

Dikita Enterprises celebrates 40th year milestone, looks to future

The oldest African American family-owned and operated civil engineering and consulting firm in North Texas celebrated its 40th birthday in November. Dikita Enterprises, led by Eve Williams, president and chief executive officer and daughter of the founder and chairman Lucious L. Williams, sees a bright future after four decades in business.

"We have discovered our niche and it is driven by paying close attention to our clients and their needs," said Eve, who took over the leadership of the company from her father in 2010 after serving as its Chief Financial Officer for 27 years having received a MBA in accounting from the University of Texas at Arlington. "We know we must exceed the expectations and provide services our clients may have overlooked," she added.

The company provides a variety of services in aviation, education, hospitals, highways, transit, and transit market research industries including planning, data analysis, and reporting, transit market research, and program management. The first major client for the firm was the Frank Crowley Court Building on River Front Blvd. for Dallas County in 1986. The firm provided civil, electrical, and structural engineering design.

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(L to R) Dikita's President & CEO Eve Williams share a moment of celebration with DeSoto Mayor Curtistene McCowan and husband Leon R. McCowan. (Courtesy photo)

Dikita, which has two offices in Dallas and Fort Worth, has recorded several firsts in the engineering field. It was the first African American company to become a program manager for Dallas ISD and its Bond Program of 2015 whereby the firm is one of three responsible for managing the \$1.6 billion worth of capital improvement including construction of nine new and replacement schools; expansion of facilities and 326 classrooms; land acquisition and educational program

"They have been excellent," said Lew Blackburn, former Board President and Trustee for Dallas ISD. "The projects have been on time

and budget," Blackburn added. The company also served as the Program Manager in 2015 to the Lancaster ISD as well, overseeing architecture design and construction of 2 new elementary schools (Pleasant Run and West Main); one 9th grade remodel, the Barack & Michele Obama 9th grade campus; and one middle school to be opened for August 2020 school year (Elsie Robertson). Those services included budget review, quality assurance, cost estimates, constructability review, and overall contractor

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"We strive to create value," said See Page 2

management.

READERS

People in the News

Alicia Makaye

The Dallas County Community College District (DCCCD) Foundation has announced the appointment of five business and civic leaders to its board of directors.

The new members are Manuel Diaz, the founder, and lawyer at Diaz Law Firm in Dallas; Chad Houser, founder, CEO and executive chef of Café Momentum; Alicia Makaye, founder and co-owner of GXA; Ann Margolin, an investor, and non-profit consultant; and Alfreda B.



By Stacy M. Brown, NNPA Senior Correspondent

While many deep-pocketed philanthropists and celebrities will write checks to support worthy causes, Tennis megastar Serena Williams routinely goes the extra mile.

In a recently released video, Williams donned a pair of jeans, workboats, a hardhat and went to work on Salt Marsh Elementary School in Trelawny Parish, Jamaica.

Williams, who has won a total of 39 Tennis Grand Slams – including Doubles



Norman, senior vice-presi-

dent at the Federal Reserve

Created in 1973, the

DCCCD Foundation of-

fers more than 400 schol-

arships to students at the

Bank of Dallas

titles, has also built grade schools in Uganda, Kenya, and Zimbabwe.

Williams built the Marsh Elementary through a partnership with the nonprofit Helping Hands Jamaica, while the schools in Africa

liams Fund and her other charitable efforts, which include the Serena Williams Venture, where the tennis champion seeks to boost the bottom line of individual companies. "In 2014, I launched

district's seven colleges.

The DCCCD Foundation

is governed by a board of

business and civic leaders

who support educational

programs that help remove

barriers for students allow-

ing them to earn a degree

or college credential, start

a career or transfer to a

university to further their

education. The DCCCD

Foundation also identifies

and develops resources that

help solve problems in the

community that the district

"We are thrilled to have

these dynamic individu-

als join our Board," said

were in conjunction with

It's part of the mission

of Williams' Serena Wil-

serves.

Build Africa.

Serena Ventures with the mission of giving opportunities to founders across an array of industries. Serena Ventures invests in companies that embrace diverse leadership, individual empowerment, creativity, and opportunity," Williams said in a statement posted on her Debbie Taylor, DCCCD Foundation's board chair. "The diversity of their experience and skills will be a tremendous asset as we continue the work of supporting our outstanding district."

"We are excited to have these new board members join the foundation," said Dr. Pyeper Wilkins, DCCCD's chief advancement officer, who also serves as executive director of the DCCCD Foundation. "We count on their expertise and passion for education to guide us in our support of the district priorities, serving the needs of

organization's website.

"Serena Ventures focuses on early-stage companies and allowing them to be heard. As we grow, we hope to mentor young founders and take burgeoning entrepreneurs to the next level," she stated.

"Serena Ventures extends relationships, encourages collaboration among portfolio companies, and expands partnership opportunities across my vast network. Similar to many of the companies we have invested in, we are just getting started and are hoping to make a difference."

Also, according to Charity Buzz, the Serena Wil-

our students and our community." In 2019, the DCCCD

In 2019, the DCCCD Foundation awarded more than \$1.3 million in scholarships and has secured \$83 million in private funds since it was founded.

The DCCCD Foundation currently has five major funding priorities:

• Emergency Aid Fund assists DCCCD students who are on the verge of suspending their educational pursuits when financial emergencies arise;

• Food Pantries are located at all seven of the DCCCD colleges to help

liams Fund was established

to promote equity; through

education, gender, race,

disability, or anything else

that stands in the way of

someone achieving their

goals and living their best

"The mission of this char-

ity is to help the individuals

or communities affected by

to violence, and [to ensure]

equal access to education,'

Knowing the value of

creating strong partner-

ships with organizations

with expertise in their

fields, Williams counts as a

Unicef Goodwill Ambassa-

dor. She has partnered with

organizations such as Be-

possible life.

Williams stated.

ensure DCCCD students
have access to nutritional
foods and never go hungry;
Culinary, Pastry and
Hospitality program, so
it can meet industry and
workforce demands;

• Early Childhood Education, expansion of early childhood education across all DCCCD colleges in order to meet education, community and workforce gaps; and

• LevelUp Scholarship, which funds the Parent Promise that helps put adults on the pathway to an in-demand career immediately after they complete their studies.

yond the Boroughs Scholarship Fund, The Equal Justice Initiative, The Caliber Foundation, and Build Africa Schools.

Jessica Curney of Borgen Magazine reported that before each of her matches, Williams reads and writes affirmations out loud from her diary about wanting to help people, kids, and work in Africa.

"Through the Serena Williams Fund, Williams dedicates her off-season time improving access to education by building schools in underprivileged areas of the world," Gurney reported.

NDG Readers Sound Off... S69* DIVO Mattis calls for a their home in DFW They're called Payday borrowing again and return to civility Loans because they're due again, to make ends meet. Criminal Defense Family Cases in DCC guest This is tragic and utterly next payday. For a lot of people Pay-DWI / Suspended License Divorce / Annulment appearance terrible. What happened to Using APR as an examday Loans help when they · Child Support / Paternity WARRANTS Removed* conversing and conversaple makes for great headneed it. Custody Modification This coming from a lines and propaganda, but For some, borrowing tion. Where is the ability 24 Hour Jail Release* General is different than Restraining Order to use verbal conversation not really the case. gets them into trouble. Occupational license, felonies a grassroots local activist. Protective Order The are some outliers These are often the ones gone? Was it ever there in In other words - allowing Protective Order the first place as a social and rare instances. that don't know how to Name Change / Adoption a local lobbying company and legal, law enforce-Some are so desperate manage their own financ- Misdeamenor/Felonies^{*} Domestic Violence with policy attorneys on for fast cash unfortunately, es. It doesn't take a genius ment communication restaff masquerading as an to know if you borrow half quirement? and borrow well beyond **Easy Payment Plans** advertising firm to gaslight - Andrew Maloney their means. your pay check, when you you does not mandate be-Law Offices Of Vincent Ndukwe If you only earn like pay it back you will be ing met with civility. FDIC and OCC \$1,000 and borrowed 500, short by half, and could Whereas, settling Pales-14-638-5 make it difficult to take proposals would strip you have to pay back the tine with martial law does away payday loan 500 next payday. care of bills, rent, etc. call for a return to civility. rate caps in 16 states But when you borrow - Robert - Christopher Calle 817-277-0196 (Metro) and in DC more than you can afford, **Another African** you get yourself into trou-To share your 2730 N. Stemmons Frwy, Suite 409 • Dallas, TX 75207 American victim opinion visit Another example of ble. Not Certified by the Texas Board of Legal Specialization killed by a cop in Sometimes that means NorthDallasGazette.com misleading the public. If you qualify. "Fees quoted above are minimum down payment needed to begin processing your ca

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What is an American?

(*Harvard Gazette*) What does it mean to be American?

Jessica Lander posed the question to the students at majority minority Lowell High School taking her seminar on American diversity last year. The answer, she warned, has been debated from the nation's beginning and will likely persist as long as it remains.

Undaunted, students in the fall and spring semesters grappled with it and studied the history of equity in the U.S. before devising responses — 55 personal narratives collected in two volumes titled "We Are America" and "We Are America Too."

The essays are deeply intimate, raw, and moving — covering a wide range of experiences from immigrating to the U.S., finding a sense of belonging and selfacceptance, losing loved ones, starting friendships, and overcoming adversity.

Lander Ed.M '15 and her students — many of whom have graduated and are now in college — are now using the books to jump into the national conversation on American identity.

During the 2019-20 school year, Lander and 18 of her students are working with 36 teachers in 23 states to help more than 1,300 students weigh in on the topic with their own stories. These will likewise be published in books at the end of the school year (one for each school participating) and posted in audio form on the We Are America Project website.

The goal is to promote conversations about identity and belonging among some of the nation's newest citizens, at a time when many of their issues sit squarely atop major fault lines in the deep riven nation. Lander and her students hope the stories will also build empathy among readers who encounter them.

"This is an essential conversation we need to have," said Lander, who along with being a social studies and civics teacher at Lowell High is also a published author currently on sabbatical to work on her third nonfiction book. "Being American looks very different than it did 100 years ago and very different from what it looked 100 years before that." Because of that fluidity, "it's something every generation gets to redefine and who better to redefine it for this generation than the young people who are the future of America?"

It's why Lander said she assigned the original project in the first place. She wanted her students to study their own personal histories and put them in context with what they were learning in the course analyzing key laws on equity, studying landmark Supreme Court cases, and looking at social rights movements throughout U.S. history, along with the advocates who led them.

"American history is made up of all these individual stories — these individual histories," Lander said. "To really understand American history, to understand American diversity we have to also look at and study all these individual strands."

Some of her students' stories were about a single moment, such as dealing with racism for the first time or a conversation with a sibling that deeply affected them. Other stories spanned a young life, such as Diane Chikulu's story of being born in a Zambian refugee camp-where she lived until she was 17 - and coming to the U.S., receiving her green card in 2017, and finally gaining a sense of belonging.

In his class, for example, Safiya Al Samarrai learned and wrote about why she and her family left Iraq in 2013 — a story that had been partly shielded from her.

"I never until last year [as part of the project] asked why we left or what was going on," she said. Her parents told her of the growing threats her family faced because her brother was an Iraqi soldier who'd been trained by American special forces — and had, in fact, been the target of a car bomb. After leaving Iraq with her parents and five siblings and spending two years in Turkey, Al Samarrai came to the U.S. in 2015.

"At that moment when I was sitting with my parents, they started telling stories that I had never heard of." At the end of it, "I realized where I came from, who I am, what my parents have sacrificed for us, for their kids," said Al Samarrai, who's now a freshman at Middlesex Community College.

The essay collections have been well received. Lander's students were recognized with an excellence award by the city's school committee and shared their experiences on local radio, at HubWeek, the Boston Book Festival, and at local universities, including twice at Harvard where materials from the book are currently being displayed on the walls of the Gutman Library.

"Empathy is built through storytelling," Lander said. "A lot of the experiences that our students are sharing in 'We are America' and 'We Are America Too' and likely in the stories that are created this year are stories that many of us have experienced even if they are stories that start in other countries."

For the national project, Lander and her students have partnered with three national nonprofits: Facing History and Ourselves, Reimagining Migration, and New York's Tenement Museum.

The We Are America Project launched in July and was driven by the student founders who on the last day of school last year came to Lander and said they wanted to keep the work going after seeing their initial success and seeing potential for a larger impact. On a whiteboard, they began mapping out what a national version would look like, eventually turning to ideas for funding, curriculum, and applications for teachers. After selecting the participants they've keeping in close contact with them to answer questions and help keep everything on track,

"These are young people leading this work," Lander stressed. Even her seminar, she said, was originally costarted three years ago with a student and much of it has remained student led. On Thursdays, for instance, students would form Socratic circles and discuss the lessons from the previous days. On Fridays, Lander would step back, and her students would teach the class for the day.

The student-editors receive small stipends, but the real reason they do it is because of a deep belief in the work.

Through the project, "I realized sometimes the stuff that you avoid or you try to run away from and you don't want to accept is the stuff that makes you you," said Lindsay Philippe, who wrote about growing to love her dark skin color and is now also a freshman at Middlesex Community College. "The project is basically to give other people the chance to tell their stories and feel the same way that I felt."

"We Are America: Expanding Understandings of What it Means to be American" features the 55 personal narratives from "We Are America" and "We Are America Too" alongside black and white portraits of the students. The materials are on display Gutman Library until Dec. 16.

Copies of the book are available by contacting the project. Audio versions are available online. The excerpt from the project was reprinted with permission from the author.

The Twelve Days of Holiday Health

By Dr. Sarah E. Laibstain

It's the most wonderful time of the year! With so many traditions ahead, it can be easy to overlook simple health recommendations. Your holiday can still be merry and bright when you follow these 12 simple tips for a smarter, safer and healthier festive season.

Tip #1: Eat Colorfully. When enjoying your holiday meal, try to make your plate as colorful as possible. Fill at least half your plate with fruits and vegetables and the other half with protein and healthy grains.

Tip #2: Bundle Up! Don't forget your jacket, hat, and gloves when it is cold out-



Make time to relax during the business holiday season. (Image: CreateHerStock by Neo Latrica)

side, and be sure to grab seconds. your boots if the weather will be rainy.

Tip #3: Wash Your Hands. Avoid the spread of germs by washing your hands often with warm soapy water for at least 25

Tip #4: Get Your Flu shot. The CDC recommends everyone get a flu shot each year as a preventative measure.

Tip #5: Stay Active. Even if you don't have time

for a full workout, try to get some exercise in. Taking a short walk or run can help you stay on track with your goals.

Tip #6: Don't Drink and Drive. When someone drives under the influence of alcohol they put themselves and everyone else in danger. Be responsible and make the right choice.

Tip #7: Be Thankful. Take the time to show your appreciation for the individuals and blessings in your life.

Tip #8: Relax. Holidays can be a great time to unwind from the hustle and bustle of daily life. Make sure to take some time for yourself.

Tip #9: Drink Wisely. Many holiday alcoholic beverages are high in sugar and calories. Try to drink in moderation, and make sure you alternate each alcoholic drink with a glass of water.

Tip #10: Bring Healthy Dishes. Going to a holiday potluck? Bring a delicious veggie dish to make sure there are healthy options from which you and others can choose

Tip #11: New Year's Resolution. As a new year approaches, start thinking about the resolutions you want to set for yourself. Make sure they are healthy and attainable.

self! The holidays are a great time to have fun with friends and family. Make sure you aren't too busy worrying about your health to be present and have a great time.

If you need more tips for staying on track with your health and wellness goals throughout the holiday season, contact your physician for more healthy strategies.

Dr. Sarah E. Laibstain is a general family medicine practitioner at Family Medicine Associates of Texas in Carrollton. She thoroughly enjoys improving the health and lives of individuals ranging from young children to adulthood.

Tip #12: Enjoy Your-

Eight great Christmas presents for caregivers to give to themselves heart.

Peter Rosenberger, the author of Hope for the Caregiver, offers these eight tips for caregivers to give to themselves for this holiday season and time of visiting family and friends.

Commit to seeing a doctor. More than 70% of caregivers don't see a doctor

Commit to doing something that brings joy to **vour heart.** It doesn't have

to be exotic: a good movie, watch a standup comedian, read a good book, paint, play the piano. Just something that speaks beauty and joy to you in the middle of your stuff.

Make a list of people you resent and forgive them and then burn the list. Lose the grudges but keep boundaries.

Make one small change

in your diet. For instance, substitute water for a sugary drink. Grab a piece of fruit instead of a candy bar. Substitute a salad for a burger, olive oil for butter.

Send a Christmas card to yourself. Pick out a card your loved one would send if he/she were healthy emotionally and physically. And put a \$10 bill in it.

Do something physi-

cal. Walk to the back of the house and back. Alan Alda walks around to John Phillips Sousa to help with his Parkinson's. He's not a doctor but he played one on TV, and it's pretty good advice. He lifts up his knees. Something that simple can really benefit caregivers. Weight gain is common in caregivers. Peter quips, "I got so big my picture fell

off the door and it took 2 dogs to bark at me!"

Isolation is crippling. Go to church or other places of worship. Slip in and listen to the music of the season

Call a trusted friend and tell them you're struggling. Take a leap of faith that they will listen. Don't ask for solutions ... just an ear and a tender

A 30+ year caregiver for his wife, Gracie, who lives with severe disabilities, Peter Rosenberger understands the caregiver's journey in ways few do. Broadcasting on Sirius XM's Family Talk Channel (131) and an additional 180 stations through American Family Radio, Peter hosts the nation's #1 show for family caregivers.

First-of-its-kind Master's in Design in Health launches at UT Austin

AUSTIN —The School of Design and Creative Technologies and the Design Institute for Health at The University of Texas at Austin is advancing the role of design with the creation of the Master of Arts in Design in Health. It is the only degree of its kind in the nation and brings together expert designers with health design specialists to teach the latest methods for health's most complex problems.

The one-year degree program focusing on the application of human-centered design in health is offered jointly through the School of Design and Creative Technologies in the College of Fine Arts and Dell Medical School's Design Institute for Health. Applications are now open until May 2020. The program will start in



August 2020.

"The Design in Health degree Master's was uniquely constructed so that Dell Med students and innovative professionals could work collaboratively to solve real-world problems that impact the health and health care of millions of Americans every day," said Doreen Lorenzo, assistant dean of the School of Design and Creative "Learners Technologies. explore the many facets of

design to creatively design solutions that revolutionize the way people get and stay healthy."

The Design Institute for Health is leading the charge by addressing critically important health factors across the spectrum of conditions in which people are born, grow, live, work and age, and taking a systems design approach to encouraging collaborations across sectors that were not designed to work together.

The MA in Design in Health teaches learners how to become a force of innovation by using human-centered design methodologies. Students will learn:

· Design research methods to better understand the needs of people who are seeking health, receiving care and delivering care.

• Ideation and creation skills to generate new approaches for better care systems

• How to prototype, test and iterate solutions based on measuring impact and results that matter to patients.

• Techniques to craft compelling and persuasive experiences, stories and systems to use widely to distribute innovations across systems of health

"This new breed of health leaders will wield a creative, problem-solving mindset

and design skills that enable them to not only see the places where the health system is broken, but also

to take action to fix it," said Stacey Chang, Executive Director of the Design Institute for Health



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Mattis calls for a return to civility in DCC guest appearance

By David Wilfong NDG Contributing Writer

General James Mattis is a person who has been in the headlines quite a few times in the past couple of years. He is often given the nickname "Mad Dog," and it is a moniker he doesn't like.

"That's something the media came up with on a slow news day," Mattis told David Rubenstein, co-founder of the Carlyle Group and host of his own television show on Bloomberg TV and PBS, during a lunch conversation hosted by the Dallas Citizens Council (DCC) on Dec. 5 at the Hyatt Regency in downtown Dallas. He called it a "self-aggrandizing" name, which is not something he would want the loved ones of fallen U.S. Marines to have in mind when they receive a family notification letter from him.



Gen. James Mattis recalls his military experiences for a Dallas crowd gathered for lunch at the Hyatt Regency Dallas on Thursday afternoon. (Photo: David Wilfong / NDG)

writing such letters is hard, Mattis replied shortly, "Not nearly as hard as it is for the families."

Notably, in recent news cycles, Mattis had accepted an appointment by President Donald J. Trump to serve as the Secretary of Defense, only to resign the position shortly thereafter due to a policy dispute with the president. Mattis said he outlined his concerns in a letter which has since been released, and that there is

hard, not much more to say about Not the matter.

He has also refrained from criticizing Trump since leaving his position, saying "at the end of the day" Trump is still the Commander in Chief, and that it was not productive to have a former Secretary of Defense making negative statements while his fellow Marines were still out in the field. He is happy to speak publicly about his service, but says he makes a point of passing on "political questions."

He does, however, express his concerns over the direction of American culture. Recalling the words of Abraham Lincoln, he noted the U.S. would be hard to conquer by outside nations but could fall to political "suicide" from within.

"I am very concerned these days about the contempt, the rancor that I see among some Americans," Mattis said. "It's one thing to have a good, strong argument and elections are divisive. You know, you're supposed to divide; I want you to vote for me and David said to vote for him, and we divide. But when the election is over, you gotta come back together. I'm very worried about how we treat one another in this country."

He said Texas was better than most places in this regard and joked that he presented himself to an airline mechanic that morning and asked for "political asylum in Texas."

"I have no time for this contempt for our fellow Americans and calling each other 'terrorists'," Mattis said. "I know terrorists. And I know what they look like and I know what they do. I haven't seen American terrorists, outside of a few (audience applause drowned out the end of the sentence)."

On the subject of terrorism, Mattis said it is an "ambient threat" which will be with the country for a long time to come. He said the U.S. needs to stay engaged on the world stage because not doing so could lead to even bigger problems. He recalled the price U.S. allies such as the Kurds in Syria have paid in recent operations, and how situations a world away will eventually affect the U.S. population at home. "Remember this, NATO

was set up to protect the democracies of Europe," Mattis said. "I mean, that was initially why we set it up in 1948-49 time frame, to protect those democracies. The first time NATO goes to war is when our country is attacked (on 9/11). And several of those nations have lost more boys per capita than we have."

Community

The conversation was held as the centerpiece for the DCC's annual meeting. The gathered crowd was greeted by DCC Chairman Fred Perpall, who provided an outline of the organization's goals in the coming year. Known for its interest in the city's economic development, Perpall emphasized the DCC would be pushing for improvements in Dallas which would benefit all residents. Transportation and education were additional areas of interest Perpall said his colleagues would be looking to improve.

Woodall Rodgers ranks fifth on Most Congested Roadway in Texas list

Fueled by the state's steady growth and healthy economy, Houston's West Loop this year repeats its 2018 rank as the most grid-locked corridor in the state. Interstate 35 in central Austin comes in a close second, with the Southwest and Eastex Freeways in Houston and Dallas' Woodall Rodgers

When Rubenstein noted

Freeway rounding out the top five.

Researchers from the Texas A&M Transportation Institute use traffic volume and speed data to compile the annual listing of the most crowded roadways in Texas, comparing the time it takes to travel on a congested roadway against the time needed

tegic Government Re-

to travel the same corridor in uncongested conditions.

The tally changes little from year to year for the most congested roadways. Only 13 road segments are new to this year's top 100. A total of 92 are concentrated in Texas' four biggest metro areas, but roadway delay is becoming more common in urban areas of varying sizes. This year's complete list of congested road rankings includes 1,854 segments spread across 66 counties, available online at Texas' Most Congested Roadways 2019.

The Texas Department of Transportation — in an initiative known as Texas Clear Lanes — has increased efforts to address roadway gridlock, largely through two voter-approved funding initiatives directing more resources to the State Highway Fund for non-tolled projects.

"TxDOT's mission is 'Connecting you with Texas', and we are focused on getting people where they need to go efficiently and reliably by paying attention to where improvements are needed most," said Marc Williams, TxDOT's deputy executive director. "Congestion relief is a priority for our top chokepoints as we balance the many demands on our roadways across the state."

Plano selects three finalists for Police Chief position

The search for Plano's next Police Chief has been narrowed to three extremely qualified candidates.

"We received an impressive number of highly qualified applicants who want to be the next Plano Police Chief," said City Manager Mark Israelson. "It has been an extremely competitive process to get to this point in the search and we are confident that this effort will result in finding a professional Chief who will have the experience and vision to lead the outstanding Plano Police Department team."

The City selected Stra-

sources (SGR), to conduct and manage the extensive search that resulted in an exceptional candidate pool. SGR is an executive search firm, based in Keller, Texas. SGR's proprietary recruitment and vetting process produced an incredibly strong field of candidates who want to be Plano's next Police Chief.

SGR went through candidate applications from 11 different states and two countries to identify semifinalists that were presented to the City. Through a comprehensive questionnaire and further candidate reviews, three finalists were identified. As the next step, these three finalists will participate in three panel interviews; a representative panel of Plano citizens, a city executive team panel, and a Police panel. They will also attend a dinner with City Council and the Mayor. Other testing and backgrounds will occur after that.

The three finalists are:

• Will Johnson is an accomplished law enforcement executive with 24 years of policing experience and currently serves as Police Chief for the City of Arlington, Texas. He previously served as Assistant Police Chief. He holds a Master's of Liberal Arts Degree from Texas Christian University and a Bachelor of Arts from Texas Tech University. Johnson serves as at-large Vice President for the International Association of Chiefs of Police and on the IACP Board of Directors.

• Brian Redburn is a police executive with experience leading all major functions in a large municipal police department and a licensed attorney. He currently serves as Assistant Chief, Administrative Services Bureau for the Irving Police Department. Redburn holds a Juris Doctor from Texas Wesleyan University School of Law and a Bachelor of Science from Florida State University. Redburn also has extensive experience as a law enforcement instructor. He co-chairs Irving's Behavior Health Leadership Team (BHLT), the first police departmentled BHLT in Texas.

• Simon Happer has extensive law enforcement, local government and community service experience, including 29 years of results-driven police and community leadership. He currently serves as Lieutenant Colonel-Deputy Chief of Police for the City of Overland Park, Kansas, where he manages and leads the two major bureaus of the department, the Operations Bureau and the Services Bureau. He holds Master of Public Administration and **Bachelor of General Studies** - Personnel Administration degrees from the University of Kansas. His previous duties include Major-Division Commander of Detective, Patrol and Office of Professional Standards Divisions. Captain of the Criminal Investigation Section and Lieutenant/Captain of the Patrol Division.

Education

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Woodrow coffee cart is brewing bright futures for students with special needs "It's a lot more than serv-

For many teachers at Woodrow Wilson High School, a highlight of their day comes with a cup of coffee.

Their coffee comes from the Woodrow Percolators, a coffee cart staffed by students with special needs. From French Vanilla and Caramel flavored coffee to decaf Peach Honey Tea, the students take orders throughout the day and handle all aspects of running the cart.

Breanna Nelson, who supervises the cart as part of a functional life skills class, said the coffee cart benefits the students-and overall school-in multiple ways.

ing coffee because, historically, people with disabilities are not employed at the same rate as people without disabilities," Nelson said. "So if we can give them the life skills, the communications skills and the experience of working a real job, it will give them a foot in the door toward a job when they graduate."

The Woodrow Percolators is a recipient of the Junior League of Dallas annual Grants for Innovative Teaching (GFIT) program, which awarded 50 Dallas ISD educators with grants of up to \$2,000 each.



Woodrow Percolators is a coffee cart operated by students with special needs. (Dallas ISD Courtesy photo)

DCCCD Police offer tips to stay safe and smart during the holiday season chologist at Richland Col- of year. Seasonal Affective 'Tis the season' of gifts,

gratitude and yes, Grinches looking to steal your holiday cheer. It's known as the season of giving but unfortunately, there are thieves looking to take advantage of unsuspecting victims, says Lauretta Hill, Dallas County Community College District's chief of police.

"The holiday season is a wonderful time of year but be aware that thieves take advantage of the season by targeting shoppers," Hill says. "With preparation and following a few holiday safety tips, you can reduce the risk of becoming a victim."

Keep your gifts out of the hands of thieves

Whether online or inperson, shopping remains a major part of holiday preparations. If you plan on staying in and letting your computer do the work, be wary of crooks preying on



The simple act of washing your hands will decrease the risk of illness for you and your family this holiday season. (U.S. Air Force photo by Michelle Gigante)

eras

traditional door locks using

· Install security cam-

You've likely heard the

saying "cash is king", but

Hill says that doesn't neces-

sarily apply to the holiday

"You should limit the

amount of cash you carry,"

Hill says. Instead, she sug-

Bluetooth or Wi-Fi)

shopping season.

packages left outside of homes unattended. Hill offers these five tips to help ward off those pesky 'porch pirates'

• Network with neighbors · Have packages delivered to work

• Leave specific drop-off instructions

• Use a smart lock (A key-free replacement for

gests using debit or credit cards which are equipped with security features should they fall into the wrong hands.

Hill also advises keeping cell phones in a pocket rather than a bag or purse when venturing into the holiday crowds.

"Staying alert of surroundings and shopping with friends, for there is safety in numbers" round out Hill's advice on staying protected from Christmas crooks.

Don't let spending become stressful

Ensuring safety is not the only stressor many people face during the holiday season. The mounting pressure of family gatherings can also put a damper on one's mood. The act of 'peoplepleasing' can tend to peak during the holidays, with much focus on getting that perfect gift, says Dr. Jennifer Jones, a licensed psy-

"No question our growth

lege.

"Do not get yourself into debt trying to show people how much you love them," Jones says. "Materialism is at its peak during the holiday season and we all feel pressure to purchase items for all of our loved ones. The reality is many of us do not get more money in December and therefore we have to create more money that month in order to do all of this purchasing and it just creates undo stress."

Instead, set price limits on gifts or even consider handmaking an item, Jones says.

"Live in the moment with friends and family and practice gratitude to be able to be with others," Jones savs.

Check your attitude

Self-induced stress aside, for some Mother Nature, may be blamed for the weight or anxiety this time

Disorder or S.A.D. is more prevalent during the holiday season, Jones says. That's based on factors including a colder, grayer environment during the winter months. Jones suggests seeking professional help.

"People equate therapists, psychologists and counselors with severe mental health issues when in reality, these people can help with many of life's trials," Jones says.

Jones also recommends those individuals affected by S.A.D. research the benefits of a sun lamp, or special light that mimics natural outdoor light.

"There is some evidence that when the sun is lacking in the environment, you can still get the benefits from a sun lamp," Jones says.

Consider these tips and advice to hopefully aid in a successful and safe holiday season.

DIKITA, from Page 1

founder and chairman Williams who led the firm for over 30 years and is still active as its Governmental Affairs officer. "My daughter makes sure we consistently let our employees know if we made a promise to our clients, keep your promise and exceed expectations."

A key executive in the bond program management area for the company is Walter Dansby. A Fort Worth native, Dansby is a senior vice-president and program executive for the firm. He has more than 40 years of experience in the Public-School system where he has served as a Coach, Assistant Principal, Principal, Executive Director of Instruction, Associate Superintendent and Superintendent. As Deputy Superintendent, he was responsible for a \$593.6 million capital improvement program, which was completed on time and under budget, successfully build-



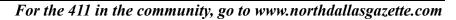
Father and daughter enjoy a dance together. Lucious L. Williams and his daughter, Eve share a special moment during the party celebrating the achievements of Dikita Enterprises. (Courtesy photo)

ing five new schools, nine puses. additional and extensive refurbishment of athletic in this area has been Walfacilities and over 130 camter's tremendous experience," says Eve. "His background and leadership are invaluable."

A hallmark of the company is its status with clients, particularly Dallas Area Rapid Transit (DART). The firm enjoys a 32-year relationship with the public transit entity.

"We would not be where we are without our services to DART," said Eve. "Working with Dikita has been excellent. Dikita has been competent, capable, timely, responsive and completely professional in responding to our needs. I know who they are. They make sure things get done," said Gary Thomas, president, and executive director of DART.

Dikita is a certified Disadvantaged Business Enterprise (DBE), Minority Business Enterprise (MBE), Historically Underutilized Business (HUB), Small Business Enterprise (SBE) in over 19 states including Texas, California, Georgia, Louisiana, Michigan, Florida, Arizona, New York and Washington, D.C.



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City Briefs

Dallas

The 17th Annual Larry Tutson Jr. Annual Toy Drive Giveaway is scheduled for Dec. 23. The event honors the memory of Larry Joe Tutson, Jr., whose 2002 murder remains unsolved. Anvone interested in supporting the toy drive can drop off their unwrapped toys at R. L's Blues Palace located at 3100 Al Lipscomb Way in Dallas, Forever Young Records at 2955 TX-360 in Grand Prairie, and Nate's Seafood and Steak at 14951 Midway in Addison until Dec. 20.

Supporters can also drop off their toys at the Annual Christmas Ball on Dec.

22, where you enjoy live music by many recording artists including the father of Larry Joe Tutson Jr., Mr. Gregg A. Smith.

Promising Young Artist Series 27Th Annual Christmas/Kwanzaa Concert is Friday, Dec. 13 at 10 a.m. for students and Saturday Dec. 14 @ 8 p.m. for the general public on the Naomi Bruton Main Stage. The cost is \$10. This annual holiday music treat features 300 young voices from Kimball, Life Charter, Conrad, Dunbar and Lincoln high schools, with special guest Charles Rice Elementary. The students perform hymns, spirituals,

gospel and classical music.

The Alpha Sigma Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. invite guests to be prepared to be amazed as the African American Museum is transformed into a Las Vegas style casino for an evening of excitement at the Cold and Classy Affair 2019 on Saturday, Dec. 14 from 7 p.m. to Midnight. The evening will include a buffet, open top shelf bar, a DJ and professional casino dealers will feature blackjack, Texas Hold'em and roulette. Cocktail/casual attire required. Tickets are \$40 via Eventbrite.

2019 KwanzaaFest Beat Obesity 5K Walk/ Run at Fair Park is Dec. 14 at 6:30 a.m. Organizers say the 5K walk/run is the perfect event for beginners. For more information about this free event, visit http://www.johnwileyprice. com/kwanzaa-5kwalk.php. Then join holiday shoppers at the annual KWAN-ZAAFEST starting at 10 a.m. in the Tower Building at Fair Park.

Mingling over Martinis is an upscale kick back hosted by Debonair Society. This monthly event was designed to give business professionals the perfect social scene to transition to the weekend. Tickets include access to bottomless Martinis (4 Recipes) and catered food bites. Tickets at https://debonairsociety.ticketspice. com/.

Garland

Neighborhood parking problems are the most frequent source of resident complaints to the City of Garland. The City Marshal's Office is now issuing warnings for parking violations, and will begin issuing tickets sometime in January.

IMPORTANT - No ticket payments will be required during this warning period. The City is NOT emailing notices of violation. Examples of violations and other FAQs are available at GarlandTX.gov/parking.

Book Club at the Library Thursday, Dec. 19 - Adults ages 18 and older are invited to join the Garland Library's book club at the South Garland Branch Library, 4845 Broadway Blvd

The next meeting of the book club will take place at 6:30 p.m. Thursday, Dec. 19. Library staff and attendees will discuss Little Fires Everywhere by Celeste Ng and enjoy light refreshments. No registration is required.

Dallas Ministers Union host tornado relief service for Greater Cornerstone Baptist Church "Pastor Wilson and his con-

The Dallas Baptist Ministers Union hosted a special service benefiting Greater Cornerstone Baptist Church on Dec. 9 at New Mount Zion Baptist Church. Baptist churches throughout the City worshipped together and raised funds for renovations for Greater Cornerstone Baptist Church and its childcare center Greater Cornerstone Academy.

"It warms my heart that our sister churches and respected organizations like the Dallas Baptist Ministers Union have come together to assist with rebuilding our church and childcare center," Dr. David Wilson, Greater Cornerstone's pastor, and founder shared.

SAN ANGELO

ending Dec. 8.

week with wins over Tar-

leton State University and

Texas Woman's University.

Moore scored 16 points

The church was in the path of a tornado that struck North Texas in late October. Their child care center playground was completed destroyed and the sanctuary roof was stripped away.

"We thank God for backing up His Word through the Baptist Ministers Union, 'Give and it shall be given unto you," Dr. Wilson shared.

The local churches were delighted to help.

"We are excited to be a blessing to our neighbor church," Rev. Tommy Brown, president of the Dallas Baptist Ministers Union and pastor of the host church, New Mount Zion Baptist Church shared.

Allen Native Named LSC Women's Basketball

gregation have been and will continue to be the cornerstone of our community and we will do all we can to ensure they are in the best position to serve our community."

Greater Cornerstone Baptist Church was started by a small group of believers with a vision and a prayer. With faith as their only asset, the first organizational meeting took place in the sanctuary of the former First Baptist Church of Hamilton Park on October 30, 1986. This structure would eventually become the permanent church home of the Greater Cornerstone Baptist Church.

Today, Greater Cornerstone has become an integral part of the Hamilton Park and Stults communities and an established vessel amongst Baptist churches in the Metroplex.

Anyone interested in making a donation can do so at www.greatercornerstone.org.



The roof of Greater Cornerstone Baptist Church was destroyed in the Oct. 20, 2019 storms. (Courtesy photo)



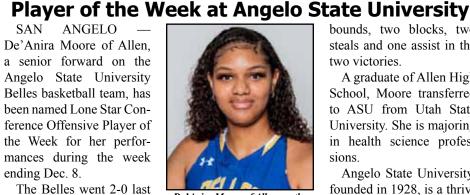
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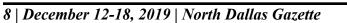
De'Anira Moore of Allen, on the Angelo State University Belles basketball team. has been named Lone Star Conference Offensive Player of the Week. (Courtesy photo)

against TSU and added 19 field and 79 percent from points against TWU. She the free-throw line while shot 53 percent from the also notching 15 total re-

bounds, two blocks, two steals and one assist in the two victories.

A graduate of Allen High School, Moore transferred to ASU from Utah State University. She is majoring in health science professions.

Angelo State University, founded in 1928, is a thriving four-year public school in Texas. Our Ram Family environment helps students feel at home, a place where they know faculty and staff care deeply about their success.



For the 411 in the community, go to www.northdallasgazette.com

The Dallas Cowboys hope to kickoff a playoff run against the Rams

By Dwain Price NDG Sports

FRISCO – In an attempt to keep their sinking ship afloat, the Dallas Cowboys made a major change in their organization in preparation for Sunday's home game against the Los Angeles Rams.

No, the Cowboys didn't relieve head coach Jason Garrett of his duties. But earlier this week they did release kicker Brett Maher, who has contributed mightily to the team's woes this season.

While leading the National Football League in missed field goals this season with 10, Maher finished his second season with the Cowboys with 20 made field goals in 30 attempts. Three kickers tried out this past Monday's for Maher's old job, and the winner is Kai Forbath, who has been with five teams in eight years and who also beat out by Dan Bailey for the Cowboys' kicking job in 2011.



head coach Jason Garrett following the most recent loss. (Photo: Keith Allison / Wikimedia)

"Kickers, it's a small community," Forbath said. "We all know each other, so you never root against each other, but at the same time, it's a business.

"When that opportunity comes I'm going to be ready for it. It's not the best situation, but you make kicks you stay around. So, I guess that's the name of the game and that's what I'm here to do."

The death knell for Maher came after he missed a 42-yard field goal in the second quarter last Thursday against the Chicago Bears that would have tied the game at 10-10 and given the Cowboys some muchneeded momentum. Miraculously, after the game, Maher had this to say.

"I felt like I did a good job staying in my lane this week," Maher told reporters. "I felt I hit every ball pretty well.

"I'll put my head on the pillow (last Thursday night) feeling good about what I did this week and moving forward."

Four days later, the Cow-

boys replaced Maher with Forbath.

For his career, Forbath is 121-of-141 on field goals for a solid 85.8 percent. He also recently kicked in one game for the New England Patriots after their regular kicker, Nick Folk, underwent an emergency appendectomy on Thanksgiving day. "I definitely feel more

comfortable coming in here after getting that one game in," Forbath said. "I'm scoring points and that's what I've done for seven years now.

"I'm just here to be consistent and make kicks."

The failure is an all-around team effort

Of course, the Cowboys wouldn't have to rely so heavily on a field goal kicker if they could just find a way to muster up some touchdowns. While losing seven of their last 10 games – including the past three – the Cowboys have struggled mightily on offense.

production. They are con-

fident the cast's gifts and

talents will minister to their

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guests through drama.

The Cowboys' defense also hasn't lived up to its expectations, either, as opponents have marched downfield and scored touchdowns too frequently recently.

"It's unacceptable," linebacker Jaylon Smith said. "We know the type of defense that we've been and that we want to continue to be.

"But you have to go out and execute. You have to go out and get your job done by any means necessary."

Defensive end DeMarcus Lawrence agrees.

"I take ownership of those last couple of games (because) I haven't been playing like myself," Lawrence said. "I haven't been taking the leadership role that I should be taking. It's time for me to step up."

Despite their issues, the Cowboys are tied with the Philadelphia Eagles for first place in the lowly NFC East. Both teams are 6-7 and will play each other on

is located in Mesquite at

4200 Gus Thomasson Rd.,

Ste. 106. The stage play be-

gins at 7:30 p.m. and is free

to the public at the Balch

Dec. 22 in Philadelphia. But before facing the Eagles, the Cowboys will host the Rams on Sunday at 3:25 p.m. at AT&T Stadium in Arlington.

They are looking but not looking for a new head coach

Meanwhile, on his weekly radio show on 105.3 The Fan, owner Jerry Jones denied he has actively spoken to coaching candidates the Cowboys are hoping to employ to replace Garrett, whose job reportedly is in jeopardy due to the team's subpar performance this season.

"I can confirm that it is absolutely not correct," Jones said. "We have not met with any coach.

"Normally when somebody says that you met with such and such, or you're interested in such and such, and you said 'I have not,' the implication is you're not interested. The facts are we just have not talked to any coach, potential coach, in the NFL."

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www.BishopArtsTheatre.org

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12450 Elam Rd.

com/polc.church.3.

By Langston Hughes

Place of Liberty Church presenting 'Now Behold the Lamb' Friday night

With only a few days left until Christmas, Place of Liberty Church Drama Department is hosting a stage play called "Now Behold the Lamb" this weekend. Place of Liberty Church is bringing the holiday favorite Christmas characters Mary and Joseph and baby Jesus to life in a theatrically on Friday, Dec. 13.

The lead roles of Mary and Joseph will be played by actor Phillip Jones, who is well known at Place of Liberty Church's Praise & Worship Team, and actress Ashley Estrada who is part of Garments of Praise.

Place of Liberty Drama Department believes the audience will be enthralled by the live stage Christmas



Let us hear from you!

If there are any news, events or anything else we need to know about, give us an e-mail at: editor@northdallasgazette.com



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Entertainment

Entertainment Too!

NDG Book Review: An assortment of holiday greats for children

By Terri Schlichenmeyer

You better watch out.

By now, you know why. You need to be especially good because it's Christmas and because it's also a time to be kind and generous. So why not share these great holiday books with someone you love?

You might have noticed that there are a lot of Santas! In "Santa's Secret" by Denise Brennan-Nelson, illustrated by Deborah Melmon, a "sleuth" notices, and she aims to get to the bottom of why. With help from Grandma and a little magic, she learns that even Santa needs his helpers this time of year.

You know what you want for Christmas, but what do you need? Is it still fun to open presents when you know they're full of clothes? If it was cold out-



side and you'd outgrown your things – as in "The Christmas Coat: Memories

of My Sioux Childhood" by Virginia Driving Hawk Sneve, illustrated by Ellen

you'd choose.

Eddie needed new boots. Virginia needed a new coat, too, but they knew the rules: as the children of the village's Episcopal priest, they got last pick when the boxes came from the folks back east to the children on South Dakota's Rosebud Indian Reservation. In this classic book, re-released for a new audience, it was time for a little Christmas magic...

Chances are, you know what Christmas is - or do you? In "A Very Fiona Christmas" by Richard Cowdrey, the Cincinnati Zoo's most famous hippo is celebrating her first Christmas season. Fiona's ready to have fun in the snow with her friends; she absolutely loves seeing shiny, flashy, decorations; and she's eager to learn about

Beier - you know which Christmas but she doesn't quite understand it.

> What is Christmas, anyhow? Where can she learn the answer? If you love seeing Fiona online, this is a book you're going to love, too.

> Finally, if your family observes Advent, then make a new tradition with "How Winston Delivered Christmas" by Alex Smith.

When Oliver puts his letter to Santa in the mailbox, he hopes that Santa will pay close attention to what's in it. But the letter escapes, and it's found by a small mouse named Winston, who knows that if it doesn't get to Santa on time, one little boy will be disappointed on Christmas morning.

That can't happen, so Winston decides to go to the North Pole, where he can personally give Oliver's letter to the Jolly Old Elf himself.

This book makes a perfect count-down to Christmas, with stories for every day of Advent as well as activities your child can enjoy. Also included: end pages with more classic Christmas favorites, songs, poems, and reminders for next year.

"Santa's Secret" and "A Very Fiona Christmas" are both excellent new holiday books for preschoolers ages 2 to 6. "How Winston Delivered Christmas" is good for kids up to age 9, especially if they're still believers.

Children up to age 12 will enjoy "The Christmas Coat: Memories of My Sioux Childhood." And parents will love all these holiday books, so watch out for them.

WHY DO WE PAY THE HIGHEST DRUG PRICES IN THE WORLD?

While too many Americans struggle to make ends meet, the big drug companies continue to rake in billions.

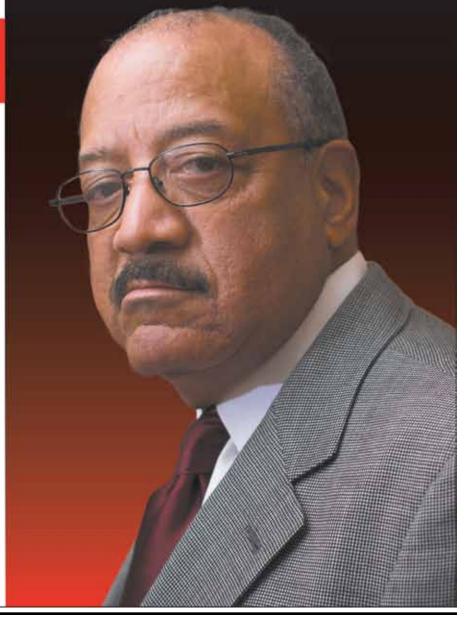
People shouldn't have to choose between buying medication and buying food for our families. Congress, it's time to act. Stop the greed. Cut drug prices now.

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New study takes an unprecedented look at being Black in Corporate America

NEW YORK - Corporate America needs to awaken to the challenges faced by black professionals, according to a new study published recently by nonprofit think tank the Center for Talent Innovation (CTI).

In the workplace, black professionals are more likely to encounter prejudice and microaggressions than any other racial or ethnic group. They are less likely than their white counterparts to have access to senior leaders and to have support from their managers.

Yet few white professionals see what their black colleagues are up against. Sixty-five percent of black professionals say that black employees have to work harder in order to advance, but only 16% of their white colleagues agree with that statement. Using a wealth of quantitative and qualitative data, featuring findings from a national survey, Being Black in Corporate America: An Intersectional Exploration delivers a multifaceted analysis, including solutions, for creating workplace cultures where black employees can do their best work and succeed.

"This report sounds the alarm that, despite many good intentions, companies are falling short of creating equitable workplaces for black employees," says Pat Fili-Krushel, CEO of CTI. "We hope that business leaders will respond to these findings by making a serious assessment of their own workplaces and creating a comprehensive plan of action," says Fili-Krushel. "We are especially concerned about the lack of awareness we discovered among white professionals. This report gives business leaders a path for moving forward."

The study finds that black professionals are more likely than white professionals to be ambitious, and they are more likely to have strong professional networks. Despite these assets, black professionals hold only 3.2% of all executive or senior leadership roles and less than 1% of all Fortune 500 CEO positions. The report lays out the systemic racial prejudice in the workplace that underpins low representation at the top, with the following findings:

• Black professionals are nearly four times as likely as white professionals to say they have experienced racial prejudice at work (58% versus 15%). Regional differences are stark: 79% of black professionals in the Midwest say they have experienced racial prejudice at work, compared to 66% of black professionals in the West, 56% in the South, and 44% in the Northeast.

• 43% of black executives have had colleagues use racially insensitive language in their presence. • Nearly 1 in 5 (19%) black professionals feel that someone of their race/ ethnicity would never achieve a top position at their companies, compared to only 3% of white professionals who feel this way.

• Black women are less likely to have access to the same support and advocacy as white women. For instance, 35% of white women have individuals in their networks who have advocated for their ideas and skills, compared to 19% of black women.

"We can only create change and impact when we fully understand how systemic prejudice and microaggressions play out in our workplaces," says Julia Taylor Kennedy, executive vice president at CTI. "Right now, it's a lose-lose situation. Companies are missing out on amazing talent at the top of their organizations, and black professionals are not given the opportunity to fulfill their aspirations. This report delivers the facts and, in doing so, will spur conversations that move companies, and society, forward."

Only 40% of all employees of all races think their companies have effective diversity and inclusion programs. Black full-time professionals are also more likely than white full-time professionals to say white women are the primary beneficiaries of diversity and inclusion efforts (29% versus 13%).

Marketplace

"Companies often use the phrase 'diverse talent' to describe underrepresented groups, but they need to understand the diversity within their diversity," says Pooja Jain-Link, executive vice president at CTI. "Black professionals have a different experience in the workplace than profession-

See STUDY, Page 12

PLAN YOUR HOLIDAY TRAVEL AT DART.ORG/Airports

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let's go.

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Marketplace II

Generational Divide: Millennials, Gen Xers and Boomers can avoid holiday debt with this advice

FORT LAUDERDALE. Fla. -- What do Millennials, Gen Xers and Baby Boomers have in common? Not much, except that they all rack up debt this time of year. With each generation having its unique financial issues, Consolidated Credit is offering specific advice.

Consolidated Credit analyzed four years of debt management program data and found that Millennial enrollments are at an alltime high and have an average of \$13,000 of debt on their program. Although Gen X has the highest av-



erage debt load put on a program, Millennials surpass Baby Boomers as the second most enrolled generation

card debt almost \$1.5 trillion, Millennials are facing pressure to pamper their children while paying off student loans. Baby Boom-With consumer credit ers, who are in or headed

towards retirement, make up 35 percent of their clients and have more than \$15,500 of debt on their program. Leading the pack are the current 'sandwich generation'. Gen Xers enroll in the debt management program at the highest rate and have the highest debt load at over \$16,000.

"It was said that Millennials aren't using credit cards at the same pace as past generations, but they now make up a third of our clients base," says April Parks-Lewis, Consolidated Credit's education director.

"Now that Millennials have grown-up and are starting families, they're facing credit card debt in addition to high student loan debt."

The holidays are the worst time for family budgets - but possibly the best time to create peace across generational lines. All members of the family can lend a hand in saving by tackling spending.

Holiday tips for the ages: • Millennials should give the gift of financial literacy. Steward the next generation by helping your kids understand the value of money and help them curb expectations this holiday.

· Gen Xers, who do most of their holiday shopping online, need to comparison shop and consider giving gifts of "experiences' like group travel, cooking classes and other activities where family and friends can be together.

• Baby Boomers should use tech to help them manage their finances. They need to use money-saving apps like camel-camelcamel, RetailMeNot, and interactive holiday budget planners.

New professors expand Jonsson School's Research in Emerging Areas

The Erik Jonsson School of Engineering and Computer Science has continued a period of rapid growth at The University of Texas at Dallas. To keep pace with the increased demand, the school has hired seven tenured or tenure-track professors this fall to continue building its research programs in emerging areas, including additive manufacturing, artificial intelligence and data science.

New faculty members include Dr. Feng Chen, Dr. Kangkook Jee and Dr. Jessica Ouyang in computer science; Dr. Wei Li, Dr. Yaqing Jin and Dr. Armin Zare in mechanical engineering; and



Dr. Kanad Basu in electrical

and computer engineering. With the opening of the Engineering and Computer Science West building, which was dedicated earlier this fall, mechanical engineering faculty members have new facilities for their research groups. Additionally, the National Science Foundation recently funded scholarships for Jonsson School students pursuing advanced degrees in cybersecurity through 2024, as well as a program designed to support minority postbaccalaureate students who are pursuing graduate degrees in STEM fields.

Dr. Stephanie G. Adams, who joined UT Dallas as dean of the school and the Lars Magnus Ericsson Chair on Aug. 1, aims to expand the school's research and program offerings while improving diversity and interdisciplinary collaboration. Adams, who serves as presi-

STUDY, from Page 11

als of other races. If companies want to truly engage and retain black talent, they need to be courageous and design targeted interventions that take these unique experiences into account. With this report, we are calling upon leaders to think big and start a new movement that reimagines diversity and inclusion in ways that have not been done before."

In addition, the report finds that talented black professionals are much more likely than white professionals to plan to opt-out

of their corporate jobs to start entrepreneurial ventures. Black professionals who have worked at both large and small companies are also more likely to find an environment of trust, respect, and a sense of belonging at small companies, compared to large companies. Corporations that wish to retain black professionals should offer the same. In addition, the report delivers a roadmap that calls upon leaders to audit their workplaces and to create conversations that awaken white employees

to the workplace prejudice that their black colleagues face.

"Study after study has shown that black executives perform as well as or better than other executives but are not advanced to the highest levels," says Skip Spriggs, president, and CEO of The Executive Leadership Council, a research partner on the report. "The roadmap offered by CTI as a result of this study could make a difference because it is rooted in intentional, results-oriented actions designed to affect measurable, positive change."

dent of the American Society of Engineering Education, is considered a pioneer in her field for being among the first in the world to study teams in engineering education. "Like our new faculty join-

also drawn to the school's rapid growth as well as the considerable investment the broader community has made in engineering and computer science," Adams said. "We will all get to work

ing the Jonsson School, I was

over the next few years to build out programs, enrich the student experience and continue expanding our research to achieve the ambitious goals of the University and our technology-driven society."

Investors Liquidation Sale: Laurel Land Cemetery Burial Plot For Sale (one space) Section # 3, Space # 15, Lot # 20



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Laurel Land Cemetery charges for cost of single plot: \$3995.00 Discount Amount, if you act right away: <\$1500.00> (your savings)

Your Cost: \$2495 (financing available) **Call Today!** 972.665.0170 (leave message if no answer)

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On-going U.S. Army **Opportunity**

The United States Army is hiring for over 150 different career fields.

PART TIME OPPOR-TUNITIES - 1 weekend a month, 2 weeks in the early summer. Stay local, Money for school, healthcare, paid drills and skill training, and up to \$20,000 enlistment bonus.

FULL TIME OPPOR-TUNITIES - Full time hours with off time and weekends just like regular jobs. 30 days paid vacation per year. Money for school, free healthcare, paid skill training, and up to \$40,000 enlistment bonus.

Jobs in science, intelligence, combat, aviation, engineering, law and more. Contact 214-406 - 3737

Prerequisites:

· GED/High School Diploma

• Between the ages of 17-34

• No felonies

· No major medical issues

• 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

Cellco Partnership and its controlled affiliates doing business as Verizon Wireless (Verizon Wireless) proposes to construct a 36-foot metal pole small cell tower at the approx. vicinity of 4979 Fugua Street, Dallas, Dallas County, TX 75206; 32-48-36.59; -96-46-45.32. Public comments regarding potential effects from this site on historic properties may be submitted within 30 days from the date of this publication to: Trileaf Corp, Lauren Schramm I.schramm@trileaf.com, 1395 South Marietta Pkwy, Building 400 Suite 209, Marietta, GA 30067. 678-653-8673.

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December 2, 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. We are currently hiring for the following positions:

- Paving Machine Operator
- CDL Drivers (Boom Truck)
- Finishers (Structures, Paving)
- Loader Operator (Earthwork)
- Form Setters (Structures, Paving)
- Motor Grader Operator (Earthwork)
- Laborers (Structures, Underground, Paving) • Excavator Operator (Underground, 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

Legal Notices / Career Opportunity

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 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



in the Dallas Area. We Are Accepting Applications for Concrete Mixer Drivers and Heavy Equip-

ment Mechanics

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Church Happenings

BETHEL BIBLE FELLOWSHIP. CARROLLTON (A NEW PLACE TO **BELONG)**

NOTICE: Pastor Woodson serves the community by providing "Professional Therapy and Counseling Services" on a "Sliding Fee" scale. To schedule an appointment call the Pastoral Counseling Center at 972-526-4525 or email the church at www. bethelbiblefelloswhip.org

December 15, 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.

December 18, 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 1944 E. Hebron Parkway Carrollton, TX 75007 972-492-4300 www.bethelbiblefellowship.org

FELLOWSHIP CHRISTIAN **CENTER CHURCH** IN ALLEN **"THE SHIP"** We are Saving You a Seat!

December 15, 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 glo-

ry and honor.

December 18

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.

Dr. W. L. Stafford, Sr., Ed. D. Senior Pastor 2450 K Avenue #300 Plano, TX 75074 972-379-3287 www.theship3c.org www.visitF3c.org

INSPIRING BODY OF CHRIST CHURCH. Let's Go Fishing! **MATTHEW 4:19**

"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

December 13, 7 pm All men are invited to Men's Ministry meeting each Friday night at 8 pm, (IBOC promotes proactive male leadership.)

Dallas, TX 75237

www.Ibocchurch.org

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R.E.A.L. (Relevant, En-

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Join us for Morning Wor-

ship 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

December 18, 7 pm

You're invited to our

Wednesday's Bible Study

December 15, 10 a.m.

Changing)

Church.

972-372-4262

December 15, 10 a.m. 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.

December 15, 3 p.m. You're invited our water Baptism in the Baptism Center this coming Sunday and bring a friend.

December 16, 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 class; you will learn what



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God has to say to us. Come to be encouraged by God's plan for your spiritual growth and His glory.

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

SHILOH MBC **IN PLANO** (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.

December 15, 8 and 11 am You are invited to our Worship Services as we honor God for His goodness and faithfulness.

www.NorthDallasGazette.com

December 16, 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)

December 18, 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 www.smbcplano.org

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Happy Birthday Jesus!



Tarplev NDG Religion Editor

Story of the Candy Cane: It is told that a Candy Maker in Indiana made a candy that witnessed Christ; a Christmas candy cane. He incorporated several symbols for the birth, ministry, and death of Jesus Christ.

He began with a stick of pure white, hard candy. The color white symbolizes the virgin birth and the sinless nature of Jesus. The hard part of the candy symbolizes the solid rock, the foundation of the Church and firmness of the promises of God.

The candy shape is in the form of a "J" to represent the precious name of Jesus, who came to earth as our Savior. It also represents the staff of the "Good Shepherd" with which Jesus reaches down into the ditches of the world to lift out the fallen lambs that have gone astray.

The Candy Maker used three small stripes to show the stripes of the scourging Jesus received by which we are healed. The large red stripe is for the blood shed by Christ on the cross so that we could have the promise of eternal life

Unfortunately, the candy is now known as a Candy Cane; a meaningless decoration seen at Christmas time.

But the meaning is still there for those who, "Have eves to see and ears to hear." Pray that this symbol will again be used to witness Jesus and His ultimate and dominant force in the universe today.

WATCH NIGHT SER-VICES: December 31, 2019 will end with "Watch Night Services" at various churches in America.

From my cousin, Vickie Terry Byrd I learned the history of Watch Night Service; a tradition that brings fond memories to me.

Many of you who grew up in Black communities in America have probably heard of "Watch Night Services" (the gathering of Christians in church on New Year's Eve.) Service usually begins anywhere from 9 or

10 pm, and ends at midnight with prayer into the New Year.

I always assumed that Watch Night Service was a fairly standard Christian religious service - a bit more Afro centric because that's what happens when elements of Christianity become linked with the Black Church.

It seemed that predominantly Anglo Christian churches did not include Watch Night Services on their calendars in the past, but focused on Christmas Eve programs.

In fact, there were instances where clergy in mainline denominations wondered aloud about the propriety of linking religious services with a secular holiday like New Year's Eve.

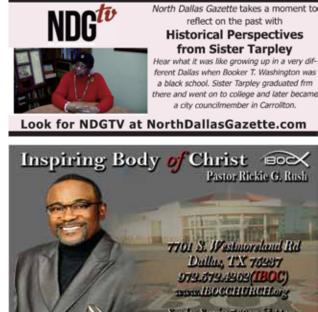
However, there is a reason for the importance of New Year's Eve Services in Black congregations; it can be traced back to gatherings on December 31, 1862, also known as "Freedom's Eve."

On that night, Blacks came together in churches and private homes all across the nation, anxiously awaiting the news that the Emancipation Proclamation actually had become law.

Then, at the stroke of midnight, it was January



The cast of Shouting Down a Quiet Life includes (left to right) Marquese K. Johnson; Natasha Wells; Angelo Reid; Holli Harms, playwright/screenwriter; Selmore Haines III, Director; Christian Taylor and Mercedes Michelle



iday Service 7:30am & 11am & Men's Fellowship Friday 8pi

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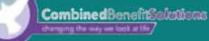


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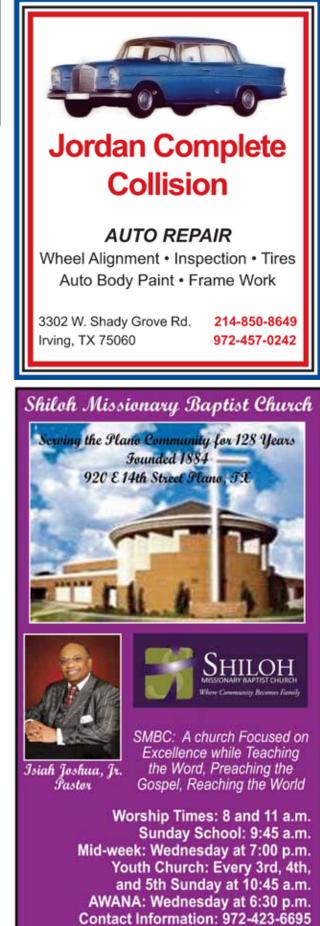
Ms. Vickie Richardson-Steward President / Licensed Agent



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1, 1863; this meant that all slaves in the Confederate States were declared legally FREE. Some Black folks have gathered in churches on New Year's Eve every since; and there are praises to God for bringing families safely through another year.

It's been 157 years since that First Freedom's Eve in Texas; many of us were never taught the African America's history of Watch Night, but custom still brings us together at this time every year to celebrate how God blessed us.

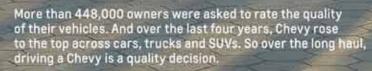


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