town East Blvd, Ste 500, Mesquite, 75150

- November 23 – Sanitas Medical Center 3917 W Airport Fwy, Irving, 75062

- December 7 – Sanitas Medical Center, 350 S Plano Rd, Richardson, 75081

- December 14 – Sanitas Medical Center, 2021 N Town East Blvd, Ste 500, Mesquite, 75150

For more information or to sign up for these events call 866-427-7497 or visit WeAreHereForYouTexas.com.

TxDot urges drivers to 'End the Streak' of daily deaths on the roadway

AUSTIN – November 7, 2000, was the last deathless day on roadways in Texas. That means for 19 years straight, at least one person has died every single day. That's why TxDOT and Texas Transportation Commission officials are launching the #EndTheStreakTX campaign this month, asking all Texans to join the effort to end this deadly 19-year streak.

"It's heartbreaking to know that every day for the past 19 years someone has lost a spouse, child, friend or neighbor on our state's

roadways," said TxDOT Executive Director James Bass. "Ending this daily death streak is a shared responsibility. While we are committed to continue making improvements to our highway system, we all must work toward ending preventable crashes caused by drivers including distracted driving, speeding and drunk driving. Let's make it a priority to be safe, focused and responsible behind the wheel. Let's end the streak."

An average of 10 people die every day in crashes

in the state, which has prompted TxDOT and the Texas Transportation Commission to issue a public challenge. They urge all Texans to tell 10 people about #EndTheStreakTX and then have each of those 10 tell another 10, causing a wave of commitment and a surge of support for ending the fatal trend.

"I want to challenge everyone here to tell 10 people right now about #EndTheStreakTX," Texas Transportation Commissioner Laura Ryan said. "Take out your phones and let them know

that you need their help to #EndTheStreakTX. Text them this message or share it on social media and tag at least 10 people. Challenge them to share the message with 10 of their friends, and so on. Let's not have a 20th anniversary next Nov. 7th"

TxDOT is asking people to share personal stories of loved ones lost in car crashes on their social media pages using photo and video testimonials with the hashtag, #EndTheStreakTX. The agency will also

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Habitat for Humanity is hosting first-ever Women Build Dallas fundraiser

Dallas Area Habitat for Humanity today announced the official kick-off to its first-ever Women Build Dallas fundraiser, a volunteer-led initiative that recognizes women as true change-makers in the community while helping to provide affordable housing to deserving Dallas families.

Across our nation, 85% of all consumer purchases are made or influenced by women, totaling anywhere from \$5 to \$15 trillion. In Texas, 37% of businesses are women-owned. And right here in Dallas, 69% of Dallas Habitat homeowners are women head of



Nashville First Baptist / Flickr

household and 41% are single mothers. While women have long held the position for purchasing power, they are beginning to now equalize their position in both business and home-

ownership

Even with this progress, there are unique challenges women face on their journey to financial independence, and Women Build Dallas will demonstrate the

power of women supporting women. Over the next several months, the inaugural Women's Build committee, comprised of women from diverse leadership and philanthropic backgrounds, will work alongside Dallas Habitat staff and future homeowners to help build a new home, as well as host several fundraising events to support women achieving the dream of homeownership. The committee has committed to raising \$1 million over the next six months to further the Dallas Habitat mission.

"Through Women Build Dallas, a diverse group of Dallas women are unit-

ing under one goal: to help build a more sustainable community by ensuring more families have access to safe and affordable housing," says AJ Barkley, this year's Women Build Chair and Senior Vice President and Neighborhood Lending Executive for Bank of America. "We all look forward to working together to empower more women in our community to achieve economic mobility and enjoy the many benefits that come along with homeownership."

By leading the charge in addressing our city's affordable housing crisis, Dallas Habitat hopes to

inspire the community and lay the foundation for a Dallas where every neighborhood is proud and we are proud of every neighborhood.

"The history of Dallas is full of women who have rolled up their proverbial sleeves and stepped out of their own comfort zones to build our city – both figuratively and literally," says Dena Stroh, Dallas Habitat's Board Chair. "Through the Women Build Dallas fundraiser, we are excited to add more women to that laudable list as we work together to build a better Dallas for everyone."

Dallas County looters of storm damaged areas face enhanced penalties

The Dallas County Criminal District Attorney's Office will seek enhanced penalties for anyone caught looting in tornado-ravaged areas of Dallas County. Several people have already been arrested for stealing from homes and buildings hardest hit by as many as ten tornadoes that struck on the night of October 20, according to the National Weather Service.

The DAs Office is using a new law that went into effect on September 1 that seeks harsher punishment for crimes, like burglary, assaults, and robberies, committed in disaster areas.



Neighborhoods and businesses throughout Dallas County suffered tremendous damage during the Oct. 20 tornado. This is a home in Garland. (Image: City of Garland)

"Our Legislators in Austin got it right. They gave us some powerful tools to

protect victims of disasters that we intend on using when appropriate," said

Assistant District Attorney Robert Withers.

The enhancement goes into effect anytime the president, the governor, or county judge or mayor declares a state of disaster. The definition of disaster is "the occurrence or imminent threat of widespread or severe damage, injury, or loss of life or property resulting from any natural or man-made cause." Some examples listed in the statute are fire, flood, earthquake, and wind, etc.

Burglary of a building normally carries a range of punishment between 180 days and two years con-

finement. However, under the new enhancement rule, burglary of a building committed in a disaster zone can be punished between two and ten years in prison. If the burglary is of a home located in a disaster area, an individual now faces anywhere between five years to life in prison. The sentence for the same crime before September 1 was two to twenty years.

"The District Attorney's Office is using this new enhancement law to help people who have already been victimized by a devastating tornado, or other disaster, from becoming victimized

again by looters," said Jason Hermus, Chief of Division C and the Community Response Team.

the outbreak of tornadoes caused \$2 billion in losses and turned many lives upside-down. The District Attorney's Office is doing all that it can to protect these families and business owners from further devastation.

The DAs Office is encouraging residents, if you see something, say something. The two women were arrested because someone saw them looting under the cover of darkness and called authorities.

STREAK, from Page 4

post statistics for the public to repost on social media outlets to help share this important message.

"We all have the power to end the streak of daily deaths on Texas roadways," Ryan said. "And while we are committed to invest in the best engineering practices to make our roads

safe, we also need drivers and passengers to act more responsibly and help us end the streak of daily deaths on our roads to reach our goal of zero deaths by 2050."

TxDOT will dedicate an additional \$600 million for more safety improvements along Texas roadways over the next two years.

The effort includes widening some roads and adding rumble strips that alert drivers if they are veering out of their lane or off the road. They will also add reinforced shoulders and select turn lanes, and deploy new technology that will increase safety on the entire system of roads.

In May, the Texas Transportation Commission ap-

proved a goal aiming to end all fatalities on Texas roads by 2050, with an interim goal to reduce them by half by 2035. Texans can play a major role in ending fatal crashes with a few simple driving habits: wear seatbelts, drive the speed limit, put away the phone and other distractions, and never drive under the influence of alcohol or drugs.

Since Nov. 7, 2000, fatalities resulting from vehicle crashes on Texas roadways have numbered almost 67,000. The leading causes of fatalities continue to be a failure to stay in one lane, alcohol and speed. To decrease the chances of roadway crashes and fatalities, TxDOT reminds drivers to:

- Buckle seatbelts – all

passengers need to be buckled

- Pay attention – put phones away and avoid distractions

- Never drink and drive or do drugs and drive – get a sober ride home

- Drive the speed limit – obey speed limits and drive slower when weather conditions warrant

VETS, from Page 2

"I live in a neighboring county, but I do my work in the city of Philadelphia," Merretazon stated. "But, it's clear that Philadelphia

is trying to cover up their misdeeds toward veterans. The fact that there's no office of veterans affairs is wrong. Philadelphia, in particular,

City Council President Darrell Clarke, has messed up the money for veterans, and that's why we are where we are."

A spokesperson for Clarke declined to com-

ment, citing the pending lawsuit.

Merretazon has obtained full benefits, but, he must continue to fight for others.

"The veterans who come home to Philly have no-

body saying what to do, and through our ministry, we've been able to provide direction on direct services," Merretazon said. "It's well-known that many are hurting. There are significant

guaranteed benefits for the veterans and their families, but they aren't getting them. "I'm 100 percent disabled. I've got mine. I'm trying to help other people get what they deserve."

A special Thank You to our campus Teachers of the Year



Joyce Foreman
Dallas ISD
District 6

As we approach the half-way mark in this school year, we are excited with the educational and enrichment opportunities for students in District 6 and throughout the district. The students, families and community are always invited to join us throughout the year.

It is the Thanksgiving season and I am sending you my warm wishes from home to home and from heart to heart to wish you a very Happy Thanksgiving! May the day be a beautiful reminder of the wonderful things that happen in our life.

District 6 Campus Teachers of the Year	
Aeschere McMillian	Alexander Elementary
Russell Ansley	Atwell Middle School
Maria Almanza	Brashear Elementary
Quiana Harris	Browne Middle School
Stephanie Stephens	Carpenter Elementary
Ebone Wheeler	Carter High School
Robert Trevino	Kathlyn Joy Gilliam Collegiate Academy
Thomas Hunter	Zan Wesley Holmes Jr. Middle School
Shaderika Finley	Hulcy Middle School
Lisa Aguilar	Kimball High School
Salvador Acevedo	Jordan Elementary
Grace Desamito	Manns High School DAEP
Lela Collins	Manns Middle School DAEP
Courtney Johnson	Lee Elementary
Francheska Asberry Jackson	Marsalis Elementary
Shawauna Barrett	McNair Elementary
Miryam Sanchez	Moreno Elementary
Araceli Landaverde	Russell Elementary
Steffie Guzman	Stemmons Elementary
Katrina Kyse	Storey Middle School
Jilma Selman	Terry Elementary
Vanessa Ford King	Thornton Elementary
Sharonda Starks	Tolbert Elementary
Krystal Harris	Turner Elementary
Stephanie Yearby	Twain Elementary
Edwin Portillo Ferrufino	Webster Elementary
Michelle Lasley	Weiss Elementary

Recently, the district recognized the Teachers of the Year in a special celebration, and I would also like to send a special thank you to all our teachers who nur-

ture and guide our students and equip them with the tools they'll need for future success. We know that our teachers are our most important resource. Join me



Kimball High Principal
Llewellyn Smith

in thanking all our teachers, and especially those who were recently honored as Campus Teachers of the Year in District 6.

Justin F. Kimball HS Addition/Renovation

Justin F. Kimball High has been undergoing a \$20 million renovation, with additions to classrooms, administrative offices, kitchen and athletic areas, interior and site improve-

ments, exterior façade enhancements, plumbing and cafeteria upgrades, gym/locker room enhancements, science lab and auditorium upgrades. The estimated completion date is September 2020.

Kimball High Celebrates Family Night

Meanwhile, Kimball High is celebrating its 5th annual Family Night, November 14 from 6 p.m. to 8 p.m. The purpose of the event is to encourage family fun and bonding. Admission is free to all families of Kimball's faculty, staff and students. A hot Southern fried chicken dinner will be served. Entertainment will include the Knight Train Marching Band, a DJ, vendors, games, prizes, and Laser tag. Students must bring at least one parent or family member. Come and

be a part of the celebration!

Harvest

Inspirational Concert

To kick off the Thanksgiving season, a Harvest Inspirational Gospel Concert will feature a combined choir of singers from our own District 6 Carter High School, along with their counterparts from South Oak Cliff, Skyline, Samuel, Sunset, Irma Rangel, Lincoln, Roosevelt, Ann Richards, Booker T. Washington and Piedmont. Also performing will be Charles Rice and Dunbar Elementary. It will be a night to remember.

The concert will be held on Saturday, November 16, at 7 p.m., at the Inspiring Body of Christ Church, 7701 S. Westmoreland Road, Dallas, 75237. To be admitted, bring \$5 and one canned good.

'Pushout: The Criminalization of Black Girls in Schools'

By Stacy M. Brown
NNPA Correspondent

Black girls who have been subject to punitive school policies and practices are at an increased risk of coming into contact with the juvenile and criminal courts and leaving school altogether, ultimately impeding their ability to achieve future success and lead successful and healthy lives, according to a new documentary, "Pushout: The Criminalization of Black Girls in Schools."

The film presents a number of these stories in heart-breaking detail and further explores a topic that was originally presented in the 2016 book of the same name by Monique W. Morris.

"Why not go to heaven now? I don't want to be here," Samaya, one of the girls featured in the film, says at one point.

At 12, Samaya is now an honor student. It has taken years of therapy and a change of school for her to recover from the traumatic incident that led her to a bridge above a highway contemplating suicide at the age of 7.

The event: One of her teachers, Mr. Rodriguez, gave Samaya a warning



Video Capture via NNPA

after a minor disagreement with another child.

Then, after Samaya accidentally knocked over a glass of water, Rodriguez punished Samaya by dragging her and her chair outdoors "in a fit of frightening rage."

The teacher pulled Samaya out of her classroom on a cold 46-degree December morning. She did not have on a coat or jacket. She was wearing only a pink and gray sweatshirt and blue jeans.

Coping with the death of her beloved father, the destruction by fire of the only home she knew, and facing constant bullying, Ariana, another story shared by the filmmakers, found herself at a breaking point. "There is so much rage building in me," the teen shares in the

film.

Now, 16, Ariana said she didn't know how to deal with the adversity she faced at home and school. She was suspended multiple times as classmates would pick on her because "I don't look the way they look or dress the way they dress."

Fortunately, a change in schools altered the trajectory of her life. Ariana, now a drummer in her school band at the Columbus City Preparatory School for Girls, has been able to turn her life around with the help of teachers, whom she credits with guiding her toward a positive response to the challenges she faces.

Some Black girls, like Samaya and Ariana, face educational, judicial, and societal disparities.

Black girls, and other

girls of color, experience discriminatory, disparate, punitive, and unfair treatment in school, including suspensions, expulsions, referrals to law enforcement and arrests on school campuses, at rates that exceed the public school population in aggregate — and far exceed those experienced by their White female peers.

"This has to change. Our girls deserve more," the filmmakers write on their

website.

According to the most recent U.S. Department of Education Office for Civil Rights data, Black girls are seven times more likely to be suspended from school, and four times more likely to be arrested on a school campus than their White peers.

Punitive practices and policies in schools fuel systemic inequities and result

in negative outcomes based on race and gender. They have profound consequences for Black girls: rather than promote safety and well-being, these practices disproportionately push Black girls out of school and further into the margins.

"Pushout," is being screened in several cities. For more information, or to host a screening, visit www.pushoutfilm.com.

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The phrase "you are empowered" in a sans-serif font. "you are" is in red, and "empowered" is in grey. A thin yellow horizontal line is positioned below the word "empowered".

you are
empowered

Dallas

Neighbors near the **Royal Park Rec Center** are invited to come out for an afternoon of games, music, entertainment, crafts, and lots of family fun on Nov. 16 at 3461 Royal Lane.

A premature baby is one born before 37 weeks of pregnancy. 1 in 10 are born prematurely in US; 22,000 die. The rate for African American women is 21.5%. Zeta Phi Beta Sorority Inc., Kappa Zeta invite guests to attend **World Premature Awareness Day** this Sunday at 10 a.m. at the services held at Christian Chapel Temple of Faith, 14120 Noel Rd. in Dallas.

Texans Can Academy - Dallas North Holiday Food Drive for students and their families in need over the Thanksgiving break. The school is specifically seeking food items that would be used by families to make Thanksgiving meals, including canned fruits and vegetables, cranberry sauce, instant mashed



Organizing for America / Flickr

potatoes, gravy, boxed stuffing, boxed macaroni and cheese, boxed rice, and cake mix.

Donations can be dropped off now through Nov. 19 at the Texans Can Academy - Dallas North campus, located at 9704 Skillman Street, Dallas, 75243.

Garland

Free Screening of **Spider-Man: Into the Spider-Verse** Saturday, Nov. 16 at the South Garland Branch Library, 4845 Broadway Blvd. Doors open 15 minutes prior to the events. Seating is limited. No registration is required, and all ages may attend these events. The movie is rated PG. Free popcorn and water are available while supplies last.

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Dallas Cowboys' painful loss leads to a 'red alert'

By Dwain Price
NDG Sports

ARLINGTON — Another see-saw game against a quality football team led to yet another disappointing loss for the Dallas Cowboys.

And like many of the other stomach-churning losses this season, Sunday's game at AT&T Stadium against the Minnesota Vikings — which the Cowboys unceremoniously lost, 28-24 — was still up for grabs in the waning moments.

Play-calling came into question down the stretch after quarterback Dak Prescott drove the Cowboys from their own 5-yard line and was facing a second-and-2 from the Minnesota 11. But instead of continuing to ride Prescott's very



hot hand, the Cowboys instead lost three yards on two straight running plays by Ezekiel Elliott, who finished the game with just 47 yards rushing on 20 carries.

From there, a fourth-down pass to Elliott was broken up by linebacker Eric Kendricks, frustrating fans to no end and throwing the Cowboys into a tie for first place in the NFC East with the Philadelphia Eagles with a 5-4 record.

"Obviously we were trying to score a touchdown," coach Jason Garrett said of the plan near the end of the

game. "We got into a second and short situation and we tried to run it a couple of times just to get the first down, and they did a good job defending the runs and it went to a fourth-down situation and we just weren't able to convert."

The prevailing answer was the Cowboys were trying to milk the clock before scoring a touchdown, and it backfired. The Cowboys knew when they scored a touchdown late in the second quarter, they left 1:54 on the clock and the Vikings went down and kicked a field goal to lead 17-14 at the half.

"You don't to leave too much time on the clock for them," Prescott said. "So, I'm not going to question the play calling."

"There were opportuni-

ties. We just have to do better at executing those plays. It's as simple as that. Every guy in that locker room would say that."

Time for a "red alert"

Every guy in that locker room would probably also say that it's imperative that the Cowboys start doing a better job against the NFL's better teams. The only win the Cowboys have over a team with a winning record is that 37-10 shellacking they put on the Eagles on Oct. 20.

"Our backs are against the wall," linebacker Jaylon Smith said. "Red alert! You have to bring it to your attention."

"Execution is the name of the game, and we didn't get enough turnovers. We have to get off to a better start, and that's going to be

our focus," Smith pointed out. "We're coming in bright and early and we're eager to get back."

As is their custom, the Cowboys fell behind, 14-0, with 32 seconds remaining in the first quarter after Kirk Cousins flipped a 1-yard touchdown pass to Kyle Rudolph. Prescott then tossed a 23-yard TD to Michael Gallup and a 22-yarder to Randall Cobb which tied the game at 14-14, with 1:54 to go in the opening half.

That was more than enough time for Cousins to get the Vikings down the field and in position for a field goal, which Dan Bailey booted from 26 yards to give Minnesota a 17-14 lead at the half.

Meanwhile, as the Vikings put eight players in

the box to stop the running exploits of Elliott, Minnesota running back Dalvin Cook finished with 97 yards rushing on 26 carries and collected another 86 yards on seven receptions.

Amari Cooper (11 catches, 147 yards) did some nifty footwork near the sidelines with his toes and hauled in a 12-yard TD to put Dallas ahead, 21-20, with 7:01 left in the third quarter. But the Vikings came storming right back and not only got a 2-yard touchdown dash from Cook, but Cousins also successfully threw the two-point conversion to Rudolph for a 28-21 Minnesota lead.

Why all the sudden interest in the running game?

However, in the end, af-

See COWBOYS, Page 10



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NDG Book Review: *A Single Light* is a fast-paced and thrilling horror tale

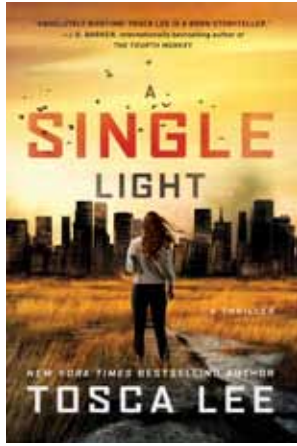
By Terri Schlichenmeyer

Just a little snuffle.

That's how it all begins: a snuffle, a sore throat, achy body, cough, you know the list. Being sick stinks, and it's a perfectly good time to take to the sofa with a blankie, a box of tissues, and the remote. Or, as in the new book "A Single Light" by Tosca Lee, you could go underground for six months.

At first, it was tolerable.

Subterranean life in a refurbished nuclear silo in the middle of Nebraska was fine, if it kept everyone safe. For the sixty-three people there, it was far better than taking chances, especially



since a prescient survivalist they knew only as Noah had ensured that they had what they needed. He'd stocked food and water, books, movies, and medicines – enough for six months, sealed below-ground, awaiting an

end of the world.

The residents of the silo trusted Noah to keep them safe, from the pompous know-it-all to the former Marine to Wynter Roth, who needed to be careful: she was a wanted fugitive and she had to assume the others would've heard of her crimes. She knew nobody'd believe her innocence, nor would they want to spend time underground with a murderer. Having brought a small handful of friends and family with her, Wynter was in the silo under an assumed name, and Noah had approved.

He'd kept her secret, just as he kept the resi-

dents abreast of the situation above. The flu-like virus had caused nationwide chaos, but everyone figured that vaccines would be created by spring, at most. Until then, sixty-three people looked forward to nightly video updates from the barbed-wire-enclosed compound over their heads.

Until two weeks after the hatch sealed them inside and Noah disappeared.

With video capabilities lost, there was no way for anyone to know what was happening above them. Supplies dwindled as the group inched closer each day to disaster, as well as to escape; maintaining civi-

lized behavior below was difficult, and rumors and rivalries were rekindled.

Sixty-three became sixty, and everybody knew that people were surviving outside while those below, weren't.

And then the hatch opened early...

Hoo, there's one thing for sure: if you value your sleep, don't read "A Single Light" before bedtime. Do, and you might as well put your pajamas back in the drawer.

Even just doing the old "one more chapter" bit is fraught with danger when you've got this book because one more leads to six

leads to forcing yourself to stop. Add an angry bit of love story, a few shivery-gruesome scenes, political intrigue, and cliffhangers that author Tosca Lee places just before nearly every break, and you're not only left breathless from what's just happened, but jittery for what's to come in this zoom-paced horror-story-thriller.

One thing: this book is a sequel to a previous novel but there's enough hint and storyline that you'll be fine reading "A Single Light" by itself. Grab it, and you'll know that if you're a fan of hair-raisers, it ain't nothing to sneeze at.

COWBOYS, from Page 9

ter the Cowboys drew to within four points and were driving to take a lead, many thought would have happened had they continued using Prescott to throw the ball instead of using Elliott to run the ball.

"Obviously there was a lot of attention there (by Minnesota on the Cowboys' running game) — they have a really good front," Garrett said. "They have good linebackers, they have a good run defense.

"They were trying to make sure they stopped the run. I thought we did a good job responding to that. We were pretty effective throwing the football."

Prescott was 28-of-46 for 397 yards and three touchdowns and that lone

interception which came on the Hail Mary pass on the game's final play. However, for him to put up those type of numbers and walk away with a loss is obviously not comforting for Cowboys Nation.

"Yeah, it's frustrating, def-

initely frustrating," Prescott said. "We had a chance, an opportunity right there at the end. A quarterback can't ask for more — the ball in your hands, fourth down, chance to make a throw to win the game.

"(Kendricks) made a

great play. They made more plays than we did when it counted and beat us situationally. Slow start or not, we have to stop doing that, but we got over that, right? We overcame that and, as I said, gave ourselves an opportunity."

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Money mistakes you can't afford to make in your 30s

By Andrew Latham
SuperMoney

Everybody expects you to mess up during your roaring 20s. After all, you still have time to set things right. Making money mistakes when in your 30s is another matter altogether. Financial blunders in your 30s can haunt you for decades to come. These are the most common mistakes people make in their 30s that affect them during their 40s and beyond.

Spending Too Much on Your Kids

While it is okay to give your children a treat from time to time, many of us get carried away. In the United Kingdom, parents spend an average of \$438 a year on toys alone for every child. For a family of three, that adds up to over \$1,300. The US is only slightly behind, with an average expenditure of \$371 per child. Reduce your child's toy budget and start a college fund instead.

Getting Married Without Talking About Finances

Arguing about money is by far the top predictor of divorce, according to a study at Kansas State University. This is particularly true with couples who argued about money early in their relationships. Money may not seem like the most romantic subject to discuss when dating, but it pays to talk about finances with the person you plan to live ever after.

Long Term Consumer Debt

There is always a reason.



Planning is critical to long-term financial success. (Image by Neosha Gardner via CreateHerStock)

"If only I were single, I would have paid off all this debt" or "I was paying off my debt, but we had a kid." Nobody is saying it's easy, but now is the time to be saving for your retirement not paying off yesterday's splurges. Take charge of your debt now! Try consolidating your debt with a low-interest personal loan or a 0% APR balance transfer credit card. SuperMoney has a useful credit card search engine that helps you filter for the credit card features that matter the most to you.

Keeping Up With The Joneses

People of all ages spend money they don't have to try to impress people they don't like, but it seems especially common among 30-somethings. Be smart. Spend on things that truly matter to you. Live within your means, create a financial plan, and stick to it.

"Forgetting" to write a will

Nobody likes to think about dying, especially when you're "only" in your 30s. However, if you have a significant other or chil-

dren, please make out a will or set up a living trust. You don't want your loved ones to go through the hassle of fighting the State for what is theirs. While you're at it, get a durable power of attorney too!

Not Having Enough Life Insurance

Again, it's not pleasant to think about death; but what will your loved ones do if you're not around to take care of them. If you have anyone that depends on your income or care, you need life insurance. And you have to get enough life insurance to cover the needs of your dependents, not just the minimum offered by your employer.

Not Re-evaluating Your Retirement Goals

Retirement is a moving target. What seemed like enough 10 years ago may not cut it today. Life expectancy is increasing, as are medical costs. You may also have become accustomed to creature comforts you didn't care about when you were younger. If your income has increased since you formulated your retirement goals, reassess your

retirement plans and ensure it still meets your requirements.

Not Paying Attention To How Your Investments Perform

When it comes to investments history means nothing. You need to stay on top of your investment funds and ensure they still represent your goals and risk tolerance. If you need help, now would be a great time to find a fee-only wealth management advisor and see if you are on the right track."

Not Saving For Your Child's Education

The average cost of tuition and fees for the 2015-2016 school year was \$32,405 at a private college, \$9,410 for public colleges, and \$23,893 for out-of-state students attending public universities. That is over \$130k for a 4-year program. Imagine what it will cost by the time your little ray of sunshine finishes high school. Start a college fund today and consider a 529 savings plan.

Not Diversifying Your Income

"It used to be that once you got a good job, it was for life. That just isn't the case today. We need to find ways to maximize and diversify our income. If you have a hobby that can make some money, pursue that. Try to generate revenue from sources other than your job. At the very least it will earn you some extra spending (or saving) money." Your portfolio is another area where diversify-

ing is a protective measure. Check out these wealth management companies for easy methods to diversify your portfolio.

Overspending On A New Career

If you thought training for your career was expensive, try doing it twice. Many workers in their 30s find they are no longer as excited about their careers as when they started. Starting a new career may sound like an enticing adventure, but don't underestimate the cost of starting all over again. This is a typical mistake that can drown you in debt. If you don't monitor the finance rates on your credit cards, you can easily encounter problems. In just a few years, it's easy to rack up \$100k in debt. Debt is not just bad for your bank's account health either. A recent Gallup survey found that as student debt rises, physical well-being declines.

Starting A Family Without A Plan

Getting married and having children aren't purely financial decisions, but they shouldn't be made without consideration of how they will impact your household's bottom line. The average family will spend over \$26k during the first year of a baby's life. That's a chunk of change. Being a parent can be stressful enough without the added burden of financial shortfalls. You might want to delay having children to set more money aside for retirement or shore up your finances.

Ever wondered why we

have babies? This article looks into the economics of baby-making and why we are gluttons for punishment when it comes to parenthood.

Not Talking To Your Parents About Money

Being independent is all very good. But not talking to the rest of the family about finances can be an expensive mistake. Parents of 30-somethings might be able to share useful financial wisdom. Also, some 30-year-olds may believe that they are in line for a big inheritance or that money will be coming from their parents to help pay for their children's college expenses. However, without actually discussing these issues, they may be setting themselves up for an unpleasant surprise.

Failing To Take Budgeting Seriously

There is no reason to allow your bad budgeting habits to define your future. If annual budgets are too intimidating for you, start small. Look at your paycheck and plan how you will spend (or invest) every dollar. Learning how to balance your family's budget will protect your family from financial problems and improve your health. Money is the main cause of stress in the United States. Just knowing where your money is going will give you a sense of control. You'll sleep better, stress less, and feel happier. Not good at managing money? These money management tools can help.

DIGITAL, from Page 1

without digital tools. In fact, recent studies show that more than 80 percent of small businesses just like ours benefit from digital tools and services.

More than a third of our business is generated from Google Adwords, which has proven to be the most cost-effective way to grow our business. We also produce

and promote instructional videos on YouTube that help us grow our brand and become a thought leader in our industry. We initially used group text messaging to coordinate with salons and stylists, but Google's Firebase is better – it allows us to communicate and share data with customers directly through our app.

The list of tools goes on and on: Stripe, Instagram, Slack. They are digital innovators, but more importantly they are low-cost tools that each make starting and growing a business a bit easier.

Small businesses are the backbone of the American economy, and I implore Congress to listen to us. It is my hope that our elected officials better understand just how dependent small busi-

nesses are on technology and digital platforms.

Beauty salons and barber-shops are one of America's oldest industries, but each salon is increasingly using digital technology and our business is a digital innovator. At the end of the day, we help thousands of brick and mortar salons and barber-shops keep their doors open and thousands of stylists keep more of their hard-

earned money.

Before policymakers pass new laws or Attorney General Paxton and his colleagues take any action that would change how digital platforms work for small businesses, my hope is that they each educate themselves and understand the small business economy. Getting this wrong could be disastrous to millions of hard-working Americans.



Dr. Tye Caldwell is the CEO & Cofounder of ShearShare, the first on-demand salon and barber-shop space rental app. (Courtesy photo)

America's veterans deserve better from for-profit colleges

By Charlene Crowell

Every year, the 11th day of the 11th month is observed as Veterans Day. It's a time to honor the 18.2 million men and women still living who served in at least one war.

It's also a time to remember that our nation makes promises to these patriots that must be kept.

From health care to home loans and educational benefits, our nation supports the well-being and financial security of those who have served and their families. For example, VA (Veterans Administration) home loans enable veterans to have their own American Dream.

When it comes to the transition from military to civilian life, many veterans rely upon GI benefits to financially support their efforts to receive higher education and better incomes without incurring thousands of dollars of student debt.

So why is it that veterans



Service members, veterans, and military retirees have a number of financial aid options they may be qualified for beyond military service-provided tuition assistance. (Photo Credit: U.S. Army photo by Nell King)

seeking to gain updated and marketable skills in a technology-driven economy become prey to for-profit colleges?

Major Chris Davis with the United States Marine Corps observes that these valued educational benefits are making targets out of vets.

"The GI Bill is a promise between Americans and the service members who protect our freedom from all threats," wrote Major Davis in a recent blog. "My friends and fellow veterans

did not spill their blood on foreign lands to return home and be taken advantage of by collegiate con artists."

Many of the "con artists" Major Davis refers to are for-profit colleges that typically charge higher tuition and fees for enrollment than do public or nonprofit institutions. Many of these schools have low graduation rates and/or lower earnings than those promised — even after 10 years in their respective fields. Beyond these significant

concerns, since 2012, for-profit college closures have left many veteran students with few, if any, of their GI educational benefits left. College credits earned at these closed schools frequently are not accepted at other institutions.

"That VA has not invoked their authority to ban schools that engage in deceptive marketing for almost 50 years is a missed opportunity to do what is right for military-connected students in higher education," said Tanya Ang, Vice President at Veterans Education Success, a veteran advocacy organization dedicated to advancing higher education success for veterans," said Ang.

Ang's concerns are bolstered by a recent Government Accountability Office (GAO) report that found more than 7,000 veterans receiving Post 9/11 GI Bill benefits were attending schools operated by Corinthian Colleges and ITT Educational Services when

the institutions respectively closed with little to no notice in 2015 and 2016.

At the time of Corinthian Colleges' closure, over 72,000 students were enrolled. The next year, ITT's closure of 136 campuses affected 35,000 students. Other for-profit closures by Education Corporation of America in 2018 and The Art Institutes and Argosy University — both owned by Dream Center Education Holdings — literally added thousands more exploited veteran students.

According to the GAO report, "[V]eterans can face challenges transferring credits and continuing their education at a new school. This may make it more difficult for veterans to complete their degrees before exhausting their eligibility for Post 9/11 GI Bill benefits."

For-profit schools had lower 4-year program graduation and retention rates, according to the GAO report, compared to public

and nonprofit colleges.

Under the Post 9/11 GI Bill, since 2009, the VA has paid \$94 billion in two ways. College tuition and fees are paid directly to schools, while an additional monthly housing benefit and stipend for books is paid to vets. Those who served on active duty for 36 months can access this benefit that amounts to \$24,477 for the 2019-2020 academic year. Depending upon other circumstances, veterans could also be eligible for Pell Grants and/or Direct Federal Student Loans available through the Department of Education.

For-profit institutions that enroll veterans accessing both federal loans through the Department of Education and Post 9/11 benefits can derive nearly all of their revenues and subsequent profits from federal taxpayer dollars. Such scenarios exploit the original intent of the 90/10 rule which re-

See COLLEGES, Page 15

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- U.S. Citizen or permanent resident

Ongoing Census Bureau

The Census Bureau conducts continuous surveys to supply the nation with important statistics on people, places and our economy. Local field workers know their communities best, and are instrumental in conducting surveys with residents on a variety of topics. Visit census.gov to apply.

Ongoing City of Dallas

The City of Dallas' HR Dept is currently accepting apps for the Budget and Contract Administrator position. Bachelor's degree in a business/public administration, human resources or healthcare administration field, plus 7 yrs exp.

For more info and to apply, visit: <http://bit.ly/2NcCfVP>.

Ongoing House of Blues

Want a cool job in live music? House of Blues Dallas is hiring! Spruce up your resume and join us on Monday, August 26th for a



Job Fair in our Cambridge Room from 1-5PM. All departments are hiring. View job openings at <http://livenationentertainment.com/careers>.

On-going First Fridays Virtual Job Fair

Every month computer professionals can participate in the monthly job fair in the comfort of your PJs. Job Seekers must complete profile on https://tao.ai/p/fff/_/dfw

#FirstFridayFair (#FFF) is estimated to be largest attended career fair with around 8,000 professionals and 500 recruiting companies. The data science and software development focussed career fair is delivered right at your desktop. No need to travel anywhere, just signup and wait for TAO.ai to organize your

interactions.

On-Going Customer Rep job fairs

Pro Staff in Arlington will be hosting an in office Customer Service Representative Job Fair for a call center located downtown Dallas every Tuesday and Thursday from 10 a.m. to 1 p.m. at 700 Highlander Blvd. Suite 110. The positions pay between \$12 - \$13.50 per hour plus up to \$1.50 an hour in performance pay. The workdays will vary, must be available 7 a.m. to 11 p.m., with overtime as needed. Must have at least one year of customer service experience.

Nov. 16 & Nov. 23 Holiday retail job!

Forever 21 at the Shops at Park Lane is hiring for the holidays and will host a job fair the next two Saturdays at their 8166 Park Lane, Ste. 110 location. Weekend and flexible in shift hours are required, must be 18 years old.

Nov. 21 Vets @ Jerry's World

RecruitMilitary.com is hosting their next Dallas area job fair at the AT&T Stadium on Nov. 21 from 11 a.m. to 3 p.m.

The job fair will take place in the AT&T Endzone West, please enter the stadium through Entry "J." Parking is free in Lot 10.

Event Success Tips

- Review the exhibitor list and conduct research to help you engage effectively.
- Visit every exhibitor - find the hidden opportunity that might be perfect for you.
- Take a moment to practice your 30-second elevator pitch.
- Make eye contact and confidently greet each recruiter with a smile and firm handshake.
- Deliver your elevator pitch and engage in conversation.
- Get the recruiter's contact information and ask about the best way to follow-up.



Ed Bell Construction Company

An Equal Opportunity Employer

November 1, 2019

Ed Bell Construction is a Dallas based heavy highway contractor doing business in the North Texas market since 1963. With clients such as TxDOT, Dallas County Public Works, and the Cities of Dallas, Fort Worth, Richardson and Mansfield (plus many others), we have a strong backlog of work in the highway market locally.

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- **CDL Drivers (Boomtruck Mobile crane)**
- **Finishers (Structures, Paving)**
- **Loader Operator (Earthwork)**
- **Form Setters (Structures, Paving)**
- **Motor Grader Operator (Earthwork)**
- **Laborers (Structures, Underground, Paving)**
- **Excavator Operator (Earthwork)**

Available: multiple openings

Rate: Negotiable

Must have own transportation

Years of Experience required will vary, from 6 months to 2 years (depending on position)

Physical and Drug Screen Required

Must have a Clear Background

Must be at least 18 years old (CDL Driver, 21 yrs)

**Must apply in PERSON, Monday – Friday from 8am to 11am
@ 10605 Harry Hines Blvd.**

**Please visit our website: www.edbellconstruction.com/careers
Or email your resume to: careers@edbellconstruction.com**

• Within 24 hours, follow-up with every company that interests you.

More details and registration at recruitmilitary.com.

Nov. 22 Help guests find their new apartment

MAA is hosting a Leasing

Job Fair for career opportunities in the Uptown Dallas market for Leasing Consultants on Nov. 22 from 9 a.m. to 5 p.m. at the Post Uptown Leasing Center located at 3000 McKinney Ave. in Dallas. Hiring property managers on-site to conduct interviews.



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November 17, 9:45 am

Please join us in our quiet time, "Prayer and Meditation" followed by Morning Worship. You will be blessed and inspired as we celebrate service to God, our community and all mankind.

November 20, 7 pm

You are invited to join us for Wednesday's Prayer and Bible Study Class with Senior Pastor Woodson, Pastor Larry Gardner, Pastor Bernadette and others as we study a new book, Immerse, The Bible Reading, Poets, with supporting chapters and verses. Spiritual maturity is God's desire for you; it's Time to Grow in the Word of God.

Dr. Terrance Woodson,
Senior Pastor
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Carrollton, TX 75007
972-492-4300
www.bethelbiblefellowship.org

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November 17, 9:30 am

You are invited to join us in our Sunday Morning Services as we praise and worship God in the Joycie Turner Fellowship Hall, followed by our Worship Services; and bring someone with you, you will be blessed. It's for God's glory and honor.

November 20

Join us in our Wednesday's 12 Noon-Day Live, Prayer and Bible Study class and/or our Wednesday Night Live, Prayer and Bible Study at 7 p.m. to learn more about God's Word. Be encouraged by God's plan for your maturity and His glory; and most of all; be prepared to grow.

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MATTHEW 4:19**

**90-Day Promise
August 31 through November 28, 2019**

Please fill out the form to agree to go into a 90-Day Promise of giving to God, August 31, 2019 - November 28, 2019.

"Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the Lord Almighty, "and see if I will not open the windows of heaven and pour you out

a blessing that there will not be room to receive." - Malachi 3:8-10

November 15, 7 pm

All men are invited to Men's Ministry meeting each Friday night at 8 pm, (IBOC promotes proactive male leadership.)

November 17, 10 a.m.

Please join us for our Morning Service; and don't forget to invite family and friends to join us as we celebrate our Lord and Savior, Jesus Christ.

November 18, 7 p.m.

You are invited to Monday School to see what God has to say to us in His Holy Word.

Pastor Rickie Rush
7701 S Westmoreland Road
Dallas, TX 75237
972-372-4262
www.Ibocchurch.org

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Changing)

November 17, 10 a.m.

Join us for Morning Worship Service as we praise and worship God for His Honor and His glory. Don't forget to comeback at 7 p.m. for our Brazilian Church.

November 20, 7 pm

You're invited to our Wednesday's Bible Study class; you will learn what God has to say to us. Come to be encouraged by God's plan for your spiritual growth and His glory.

**November 21,
7 to 8:30 p.m.**

Mark your calendars, three Churches United for Prayer and Preaching Revival. All churches are welcome. NO OFFERING WILL BE TAKEN.

Dr. Sam Fenceroy, PhD
Senior Pastor and
Pastor Gloria Fenceroy
300 Chisholm Place
Plano, TX 75075
972-633-5511
www.mocop.org

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(WHERE COMMUNITY
BECOMES FAMILY)**

Connect to God through Shiloh, Grow in Christ through the study of the Word of God, Serve God through service to each other and the world.

**November 17,
8 and 11 am**

You are invited to our Worship Services as we honor God for His goodness and faithfulness.

**November 18, 7 to 8 pm
Every Monday Night**
Sister II Sister (Women's Mission) in the Main Fellowship Hall and the Men

II Men Bible Study in the Youth Church Sanctuary (Chapel)

November 20, 7 pm

You're invited to our Wednesday's Bible Study class; you will learn what God has to say to us. Come and be encouraged by God's plan for your spiritual growth and His glory.

Dr. Isaiah Joshua, Jr.
Senior Pastor
920 E. 14th Street
Plano, TX 75074
972-423-6695
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Going beyond your pattern



Sister Tarpley
NDG
Religion
Editor

"So Saul went to Naioth at Ramah. But the Spirit of God came even upon him and he walked along prophesying until he came to Naioth. He stripped off his robes and also prophesied in Samuel's presence. He lay that way all that day and night. This is why people say, 'Is Saul also among the prophets?'"

(1 Samuel 19:23-24).

Whenever God calls you into a new thing, you can expect to do things you've never done before. Saul had just been anointed to be the first king of Israel. He was being launched into a whole new calling. He was hanging out with the spiritual leaders of the nation.

When he began to prophesy the prophets wondered if he, too, was a prophet. He was not a prophet but God was doing a new thing through Saul - activating something in him that had been dormant until then.

When God calls you into a new endeavor you will

find that God will anoint you in areas you considered your weakest traits. God turns shepherds like Moses into leaders of nations. He turns farmers like Gideon into reformers.

He turns impetuous and unstable personalities like Peter into leaders that can transform a culture and lead a movement. Whenever God does a new thing in a life, those who knew them before notice the change.

Quiet people become bold. Poor speakers learn to become great communicators. Those who were never leaders before become the new leaders. This is the way of God.

When God looks at an individual, He looks at their future, not their past. He is always looking at the person He has created you to become, not the person you are now.

When Samuel anointed the young shepherd boy, David, to be the next king of Israel, it would be years before this would happen. However, God already knew who he was to become. How does God view your life? What is the destiny He has chosen you



Elder Gregory & Sister Vickie Mason at his ordination in the Gospel Ministry on Sunday September 2, 2012

to fulfill? *mighty in God for pulling*
"For the weapons of our *down strongholds..."*
warfare are not carnal but (2 Corinthians 10:4).

NDGtv North Dallas Gazette takes a moment to reflect on the past with **Historical Perspectives from Sister Tarpley**. Hear what it was like growing up in a very different Dallas when Booker T. Washington was a black school. Sister Tarpley graduated from there and went on to college and later became a city councilmember in Carrollton.

Look for NDGTV at NorthDallasGazette.com

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God, we know that there are evil influences in this world, causing spiritual battles for Christians. Please strengthen our desire to spend time in Your Word, that we might hide it in our hearts and know it in our mind; fill us with wis-

dom and boldness through Your Holy Spirit that we might be spiritually wise and on guard, ready to resist temptations and break down the strongholds that would keep us from the life You have for us, in the name of Jesus.



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AWANA: Wednesday at 6:30 p.m.
Contact Information: 972-423-6695
www.smbcplano.org

COLLEGES, from Page 9

quires that no more than 90% of all funds received by for-profit colleges from federal sources.

Post 9/11 benefits are not counted in the 90%, hence the term, "the 90/10 loop-hole" and the practice of targeting veterans by for-profit colleges.

It's enough to make a sensible taxpayer question whether for-profit colleges are in the business of educating veterans and other consumers or simply gouging the goodwill of taxpayers.

Charlene Crowell is the Center for Responsible Lending's communications deputy director. She can be reached at Charlene.crowell@responsiblelending.org.

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