

*The Fourth Annual  
Black State Employees Association of Texas, Inc.*

*Banquet  
and  
Awards*

PRESENTATION



Saturday, October 30, 1993  
6:00 P.M.

LOEWS ANATOLE HOTEL  
Khmer Pavilion  
2201 Stemmons Freeway - Dallas, Texas

Dr. Darren L. Reagan  
Chairman/CEO

***Black State Employees Association of Texas, Inc.***

***Board  
of  
Directors***

*Chairman/CEO* ..... *Dr. Darren L. Reagan*

*Vice Chairman* ..... *Allen McGill*

*Executive Secretary* ..... *Carolyn Carey*

*Board Members* ..... *Linda Johnson*

*Margaret Campbell*

*Euna Robinson*

*Gail Terrell*

*Valerea G. Murphy*

*Barbara Collier*

*Connie Buford*

*Sheryl Colclough*

*Carlos "Candy" Allen*

*A community based organization serving African-American residents and others...*



## Greetings....

*As I pondered my thoughts to be expressed in this brief communiqué, the consideration of "when the banquet is over, where do we go from here" lingered in my mind. After the special recognitions and bestowing of awards, singing, hand clapping, and inspirational keynote address, where will we go from here.*

*Members, reflecting over the past year we have encountered struggles, significant accomplishments, ups and downs, disappointments and success as we strive toward justice and equality in the work place, our community, and abroad. Although the evening sun of 1993 slowly sets, a new year (1994) is rapidly dawning. The fight continues and we must remain vigilant, pro-active and proceed to move forward.*

*Corporate friends, supporters, and others, the challenge of innovative change, workforce diversity, business opportunities for African Americans and other ethnic groups, and reinvestment back into the community is now upon you.*

*Equitable opportunities, meaningful and serious level utilization of African Americans in employment, procurement, business expansions into African American neighborhoods, and providing tangible support for African American Community Based Organizations are not to be considered as some type of social, charitable, or token contribution.*

*The act of punishing, excluding, or taking punitive action against those of us who continue to raise the issues and deliver the message is not acceptable and validates the perceived practice of racism and discrimination that further disenfranchises African Americans and other ethnic minorities.*

*One may attack, demean, and attempt to destroy the messenger(s), but cannot and will not disrupt or prevent the message from going forth. The torch will continue to be passed.*

*The challenges before us today are "will we dare to be different" and to make a difference for the cause of justice and equality, after the banquet is over.*

*The questions, Where will you go from here? Will you choose to be remembered as a contributor to or victim of "the travesty of missed opportunities" or one who "triumphs and seizes the moment," when the banquet is over? God bless you.*

*Sincerely,*

A handwritten signature in black ink, appearing to read "Darren L. Reagan". The signature is written in a cursive style and is located below the word "Sincerely,".

*Dr. Darren L. Reagan  
Chairman/CEO*



Dear Members:

I want to personally thank you our friends and supporters. We appreciate your hard work, dedication, and loyalty. You have answered "**The Call**" many times after learning members, neighbors, friends, and others needed your help and support. **Thank you.**

A special word to Darren Reagan. Your leadership and courage is what makes the Black State Employees Association an effective **community based organization**. As we enjoy this occasion and celebrate our accomplishments, please take a few minutes to look through the Annual Report and take Pride in knowing you were an important part of bringing positive change for African Americans in Dallas.

Please stay on the battlefield. **ALUTA CONTINUA.**

Until that time,

Allen McGill  
President





Dear Supporters:

Thank you for supporting the Black State Employees Association of Texas, Inc. (BSEAT), 4th Annual Banquet and Awards Presentation. Your support this year helped to insure our banquet's success.

Please take a few moments to review some of the organization's accomplishments in our Souvenir Booklet, in the event you are not familiar with BSEAT. If you are, it will bring you current with our Association.

To our major sponsors Bank of America, 100.3, KHVN, TCI, Delta, and WFAA-TV/Channel 8, thank you for your continued support. To our other sponsors, supporters and friends, thank you for participating. Banquet Committee Members thank you for your untiring support and contributions in this our 4th Annual Banquet and Awards Presentation.

Sincerely,  
Gail Terrell  
Banquet Chairperson



Dear Fellow Citizens:

As we celebrate our 4th Annual Banquet, I wish to thank each and everyone of our supporters.

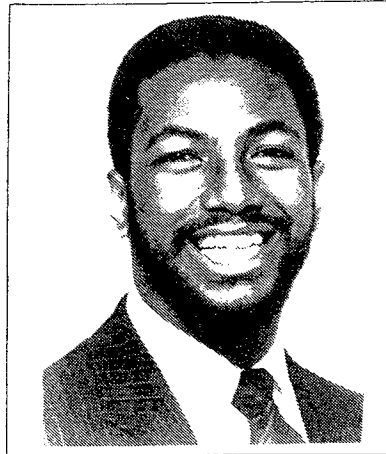
As we review the year, we can clearly see the progressive accomplishments of the Association.

It is our purpose to provide a structured support base for all citizens in the public and private sector who are under represented and disadvantaged. It is our intention to promote cultural, social, economic, educational, civic and the general welfare of these individuals.

As chairperson of membership, I would like to invite each of you who are not yet members, to consider becoming a part of this organization. Your contribution is certainly needed to battle the injustices that exist in our society as a united front.

Sincerely,  
Odell Lee  
Membership Chairperson

## *Guest Speaker*



### **REVEREND MICHAEL WAYNE WALKER**

The Reverend Michael Wayne Walker is Administrative Minister of the Messiah Baptist Church of Brockton, Massachusetts. Under the leadership of Rev. Walker, Messiah Baptist Church constructed and entered a new church and educational building April 6, 1986. This was accomplished in less than five years and with an initial church membership of 35. The church owns and operates a Federally Chartered Credit Union, Intensive Transition to Independent Living Program for the Commonwealth of Massachusetts, created a Community Development Corp., and opened a Career Counseling and Life Planning Center. Rev. Walker completed a post graduate study in Cultural Pluralism at Oxford University in Oxford, England and studied at Princeton University. Recognized as a Danforth Scholar and Mays Fellow, Rev. Walker graduated *cum laude* from Bowdoin College in Brunswick, Maine, holds a Masters Degree from Harvard University, and is presently a candidate for the Doctorate Degree from Boston College. He completed a Field Education Supervisory program at Andover Newton Theological School and the American Baptist Churches Planning and Managing Institute. In 1989 as an outgrowth of his Community Development Ministry, Rev. Walker completed the Wendy Heifeitz "Training for the Securities Industries" program and he is licensed and registered as a Financial Planner. As a recipient of the prestigious Merrill Fellowship, he studied at Harvard Divinity School and Harvard Business School. Rev. Walker serves as a member of "Ethical Perspectives," a weekly cable television show, is a member of the United Way Board of Directors, Kiwanis International, Growing Minds Resource Institute, a Commissioner for the Hall of Black Achievement at Bridgewater State College, and maintains membership with many other organizations. He was appointed by the Governor to a 5 year term as a member of the State Board of Education in August 1991. Rev. Walker served as a Keynote Speaker for the National Baptist Convention, conducted revivals and lectured at high schools and universities nationwide, is a former Field Director for the 1980 Congressional Elections (5th C.D., Texas), former legislative aide to State Representative Paul Ragsdale, and has travelled with Alex Haley, Dick Gregory, and Leon Higginbotham. When defined in terms of its intended products, Rev. Michael Wayne Walker's academic experience, professional training, work experience, and community development has taught him to move beyond acquisition of specific knowledge skills and toward the acquisition of an understanding of humanity, nature, and the interaction of the two toward the development of a style of thought which is informed, questioning, and marked by intellectual courage.

# Programme

*Theme: "The Travesty of Missed Opportunity and The Triumph of Seizing The Moment"*

Mistress/Master of Ceremony ..... Rene' Syler - WFAA-TV, Channel 8  
Russ Parr - KJMZ 100.3 JAMZ Radio Station

Invocation ..... Dr. Willie E. Harris

Occasion ..... Euna Robinson  
Member, Board of Directors

~ D I N N E R ~

Musical Selection ..... Lincoln High School Choir  
Mr. Audrey Jones, Director

Issuance of Awards ..... Gail Terrel , Banquet Chair  
Sheryl Colclough  
Carlos "Candy" Allen  
Banquet Committee Members

Special Recognitions ..... Allen McGill  
President

Remarks ..... Dr. Darren L. Reagan  
Chairman/CEO

Poem (*Still I Rise*) ..... Donnisha Rae Wall

Introduction of Speaker ..... Rene' Syler

SPEAKER ..... Dr. Michael Walker

Drawing (*Must Be Present to Win*) ..... Delta Air Lines, Inc.

Benediction ..... Dr. H. D. Reagan  
East Gate Baptist Church

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*Trail Blazers*



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Pres/COO  
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Executive Vice President  
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*To The Members*

*of the*

*Banquet Committee*

*Congratulations*

*for*

*A Job Well Done*

## ***Banquet Chair***

*Gail Terrell*

## ***Banquet Committee Co-Chairs***

*Misty Brown*

*Sonja Hill*

*Connie Buford*

*Odell Lee*

*Sheryl Colclough*

*Katie Newborn*

## ***Banquet Committee Members***

*Carlos "Candy" Allen*

*Jackie Green*

*Sandra Broussard*

*Russell Heath*

*Margaret Campbell*

*Linda Johnson*

*Carolyn Carey*

*James Milton*

*Charles Crumpton*

*Valerea G. Murphy*

*Veronica Daniels*

*Issac Okah*

*Jeynice Edwards*

*Detra Reeves*

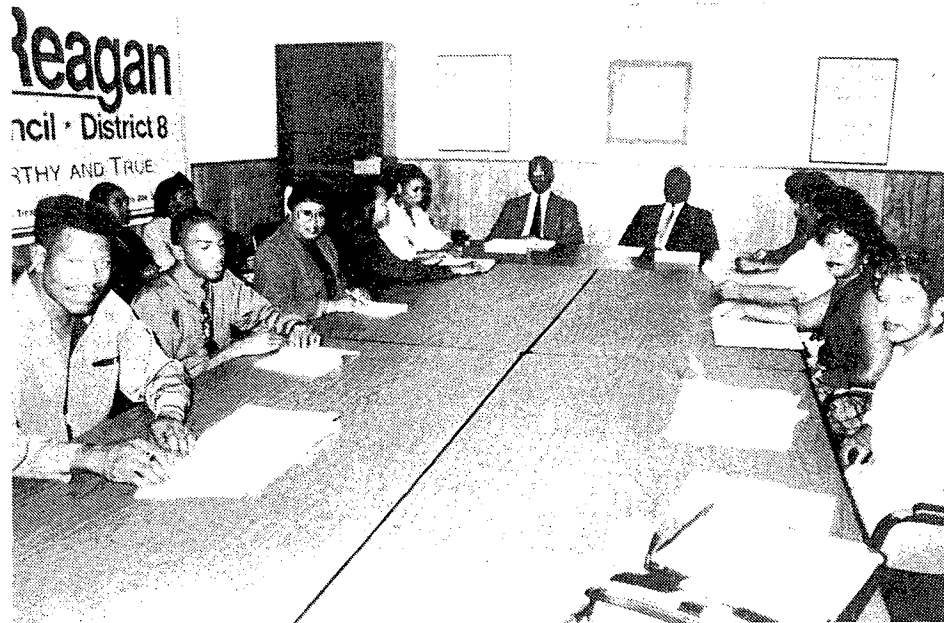
*Danny Evans, Sr.*

*Euna Robinson*

*Members of the Banquet Committee*



*General Monthly Membership Meeting*





*A Very Special Thanks*

*To All Of Our*

*Supporters and Advertisers*

*from*

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Bank of America is proud to support the Black State Employees Association in its efforts to bring economic growth and opportunities to the African-American community in Texas. We are Banking on America and counting on you.



---

*Congratulations and Best Wishes*



*Best Wishes*  
*Black State Employees Association of Texas*

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100.3  
J.A.M.Z. SM

*Congratulations*  
*to the*  
*Black State Employees Association of Texas*  
*on your*  
*Fourth Annual*  
*Awards Banquet*



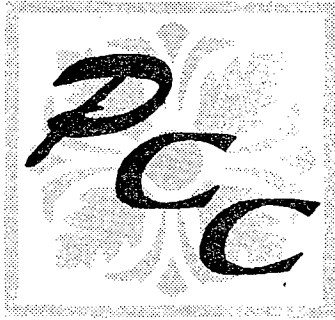
Congratulations  
to  
Darren Reagan  
and  
The Black State  
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## East Gate Baptist Church

6960 S. Polk Street

Dallas, Texas 75232

Phone (214) 371-2633

Rev. H. D. Reagan, Pastor



## “DRUG ABUSE SUPPORT MINISTRY”

East Gate Baptist Church

6960 South Polk Street

Dallas, Texas

Phone: (214) 371-2633 and (214) 371-2671



*The East Gate “Drug Abuse Support Ministry” serves as a community network for the exchange of Information and Resources on and of substance abuse clients, as well as to provide support to families who are afflicted by substance abuse. East Gate Baptist Church serves as one of the Eastfield off-campus location for the “Chemical Dependency Certification Program.”*

*Our dedicated ministry consist of: Professionally trained counselors in Evangelism, Education, Drug Abuse, Business Consultants, Medical Professionals and Volunteer Supporters throughout the Church and Community.*

*Ms. Jo Ann Jackson, M.Ed LPC*  
**Executive Director**

*Mr. Levi Williams, M.S. LPC*  
**Counseling Specialist**

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**2nd & 4th Saturdays — 10:00 - 12:00 noon**

**TREATMENT SUPPORT GROUP MEETING**

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**Saturday 10:00 a.m. - 12:00 noon**



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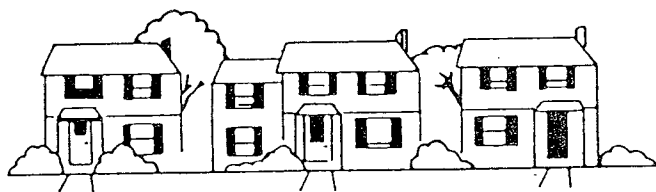
# Why our bank believes in the community

We think a bank should be more than just a place to keep your money.

Our officers, staff, directors and employees are actively involved in this community.

Because we live and work here, it's our goal to help improve our our town.

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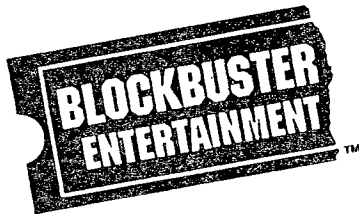
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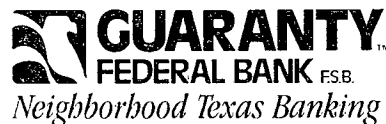


JCPenney

**CONGRATULATES**

The Black State Employees  
Association of Texas on Your  
Fourth Annual Awards Banquet.

**Guaranty  
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The Black  
State Employees  
Association  
Of Texas, Inc.**



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**EUNA ROBINSON**  
**Chairperson, Legal Redress**

## **GRIEVANCE REDRESS COMMITTEE**

The Grievance Redress Committee has received some 200 calls this past year. Referrals are made to EEOC, Department of Labor, Department of Education Office of Civil Rights Compliance and Private Attorneys.

BSEAT has been on the cutting edge of social change with the following class action charges:

January 1989: BSEAT vs University of Texas Southwestern Medical Center at Dallas. Filed with the DOL.

December 1989: BSEAT vs The Texas Department of Human Services. Filed with EEOC.

January 1990: BSEAT vs University of Texas Southwestern Medical Center at Dallas. Filed with the DOL.

July 1990: BSEAT vs Sears Technology Center. Filed with the DOL.

September 1990: BSEAT vs The Texas Employment Commission. Filed with EEOC.

March 1991: Gayla Brown et al vs University of Texas Southwestern Medical Center at Dallas. Filed with DOL.

April 1991: Lisa Rucker et al vs University of Texas Southwestern Medical Center at Dallas. Filed with DOL.

December 1991: Willie Brackens vs First City Texas. Filed with DOL.

February 1992: BSEAT vs First Gibraltar Bank. Filed with DOL.

April 1992: BSEAT vs First Gibraltar Bank. Filed with DOL.

April 1992: BSEAT vs IVI Travel Agency

May 1992: BSEAT vs The Associates of North America. Filed with the DOL.

Negotiated/Mediated Settlements of Class Charges:

Six (6) negotiated settlements.

Two (2) no cause, now on appeal.

Four (4) recently filed new charges.

Four (4) African American female employees wrongfully terminated by First Gibraltar Bank offered rehire by Bank of America.

This committee hosts quarterly Job Discrimination Workshops featuring: The EEOC, Department of Labor (DOL) Department of Education Office of Civil Rights Compliance, Texas Workers Compensation Commission, and The Legal Services of North Texas. A number of Private Attorneys volunteer time in these workshops. The participants are allowed an opportunity to meet and discuss their cases and have many of their problems addressed.

We offer quarterly documentation workshops to help persons document their cases and review any missing data they would need to prove their discrimination cases.

This committee has a PRO Se clinic. (Persons in court on their own with no lawyer). These persons meet to discuss their case and share experiences so that others can learn from grounds already treaded by members. We maintain a modest Law Library covering a variety of labor and discrimination law. BSEAT is very proud to say that this year one of our Pro Se's filed a case in the Fifth Circuit Court of Appeals. We also have one filed with the United States Supreme Court.

## *Job Placement And Career Fair Representatives*



Left to Right: Valerea G. Murphy, Connie Buford, Odell Lee

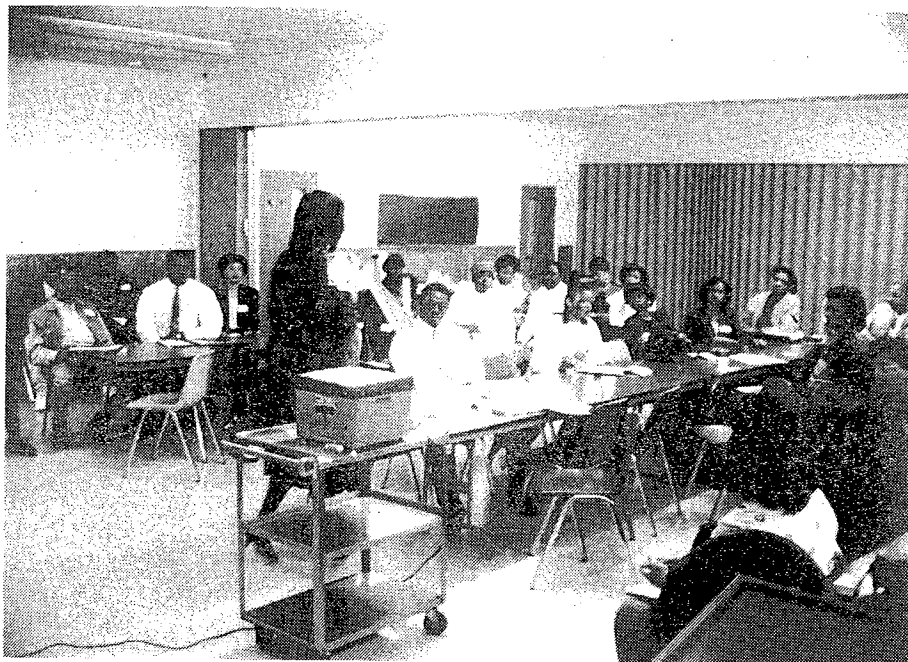
**JOB PLACEMENT** has over 225 active resumes on file. Job Placement Representatives meet with the applicants seeking employment on a weekly basis. There are approximately 50 applicants screened monthly. Our Job Bank consists of thirty regular employer participants.



# **MARCH 20, 1993 CAREER FAIR PRE-REGISTRATION SEMINAR**

*Conducted By*

**LORETTA BARR OF RESUME CLINIC**



Potential job applicants attended the March 20, 1993 pre-registration workshop in preparation for the First Annual Professional Career Fair held at the Fair Park Dallas Civic Garden Center.

**VALERIA G. MURPHY**  
**Human Resource Specialist**



<b>PARTICIPANTS</b>	<b>EMPLOYMENT OFFERS</b>	<b>PARTICIPANTS</b>	<b>EMPLOYMENT OFFERS</b>
S&A Restaurant Corp	0	Bank of America Texas	2
Temerlin McClain	0	General Mills Restaurant	1
Comerica Bank Texas	0	Southland Corp	1
Brinker Int'l	0	Asociates Corp	1
Blockbuster Video	0	NationsBank	0
The Kroger Co.	0	Bank One, Texas	0
Guaranty Federal Bank	0	TX Commerce Bank, N.A.	0
1st Interstate Bank	0	UT Arlington	0
Unigate Restaurants	0	Ace Cash Express	0
TGI Friday's	0	J. C. Penney Co	0
Circuit City Stores	0	Cash America Int'l	0
Dallas Commun. Colleges	0		
Career Fair Applicants	450		

**TOP PERFORMERS**

**BANK OF AMERICA**

- \* 2 Career Fair Candidates Hired
- \* Resume Referral Candidates Hired

**OTHERS**

**NATIONS BANK**

- \* 1 Resume Referral Candidate Hired

**SOUTHLAND CORP**

- \* 1 Career Fair Candidate Hired

**JD & ASSOCIATES SEARCH & RECRUITMENT SPECIALISTS**

<b>Number of Referrals For Job Placement</b>	<b>Candidates Hired</b>	<b>Company</b>
10	2	S & A Restaurant Corp
13	1	Brinker Int'l
2	1	Compass Bank
37	4	Best Buy



12404 Park Central Drive  
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(214) 404-5000

**R. William Flock**  
Senior Vice President  
of Human Resources

March 27, 1993

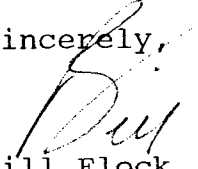
Dr. Darren Reagan  
Chairman/CEO  
Black State Employees Assn.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Dr. Reagan:

I want to congratulate you and your entire staff for sponsoring an outstanding Professional Job Fair. The turnout was great and the quality of job applicants was outstanding. All-in-all, I believe that the Professional Career Fair was among the best we have ever participated in.

S&A Restaurant Corp. is pleased to have been invited to participate in your program.

Sincerely,



Bill Flock  
Sr. Vice President, Human Resources



Recycle Today ... for Tomorrow



SUE ELLIOTT  
*Vice President*  
*Human Resources*

March 31, 1993

Dr. Darren L. Reagan  
Black State Employees  
Association of Texas, Inc.  
P.O. Box 763773  
Dallas, TX 75376

Dear Dr. Reagan:

I enjoyed meeting with you on the 22nd. The insights you shared and resources you offered are valuable.

Juanita Nanez and Joni Dyer met with Dr. Delva King yesterday to discuss support for diversity outreach in employment and design of a mentoring program. Both felt her knowledge and experience will be helpful as we move forward to achieve our goals in this area.

Three of our recruiters attended your minority job fair this past weekend. Several applicants were identified for corporate. We're excited about the possibilities.

April is a very busy month since we hold our franchise convention, April 24th - 29th. I'll touch base with you in early May to continue building on our working relationship.

Sincerely,



Sue Elliott

SE/gm

cc: Dick Rivera  
Greg Buchanan  
Juanita Nanez  
Marvin Salsbury

# TEXAS COMMERCE BANK

LUCY R. NEARY  
Vice President  
Human Resources

2200 Ross Avenue  
P.O. Box 660197  
Dallas, Texas 75266-0197  
(214) 922-2430

June 28, 1993

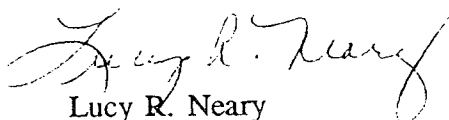
Ms. Valerea Murphy  
The Black State Employees Association  
of Texas, Inc.  
P. O. Box 763773  
Dallas, TX 75376

Dear Ms. Murphy:

At the time of your Professional Career Fair in March of this year, Texas Commerce Bank had recently acquired the New First City Banks in the Dallas area. Because we were attempting to place as many New First City employees as possible, we did not have positions with which to match applicants from the career fair.

We look forward to participating in your next Professional Career Fair. If you should have any questions, please let me know.

Sincerely,



Lucy R. Neary

LRN/



*Black State Employees  
Association of Texas, Inc.  
Second Annual Scholarship  
Awards Luncheon*

Approximately 300 people attended the B.S.E.A.T. Second Annual Scholarship Awards Luncheon on May 21, 1993 held at the lovely Dallas Civic Garden Center. The illustrious Dr. Yvonne Ewell, DISD Board Member, orated on the theme: "**The Truths of Education and The Tragedies of Miseducation.**" Michael Hill, WFAA TV-Channel 8, was guest Master of Ceremony.



**SCHOLARSHIP COMMITTEE MEMBERS:**  
Valerea G. Murphy, Sheryl Colclough, Julie Jeffrey-Robinson  
Candy Allen, and Linda Morgan.

## *Second Annual Scholarship Awards Luncheon*

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### **SPECIAL THANKS**

*To our business and corporate sponsors, your consistent and generous contributions have and will continue to make a positive impact in the lives and education of our young people. God Bless You.*

## *Black State Employees Association of Texas Social Services Fund, Inc.*

*The Black State Employees Association of Texas has endeavored to encourage and attract a broad base of contributors to meet the immediate and future needs of our citizens and community. Recognizing the important role of education in the growth and development of the community and realizing the impact of increased costs of higher education, the B.S.E.A.T. Social Services Fund makes a conscious effort to attain financial resources to assist minority students from our community to achieve their higher education goals. During the last two years (1992 - 1993), the Black State Employees Scholarship/Financial Assistance Program has awarded \$17,000.00 in scholarship funds to nine local high school graduates.*

MAY 7, 1992

*Health Professions  
Ramona McClendon*



\$1,500

*A. Maceo Smith  
Toshiba Randall*



\$1,200

*Skyline Center  
Katrina Oden*



\$750

*David W. Carter  
Kevin Brisby*



\$550

MAY 21, 1993

*David W. Carter  
Tashonda D. Carey*



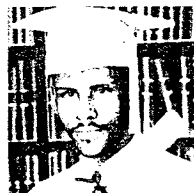
\$5,000

*Justin F. Kimball  
Sholanda Neal*



\$3,500

*Skyline Center  
Geoffrey Williams*



\$1,000

*Bus. & Mgmt. Magnet  
Anjeannette Sasser*



\$2,000

*David W. Carter  
Christina Yancy*



\$1,500



**CONNIE BUFORD**  
Job Place Coodinator



*The Third Annual Summer Job Fair*  
*June 6, 1993*

<b>PARTICIPANTS</b>	<b>OPENINGS</b>	<b>OPENINGS</b>
Dallas Youth Services Group	20	0
TCI Cablevision	25	0
NationsBank	100	0
Southland Corporation	Various	0
Bank One Texas, NA	Various	0
Minyard Food Stores	Various	0
Sunbelt Nursery Group	Unlimited	0
TX Dept. of Human Services	Available	0

*Business Retention/Expansion*

*in*

*Our Community*



Ronald A. McDougall  
President and  
Chief Operating Officer

August 3, 1990

Mr. Darren L. Reagan  
Executive Director  
Black State Employees Association  
of Texas  
P. O. Box 761564  
Dallas, Texas 75376

Dear Darren:

It was a pleasure to meet with you and your colleagues on Thursday.

I appreciate your positive attitude and believe that we share common ground in our mutual concern that qualified individuals be given the opportunity to succeed in the business community.

Your input can help provide the insight and direction to further enhance our ongoing efforts in this area.

Best regards,

A handwritten signature in black ink, appearing to be "RAM", with a large, sweeping flourish above the letters.

RAM:mkd

Enclosures

THE KROGER CO.  
DALLAS DIVISION



AREA CODE 214  
TEL. 580-3000

Ship to:  
1901 GATEWAY DR.  
IRVING, TEXAS 75038

Mail to:  
P.O. BOX 660265  
DALLAS, TEXAS 75266-0265

January 22, 1991

Mr. Darren L. Reagan  
Executive Director  
Black State Employees Association  
Of Texas  
P. O. Box 761564  
Dallas, Texas 75376

Dear Mr. Reagan:

Thank you for taking your time to meet with Bill Parker, Jack Partridge, Darrel Burks and myself recently regarding an update on the Black State Employees Association of Texas and their activities here.

Pursuant to our discussion, we are using the Dallas Weekly; The Dallas Examiner; Dallas Post; The Texas Times; KESS Radio; and KKDA Radio all on a regular basis. We are reviewing the use of El Sol and attempting to set a method in which our ads can be translated in a timely fashion. Additionally, our group here in Dallas will plan and stage a Minority Business Fair in the second half of 1991, as well as participate in The Kroger Co.'s Minority Business Fair in Nashville this month, per the attached. Other considerations we are making at this time are active memberships in the Dallas Black Chamber, The Dallas Urban League Inc., and L.U.L.A.C Chapter #272.

Additionally, our Dallas group regularly supports the following major opportunities: Dallas Urban League's Job Fair, Dallas SER, and L.U.L.A.C.

All of us at Kroger are very proud of our support and commitment to furthering businesses and citizens represented by the Black State Employees Association of Texas. I'm confident our relationship will only be enhanced as we continue to grow here in Dallas.

Sincerely,

A handwritten signature in cursive script, appearing to read "Margi Shirley".

MARGI SHIRLEY  
Advertising Manager  
THE KROGER CO.

MS/bk

cc: Parker



One Ridgmar Centre  
6500 W. Freeway, Suite 600  
Fort Worth, Texas 76116  
817-738-8111

February 28, 1991

Mr. Darren L. Reagan  
Executive Director  
Black State Employees Association of Texas  
P.O. Box 761564  
Dallas, Texas 75376

Dear Darren,

It was nice to finally meet with you and Dr. Harris on Tuesday. I was beginning to think that you were just a voice on the phone.

One of the first things that we can do to help each other is in the area of employment. As we discussed, we are in need of management trainees throughout our company. Your organization will be very helpful in locating qualified candidates to fill these positions. I have enclosed three recruiting folders that we use when visiting local colleges and job fairs. The information within the folders gives an overview of our business, as well as describes the type of individuals we are looking to recruit. Let me know if you have anyone that may be interested.

Your organization appears to be very committed to strengthening and improving the social, economic, and educational systems for minorities within the metroplex. It is self evident that we must all pull together to improve the social and economic conditions for all of our citizens or suffer the consequences.

Darren, Sunbelt Nursery Group as a good corporate citizen is committed to providing equal employment opportunity for all people regardless of race, color, religion, creed, sex, national origin, age, handicap, or veteran status. We look forward to working with you to find a peaceful cooperative means of improving our community.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Tim R. Hinaman'.

Tim R. Hinaman  
Director of Human Resources  
Sunbelt Nursery Group

*Creating*  
*Business Opportunities*  
*for*  
*African Americans*

# Southland, investors discuss property sale

## Minorities get chance to make bid

By Martin Zimmerman  
Staff Writer of The Dallas Morning News

The effort to give minority investors a shot at buying properties put up for sale locally by Dallas-based Southland Corp. appears to be bearing fruit.

Southland, operator of 7-Eleven convenience stores, said it met Monday with members of the minority business community to advise them of an East Oak Cliff property that Southland is putting up for sale.

The Monday meeting was the latest in a series of meetings between Southland executives and members of the minority community. Those meetings followed the picketing last December of a former 7-Eleven store in Oak Cliff by

minority groups. The picketers complained that members of the community didn't get a chance to bid on the property before it was sold.

Darren L. Reagan, executive director of the Dallas chapter of the Black State Employees Association of Texas, said Thursday he is pleased Southland notified minorities that the East Oak Cliff store was being sold.

"We want to be able not only to spend our dollars with businesses in the community, we want some ownership in terms of economic development," Mr. Reagan said.

"Our meetings with Southland have been very productive. They have been very cooperative."

Referring to recent efforts to



Darren L. Reagan

increase minority participation in city government, Mr. Reagan said: "10-1, 14-1, even 25-1 is great, but if we're not able to bring the economics along with it, we have accomplished very little."

Southland spokeswoman Cecilia Norwood said the company. Please see SOUTHLAND on Page 11D.

## Southland discusses sale of property

Continued from Page 1D.

which recently emerged from bankruptcy proceedings, plans to emphasize relations with the minority community.

"There will be more meetings. This is an on-going effort," she said. "We're in the process of getting where we want to be with the minority community."

"Now that we finally have the opportunity to focus our attention on our business, this is one of the functions that takes a pretty high priority for us."

Stores purchased from Southland wouldn't be operated under the 7-Eleven logo, but could be operated as convenience stores under another brand name.

# Business for S. Dallas pledged

## Bartlett outlines economic development initiatives for area

By John Yearwood

Staff Writer of The Dallas Morning News

Mayor Steve Bartlett and more than a dozen civic leaders pledged Saturday to work together to bring new businesses to southern Dallas.

Mr. Bartlett outlined his economic development initiatives for the area during the first quarterly Community Empowerment Summit, sponsored by the Black State Employees Association of Texas. He first proposed many of the ideas during his campaign last fall.

"We have dug ourselves in a hole on the southern side of town, and digging out is not going to be easy," Mr. Bartlett told about 70 people at East Gate Baptist Church on South Polk Street.

Among his goals, he said: increasing the use of Paul Quinn College, renovating Fair Park to make it "a generator of jobs" and appointing a community reinvestment officer.

The community reinvestment officer would study why some areas of the city have received loans and business investments and others haven't, Mr. Bartlett said.

"If this works, Dallas will be the first city by the middle of the dec-



**Darren Reagan**

ade where an individual will be able to secure loans by their ability to repay and not by geography," he said.

The meeting was held to focus city leaders' attention on South Dallas, an area that is underdeveloped and too often ignored, said Darren Reagan, association chairman.

In some areas south of the Trinity River, there are no banks, major

restaurants or department stores, he said.

"Southeast Oak Cliff has been historically denied," said Mr. Reagan, adding that the association is working with corporations to turn the area's fortunes around.

More than two dozen bankers, community leaders and politicians attended the summit, including Dallas school board member Yvonne Ewell, City Council member Larry Duncan, state Rep. Fred Blair and Paul Quinn College president Warren Morgan.

"We want these people to get to know each other," said Allen McGill, a vice president of the association. "We envision an effective coalition to push an economic development agenda for southeast Oak Cliff.

"This organization is going to be the engine that pushes the process along."

Russell Heath, a welder who lives in South Dallas, said he left the meeting more optimistic about his neighborhood's future.

"We need the southern sector to start moving. It's been promised for years and years and years," he said. "I feel like it'll happen this time."





Dallas  
P.O. Box 661700  
Dallas, TX 75266-1700  
(214) 939-8000

July 9, 1992

Mr. Allen McGill  
Black State Employees Association of Texas  
P. O. Box 781584  
Dallas, Texas 75376

Dear Mr. McGill:

First City believes that purchasing goods and services from minority businesses is essential to improve minority business communities and stabilize the economics of the Dallas/Fort Worth area. First City has discovered that purchasing from minority vendors provides benefits to both the vendor and First City. The vendor benefits from receiving the order, which generates income, and First City benefits by receiving quality service and merchandise.

We feel that we have made progress in the area of minority procurement and that our efforts will continue to increase in the future. One area of concern that we are currently addressing deals with the lack of a minority vendor tracking system. Currently, vendors are recorded only by name and are not sorted by race, sex, location or service provided. Therefore, we are unable to respond to your questionnaire. We are hopeful that, as we begin 1993, we will have an automated purchasing system, which will provide us and your organization with information that is needed on minority vendors.

Thank you for including First City in your survey. I am looking forward to receiving the information that this survey will generate.

Sincerely,

A handwritten signature in black ink, appearing to read 'Darryl Pounds', written over a horizontal line.

Darryl Pounds  
Chairman of the Board and  
Chief Executive Officer

cc: Wendy Windham



**THE RED OAK  
STATE BANK**

July 10, 1992

Mr. Darren Reagan  
Black State Employees  
Association of Texas  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. Reagan:

Please reference the survey that was faxed to our bank concerning the ethnic breakdown of companies that we use for purchases, professional services, non-professional services, construction, and non-profit contributions. We do not maintain records that allow us to determine the ethnic origin of ownership of the companies that we utilize. The Red Oak State Bank accepts bids for the services/products that it utilizes and then makes a decision based upon the bid received, reputation, and quality of service that the company is able to provide. As we have previously discussed with you, The Red Oak State Bank will include African American companies in our bidding process and give them every opportunity to do business with us.

In reviewing the list sent to us, the bank has used African American companies for the purchase of office equipment, advertising, catering, security, building maintenance, and travel. We have also made contributions to many African American non-profit organizations. These are the areas that we are specifically aware of; however, African American companies may have been used in other instances since we do not have adequate records from which we can make such a determination.

The Red Oak State Bank wants to work with The Black State Employees Association of Texas and we apologize for not being able to give you more complete information.

Sincerely,

Jerry B. Burnett  
Chairman of the Board and CEO

JBB:krn

DALLAS LOCATION

333 WEST KIEST BLVD.  
P.O. BOX 769002  
DALLAS, TEXAS 75376-9002  
214 371-6000



Thomas E. Hoaglin  
President and  
Chief Operating Officer

BANK ONE, TEXAS, NA  
P.O. Box 655415  
Dallas, Texas 75265-5415  
1717 Main Street  
Dallas, Texas 75201  
(214) 290-5194

July 14, 1992

Mr. Allen McGill  
Black State Employees Association  
of Texas, Inc.  
P. O. Box 763773  
Dallas, Texas 75376

Dear Allen:

Thanks for your letter of July 5 in regard to the Minority purchasing survey.

Though we are unable to participate in the survey as you have outlined it, I am pleased to inform you that we have hired our first Director of Minority Purchasing, an African-American by the name of Leffie Crawford, who has recently joined us. We view this as a very important step for our organization, and I am sure that Ms. Crawford will want to spend time getting acquainted with you in the very near future.

Sincerely,

Thomas E. Hoaglin

TEH:elf

***BSEAT's***

***Community***

***Development***

***Corporation***

***(CDC)***

## SOUTHEAST OAK CLIFF COALITION TOUTS AREA

The Southeast Oak Cliff area, which was the subject of a city land-use, housing and economic development plan adopted in 1991, is beginning to benefit from several citizen and city initiatives.

Dr. Darren Reagan and Allan McGill of the Black State Employees Association of Texas have held workshops with representatives from local banks to encourage investment in the area, minority procurement and contracting as well as minority hiring. Further, BSEAT is forming a non-profit organization to stimulate economic development, housing and resident-support programs.

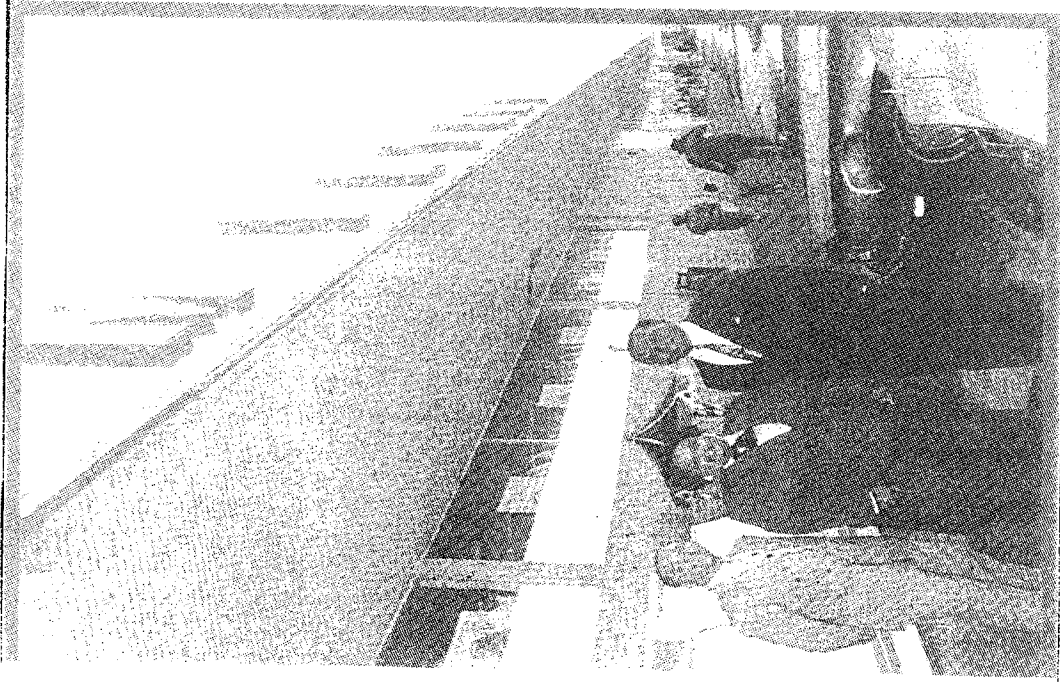
To foster community participation in development efforts, the Oak Cliff Bible Fellowship, under the leadership of Pastor Tony Evans, has formed "Alternative Community Development Services." The group focuses on the development and training of minority entrepreneurs to provide essential services at neighborhood shopping centers. About a dozen entrepreneurs are

**BSEAT is forming a non-profit organization to stimulate economic development**

participating in a six-month training program coordinated by Van Howard of MBA Consultants, Inc.

The city of Dallas is working with DART, Southern Dallas Development Corporation and the owners of the Lancaster/Kiest Shopping Center to promote additional retail services. Proposed improvements include a larger supermarket, additional lighting and signs, new paving and increased security. The upgrading program was the primary recommendation of citizen participants, who were assisted by M. Joyce Brown, in the planning process.

**From left, Van Howard, Joyce Brown and Dr. Darren Reagan of the Southeast Oak Cliff Coalition.**



501 (C) (6)

FILED  
In the Office of the  
Secretary of State of Texas

AUG 27 1992

ARTICLES OF INCORPORATION  
OF  
THE BLACK STATE EMPLOYEES ASSOCIATION OF TEXAS  
SOUTH OAK CLIFF COMMUNITY DEVELOPMENT CORPORATION, INC. Corporations Section

We, the undersigned natural persons, at least two (2) of whom are citizens of the State of Texas, and who are of the age of eighteen (18) years or more, acting as incorporators of the corporation under the Texas Non-Profit Corporation Act, do hereby adopt the following Articles of Incorporation for such corporation:

ARTICLE ONE

The name of this corporation is The Black State Employees Association of Texas South Oak Cliff Community Development Corporation, Inc.

ARTICLE TWO

The corporation is a non-profit corporation and organized under the laws of the State of Texas.

ARTICLE THREE  
PURPOSE

The purposes for which the corporation is organized are as follows:

- 1) To expand the housing, neighborhood services and employment opportunities of low, moderate and middle income residents.
- 2) To promote and engage in community-based development activities and projects, including but not limited to:
  - a) existing and new housing, redevelopment, construction, business recruitment opportunities, neighborhood services uses and assistance.
- 3) Create and retain employment and education opportunities for low, moderate, and middle income residents:
  - a) develop job training skills and support services, job placement assistance.
  - b) develop regular educational activities, seminars, work shops, and counseling on housing, homelessness issues, literacy, substance/drug abuse (treatment and prevention), health, disability, AIDS, employment, social security, government entitlement programs, and economical development.



ASSOCIATES CORPORATION OF NORTH AMERICA  
(A TEXAS CORPORATION)



James B. Watts  
Executive Vice President

August 4, 1992

Dr. Darren Reagan  
Chairman and Executive Director  
Black State Employees Association of Texas, Inc.  
P.O. Box 761564  
Dallas, TX 75376

Dear Darren:

I just thought you might be interested in the attached announcement, which will go out in the next few days or so. This is a good step in the right direction with our minority vendor participation. I wanted you to be aware, and thanks for your ongoing assistance.

Regards,

  
James B. Watts

JBW/pw

attachment

Post Office Box 660237, Dallas, Texas 75266-0237, 214-541-4202

Management Company for Associates First Capital Corporation / Associates Corporation of North America / Associates Financial Services Company, Inc.  
Associates Commercial Corporation / Associates Development Services Corp. / Associates International Management Company

**DRAFT**



**DRAFT**

**SUPPLIES & LOGISTICS**

*"We Specialize in Professionalism"*

Contact: Albert Black (On-Target)  
214/ 475-9389

FOR IMMEDIATE RELEASE

Fred Stern (The Associates)  
214/ 541-4042

ON-TARGET WINS MAJOR CONTRACT FROM THE ASSOCIATES

July 31, 1992 -- On-Target Supplies & Logistics has signed a \$360,000 contract to provide copier paper to Associates Corporation of North America, one of the nation's largest financial services companies.

On-Target, based in South Dallas, will supply The Associates with paper manufactured by Willamette Industries, Inc. under a minority vendor agreement with Willamette that allows On-Target to approach other major corporations in the Dallas area and seek similar contracts.

"Our agreement with The Associates and Willamette is a breakthrough for On-Target and for stimulating business in South Dallas," said Albert Black, 32, owner of On-Target. "The terms and size of the contract are some of the most significant to date and have enabled us to pursue other big national accounts."



The Associates agreement, signed in June, was the first such deal signed by On-Target, Mr. Black said. On-Target will be the leading supplier of paper for the company's 3,000-employee home office in Las Colinas and its 1,100 branches in the United States.

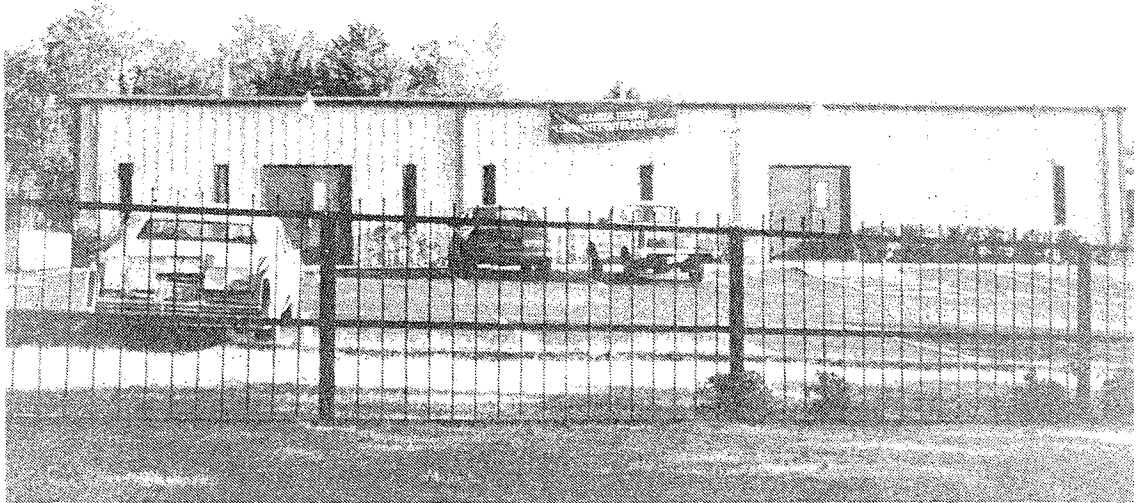
"We are committed to bringing economic vitality to the Dallas community, especially with minority-owned businesses," said Associates President Keith W. Hughes. "On-Target offered us a great opportunity to do business with entrepreneurs in the minority community at a competitive price."

On Target is located in a 13,000 square-foot building on Logan Street. Mr. Black financed the start-up of the business in 1982 with loans from the Southern Dallas Development Corp., a nonprofit agency established by the City of Dallas to help stimulate economic activity. The company has 12 employees.

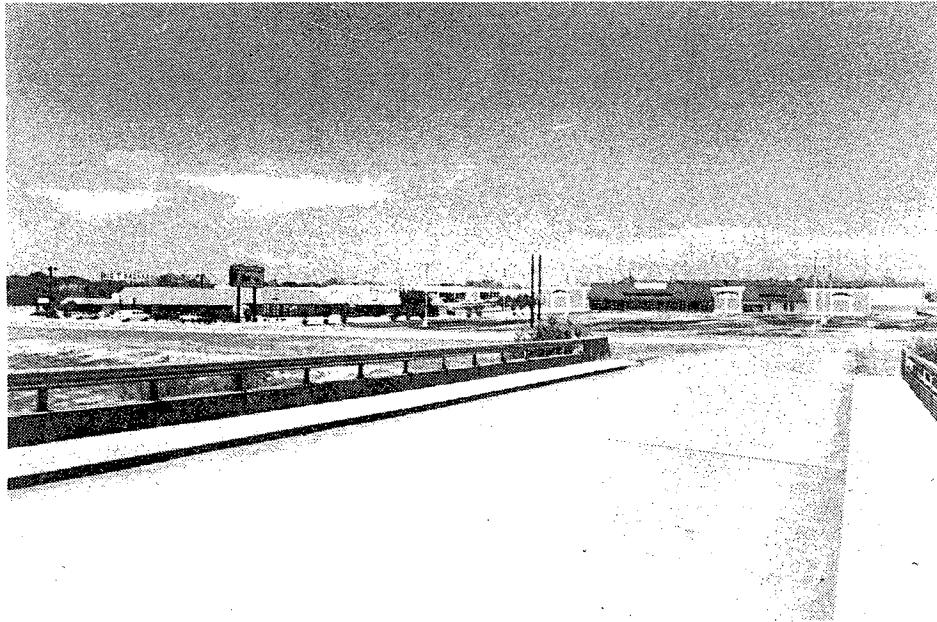
"We're growing by leaps and bounds," Mr. Black said. "The contract represents real economic development in a historically depressed region of our city."

The Associates is the second largest independent finance company in the U.S. Part of the Financial Services Group of Ford Motor Company, it has assets of approximately \$23 billion and manages financial assets of about \$2.5 billion for Ford subsidiaries in the United Kingdom, Japan and Canada.

# # #



**The Alemeda Heights Community Center. A local self hep Community Based Organization, located in S.E. Oak Cliff**



**A view of The Village Fair Shopping Center from Loop 12 & I-345. A BSEAT Stabilization Project.**



American Plaza. A project facilitated by BSEAT located at American Way and W. Camp Wisdom



Former 7-11 Convenience Store. A project facilitated by BSEAT, located at S. Polk Street and Wheatland Road

*Economic Revitalization*

*and*

*Stabilization of Southeast Oak Cliff*

*through*

- *Business Retention*
- *New Businesses*
- *New Jobs*
- *Tax Incentives*
- *Planning*

*Tuesday, December 1, 1992 – Dallas Morning News  
Residents Fight Closing of Kmart*



Allen McGill (right) President of BSEAT Moderates Community Forum  
held at the New Birth Baptist Church



**Bank of America**  
Texas

**COPY**

**David J. Berry**  
Chairman & Chief Executive Officer

December 1, 1992

Mr. Joseph Antonini  
Chairman  
K Mart Corporation  
3100 W. Big Beaver  
Troy, Michigan 48084

Dear Mr. Antonini:


In discussions with various community groups in Oak Cliff, it has come to my attention that K Mart has plans to close its retail facility at 300 E. Ledbetter in the Oak Cliff area. I am writing to urge you to consider the economic impact of your decision for the area before you finalize your plans.

As you know, Southeast Oak Cliff, the area in which your facility is located, is an area that has been economically depressed for several years. Economic conditions such as these often exist because local government and area corporations are not willing to make a long term investment to help reestablish a community that has suffered widespread disinvestment. Such is the case with Southeast Oak Cliff. The recent recessionary years in Texas have especially exacerbated the economic situation of this community.

Although Bank of America is new to Texas, we are exploring the feasibility of locating a branch in the area. In so doing, we believe that there are profits to be made long-term for those businesses willing to stay with the community. We also believe that in very recent years the City of Dallas and area financial institutions have begun to make a substantial commitment to the area through their work to capitalize the Southern Dallas Development Corporation, a partnership for small business and economic development lending in the southern half of the city. In my estimation, this is not the time to pull out of Southeast Oak Cliff; rather, it is the time to buy into the community.

I appreciate that you, like our bank here, have to make decisions based on profitability and market penetration. This is an important market for Bank of America Texas and we hope that other corporations will see it in the same way. I hope you will reexamine the closing of your store and the impact it could have on the Oak Cliff community.

Sincerely yours,



David J. Berry  
Chairman and CEO

# Oak Cliff businesses to be surveyed

## City joins coalition in studying ways to keep stores in area

By Norma Adams Wade

Metro South Bureau of The Dallas Morning News

The city of Dallas will begin surveying businesses in southeast Oak Cliff this month to learn what might persuade Kmart and other retailers to keep their stores open, city officials said Friday.

City officials were among about 25 members of a coalition of business, civic and political leaders who announced a pooling of resources to stop the drain of retail businesses from that area. The city will investigate whether tax abatements and other incentives will help retain Kmart and keep other stores open.

"We will try to set up an early warning system," said Jim Reid, president of the city-funded Southern Dallas Economic Development Corp. "The city will survey every business to try to help stabilize the area."

Dennis Martinez, director of the city's Economic Development Department, and Richard Douglas, president of the Greater Dallas Chamber of Commerce, said they and Mr. Reid will try to meet with Kmart executives in Troy, Mich., to fend off closing the Ledbetter store Dec. 31.

"We'll work with you and do what we can for business retention," Mr. Douglas told other coalition members.

"We must accept the reality that if Kmart does close, we must have an aggressive plan to put the property back on the market," Mr. Martinez said.

The coalition announced the plans during a news conference at the Dallas Black Chamber of Commerce. Other coalition members included State Sen.-elect Royce West, Dallas City Council member Larry Duncan, business owners, Hispanic leaders, and executives from chambers of commerce, local banks, the South Dallas Trust Fund, and civil rights and neighborhood organizations.

Darren Reagan, president of the Black State Employees Association of Texas, called the event unprecedented. He said the coalition is proof that residents and leaders are serious about stopping the area's economic drain. The association is coordinating the coalition.

"Southeast Oak Cliff should be reassured that efforts are under way," Mr. Reagan said. "We are committed to reviving and saving

our community."

He declined to say whether picketing, which began last weekend at various Kmart stores, will continue. But he said he will not discourage residents who decide to continue demonstrations.

City officials said Kmart executives have not told them directly why they decided to close other than low sales. The closing will affect 125 jobs.

Residents and neighborhood association leaders bristled when reporters asked whether crime in the area may have helped persuade Kmart to close.

Glen View Neighborhood Association president Ruby Anthony said her group's crime watch statistics show the neighborhood is not a leading crime area.

NAACP president Victor Smith said he was among civic leaders whom Kmart executives called to the store when they announced it would close.

"They never mentioned thievery. . . . That's not the issue," Mr. Smith said. "The issue is they've drained this community and now they want to move across town."

bcc: Darren Reagin

**BANK ONE**

**Ronald G. Steinhart**  
President and  
Chief Operating Officer

**BANK ONE, TEXAS, NA**  
P.O. Box 655415  
Dallas, Texas 75265-5415  
1717 Main Street  
Dallas, Texas 75201  
(214) 290-2300  
(214) 290-5100 FAX

December 7, 1992

Mr. Joseph Antonini  
Chairman  
Kmart Corporation  
3100 West Big Beaver  
Detroit, MI 48084

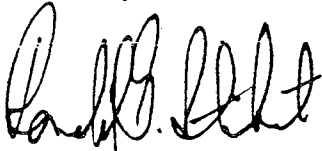
Dear Mr. Antonini:

I understand that Kmart plans to close its location in Southern Dallas at the first of the year. The Dallas business community has a major priority of retaining existing businesses in Southern Dallas, as well as encouraging new businesses to locate there. We have made significant progress in this area through our united efforts.

Southern Dallas represents a large population that has been underserved as to the normal range of outlets for the purchase of goods and services. I would strongly urge you to continue a presence in Southern Dallas.

Please do not hesitate to contact me should you have any questions.

Sincerely,



Ronald G. Steinhart  
President and  
Chief Operating Officer

/df





CITY OF DALLAS

December 17, 1992

Mr. Darren Reagan  
Black Employees Association of Texas  
P. O. Box 763773  
Dallas, Texas 75376

Dear Darren:

The City of Dallas is very interested in the economic stability of the Southeast Oak Cliff community and has taken steps to support this community area.

The Economic Development Department (EDD) administers the City's Public/Private Initiatives and has developed an aggressive program designed to stimulate development and create jobs for Dallas' economy. Economic Development staff has upgraded their marketing efforts and is actively promoting the southern Dallas corridor to new prospects and expanding businesses.

We are committed to the revitalization of Southeast Oak Cliff. EDD staff is prepared to provide assistance in the following areas:

- Identification of owners and available lease space within the Village Fair Shopping Center;
- Conduct personal interviews with tenants of the Village Fair Shopping Center to ascertain their business plans;
- Mail survey to area residents to ascertain the types of businesses they would like in this business corridor; and
- Work with the Association to identify suitable tenants for the K-MART building and Village Fair Shopping Center.

The City of Dallas is committed to your efforts to revitalize the Southeast Oak Cliff area and will continue to work with your organization to identify and promote minority business development. Please do not hesitate to contact me at 670-1685, or Mary Bland at 670-1691 for assistance in this project.

Sincerely,

Dennis B. Martinez, Director  
Economic Development Department

cc: John L. Ware  
First Assistant City Manager

# GreaterDallasChamber

December 21, 1992

Joseph E. Antonini  
Chairman  
Kmart Corporation  
3100 West Big Beaver Rd.  
Troy, MI 48084-3004

Dear Mr. Antonini:

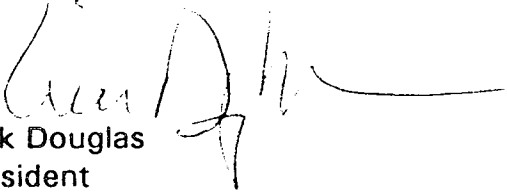
I have attached a copy of my letter to John Valenti expressing my appreciation for his assistance in providing information to the City of Dallas on Kmart's plans for closing your southern Dallas store at 300 E. Ledbetter Dr., Dallas, TX. Jim Daley and J.K. Elbel were very helpful in our gaining an understanding of Kmart's strategy and evaluation process.

We would like Kmart to consider southern Dallas as a location for a new distribution or other corporate facility. In our recent study of southern Dallas we found high quality labor available at relatively low costs, outstanding access, and bargain prices for land and buildings.

We would like to visit with you and Mr. Valenti in Troy, Michigan to brief you in some detail on our findings and discuss business development opportunities in southern Dallas. We have already provided this briefing to W.R. Howell (JC Penney), Michael Jordan (Pepsico), Lee Raymond (Exxon) and others, and each was surprised by some of the things we found. Please let me know when a meeting would be convenient for you.

Kmart Corporation is an important corporate citizen of Dallas, and we are looking forward to working with you.

Sincerely,



Rick Douglas  
President

cc: Steve Bartlett, Mayor of Dallas  
John L. Adams, Chairman, Greater Dallas Chamber  
Tom Houston, Executive Director, Dallas Black Chamber  
Robert Sims, Chairman, Southern Dallas Development Corp.  
Darren Reagan, President, Black State Employees Assoc.  
Dennis Martinez, Economic Development Director, City of Dallas

# GreaterDallasChamber

December 21, 1992

John S. Valenti  
Regional Vice President  
Kmart Corporation  
3100 West Big Beaver Rd.  
Troy, MI 48084-3163

Dear Mr. Valenti:

I appreciate your providing information to the City of Dallas on Kmart's plans for closing your store at 300 E. Ledbetter Dr., Dallas, TX.

Your District Manager, Jim Daley, met with City officials and Chamber staff on December 7 to explain in detail Kmart's strategy and evaluation process that led to the decision to close the Ledbetter store in southern Dallas as well as three stores in the Richardson-Plano area. We learned a lot and we understand that Kmart's decision is irreversible.

On the positive side, we learned from J.K. Elbel that 36 of the 105 employees at the Ledbetter store have already found jobs in other company stores, and the remainder are receiving assistance from the Texas Employment Commission and Dallas Private Industry Council in finding employment. I was especially pleased that all of your "Good News" programs which serve the Ledbetter neighborhood are being transferred to the Walton Walker store so that your civic/charitable projects will continue.

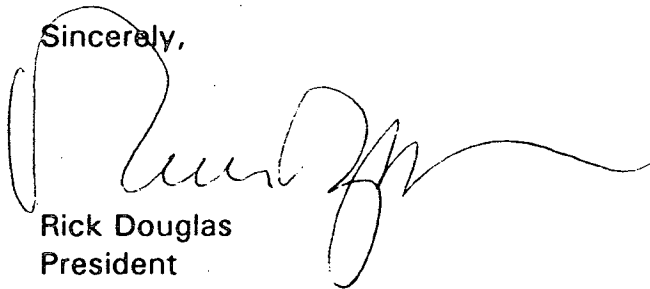
Our next step is to work with the City of Dallas, the Dallas Black Chamber of Commerce, the Southern Dallas Development Corporation, the property owners and neighborhood leaders to attract another use to this location which will serve the community's interest. It would be helpful to our efforts if your Real Estate Division could provide us with data on the types of uses that have followed Kmart store closings in other locations throughout the country. This information will be used to help us target our recruitment efforts.

While we are very disappointed about the closing of the Ledbetter store, we understand that this was a difficult decision for Kmart which was carefully evaluated. Thank you for your candor in explaining the process and sharing the results of your evaluation.

In the near future we would like Kmart to consider southern Dallas as a location for a distribution or other type of facility. In our recent study of southern Dallas we found high quality labor available at relatively low costs, outstanding access, and bargain prices for land and buildings. We would like to visit with you in Troy, Michigan to brief you in detail on our findings and discuss business development opportunities in southern Dallas. We have already provided this briefing to W.R. Howell (JC Penney), Michael Jordan (Pepsico), Lee Raymond (Exxon) and others, and each CEO was surprised by the things we found. Please let me know when this would be convenient for you.

We look forward to a continuing, positive working relationship with the Kmart Corporation.

Sincerely,

A handwritten signature in black ink, appearing to read "Rick Douglas", with a long, sweeping flourish extending to the right.

Rick Douglas  
President

cc: Steve Bartlett, Mayor of Dallas  
John L. Adams, Chairman, Greater Dallas Chamber  
Tom Houston, Executive Director, Dallas Black Chamber  
Robert Sims, Chairman, Southern Dallas Development Corp.  
Darren Reagan, President, Black State Employees Assoc.  
Dennis Martinez, Economic Development Director, City of Dallas

# The last call

## Oak Cliff Kmart closes doors for good

By Norma Adams Wade

Metro South Bureau of The Dallas Morning News

Rows of empty packing boxes lined the main display aisle Wednesday as customers, still scavenging for close-out bargains, wandered through abandoned departments at the Ledbetter Kmart.

Some customers didn't realize that the slashed prices were literally a last-chance sale, for Wednesday was the final day of operation for the 27-year-old store in southeast Oak Cliff.

Like other loyal shoppers, Dorothy Brown said she was "very disappointed and let down" when she realized that Wednesday was the store's final day.

"I have to use the lay-away when I shop, and most stores don't have that service," she said. "I appreciated Kmart for that."

Many people have criticized the closing. Some groups in the area even demonstrated at other Kmart stores, trying to persuade the company to keep open the store at 300 E. Ledbetter Drive.

City officials also contacted the company to see what could be done to save the store. But company officials have said they could no longer keep operating a store that had been losing money for two to three years.

Carl Elbel, manager of the Ledbetter Kmart, said the corporation's decision in September to close brought an extra-busy Christmas sea-

son to his store.

Dressed for packing, in blue jeans and a golf shirt, he stood near the entrance and looked out over the depleted departments while conferring with district manager Jim Daley.

"Our people have been working very hard," Mr. Elbel said.

He talked about the impact the closing was having on his staff. About 55 of the 105 employees have been hired at other stores. Twelve retired and the rest either resigned or were still negotiating for jobs with the company, he said.

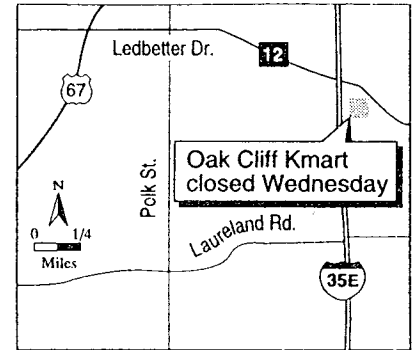
Mr. Daley said three stores in his local district have closed this year, including two in Plano. But he said the Ledbetter store's closing seemed to affect the neighborhood more.

As the last major retailer remaining in the neighborhood, Kmart tried to be particularly sensitive to customers' concerns about the closing, he said.

As a token of goodwill, store employees offered customers slices of a huge farewell sheet cake as they entered the store Wednesday. The party lasted from 9 a.m. until shortly before noon.

Dr. Darren Reagan, president of the Black State Employees Association of Texas, said Wednesday that his group was not discouraged that its efforts to halt the closing did not succeed.

"Today should go down in history as a terrible tragedy for Kmart," Dr.



The Dallas Morning News

Reagan said. "But my comfort level is very good. I feel very optimistic that we're ready for some real economic development and retention in that area."

The association in recent months has joined with neighborhood associations, civic and civil rights groups and chambers of commerce to discuss reopening the facility as an African-American-owned business cooperative.

A public meeting will be held at 7:30 p.m. Monday at the Moorland Branch YMCA, 907 E. Ledbetter Drive, to discuss plans for reopening the facility, he said.

Jim Reid, president of the city-sponsored Southern Dallas Development Corp., said his group will support redevelopment plans by neighborhood leaders.

Mr. Reid said the corporation and the city's Economic Development Department are surveying southeast Oak Cliff businesses to help city officials learn how to combat future closings.

And if community leaders reopen the Kmart as a cooperative, Mr. Reid said, his corporation could be in the forefront to help.



SOUTHERN DALLAS DEVELOPMENT CORPORATION

January 19, 1993

Clifton Henry  
Hammer, Siler, George, Associates  
1111 Bonifant Street  
Silver Spring, Maryland 20910

Dear Cliff:

As you may know, the Dallas City Council recently adopted the Oak Cliff Gateway and Cedars Tax Increment Finance (TIF) districts. Further, we have completely paid Johnson, Johnson & Roy, so I hope you have received your share.

The purpose of this letter is to request that you make a marketing trip to Dallas, at the expense of your firm, to visit with African American business persons and community representatives who are deeply concerned with the recent closing of a K-Mart store, and the general deterioration of retail goods & services available in South East Oak Cliff (see attached information). I believe there is an opportunity for some work subsequent to the meeting. Please contact me at your earliest convenience.

With Best Wishes

Jim Reid  
President

Attachments

105129

*"Make A Difference"*

## NOTES

FEBRUARY 24, 1993, 11:30 A.M.

HOLIDAY INN - CAMP WINDSOR ROAD, DUNCANVILLE, TEXAS

### In Attendance:

Allen McGill, President, Black State Employees Association of Texas (B.S.E.A.T.)  
Dallas Chapter  
Dr. Darren L. Reagan, Chairman and CEO, B.S.E.A.T.  
Jonnie King, King Group Inc.;  
Brooks Fitch, Vice President Economic Development Greater Dallas Chamber  
T. Lee Cutler, KHVN  
Ms. Micheon Brown, KHVN  
Ms. Terry Smith-Croxton President/CEO JD & Associates  
Ms. Mary Bland, Economic Development Department City of Dallas  
Bob Parrotino, Senior Vice President Red Lobster  
Joe Goldstein, Vice President, Employee Relations  
Mike Allen Director of Operations  
David Smith, General Manager Red Lobster #106  
Emmanuel Udoji, Associate Manager Red Lobster #106  
Bill Story, Employee Relations Representative

Mr. McGill reviewed the origins of the Black State Employees Association of Texas Inc. organized originally by Dr. Reagan and 11 other state employees. It's original mission was to provide workplace relief which has now been expanded to include supporting economic growth in the southeast Oak Cliff area. Mr. McGill noted that the southeast Oak Cliff area contains approximately 100,000 African American's with a median income of \$28,000. The area is about 99 % African American and is the largest African American community in the Dallas metro area. He expressed concern that the city of Dallas had not done enough in the development of the area. He noted that the city of Dallas has now placed the area high on its agenda for re development due to the concern of over the number of abandoned businesses in the southeastern Oak Cliff community. BSEAT intends to focus on stabilizing the area, encouraging businesses to remain in the area, and to bring more businesses to the community. He believed that businesses already here should have the competitive edge on their competition. He also stated that one of the purposes of the group is to help businesses diversify in their purchasing (more from African American businesses) and increasing African American representation in management.



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Notes 02/24/92  
Duncanville, TX

Dr. Reagan reported that BSEAT was working with the Brinkers chain, Steak and Ale and TGIF to bring them into the community. He reported that Western Auto had announced it intended to stay and renovate. Minyards is building a new store in the area. BSEAT was soliciting several banks to locate in the community, including Nations Bank and Bank of America.

Dr. Reagan indicated that he wanted to leave this meeting with a comfort level and assurances that Red Lobster would not abandon the community.

Mary Bland, from the City of Dallas, reported that in 1989 the City of Dallas started an aggressive marketing program for the area to encourage new businesses, and businesses that wanted to relocate to move into the area. Her specific area of responsibility includes business retention. She stated that efforts by the City of Dallas to improve southeast Oak Cliff area would include increased security, code enforcement, tax credit programs and other incentive packages which the city could offer. Some specific programs included abatement of certain taxes on the added value of improvements made by businesses within the community. Further, that there was the possibility the area being designated as an enterprise zone, or some variation of that, which would allow up to 100 % abatement on those taxes for a ten year period. Ms. Bland agreed to provide copies on those documents on the special taxing district.

Mr. Hitch reported that he was on a sub committee of the Greater Dallas Chamber of Commerce. Participants on this sub committee include Bank of America, Nations Bank and Bank One. He indicated that the subcommittee was putting together a package including financial assistance, management help and other things for residents and businesses in the community. He reported that a major emphasis of the Chamber's efforts was on accountability of residents in the community to spend at least \$20/week in local businesses. Further, the businesses would agree to deal with problems with residents of the community.

Dr. Reagan reported that next week he was meeting with Ron McDougal from Brinkers to look at some land in the area. He was also going to meet with Steve Lepshower of Steak and Ale to discuss locating in the area.

Ms. Brown reported that radio station KHVN has approximately 600,000 listeners a week and that targeting marketing funds toward the local market would be advantageous to Red Lobster.

Page Three  
Notes 02/24/92  
Duncanville, TX

Mr. Cutler stated he was impressed with the genuine concern by Red Lobster toward the economic needs of the community. He reported that statistics show that African Americans show more "brand loyalty" than other segments of the population. He reported that the Dallas/Fort Worth Metroplex area is number 10 in the country in the population of African Americans and number 1 in the country for African Americans with middle class incomes of between \$24,000 to \$60,000. He reported that two billion dollars is spent annually in the Dallas/Fort Worth area by African Americans and one billion dollars within the Oak Cliff area.

Mr. King agreed that for Red Lobster to stay in the community it needed to make money. He stated that Red Lobster should not be surprised if African American consumers who live in the Oak Cliff area get in their car and go elsewhere to find nice businesses with a better selection of products, and patronize businesses in new and renovated buildings. He indicated that part of the reason K-Mart was unsuccessful was that it did not have an adequate supply of fresh products for their customers and that their building was not up to date. He believed that the short term resolution of the economic condition in the Oak Cliff area was the need to promote a revitalized Village Fair Shopping Center.

Mr. Parrotino asked why it has taken so long for the business and government leaders in the community to get involved in the economic problems of the area. Mr. Parrotino discussed the fact that the core guests of Red Lobster 106 have been declining over the past five years. When asked about standing lines in some of the restaurants, he pointed to the promotions which are held from time to time, but not at Red Lobster 106 which has declining guests, sales and earnings. He stated that the rumors that Red Lobster was closing had not come from Red Lobster.

Mr. McGill stated that he thought the most important effort of the group should be, "rumor control". He believed that a marketing campaign should be undertaken by Red Lobster which would focus on its commitment to stay provided local residents patronize the restaurant to make it profitable. It was essential for Red Lobster to be profitable in order to stay. He thought a slogan similar to, "if you support us we'll stay", by Red Lobster would be helpful.

Mr. Parrotino reiterated his commitment that as long as Red Lobster remained in Oak Cliff it would continually maintain the physical condition and maintenance of the restaurant. He stated, however, that the reason that Red Lobster 106 had not been remodeled was a combination of declining sales, declining earnings, and the fact that the national remodel program had been put on hold temporarily. He agreed that there were some cosmetic things which could be done to the interior such as making sure the seats were in good condition, tiles in the ceilings were replaced where needed, and some fresh paint and plants be added to the interior.

Page Four  
Notes 02/24/92  
Duncanville, TX

Ms. Smith-Croxtan reported on several things that her company provided. Primarily they are a recruitment firm in placing professional level employees. She indicated that JD and Associates was doing work with General Mills, Inc. and had been since 1983 in placing Engineers and other production people.

Dr. Reagan reported on the "Job Bank" program run by BSEAT. He indicated that if Red Lobster would fax their needs for hourly employees, that their "job bank" could interview and pre screen applicants for our consideration. He suggested that for our management needs we look at the Student Association of African Americans at the University of Texas in Arlington and University of Texas at Dallas.

Mr. Parrotino reaffirmed that Red Lobster is committed to stay in the present location so long as it is profitable. He reiterated that a major concern is the lack of evening business. This in part is due to the condition of the area including security issues, lack of maintenance and repair of the streets, inadequate lighting, and general poor upkeep of adjacent properties.

In summary, everyone agreed that there was a need for a commitment by both Red Lobster and the community, specifically the City of Dallas, to help improve the community of Oak Cliff. Mr. Parrotino agreed that management of Red Lobster would continue in its on going efforts, such as participating in the Home for Foster Kids Program and the Homeless Shelter. Further, that local management would try to organize existing businesses in the area to take steps to improve and maintain the exteriors of their respective buildings and grounds. Mr. Parrotino agreed to forward any minority general contractors recommended by Dr. Reagan to the appropriate department at home office for consideration with other qualified bidders. Mr. Parrotino also agreed that ongoing recruitment efforts would continue in the African American community of southeast Oak Cliff, including consideration of any qualified candidates provided by the BSEAT "job bank". Ms. Bland, the City of Dallas, agreed that more effort should be undertaken by the City of Dallas in code enforcement, installation of street lights, cleaning up of the roads and streets in the area leading to Red Lobster restaurant and insuring absentee owners of property in the surrounding area maintain their property.

Additionally, the group recognized the resources which are available in the African American community including expertise in marketing, recruitment, and advertising targeted to the African American community.

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Finally, Mr. McGill noted that BSEAT, while a non profit association, is a business which requires fund raising to continue in its efforts. To that end, he noted that BSEAT conducted job fairs, scholarship programs and has its primary fund raising event in October. The next job fair is scheduled in March.

It was agreed that after the Dallas City Counsel election there would be a follow up meeting by members of this group.

cc:

S. Blackmun  
A. Goodman  
L. Gray  
D. Monroe  
B. Norwood  
T. Ruble  
J. O'Hara

# Red Lobster

---

**ROBERT M. PARROTINO**  
Sr. Vice President  
Dallas Division

500 Grapevine Hwy.  
Suite 355  
Hurst, TX 76054  
(817) 498-2943

February 25, 1993

Dr. Darren L. Reagan  
Chairman/CEO  
BLACK STATE EMPLOYEES ASSOCIATION OF TEXAS, INC.  
P.O. Box 763773  
Dallas, TX 75376


Dear Darren:

I just want to extend my thanks to you for being part of a great meeting. I feel it was a good step in the right direction for all of us.

I was impressed with the manner in which the meeting was held and with the representation of the various organizations involved.

I'm looking forward to working with you again.

Sincerely,

  
Bob Parrotino  
Senior Vice President/Operations  
Dallas Division

Enclosures (C838053-C838058)

BP:jl



# Black State Employees Association of Texas, Inc.

August 5, 1993

DR. DARREN L. REAGAN  
Chairman/CEO

MARY CARTER  
Vice Chair

ALLEN MCGILL  
Secretary General

CAROLYN CAREY  
Executive Secretary

EVELYN FORTE  
Executive Treasurer

JUDY SLAUGHTER  
Public Relations

Mr. Mike Murray  
Vice President, General Manager  
Blockbuster Music  
10911 Pedal  
Dallas, Texas 75238

Dear Mr. Murray:

Thank you for agreeing to convene a meeting with me and other representatives (Professor Allen McGill, President of the Dallas chapter of The Black State Employees Association of Texas, Inc. As with most if not all of our ongoing meetings I have requested the participation of a few of our area African American firms.

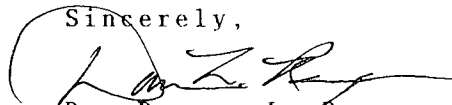
The following individuals will be accompanying us for our meeting on Thursday, August 5, 1993 at 2:00 pm at your office: Mr. Steven Scott, V.P./General Manager of the Dallas Weekly; Ms. Terri Croxston of J.D. and Associates; Mr. Johnny King of the King Group Advertising/Marketing Agency; Ms. Joslyn Cofer of the Asante Group Advertising/Marketing Agency.

Listed below you will find the agenda items we are anticipating discussing with you and other representatives of your company.

- 1) Current employment opportunities, recruitment and career development/cultural diversity training programs.
- 2) Current Minority Vending/Procurement/Sub-Contracting opportunities. Specifically current/future store expansion projects. Targeted Marketing to the African American community.
- 3) Current Community Re-investment programs/activities.

Again, thank you for your receptiveness and we look forward to meeting with you today.

Sincerely,

  
Dr. Darren L. Reagan  
Chairman/CEO

DLR/csc

Attachments

# SMART PARTNERSHIP

## Innovative plan could bring business to Oak Cliff

*Problem: A major retailer closes its store in the Village Fair shopping area in Southeast Oak Cliff. Neighbors are concerned about the loss of retail. City leaders are concerned about the loss of jobs and deterioration of the neighborhood and tax base.*

*Solution: A group of citizens forms a committee to develop a plan to encourage business to stay in the area. Its first success comes when the Dallas City Council agrees to make the area the city's first special investment district, allowing it to offer tax breaks to businesses that locate in the area.*

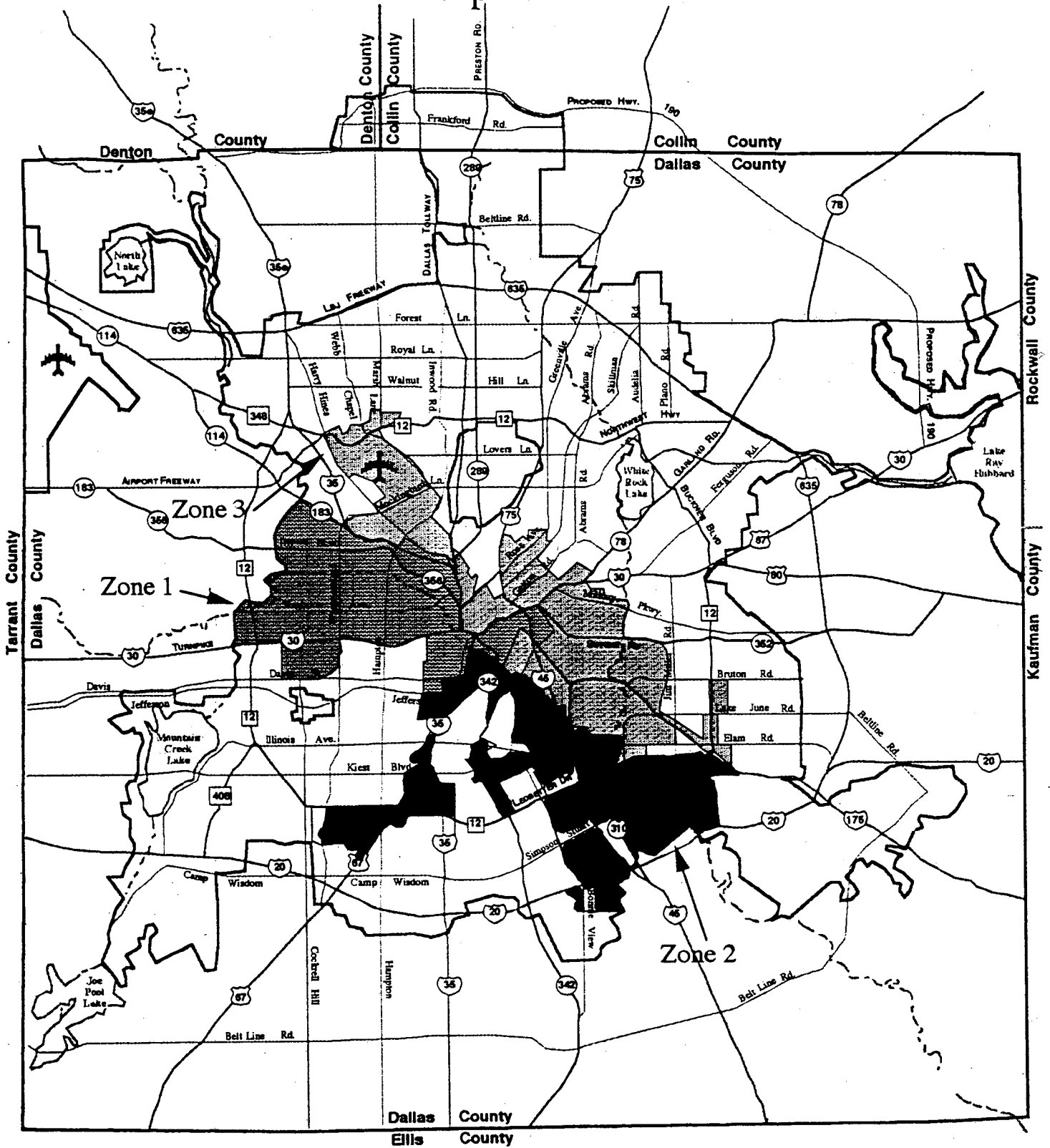
What looked like a setback for the Village Fair area in 1992 is being turned into an opportunity, thanks to a new type of public-private partnership. The neighborhood-strengthening plan could be a model for areas that have seen a decline in retail business during the prolonged economic slump.

What's innovative about the approach is that it calls on residents to spend at least \$20 a week with merchants in their area. In return, the merchants pledge to clean up

their sites and maintain high standards. At the same time, local banking representatives are being asked to provide small business and home improvement loans. The city has agreed to provide tax abatements, improved lighting and extra security. The Greater Dallas Chamber, which has helped organize the grass-roots effort, is encouraging other chambers to provide assistance with business recruitment and marketing.

The spirit of cooperation is a definite improvement from the tense months after the Kmart departure when tensions arose between Korean and African-American business interests that were contending for the vacated space. At present there is a Community Mart in the former K mart location and several restaurants in the area. What's needed now is for the Texas Commerce Department to designate the area an enterprise zone, which would provide additional tax incentives for new businesses. The state should join in and help make this turnaround effort a win/win situation for all.

# Proposed Enterprise Zones



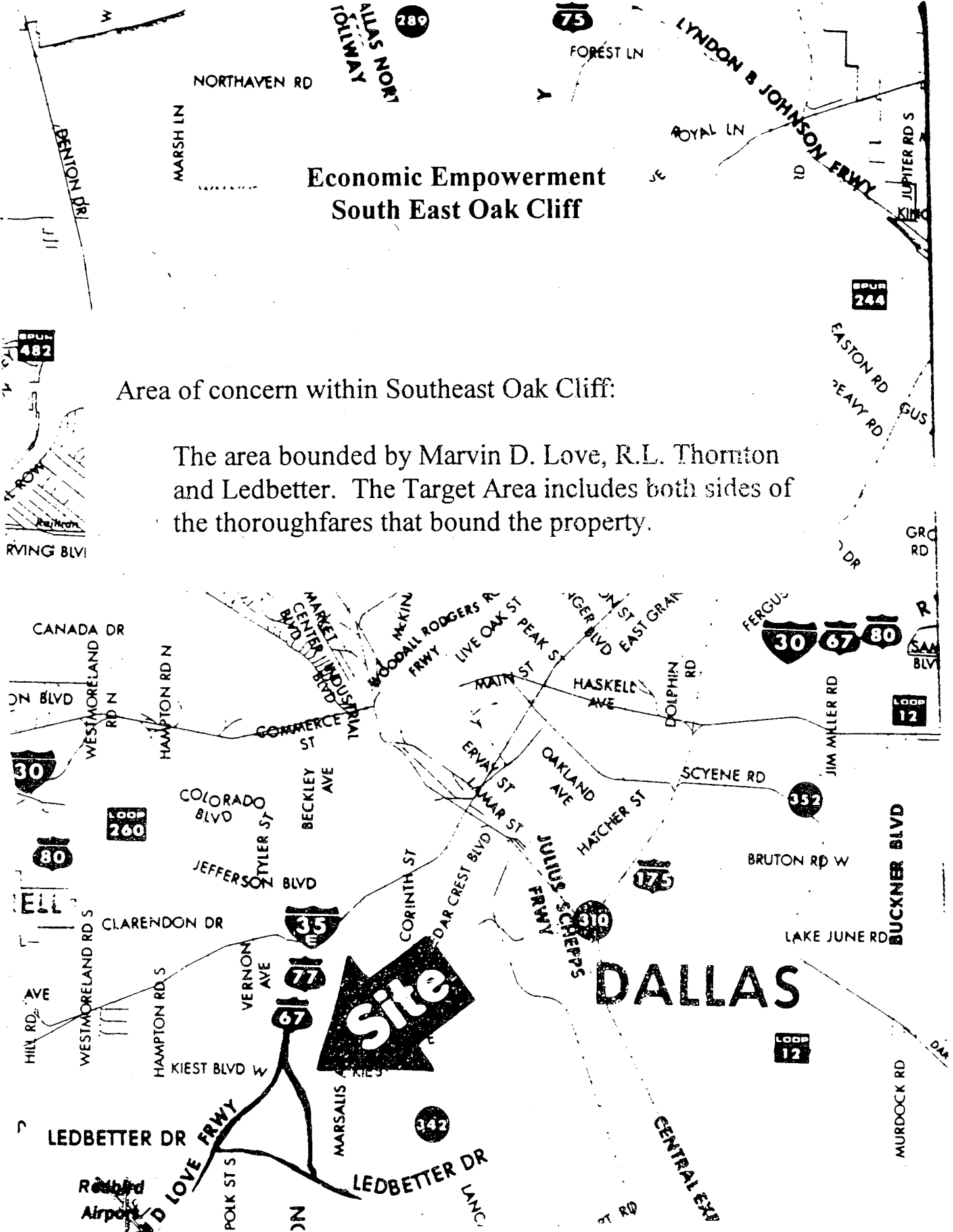
Prepared By The Department Of Planning And Development  
City Of Dallas, Texas



# Economic Empowerment South East Oak Cliff

Area of concern within Southeast Oak Cliff:

The area bounded by Marvin D. Love, R.L. Thornton and Ledbetter. The Target Area includes both sides of the thoroughfares that bound the property.



## **The Problem**

Businesses have been moving out of the area. This has taken retail and service outlets from the area. More importantly it has taken employment opportunities from the local residents.

## **The Needs**

- Retain businesses that are currently in the area.
- Recruit businesses that provide goods and services.
- Recruit businesses that provide stable jobs for residents.
- Residents to support local businesses.

## **The Opportunity**

- The Community Energy can be used to stimulate demand for businesses to locate in the area and be successful.
- Available funding sources can be used to make this area attractive for businesses looking to open, expand or relocate.
- The community economic empowerment and resource combined effort can be a model for the city.

## **Spend \$20 per Week in Community**

In order for this type of development project to work, area residents must support all of the businesses in the area with their patronage. It is up to the community, not the businesses, to market this area.

- Each household should spend a minimum of \$20 per week at a business location in the area. Each week you start at \$0 regardless of what was spent the week before.
- Each resident should encourage friends and neighbors to spend \$20 per week.
- Churches and Civic groups should encourage members to spend \$20 per week.
- Spending needs to start immediately to provide leverage for bringing business in and encouraging businesses to stay. If residents will spend \$20, the group can deliver results that will have a long-term impact.

Based on the demographics of the area, this could conservatively generate an additional \$250,000 to \$300,000 per month to businesses in the area. This money would be recycled in the community in the form of jobs and successful businesses, instead of exported out to other parts of the city.

## **Area Business Needs**

- Industrial Park to provide job opportunities
- Additional retail stores to provide affordable merchandise
- Eating establishments to compliment existing facilities
- Entertainment facilities to increase night and weekend traffic
- Improvements in amenities, lighting and security to increase the traffic flow (and money flow) to businesses in the area.

## **Financing Alternatives**

There are several financing sources available to businesses that are relocating to; or starting in the area.

City of Dallas incentive programs, including tax abatement, infrastructure cost participation, development fee rebates, etc.

Local banks have funds to lend to viable businesses in the area

There are several Federal and State assistance programs that can be used in this area

## **Implementation Strategy**

Sub-committee will form an organization to take responsibility for new business development in the area

City of Dallas will work to make economic incentives available to the area

City and Sub-committee will work with existing businesses to increase retention and attract others

Citizens will implement the "Spend \$20 per Week in the area initiative"

Public meetings: February 20<sup>Sat.</sup>; March 2<sup>Tues</sup>, 1993  
10 AM 6:30 PM

Follow-up June 3, 1993



6820 LBJ Freeway  
Dallas, Texas 75240  
214 980 9917

August 26, 1993

Mr. Darren Reagan  
Black State Employees Association of Texas  
6960 S. Polk Street  
Dallas, TX 75232

Dear Darren,

It was good to see you and Allen the other day. As always, we appreciate your time and willingness to meet with us.

Per our discussions regarding your request to meet with Ron McDougall, we will be happy to arrange a date and time. All we ask is that you submit a written agenda as soon as possible. Ron would like to better understand your objectives for the meeting, so that he can plan the appropriate length of time, and invite any additional people that might help us accomplish our goals.

Please find attached our sponsorship commitment for the 4th Annual Black State Employees' Award Banquet. We regret that we have had to cut back on our financial support for the banquet, however we do plan to participate at the same level as last year in your Spring scholarship award program. Because of your help we have been able to direct funds and support to additional external and internal efforts which will impact on our ongoing effort to increase Brinker's cultural and diversity awareness through training, recruiting, procurement, and community involvement.

Again, Darren thanks for your time and assistance.

Sincerely,

Janet Coen  
VP Human Resources

Ginger Hukill  
Employee Relations Manager

cc: Ron McDougall



CITY OF DALLAS

September 2, 1993

Mr. Allan McGill  
Black Employees Association of Texas  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. McGill:

Per your recent request, we are pleased to enclose a profile of Southeast Oak Cliff. The profile emphasizes the Village Fair area and includes housing data and information about the businesses in the Village Fair Shopping Center.

The City of Dallas is very interested in the economic revitalization and stability of the Southeast Oak Cliff community. We are providing the profile as a follow-up to previous efforts by the Economic Development Department. Earlier this year personal interviews were held with tenants of the Village Fair Shopping Center and a survey of area residents was conducted to ascertain the types of businesses they would like to locate in the area.

The City of Dallas will continue to work with your organization to identify and promote minority business development. Please feel free to contact me at 670-1693 or Mary Bland, Business Services Coordinator, at 670-1691 if you have any questions or need additional information.

Sincerely,

Deborah Garcia Marine  
Economic Development Analyst

encl.

c: Dennis Martinez, Director  
Economic Development Department

# Red Bird topless club that drew protests closes

By Norma Adams Wade

Metro South Bureau of The Dallas Morning News

An embattled topless club near Red Bird Mall has quietly closed after months of public protest. A marquee proclaims the facility will reopen as a teen club.

James Price, a co-owner of Cabaret Mirage, said neighbors should not celebrate the club's closing too soon. He insisted that the closure is temporary and that he and partner Alvin Scott still seek a liquor license to use for a topless club.

"We're in limbo right now, but we're moving forward," he said. "We have not changed our minds" about operating a topless club.

Mr. Price said he and Mr. Scott are renting the facility to a client who will operate The Boxx, a "funk-hop" entertainment spot that will admit patrons 17 and older and will remain open until 3 a.m. on weekends. He declined to name the client. No one answered the door at the club Thursday.

Dallas police officials said no one has requested the city permit required to open a new club.

Opponents of Cabaret Mirage said they were glad the club has

closed but said they suspect a teen club still would present problems for the neighborhood.

"I'm elated," said Ermy Hearn, a resident who helped picket the Mirage. "I'm proud that people came together and showed that the community has a voice and can make things happen."

Darren Reagan, who helped organize weeks of protest against the topless club at 3304 W. Camp Wisdom Road, expressed doubts about the new club's format.

He recalled problems experienced when the Mirage owners operated the Palladium Event Center, a previous business at another Oak Cliff location. The Palladium regularly hosted dance parties for teenagers.

Residents and neighboring businesses complained about loitering, car burglaries and late-night gunfire. The Palladium soon closed after a young man was fatally shot on the property.

"The problems will be greater or similar," said Mr. Reagan, chairman of the Black State Employees Association, an advocacy group. "Teens will just treat it as a hang-out spot."

Mr. Price said he and Mr. Scott

decided to rent out the facility while waiting for the Texas Alcoholic Beverage Commission to approve their liquor license.

Protesters urged the commission to deny the license, charging that the topless club that opened in February was not welcome in the family-oriented Red Bird area.

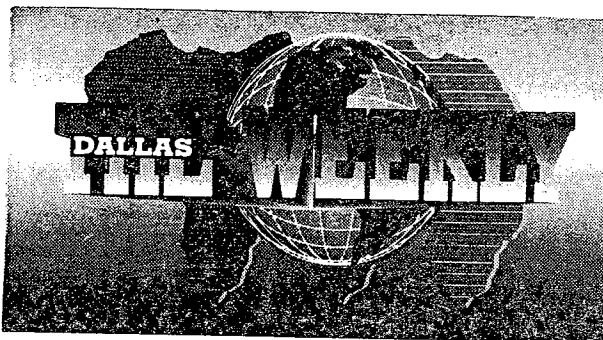
Dexter Simpson said a hearing on the topless club's license was postponed until Sept. 13 in Austin.

He said he recommended that the topless club not receive a license because the club does not fit the neighborhood.

"It's working itself out for the best for that neighborhood out there," he said of the closing.

Red Bird Mall manager Don Carr also celebrated the topless club's closing. The club is adjacent to the mall, and parking spills over onto the mall's parking lot. He said he is willing to give the teen club a chance to prove it can be a good neighbor.

"I realize that every time you have a teen club there are some problems," he said. "But as long as they behave themselves and don't loiter on the parking lot... I simply will not allow any loitering on the parking lot."



## PUBLISHER

**WEDNESDAY, AUG. 11 - 17, 1993**

### **TOPLESS CLUB IN REDBIRD CLOSSES**

Cabaret Mirage, the topless club opposed by West Oak Cliff residents, has closed its doors with little fanfare.

Owned by James Price and Alvin Scott, the club at 3304 W. Camp Wisdom has been picketed, and residents battled for several months to keep the bar from winning a liquor license.

The owners have reportedly decided to lease the club to an unnamed business owner who is expected to open a teen club.

The news of Cabaret Mirage's closing was welcomed by Darren Reagan, chairman of the Black State Employees Association, which helped protest the sexually oriented business.

"I think that it was clearly demonstrated how this community pulled together," he said. "When we say no, we mean no."

The club's owners have had trouble with their other clubs including The Palladium, which closed after a man was shot and killed on the property and a now-defunct comedy club called Vucu Rae.



***Community Revestment***

***Act (CRA) Actions***

***On Behalf of Our***

***Neighborhoods***

# Dallas banks lag nation in lending

By TONY CANTU

Staff writer of the Dallas Business Journal

Dallas banks aren't lending as much money as financial institutions nationwide, according to loan-to-deposit ratios compiled by the Federal Reserve Bank of Dallas.

Dallas County banks together posted a loan-to-deposit ratio of 47.3% in the first quarter of 1993, well below the national average of 56%. While the Texas banking landscape changed dramatically with the crash of the late '80s, banking officials still consider loan-to-deposit ratios bellwethers of lending practices; the ratio shows the proportion of deposits funneled back into the community as loans.

"Texas bank ratios have been pretty low since the crash of 1986," said Kevin Yeats, a spokesman for the Dallas Federal Reserve. "It's still below the national average, but it's fluctuating."

Statewide, banks' average ratio is 44%. Banks with lower than a 40% loan-to-deposit ratio likely are not aggressively pursuing borrowers, said analyst Bill Strunk of Houston-based Barrett Strunk & Associates. Based on the assets of most Dallas-area banks, more lending should be available locally, he said.

"If you're below 40%, you ain't trying," Strunk said. "If anybody's below 50%, something's wrong."

Bankers attribute the low loan-to-deposit ratios to cautious lending practices and a scarcity of demand for loans. Many say they're stepping up marketing efforts to increase their lending.

The same Federal Reserve statistics indicate Dallas lending has declined consistently in the last decade. In the

## Dallas' most active lending banks

Based on loan-to-deposit ratios  
First quarter 1993

Bank	Total assets*	Ratio
Texas Central Bank N.A.	\$51,309	97.96%
Northern Trust Bank of Texas N.A.	\$22,796	91.22%
Northeast National Bank of Texas N.A.	\$24,705	81.46%
NationsBank of Texas N.A.	\$34,888,594	81.41%
Inwood National Bank N.A.	\$116,279	81.07%
First Continental Bank N.A.	\$21,690	80.84%
Texas Bank of Garland N.A.	\$27,666	76.99%
Founders National Bank - Skillman	\$38,453	73.88%
Preston National Bank	\$15,381	72.63%
Bank of DeSoto N.A.	\$48,626	72.14%

\*In thousands of dollars  
SOURCE: W.C. Ferguson & Co. *Job Warrin 869 1177*

## Dallas' least active lending banks

Based on loan-to-deposit ratios  
First quarter 1993

Bank	Total assets*	Ratio
Buckner State Bank	\$35,494	10.11%
Bank of America Texas N.A.	\$10,705,627	11.08%
Bank of Southwest Dallas	\$97,535	18.32%
FirstBank	\$34,868	18.27%
Canyon Creek National Bank	\$47,256	28.31%
American Bank N.A.	\$19,618	28.57%
Commercial National Bank of Dallas	\$54,362	28.76%
North Dallas Bank & Trust Co.	\$328,299	30.93%
Addison National Bank	\$22,807	33.73%
Duncanville National Bank	\$13,841	42.75%

\*In thousands of dollars  
SOURCE: W.C. Ferguson & Co.

mid-1980s, annual average ratios in the 65% range were common — 64% in 1984, 65.6% in 1985 and 66.2% in 1986.

Welcome to the 1990s, officials say.

Strunk attributes low ratios to two things: "First, a lot of companies were more liquid then. Number two, bankers just found out that the problem with loaning out is you have to collect."

Not all banks' ratios are cellar-dwellers. Northern Trust Bank of Texas, located at 2020 Ross Ave., posted a 91.22% ratio, according to figures compiled by research firm W.C. Ferguson & Co. of Irving. The showing is an increase from 1990, when the bank had a ratio of 78.07%. Similarly, Texas Central Bank at 8144 Walnut Hill Lane posted a ratio of 97.96% for the first

quarter, up from 53.24% in 1990.

At the other extreme, Buckner State Bank at 3637 N. Buckner Blvd. posted the city's least active lending record, with a ratio of 10.11% — a decrease from its 1990 ratio of 12.19%. A close second is Bank of America Texas N.A. at 1925 W. John Carpenter Freeway, posting a ratio of 11.08%.

Robert Vint, president of Buckner State Bank, makes no apologies for his bank's performance. The one-branch operation has \$37 million in assets. Formed in 1959, the bank's survival through turbulent times is directly attributable to its low-risk stance toward lending, Vint said.

See Loan, page 33

## Loan

Continued from Page 12

"We've always had a low to moderate ratio because we've always had a conservative lending practice," Vint said. "It's served to keep us alive."

Catering primarily to a low- to moderate-income audience, the bank has not seen much demand for loans, Vint said. As a result, the bank's profitability also has declined. "We hope this is a short-term phenomenon and loan demand will increase," Vint said. "We would prefer to have a higher ratio."

Bank of America, on the other hand, is one of Dallas County's behemoth banks. It is the third-largest in asset size, with \$10.7 billion. But its loan-to-deposit ratio is among the city's lowest.

The discrepancy stems from the bank's purchases of deposits — no loans — from failed institutions during the last two years. First Gibraltar Savings, Village Green National Bank of Houston,

Commerce Federal Savings and Sunbelt Federal Savings are among the institutions the bank has purchased from federal regulators, giving the bank an entree into Texas and a combined 260 branches.

Spokeswoman Betty Riess said the bank hopes to improve its ratio eventually by using a newly installed lending infrastructure.

"We're only making business or consumer loans on an exception basis," Riess said. "We're making loans in Texas and will continue to do so, but we don't project loan volume."

Others were more forthcoming with such projections. Canyon Creek National's president, Don Reavis, predicted a ratio of 40% by year's end, from the Richardson bank's current 28.3% ratio. Similarly, Raul Elizondo, chief executive of Bank of the Southwest at 2415 S. Westmoreland Road, said he hopes to increase his bank's ratio to 50% from the current 18.32%.

"We have issued \$4 million in new

loan commitments, and our total loans are up \$3 million from last year," Reavis said. "That's a 35% increase."

Reavis predicted gradual growth in lending during the remainder of 1993, with a loan-to-deposit ratio approaching 40% by year's end. That's up from a low of 22% in 1991, he said.

Reavis said a management team installed in 1991 will continue to emphasize marketing efforts to increase lending. What's more, a third loan officer was added in March, he said.

Bank of the Southwest is going a step further in its own efforts to secure loans. The \$97 million bank recently launched a marketing campaign in which vacations to San Antonio, New Orleans, Colorado Springs, Colo., and South Padre Island are offered to those taking out loans of at least \$10,000.

"There's only so many loans out there, and we're trying to seduce people to come to us instead of someone else," Elizondo said. "I'd like to increase (the

ratio) to 50%."

American Bank President Jimmie James cites his bank's location as a negative. Located at 2707 W. Northwest Highway, the \$20 million bank had a loan-to-deposit ratio of 28.57%, down from 35.19% in 1990.

"Our particular bank has one location in the middle of a low-income area," James said. "We don't have much loan demand."

Some of the ratios are not so clear-cut. Banking giant NationsBank — with \$9 billion in assets and 41 branches in Dallas alone — is not an easy bank to track. Analyst Strunk said its 81.4% ratio, up from 48.36% three years ago, may include out-of-state lending. Spokeswoman Beth Ulinger said the bank doesn't compile statistics for local lending.

"Our overall operating philosophy is to organize under customer groups," Ulinger said. "(The ratio) is not an accurate reflection. As far as breaking down the numbers locally, we don't, because it's not an accurate reflection."



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Comptroller of the Currency  
Administrator of National Banks

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Southwestern District Office  
500 North Akard, Suite 1600  
Dallas, TX 75201-3394

May 27, 1992

Mr. Allen McGill  
Black State Employees Association  
of Texas, Inc.  
P. O. Box 763773  
Dallas, TX 75376

Dear Mr. McGill:

It was good talking to you relative to your invitation for a representative of this agency to attend your 2nd. Annual Conference. We are sorry that the schedule does not work out this time, but look forward to discussing future participation when we would have more time to plan and prepare.

As you requested, enclosed are the basic checklists which our examiners use for assessing compliance with the Community Reinvestment Act and fair lending regulations.

I hope this material is helpful to you, and we wish you a successful conference.

Sincerely,

William J. Suman  
Director for Regional Bank Supervision

Enclosure

# NationsBank

October 9, 1992

Darren L. Reagan  
Executive Director  
Black State Employees Association of Texas  
P.O. Box 761564  
Dallas, TX 75376

Dear Mr. Reagan:

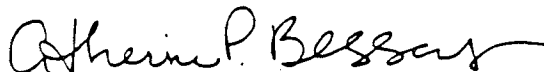
NationsBank recently received its 1991 Home Mortgage Disclosure Act (HMDA) statements from the banking regulators, and these statements have been placed in convenient public file locations throughout NationsBank markets. Later this fall, the regulators will make available information showing the performance of all lenders in each Metropolitan Statistical Area (HMDA aggregates) and publish a set of national tables for comparative purposes.

NationsBank wants you to have early and complete information relative to our 1991 HMDA performance. Enclosed is a copy of the NationsBank press release that communicates our 1991 results, together with national and state tables to help you evaluate our performance. You will note that, as a whole, our delivery of mortgage-related credit to disadvantaged neighborhoods and borrowers is improving. The press release highlights progress being made on several fronts and recaps specific NationsBank initiatives aimed at fostering continued improvement.

We readily acknowledge that there remains considerable work to be done to fully meet the needs of our target consumer and community markets. We also recognize that lending disparities among minority and nonminority applicants are not overcome in a single year. NationsBank will continue to lead the industry in pursuit of change, and the innovations we are undertaking are intended to produce just that sort of change.

We have pledged to you to be open and forthright in discussing the complicated issues in the area of community investment. Bringing this data to you--proactively--is one step in that process. Your local NationsBank Community Investment Coordinator stands ready to discuss this information, or any other issues, at your convenience.

Very truly yours,



Catherine P. Bessant  
Senior Vice President  
Principal Community Investment Officer

Enclosures



FEDERAL RESERVE BANK  
OF DALLAS

GLORIA VASQUEZ BROWN  
COMMUNITY AFFAIRS OFFICER

DALLAS, TEXAS 75222

December 28, 1992

Mr. Allen McGill  
President, Dallas Chapter  
Black State Employees  
Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. McGill:

Your letter of December 14, 1992 to Mr. Bob McTeer requests assistance regarding the responsibilities of bank examiners in enforcing non-discrimination in employment statutes within state member banks. You also requested copies of relevant portions of manuals and other materials on this subject. Mr. McTeer has requested that I forward this information to you.

Our examiners have provided the enclosed materials that are responsive to your inquiry. They also indicate that there is no formal training required for that data collection aspect of the examination.

I hope you find the information useful.

Sincerely,

A handwritten signature in cursive script that reads "Gloria Vasquez Brown".

Gloria Vasquez Brown

Enclosures

cc: Mr. Robert D. McTeer, Jr.  
Helen E. Holcomb

**FDIC**  
**FEDERAL DEPOSIT INSURANCE CORPORATION**

Division of Supervision  
1910 Pacific Avenue, Suite 1900, Dallas, Texas 75201

Dallas Regional Office  
(214) 220-3342

December 18, 1992

Mr. Allen McGill  
President  
Black State Employees Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. McGill:

2392  
LH mgg →  
This will acknowledge receipt of your December 14, 1992 letter of inquiry concerning the responsibility of the Federal Deposit Insurance Corporation in enforcing laws and regulations pertaining to nondiscrimination employment in financial institutions.

Please be advised, the Federal Deposit Insurance Corporation has not been empowered to supervise and enforce the laws, rules and regulations governing equal employment opportunity in financial institutions. The governmental agency charged with the aforementioned responsibility is the Equal Employment Opportunity Commission; accordingly, you may wish to forward your inquiry to:

Equal Employment Opportunity Commission  
8303 Elmbrook Drive  
Dallas, Texas 75247

Although the Federal Deposit Insurance Corporation has not been charged with the responsibility for enforcing regulations governing equal employment in financial institutions, it should in no way be construed as reluctance or lack of commitment on the part of the FDIC to cooperate in appropriate cases with other governmental agencies charged with the responsibility for enforcing equal employment opportunity compliance. The FDIC is fully committed to the principles of equal employment opportunity both within the Corporation and with respect to financial institutions under its supervisory jurisdiction.

If we can be of further assistance, please feel free to contact this office.

Sincerely,



Kenneth L. Walker  
Regional Director

12-23-92  
Tom Anderson "charged"  
does not have a specific responsibility  
in the area of non-compliance in employment



BOARD OF GOVERNORS  
OF THE  
FEDERAL RESERVE SYSTEM  
WASHINGTON, D. C. 20551

ADDRESS OFFICIAL CORRESPONDENCE  
TO THE BOARD

JAN 13 1993

Mr. Allen McGill  
Secretary General  
Black State Employees  
Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. McGill:

This will respond to your letter dated December 17, 1992, in which you request, on behalf of the Black State Employees Association of Texas, Inc. ("BSEAT"), that the Board reconsider its approval of the application by Comerica Incorporated, Detroit, Michigan ("Comerica"), to acquire Hibernia National Bank in Texas, Dallas, Texas ("Hibernia-Texas"). You have requested reconsideration on the basis that notes and transcripts of an informal meeting between representatives of Comerica and BSEAT, facilitated by the Federal Reserve Banks of Dallas and Chicago and held before the Board considered the application, have not been provided to BSEAT.

In addition, you assert that the Board has not responded formally to BSEAT's request for a public hearing on the application. You also allege that Comerica, Comerica Bank-Texas, Dallas, Texas ("Comerica-Texas"), and Hibernia-Texas have not employed African-Americans in senior management positions in violation of the Community Reinvestment Act ("CRA").<sup>1/</sup> Finally, you allege that approvals of applications by the Federal Reserve System, despite the conclusions drawn in a recent study on bias in mortgage lending in Boston,<sup>2/</sup> demonstrate a general failure of the applications process for groups raising complaints relating to illegal discrimination and racial bias in a bank's lending activities.

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<sup>1/</sup> In addition, you believe that the lack of African-Americans in senior management positions also indicates that Comerica-Texas's primary regulator, the Office of the Comptroller of the Currency, has failed in its responsibilities to appropriately examine and rate the bank's performance under the CRA.

<sup>2/</sup> Munnell, Alicia, et al., Mortgage Lending in Boston: Interpreting HMDA Data (No. 92-7 October 1992).

HENRY B. GONZALEZ, TEXAS, CHAIRMAN  
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U.S. HOUSE OF REPRESENTATIVES  
COMMITTEE ON BANKING, FINANCE AND URBAN AFFAIRS

ONE HUNDRED THIRD CONGRESS  
2129 RAYBURN HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515-6050

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MIKE HUFFINGTON, CALIF  
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PETER KING, NEW YORK

BERNARD SANDERS, VERM

(202) 225-4247

May 27, 1993

Mr. Allen McGill  
Black State Employees Association  
of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. McGill:

I recently received the enclosed response from the Federal Reserve System regarding your protest against the application of Comerica, Inc., of Detroit to acquire Northpark National Bank and Nasher Financial Corporation in Dallas, and a request for a public hearing, as well as a request for reconsideration of the Federal Reserve's approval of Comerica's acquisition of Hibernia National Bank in Dallas. I regret to learn of the Federal Reserve's ruling on your case, and I understand the disappointment you must feel regarding the outcome of this decision. If you feel there are other ways I can be of assistance, please do not hesitate to contact my office.

Also, I want to thank you for bringing this matter to my attention.

Sincerely,

*Henry B. Gonzalez*  
Henry B. Gonzalez  
Chairman

P.S.

HBG:mo

*of course, you ought to know I am disgusted with the banking regulators' cavalier attitude towards the enforcement of the money laws we've been able to get Congress to pass. etc.*



# FDIC

Federal Deposit Insurance Corporation  
Division of Supervision  
1910 Pacific Avenue, Suite 1900, Dallas, Texas 75201

Dallas Regional Office  
(214) 220-3342

August 23, 1993

Cecil R. Young, Sr.  
Legal/Community Compliance Office  
Black State Employees Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. Young:

Subject: Application of Equitable Bank National  
Association, Arlington, Texas to Merge with  
and into Equitable Bank, Dallas, Texas

This will acknowledge receipt of your letter dated August 19, 1993 relating to the subject application. Under Section 303.6(f)(3) of the Federal Deposit Insurance Corporation's Rules and Regulations, you have exercised your right to file comments concerning the application. After presenting comments in your letter, you have requested that this office afford you the opportunity to present your views on the application at a formal hearing.

In order to assist the FDIC in determining if a formal hearing is appropriate, we request that you provide this office with clarification as to the bases for statements included in your letter.

The letter alleges that Equitable Bankshares, Inc. ("Equitable") has failed to comply with the "spirit" of the Community Reinvestment Act ("CRA") and, further, that Equitable has not adhered to the Equal Credit Opportunity Act and other CRA guidelines that prohibit discriminatory practices in their operation. In support of this allegation, please provide this office with a discussion, including specific examples wherever possible, of the alleged failures by Equitable to comply with CRA and/or the Equal Credit Opportunity Act.

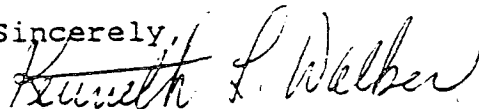
Your letter also states that current statistical data disclosed by Equitable under the Home Mortgage Disclosure Act ("HMDA") as well as purported technical violations of the CRA provide additional support for an allegation that the bank is discriminating in its lending activities against African Americans and other ethnic minority communities. Please provide a discussion of your analysis of Equitable's HMDA statistical data as well as a discussion of what you have labelled technical violations of the CRA. Particular

emphasis should be placed in your discussion as to how these areas demonstrate illegal discrimination against racial or ethnic minorities.

Finally, your letter states that the above-referenced HMDA data and purported CRA violations also support your allegation of discrimination by Equitable in the area of "employment/outreach" in communities where African Americans and other ethnic groups have a substantial population. Please provide a discussion of how the aforementioned HMDA data and purported technical violations of the CRA support this allegation.

In order to facilitate a timely decision by this office as to the appropriateness of your request for a formal hearing regarding the captioned application, we request that you respond to this letter within ten days of its receipt. If you have any questions regarding this matter you may contact Assistant Regional Director Thomas P. Anderson at 214-220-3342.

Sincerely,



Kenneth L. Walker  
Regional Director

of any submission should also be provided to the FDIC, the California State Banking Department, and First Interstate.

Very truly yours,



Jennifer J. Johnson  
Associate Secretary of the Board

Enclosure

cc: Mr. Hugh D. Loftus, First Interstate Bancorp  
Kelly Walsh, Community Affairs Officer  
Federal Reserve Bank of San Francisco



Thomas H. Shaffer  
President and Chief Executive Officer

September 28, 1993

VIA FACSIMILE

Diane Koonjy, Esq.  
Board of Governors of the Federal Reserve System  
20th and C Street N.W.  
Washington, D.C. 20551

RE: California Republic Bank

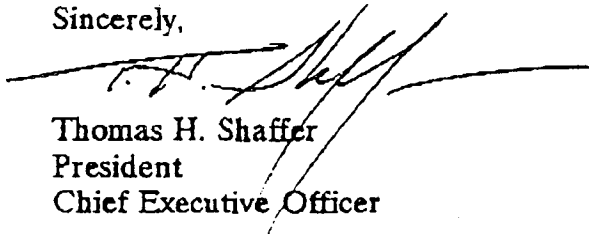
Dear Ms. Koonjy:

This will authorize the Federal Reserve Board to immediately release for public distribution the attached "Public Disclosure" dated August 4, 1993 prepared by the Federal Deposit Insurance Corporation evaluating the Community Reinvestment Act performance of the Bank. We would also appreciate your furnishing a copy of this letter together with any public distribution of the "Public Disclosure."

The Bank received this "Public Disclosure" on Monday, September 27. The Bank does not believe that the rating assigned by the FDIC fairly reflects the Bank's record in helping to meet the credit needs of its entire community, including low- and moderate-income neighborhoods. The Bank does not subscribe to all of the findings reflected therein. While the Bank recognizes that there is room for improvement, it is nevertheless proud of its record in assisting low- and moderate-income neighborhoods in the Bank's market area.

If you have any questions regarding this matter, please do not hesitate to call the undersigned at (805) 395-7728.

Sincerely,



Thomas H. Shaffer  
President  
Chief Executive Officer

THS:mln



BOARD OF GOVERNORS  
OF THE  
FEDERAL RESERVE SYSTEM

WASHINGTON, D. C. 20551

DIVISION OF BANKING  
SUPERVISION AND REGULATION

August 26, 1993

Mr. Cecil R. Young, Jr.  
Legal/Community Compliance Officer  
Black State Employees Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. Young:

This is to acknowledge your letter of August 11, 1993, to the Board of Governors of the Federal Reserve System ("Board") in which you express your views with respect to the applications of First Interstate Bancorp, Los Angeles, California ("Applicant"), to acquire San Diego Financial Corporation, San Diego, California, and California Republic Bancorp, Inc., Bakersfield, California.

Your interest in these matters is appreciated. Please be assured that the Board will be apprised of your views in connection with its consideration of the subject applications and that you will receive a copy of any response submitted by Applicant. A copy of any future submission that you file relating to these applications should be provided to Applicant, the Federal Reserve Bank of San Francisco, the Federal Deposit Insurance Corporation, the California State Banking Department, and the Antitrust Division, Department of Justice, at the same time that it is submitted to the Board. A copy of your transmittal letter to each of the above parties should accompany your submission to the Board.

Sincerely,

A handwritten signature in cursive script, appearing to read "Molly S. Wassom".

Molly S. Wassom  
Assistant Director

cc: Kenneth Binning, Director  
Federal Reserve Bank of San Francisco



# Black State Employees Association of Texas, Inc.

September 21, 1993

DR. DARREN L. REAGAN  
Chairman/CEO

MARY CARTER  
Vice Chair

ALLEN MCGILL  
Secretary General

CAROLYN CAREY  
Executive Secretary

EVELYN FORTE  
Executive Treasurer

JUDY SLAUGHTER  
Public Relations

Ms. Molly S. Wassom  
Assistant Director  
Board of Governors  
Federal Reserve System  
Washington, D.C. 20551

Dear Ms. Wassom:

Pursuant to your letter addressed to me dated August 26, 1993 related to the proposed of acquisition of San Diego Financial Bancorp, San Diego, California and California Republic Bancorp, Inc., Bakerfield, California by First Interstate Bancorp, Los Angeles, California ("Applicant"). This letter shall serve as an amended notice of our original complaint requesting that the proposed merge application **not be accepted**. The basis of our complaints/protests are as follows:

- 1) The Bank has "redlined" (meaning no banks, no marketing or outreach, no involvement with African American Community Based Organizations that directly advocate on behalf of the following low-moderate income African American communities within the respective cities where they already have existing branches: Southeast Oak Cliff (Dallas, TX.) with approximately 200,000 residents predominately African Americans; Hamilton Park North Dallas community (Dallas, Tx.); South Dallas/Fair Park; West Dallas; Bear Creek community (Irving and Grand Prairie, Tx.); Dalworth Community (Grand Prairie, Tx.); Como and Stop Six communities (Ft. Worth, Tx.).
- 2) The bank has not attempted to access or develop lending programs that would provide much needed services to the residents in the aforementioned communities.
- 3) The bank has no record documenting any attempts to make business/lending phone calls into the affected neighborhoods in an effort to determine and to provide banking needs and services of the affected African American communities.
- 4) Currently the bank has no history or track record of serving the needs of the aforementioned African American communities. Nor has the bank developed or published a plan of serving the affected African American communities and certainly have not attempted to make commitments to do so.
- 5) The bank has not provided technical assistance to Community Based Organizations designed to serve the financial/banking needs of the affected African American communities, specifically S.E. Oak Cliff, West Dallas, South Dallas/Fair Park, Stop Six, Como, Hamilton Park, Bear Creek and Dalworth.

September 21, 1993  
Ms. Wassom  
Page 2 of 2


6) The bank currently has no African American employees in senior management familiar with or who has demonstrated a working knowledge/relationship of the affected communities, particularly in the area of lending and marketing nor has the bank previously employed an African American business consultant(s) who would be adequately sensitive to the needs of the affected African Americans communities and to help them in identifying areas of the banks' failure and neglect and to implement improved initiatives as it relates to serving the affected African American communities. Since the bank has failed to employ African Americans with a working knowledge/relationship in the aforementioned areas, we must assume that the bank further discriminates against African Americans in their **"operations, policies and procedures"**.

On page 9 in the Citizen's Guide to CRA under the section "How the agencies review CRA performance", paragraph #3 states: "The agencies believe that institutions should address their CRA responsibilities and have the necessary policies in place and working well **before** they file an application." Also, "Commitments for future action are not viewed as part of the CRA record of performance of the institution..."

In closing, the basic understanding as well as the perception for the published "Citizen's Guide to the CRA" of which all of the Federal Regulators subscribe to as an official CRA Guide, is simply structured to allow the average everyday citizen/resident, Community Based Organizations, Home Owners Associations and other Neighborhood Based Organizations to comment/protest obviously without all of the legal formalities, computer reports, statistical information (HMDA, etc.) readily available or accessible at their disposal.

Thus, it is apparent and incumbent upon those Federal Regulators to keep the process simple and open for those of us who have been historically excluded, underserved or not served and more importantly discriminated against and **redlined** by banks/financial institutions. Based on our assumptions and the stated CRA responsibilities the Banks' application **should not be accepted**. Also, I am requesting that this document and all other related documents forwarded to be placed in the Public CRA files of First Interstate Bank and its affiliates and in your agencies' file of the stated bank. Please feel free to contact me should you need any additional information.

Sincerely,

  
Cecil R. Young, Sr.

Legal/Community Compliance Officer

CRY/csc

cc: Distribution List



BOARD OF GOVERNORS  
OF THE  
FEDERAL RESERVE SYSTEM  
WASHINGTON, D. C. 20551

ADDRESS OFFICIAL CORRESPONDENCE  
TO THE BOARD

September 28, 1993

VIA FAX AND FIRST-CLASS MAIL

Mr. Cecil R. Young, Sr.  
Legal/Community Compliance Officer  
Black State Employees Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Re: Application by First Interstate Bancorp, Los Angeles,  
California, to Acquire Cal Rep Bancorp, Inc.,  
Bakersfield, California

Dear Mr. Young:

This is in response to your comments on the application, pursuant to the Bank Holding Company Act, of First Interstate Bancorp, Los Angeles, California ("First Interstate"), to acquire Cal Rep Bancorp, Inc., and thereby acquire California Republic Bank (the "Bank"), both of Bakersfield, California. The Federal Deposit Insurance Corporation (the "FDIC"), the Bank's primary regulator, decided to perform an evaluation of the Bank under the Community Reinvestment Act (the "CRA") (12 U.S.C. § 2901 et seq.), and a copy of the public portion of the results of that evaluation is enclosed. In light of these developments, the Secretary of the Board, acting pursuant to authority delegated by the Board under the Board's Rules Regarding Delegation of Authority (12 C.F.R. § 265.5(a)(2)), has determined that an extension of time for public comment by your organization is warranted in this case, and has granted you an additional 10 days from the date of this letter to file additional comments on the application. In addition, your request for a public hearing in connection with this application has been made part of the record that the Board will consider in this case.

Any comments submitted by your organization regarding the CRA performance of First Interstate and its subsidiaries and the Bank should be directed to William W. Wiles, Secretary of the Board, and should be received no later than Friday, October 8, to be considered as part of the record of this application. A copy





# Black State Employees Association of Texas, Inc.

September 10, 1993

DR. DARREN L. REAGAN  
Chairman/CEO

MARY CARTER  
Vice Chair

ALLEN MCGILL  
Secretary General

CAROLYN CAREY  
Executive Secretary

EVELYN FORTE  
Executive Treasurer

JUDY SLAUGHTER  
Public Relations

Mr. Kenneth L. Walker  
Regional Director  
F.D.I.C. Division of Supervision  
1910 Pacific Avenue, Suite 1900  
Dallas, Texas 75201

Dear Mr. Walker:

Pursuant to your letter addressed to me dated August 23, 1993 related to the proposed merge of Equitable Bank NA. with and into Equitable Bank, Dallas, Texas. This letter shall serve as an amended notice of our original complaint requesting that the proposed merge application **not be accepted**. The basis of our complaints/protests are as follows:

- 1) The Bank has "**redlined**" (meaning no banks, no marketing or outreach, no involvement with African American Community Based Organizations, no involvement with Organizations, Projects or Funds similar to the Southern Dallas Development Corp. and others) the following low-middle income African American communities within the respective cities where they already have existing branches: Southeast Oak Cliff (Dallas, TX.) with approximately 200,000 residents predominately African Americans, also the Hamilton Park North Dallas community (Dallas, Tx.); Bear Creek community (Irving and Grand Prairie, Tx.); Dalworth Community (Grand Prairie, Tx.); Como and Stop Six communities (Ft. Worth, Tx.).
- 2) The bank has not attempted to access or develop lending programs that would provide much needed services to the residents in the aforementioned communities.
- 3) The bank has not attempted to make business phone calls into the neighborhoods in an effort to determine and provide banking needs and services of the local African American communities.
- 4) Currently the bank has no history or track record of serving the needs of any African American community in any city where they have branches. Nor has the bank developed a plan of serving African American communities and certainly have not attempted to make commitments to do so.
- 5) The bank has not provided technical assistance to any Community Based Organization, Project or Fund design to serve the financial/banking needs of the local African American communities.

September 10, 1993  
Mr. Kenneth L. Walker  
Page 2 of 2


6) The bank currently has no African American employees in senior management, particularly in the area of lending and marketing nor has the bank previously employed an African American business consultant(s) who would be adequately sensitive to the needs of African Americans and to help them in identifying areas of the banks' failure and neglect and implement improved initiatives as it relates to serving the African American communities. Since the bank has failed to employ African Americans in the aforementioned areas, we must assume that the bank further discriminates against African Americans in their "operations, policies and procedures".

On page 9 in the Citizen's Guide to CRA under the section "How the agencies review CRA performance", paragraph #3 states: "The agencies believe that institutions should address their CRA responsibilities and have the necessary policies in place and working well **before** they file an application." Also, "Commitments for future action are not viewed as part of the CRA record of performance of the institution..."

In closing, the basic understanding as well as the perception for the published "Citizen's Guide to the CRA" of which all of the Federal Regulators subscribe to as an official CRA Guide, is simply structured to allow the average everyday citizen/resident, Community Based Organizations, Home Owners Associations and other Neighborhood Based Organizations to comment/protest obviously without all of the legal formalities, computer reports, statistical information (HMDA, etc.) readily available or accessible at their disposal.

Thus, it is apparent and incumbent upon those Federal Regulators to keep the process simple and open for those of us who have been historically excluded, underserved or not served and more importantly discriminated against and redlined by banks/financial institutions. Based on our assumptions and the stated CRA responsibilities the Banks' application **should not be accepted**. Also, I am requesting that this document and all other related documents be placed in the Public CRA files of Equitable Bank and its affiliates. Please feel free to contact me should you need any additional information.

Sincerely,

  
Cecil R. Young, Sr.  
Legal/Community Compliance Officer

CRY/csc

cc: Distribution List

## DISCUSSION OF INSTITUTION'S PERFORMANCE

### Institution's Rating:

This institution is rated NEEDS TO IMPROVE based on the following findings.

### PROLOGUE

California Republic Bank (CRB) is a state chartered institution, having total assets of approximately \$572 million, headquartered in the City of Bakersfield, Kern County, California. This local area bank operates twelve full-service branches, ten in Kern County, and two in the Antelope Valley desert communities of Lancaster and Quartz Hill in Northern Los Angeles County. Eight of the bank's ten Kern County branches are located in or adjacent to the City of Bakersfield, thereby comprising the bulk of the bank's base of deposits and loan portfolio.

Kern County, population of 543,500, is California's largest oil producing county, and its third largest in farming. Bakersfield is the County Seat, with a population of 174,800. Two major military bases in the eastern section of the county, China Lake Naval Weapons Center and Edwards Air Force Base, employs about 20% of the county's labor force. Approximately 37% of the county's population and 29% of Bakersfield's population is comprised of minority residents.

### I. Ascertainment of Community Credit Needs

Assessment Factor A - Activities conducted by the institution to ascertain the credit needs of its community, including the extent of the institution's efforts to communicate with members of its community regarding the credit services being provided by the institution.

#### Conclusion/Support:

Aside from the mortgage loan area, the bank has an effective ascertainment program in place for small business, commercial, and construction loan products. Management has not, however, specifically directed any outreach and ascertainment efforts toward the identified low- and moderate-income minority individuals and neighborhoods located in the southeast section of downtown Bakersfield for its home loan products.

Internal call report memorandums acknowledge the bank's awareness of these areas of its community. The memorandums have discussed suggestions to develop credit products to accommodate the need for affordable housing in these areas; however, management has not yet acted to improve its housing related loan penetration in these segments of the community.



First Interstate Bank  
of California  
Community Reinvestment and Compliance  
707 Wilshire Boulevard, W35-12  
Los Angeles, CA 90017  
213 614-3142

Hugh D. Laffers  
Vice President and  
Chief Compliance Officer

September 28, 1993

Diane Koonjy, Esq.  
Board of Governors of the Federal Reserve System  
20th and C Street, NW (MS-11)  
Washington, D.C. 20531

Re: California Republic Bank  
Community Reinvestment Act Performance Evaluation  
Dated August 4, 1993

Dear Ms. Koonjy:

Thomas Shaffer, President and CEO of California Republic Bank ("CRB"), has provided us with a copy of the above report presented by the Federal Deposit Insurance Corporation. We have reviewed the report with care in consideration of what actions if any, First Interstate would need to initiate to address key issues within the report. There are present in the CRA program of First Interstate Bank virtually all of the components noted as missing in the CRB program. You have previously received materials which describe our program and our comprehensive approach to CRA.

The report conveys to us a mixed message as it evaluates the CRA performance of CRB. It is clear that smaller community banks have an ironic challenge under CRA. While they are at once totally dependent upon their communities for their prosperity and deal constantly with all elements within the community, they frequently find themselves criticized for failing to document these inevitable activities in a way that satisfies CRA. We note that many of the comments in the report praise the outreach, analysis of community credit needs and the projects to which the institution has committed itself. This focus on projects rather than process is exactly in tune with President Clinton's initiatives for CRA. However, in criticizing CRB's lack of documentation in the CRA area, the report seems to be emphasizing form over substance. It also seems unrealistic for the report to ignore the effects of both the pending merger and the challenge of operating under a Memorandum Of Understanding.

It is in the area of mortgage financing that CRB receives its greatest criticism and it is here where First Interstate can be of greatest assistance. Because of our larger size and capacity First Interstate has access to the secondary market not only for conventional financing but for the special community lending programs being introduced with increasing frequency by FannieMae, FreddieMac and others. In fact as noted in earlier materials, First Interstate is the only bank approved by FannieMae to offer a Down Payment Assistance Program to low and moderate income home buyers. This program and all of First Interstate's broad selection of loan programs will be available to the community through more areas than ever before. First Interstate markets aggressively to be a major player in the mortgage market and has committed itself to increasing its lending activity significantly. We consider mortgage lending to be a core product to our business and an ideal way to develop new business.



# Mesquite National Bank

1101 Gross Road at Interstate 635  
P. O. Box 850366 • Mesquite, Texas 75185-0366  
(214) 288-7771

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MEMBER FDIC

October 5, 1993

Mr. Allen McGill  
President  
Black State Employees Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. McGill:

We were pleased to receive your letter regarding the request for information about our current Community Reinvestment Program.

We have studied our delineated community and the demographics at length and in answer to your questions, please note the following responses:

1. Our current data is delineated by zip code which does not break down the requested information in this manner. We are in the process of converting to the more informative census tract basis as soon as we receive all of the information we need and have ordered. Once we have completed our conversion to the census tract basis and have completed reevaluation of the data, we will be happy to forward this information to you.
2. No
3. Absolutely not. In fact, we are in the process of reevaluating our delineated area and adopting a marketing plan to target market credit services to medium to low income areas.
4. The Board recently approved a plan to originate low cost financing for mobile homes. Management recently met with a group of realtors to determine major barriers first time home buyers and low to moderate income individuals encounter in purchasing a home. We continue to be in the ongoing process of ascertaining our community credit needs.
5. Based on the answer to question number 1, we are unable to provide this answer in the manner which you have re-

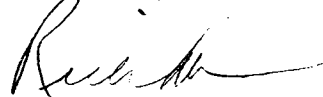
Page two  
Mr. Allen McGill

quested. However, we will be glad to provide this information to you when we are fully converted to the census tract analysis basis.

6. We have considered investment in a Community Development programs, but this particular CDC is not in our delineated area. Should the Black State Employees Association of Texas Community Development Corporation seek funding for a project in our immediate area, we would be pleased to consider an investment.

We appreciate your interest in our Bank's activities and hope that this letter answers your questions. If not, feel free to give us a call or visit our Bank.

Sincerely,



R.G. (Rich) Davis  
President and CEO

RGD/jt



First Interstate Bancorp  
Box 54068  
Los Angeles, CA 90054  
213 614-2581 Fax 213 627-9630

Julius L. Loeser  
Senior Vice President,  
Assistant General Counsel,  
and Director of Government Affairs

206-62

October 12, 1993

**By Fax (202-728-5850)**

Mr. Charles Fleet  
Division of Consumer and Community Affairs  
Board of Governors of the Federal Reserve System  
20th & Constitution Avenues, N.W.  
Washington, D.C. 20551

Dear Mr. Fleet:

Thank you for faxing to me (1) the October 8 letter from the Black State Employees Association of Texas, Inc. ("BSEAT") to Ms. Linnet F. Deily, the Chief Executive Officer of First Interstate Bank of Texas, N.A. ("FITECH"); (2) BSEAT's October 8 letter to William W. Wiles, Secretary of the Board; and (3) BSEAT's October 12 letter to Mr. Wiles.

We do not propose to respond to the first two letters, but would, in commenting on the third letter, object to the extension of time it requests. The employees of California Republic Bank have been living with the uncertainty of whether this transaction will go forward for almost five (5) months. It is unfair to them to drag this process out longer and to continue to impose on them the stress the delay in this transaction causes. I am sure that BSEAT does not wish to hurt innocent persons, but that is what delay does in these types of transactions.

We would be delighted to see any response that BSEAT may have to my letter, independent of processing the California Republic application; and I would pledge to pass it along to Ms.

Mr. Charles Fleet  
Division of Consumer and Community Affairs  
Board of Governors of the Federal Reserve System  
October 12, 1993  
Page 2

Deily in a good faith effort to help BSEAT work out its differences with FITEX. However, we must object strenuously to any delay in the California Republic transaction.

Very truly yours,

  
Julius L. Loeser

JLL/

cc: Kenneth Binning  
Kelly Walsh  
Communities for Accountable Reinvestment  
Black State Employees Association of Texas, Inc. ✓  
California Reinvestment Committee  
A. Phillip Randolph Community Development Corporation  
Fund Urban Northern Nevada Development

V101293E.F00





BOARD OF GOVERNORS  
OF THE  
FEDERAL RESERVE SYSTEM  
WASHINGTON, D. C. 20551

ADDRESS OFFICIAL CORRESPONDENCE  
TO THE BOARD

October 14, 1993

VIA FAX AND FIRST-CLASS MAIL

Mr. Cecil R. Young, Sr.  
Legal/Community Compliance Officer  
Black State Employees Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. Young:

This will respond to your request for additional time to reply to a submission from First Interstate Bancorp, Los Angeles, filed in response to your comments to its application to acquire Cal Rep Bancorp, Inc., Bakersfield, both in California.

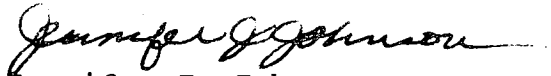
The record in this case indicates that you have been provided with an extended period in which to file comments and have, in fact, made several submissions. The Board's Rules of Procedure do not provide a commenter with the right to reply to responses from an applicant. Nevertheless, I have determined that the processing schedule for this application will permit a brief period to accommodate your request to respond to First Interstate's response to your comments on this application.

Accordingly, I have determined, pursuant to authority delegated by the Board under the Rules Regarding Delegation of Authority (12 C.F.R. 265.5(a)(2)), to extend until Friday, October 22, 1993, the period in which to receive your additional submission. These comments should be addressed to William W. Wiles, Secretary of the Board, 20th Street and Constitution Avenue, N.W., Washington, D.C. 20551.

Your comments must be received by this date in order to be considered timely, and a copy of your submission should be

provided to the Federal Deposit Insurance Corporation, the California Superintendent of Banks, and First Interstate Bancorp.

Very truly yours,



Jennifer J. Johnson  
Associate Secretary of the Board

Enclosure

cc: Mr. Hugh D. Loftus, First Interstate Bancorp  
Kelly Walsh, Community Affairs Officer  
Federal Reserve Bank of San Francisco



# Black State Employees Association of Texas, Inc.

October 15, 1993

DR. DARREN L. REAGAN  
Chairman/CEO

MARY CARTER  
Vice Chair

ALLEN MCGILL  
Secretary General

CAROLYN CAREY  
Executive Secretary

EVELYN FORTE  
Executive Treasurer

JUDY SLAUGHTER  
Public Relations

Mr. Edward Graves  
Director of Analysis  
OCC Southwestern District  
1600 Lincoln Plaza  
500 North Akard Street  
Dallas, Texas 75201

Re: Applications to merge Texas Commerce Bank and the  
Frost National Bank

Dear Mr. Graves:

This letter shall serve as a formal notice of our complaint requesting that the proposed merge applications **not be accepted** and in the alternative a formal request for a **Open Public Forum**. I am requesting that the public comment period be extended for an additional 60 days to allow other interested parties the opportunity to comment. Also, that the respective banks properly and adequately advertise the notices. The basis of our complaints/protests are as follows:

1) The banks have "**redlined**" African American communities and neighborhoods in the D/FW metropolitan area. "Redlined" as we define as no banks, no "meaningful" or "serious level" of marketing or outreach, no "meaningful" or "serious level" involvement with African American owned/operated Community Based Organizations in the D/FW metropolitan area, "very poor" and "very dismal" lending practices to African Americans who reside in the following low-moderate income African American communities within the respective cities where the banks have existing branches: Southeast Oak Cliff (Dallas, TX.) with approximately 200,000 residents predominately African Americans. The SEOC boundaries are: Northern-The Trinity river near downtown Dallas; Western- I35 So.; Southern-I20; Eastern-Hwy. 175. The Hamilton Park North Dallas community (Dallas, Tx.); Bear Creek community (Irving and Grand Prairie, Tx.); Dalworth Gardens Community (Grand Prairie, Tx.); Como and Stop Six communities (Ft. Worth, Tx.).

2) The banks have not attempted to access, develop or implement specific "targeted marketing" lending and outreach programs that would provide much needed services to African American residents in the aforementioned communities.

3) The banks have not attempted to make business or home mortgage phone calls into the identified African American neighborhoods in an effort to determine the credit needs and provide needed banking services.

October 15, 1993  
Mr. Edward Graves  
Page 2 of 3

4) The banks have no "meaningful" or "serious level" history or track record of serving the needs of African American residents in the identified communities in the D/FW metropolitan area where they have existing branches. Nor have the banks developed, advertised or implemented a plan of serving African American communities, and certainly have not attempted to make commitments to do so.

5) The banks have not provided any "meaningful" or "serious level" technical assistance to African American owned/operated Community Based Organization designed to serve the financial/banking needs of the identified African American communities.

6) Currently the banks have no African American employees in senior management (senior v.p. etc.), particularly in the areas of lending and marketing with lending authority in the specified communities. Since the banks have failed to employ African Americans in the aforementioned areas, we must assume that the bank further discriminates against African Americans in their "**operations, policies and procedures.**" Since the banks are Federal Contractors copies of this complaint along with additional documentation will be forwarded to the Department of Labor Office of Facilities Contract Compliance Programs for their review.

On page 9 in the Citizen's Guide to CRA under the section "How the agencies review CRA performance", paragraph #3 states: "The agencies believe that institutions should address their CRA responsibilities and have the necessary policies in place and working well **before** they file an application." Also, "Commitments for future action are not viewed as part of the CRA record of performance of the institution..."

In closing, the basic understanding as well as the perception for the published "Citizen's Guide to the CRA" of which all of the Federal Regulators subscribe to as an official CRA Guide, is simply structured to allow the average everyday citizen/resident, Community Based Organizations, Home Owners Associations and other Neighborhood Based Organizations to comment/protest obviously without all of the legal formalities, computer reports, statistical information (HMDA, etc.) readily available or accessible at their disposal.

October 15, 1993  
Mr. Edward Graves  
Page 3 of 3

Thus, it is apparent and incumbent upon the Federal Regulators to keep the process simple and open for those of us who have been historically excluded, underserved or not served and more importantly discriminated against and redlined by banks/financial institutions. Based on our assumptions and the stated CRA responsibilities the applications **should not be accepted**. Also, I am requesting that this document and all other related documents be placed in the Public CRA files of both banks and its affiliates and that I receive copies of all related correspondences. Please feel free to contact me should you need any additional information as we will be amending our protest.

Sincerely,

Cecil R. Young, Sr.  
Legal/Community Compliance Officer

CRY/csc

*Encouraging Banks*

*and*

*Other Financial Institutions*

*to*

*Invest and Establish*

*Branches in S.E. Oak Cliff*

# Go-and-tell time for Dallas bankers

## Group meets with Southeast Oak Cliff firms

By Bill Deener

Staff Writer of The Dallas Morning News

Allen McGill, a small business owner, taps on a foot-thick pile of reports and studies about southeast Oak Cliff and provides the audience a brief summary.

"All these reports here say the same thing. There are no banks out here, and yes, there needs to be," Mr. McGill said.

Southeast Oak Cliff, he said, is an area with relatively high median income — \$19,329 — and almost 90,000 residents, and he challenged local bankers to "take a risk" and serve the area better.

Mr. McGill, owner of a computer

outlet, was moderator of a conference Thursday of area bankers and small-business owners and vendors. The purpose of the workshop, sponsored by the Black State Employees Association of Texas, was to help minority vendors and business owners develop contacts within the banking community. About 60 people attended the meeting held at Red Bird Mall.

Representatives of 20 banks — including NationsBank of Texas, Bank One Texas and First City Bank-Dallas — gave brief presentations about their efforts to attract more black and Hispanic employ-

Please see SOUTHEAST on Page 12D.

# Southeast Oak Cliff firms make pitch to area banks

Continued from Page 1D.

ees and expand the number of loans made within the minority community.

George M. Carter, community investment coordinator for NationsBank, said he expects that the bank will open a branch in southeast Oak Cliff.

"We want to ascertain the need of the community we serve," he said. "I think you will see an institution being placed in southeast Oak Cliff."

Currently, NationsBank and Bank One Texas have opened branches in Fair Park, and there are a few banks on the periphery of southeast Oak Cliff. The boundaries of the area are Interstate 35 on the west, Interstate 45 on the east, LBJ Freeway on the south and the Trinity River on the north.

Pat Robertson, owner of People Resources Inc. — a temporary services company — encouraged other business owners "to stay the course ... and show your banker that you are willing to make a sacrifice for your business." Take a smaller salary, drive a less expensive car and cut back on entertainment expenses, she said, if that is what is needed to make payroll.

"Educate your banker about your business ... and get away from the

to do it for us," she said.

Another small-business owner, Franklin Thomas, owner of Engercon Inc., an engineering and construction company, said he is concerned about increased concentration within the banking industry. Banks, he said, are becoming too impersonal and losing touch with the community.

"I would hope that if you (bankers) come into the community, please serve the community," Mr. Thomas said. "We are going to have to start practicing capitalism in reality instead of in theory."

Darren L. Reagan, executive director of the Black State Employees Association, said by the end of the year his organization plans to release "report cards" on local banks. Grades will be based on hiring practices, the number of loans made to minorities and the number of contracts awarded to minority vendors.

"And banks that haven't bothered to even show up (at the workshops) will get an F," Mr. Reagan said.

Theresa Akers Lea, a vice president at First City, said the past few years have been difficult for bankers, and they are still trying to regain their footing after the real estate debacle of the 1980s.

"In our communities is really where we should have been all

# TEXAS COMMERCE BANK

JOHN L. ADAMS  
Chairman of the Board  
and Chief Executive Officer

2200 Ross Avenue  
P.O. Box 660197  
Dallas, Texas 75266-0197  
(214) 922-2550

July 21, 1992

Mr. Darren Reagan  
Black State Employees Association of Texas  
P. O. Box 761564  
Dallas, Texas 75376

Dear Darren:

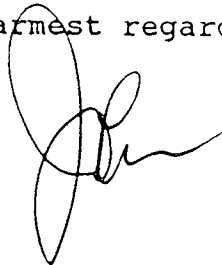
Thank you so much for coming to the Bank to meet with me and my associates yesterday. It was good to visit with you, Allen and Dr. Harris.

We especially appreciate having your insight and perspective on Southeast Oak Cliff and what your organization is doing to revitalize the area.

Darren, as we discussed yesterday, Texas Commerce Bank is strongly committed to improving our minority hiring and purchasing practices as is evidenced by the progress we have made in the last few years.

Again many thanks and I look forward to our tour of Southeast Dallas. Please call my secretary, Sharon Moreland, at 922-2552 when you are ready to schedule it.

Warmest regards,



JLA:sm

cc: Allen McGill  
Willie Harris  
Terry Wilson  
Julie Brown  
Lynn Meggers  
John Pack



Texas Commerce Bank, National Association  
Member FDIC  
Member Texas Commerce Bancshares, Inc.



**TEXAS COMMERCE BANK**  
**DALLAS**  
NATIONAL ASSOCIATION

**JULIE B. BROWN**  
Vice President

P.O. Box 660197  
Dallas, Texas 75266-0197  
(214) 819-4035

July 21, 1992

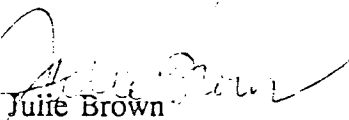
Dr. Darren Reagan  
Executive Director  
Black State Employees  
Association of Texas  
P.O. Box 761564  
Dallas, Texas 75376

Dear Darren:

I felt our meeting yesterday was very positive and productive. We appreciate the input and suggestions that you, Alan, and Dr. Harris had on minority purchasing and minority hiring practices. Also, thank you for providing us with better insight into the banking needs of the Southeast Oak Cliff community.

I look forward to hearing from you with respect to scheduling a tour of the Southeast Oak Cliff area. In the meantime, please do not hesitate to call me if I can be of assistance to you.

Best Regards,

  
Julie Brown

JB/lb

cc: John Adams  
Terry Wilson



Jerry Killingsworth  
Senior Vice President

**BANK ONE, TEXAS, NA**  
P.O. Box 655415  
Dallas, Texas 75265-5415  
1717 Main Street  
Dallas, Texas 75201  
(214) 290-2809

November 24, 1992

Dr. Darren Reagan  
Executive Director  
Black State Employees  
Association of Texas, Inc.  
P. O. Box 761564  
Dallas, Texas 75376

Dear Darren:

In a recent meeting with you and Alan McGill you expressed an interest in pursuing with the appropriate employees within Bank One the following areas:

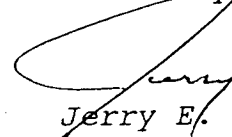
- Minority participation in new or remodeling facilities projects
- Minority procurement procedures
- New branch location in Southeast Oak Cliff
- Loan activity in minority communities including involvement with non-profit groups

The first three items are the responsibility of other individuals while the fourth, loan Activity, is mine. In order to facilitate your interface with the other departments, I am prepared to coordinate meetings or whatever else is appropriate with the following individuals:

- Facilities - Bob Lohman
- Minority Procurement - Leffie Crawford
- Southeast Oak Cliff Branch - Lee McKinney

We look forward to meeting with you and have a great holiday.

Sincerely,



Jerry E. Killingsworth

JEK/km

A:BSEA.JK

# Bank of America kicks in \$800,000 for S. Dallas fund

By Jennifer Files

Staff Writer of The Dallas Morning News

Bank of America Texas pledged \$800,000 to the Southern Dallas Development Fund on Friday, making it the second largest contributor to the program, which lends money to small and disadvantaged businesses.

Facing a crowd of community and business leaders, Bank of America president Dave Berry presented a \$200,000 check — the first of four annual contributions — to Southern Dallas Development Corp. chairman Robert L. Sims.

"This kind of partnership is representative of the kind of collaborative approach Bank of America wants to take in other communities across Texas," Mr. Berry said.

The money will be used to finance small and minority businesses that could not qualify for traditional bank financing, Southern Dallas Development officials said. The fund has issued \$1 million in loans over the past 18

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"This kind of partnership is representative of the kind of collaborative approach Bank of America wants to take in other communities across Texas."

— Bank of America president Dave Berry

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months. Counting Bank of America's \$800,000 pledge, 20 financial institutions have promised \$4.3 million to the fund.

"In terms of the capital needs of the city of Dallas, this is just a drop in the bucket," said Jim Reid, president of the Southern Dallas Development Corp., which administers the fund and other programs to help disadvantaged companies in the area.

Bank of America Texas, a subsidiary of San Francisco-based BankAmerica Corp., first entered the Texas market in 1991 and became the state's fourth largest financial institution when it bought the branches and deposits of First Gibraltar Bank last year.

Community leaders praised the bank for its investment.

"I'm glad you came to Dallas ... and that you brought your money," Edward Harris, president of the West Dallas Neighborhood Development Corp., told Mr. Berry after the meeting.

Darren Reagan, president of the Black State Employees Association of Texas, said his group and others are working with the bank in preparation of a new branch in the troubled Southeast Oak Cliff neighborhood.

Mr. Berry declined to comment on Mr. Reagan's statement but said, "We should have an announcement within 90 days" on the subject.

# Lancaster-Kiest gets boost from NationsBank

By Jennifer Files

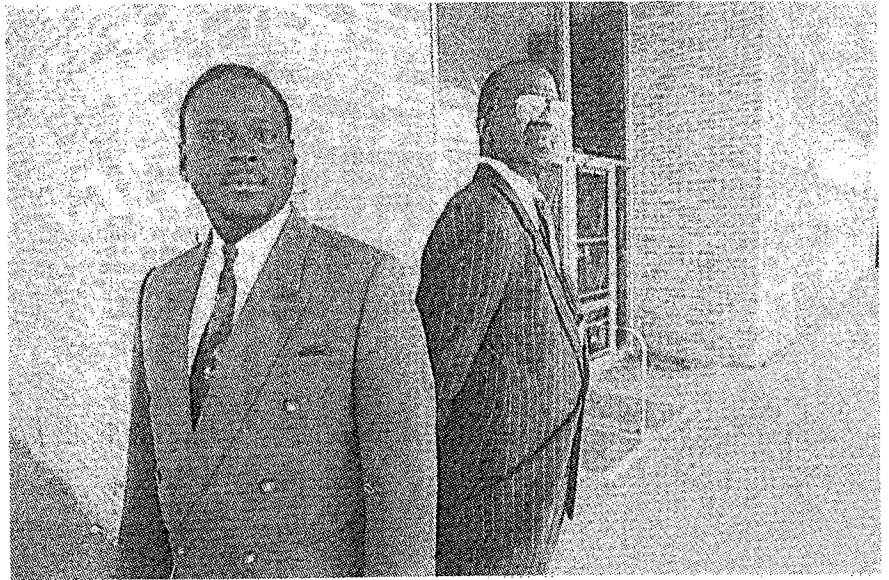
Staff Writer of The Dallas Morning News

Long an image of economic decay, the Lancaster-Kiest shopping center will soon feature a symbol of prosperity rare in Southeast Oak Cliff: a bank.

NationsBank last week said it will build a 4,800-square-foot branch in the run-down regional shopping center. Scheduled to open in January, the bank will be the first in a two-mile radius and the latest in a series of ventures that community leaders hope will revitalize the area.

Along with plans for a new Fiesta grocery store and a light-rail stop at the sprawling, 700,000 square-foot center, the bank "is a big step," said Darren Reagan, president of the Black State Employees Association of Texas, one of several community organizations working to encourage business development in Southeast Oak Cliff.

In the past few years, almost all the economic news in Southeast Oak Cliff has



The Dallas Morning News: Karen Stallwood

**Darren L. Reagan (left) and Allen McGill have worked for economic development in Southeast Oak Cliff. They are pleased NationsBank is moving into the vacant Minyard's store behind them.**

been bad. The area of nearly 90,000 people, bounded by Interstates 35E and 45 and LBJ Freeway, has lost Kmart, Sam's Club and Target stores, along with other major retailers that together employed thousands of residents. Meanwhile, "there has been a total lack of any new development in terms of retail service," said Charles

English, executive vice president of the Southern Dallas Development Corp.

The 33-year-old Lancaster-Kiest center looks like many others in Southeast Oak Cliff. The parking lot is riddled with potholes, windows are boarded up and

Please see NATIONSBANK on Page 4D.

## NationsBank will build Lancaster-Kiest branch

Continued from Page 1D.

signs are weather-beaten.

In its early years, it housed a J.C. Penney store and a bowling alley, catering to the mostly middle-class neighborhoods that surrounded it. "This used to be the thriving mall," recalls Mr. Reagan, who bowled there as a kid. "This was prime retail shopping for African-Americans."

But when Redbird Mall opened in 1975, Lancaster-Kiest's more prestigious stores either moved to the more modern venue or abandoned the area altogether. Today, major tenants include a giant bazaar, beauty parlors, thrift stores and a mishmash of government offices and state- and university-run health care clinics.

The center's owner, Spigel Properties of San Antonio, attracted the clinics as part of a strategy to more than double occupancy to around 75 percent after it bought the center in 1985. But more tenants haven't helped the mall's appearance, and community leaders including Mr. Reagan blamed the "absentee landlord."

Danny Spigel says that just resurfacing the parking lot would cost more than the center's value of about \$4 million to \$5 million. "Just to

go out and spend \$2 (million) or \$3 million on a center and go bankrupt doesn't help anything," he said. "We spend the money when we have the tenants."

The Fiesta store and rail line may be the catalysts for improvements in a neighborhood where median household income is \$25,462, just slightly lower than the Dallas median income of \$27,489, according to U.S. Census data.

Dallas Area Rapid Transit's light rail service will stop in front of the center by 1996, hopefully drawing customers. Starting early next year, DART says it will refurbish part of the parking lot and add lighting and security.

After that, Mr. Spigel said, "We'll be doing a complete remodeling. In time, it'll all be landscaped and remodeled to correlate with Fiesta. It warrants it with new tenants."

Houston-based Fiesta Mart Inc. was the first retailer to sign on, drawn to the designated enterprise zone by city tax abatements and other incentives. The chain of ethnic grocery stores bought a tract of land in the center's parking lot earlier this year and plans to build a new, free-standing grocery store.

But after saying in March that it would build six grocery stores in underserved, pre-

dominantly lower-income Dallas neighborhoods, Fiesta already has cut back its plans. Last month, the chain said it would build only four and is re-evaluating its Dallas marketing studies.

Fiesta spokesman Bernie Murphy said Friday that he could not give any details about how soon the chain's Lancaster-Kiest store might open, adding it's probably at least a year away.

"We hope that they don't cut their plans any further," said Chevis King, publisher of the *Black Economic Times*.

Spigel Properties says two other national retail tenants are negotiating to move in near NationsBank, in space Minyard Stores left in June because of Fiesta's plans.

Noting that NationsBank's Fair Park and Zang Boulevard branches are among the bank's busiest branches, Rick Parsons, the bank's Dallas consumer executive, said that lack of competition from other nearby banks makes opening in Southeast Oak Cliff particularly attractive.

That exclusivity probably won't last long. Bank of America has said it is planning to build a branch in the Southeast Oak Cliff area.

*Providing Leadership*

*into*

*The 21st Century*

*in*

*Education*

February 5, 1991

# SHOWBIZ PIZZA TIME, INC.

ShowBiz Pizza Place® • Chuck E. Cheese®

4441 West Airport Freeway

P.O. Box 152077, Irving, TX 75015

214/258-8507

Mr. Darren L. Reagan  
Executive Director  
Black State Employees Assoc. of Texas  
P.O. Box 761564  
Dallas, TX 75376

Dear Darren:

Thank you for giving us the opportunity to become involved in the Community Re-Investment/Economic Initiative as developed by the Black State Employees Association of Texas. We enjoyed meeting with you at lunch a few weeks ago and learning how successful the effort has been.

As we discussed, the most beneficial are those that enhance or contribute to the educational enrichment of the children in the Redbird market area. Therefore, we have decided to circulate ShowBiz Pizza bookcovers to the 4500 children in these elementaries during the '91-'92 school year:

<u>School</u>	<u>Enrollment</u>	<u>Distribution</u>
Adelle Turner	700	1400
Mark Twain	900	1800
Martin Weiss	500	1000
T.G. Terry	600	1200
Umphrey Lee	800	1600
Birdie Alexander	600	1200
McNair	<u>400</u>	<u>800</u>
	4500	9000

Each child will receive two bookcovers during the school year for a total distribution of 9,000. As an incentive for improved grades, we will be featuring an offer for "free tokens for goods grades," including "C's" for those children with average ability. In addition, we will also provide an incentive for the parents with "meal package" discounts.

Again, thank you for your support as we strive to better serve our neighbors in the Redbird community. Let me know if you have any comments or questions.

Best Regards,



Ed Ritenour  
Director of Field Marketing

cc: Dick Frank            Dick Huston  
Terry Spaight        Lois Perry  
Ron Hake                Piper Shealy  
Greg Barton            Gary Spring

# GreaterDallasChamber

March 22, 1991

Mr. Darren L. Reagan  
Executive Director  
Black State Employees Association  
of Texas  
P.O. Box 761564  
Dallas, Texas 75376

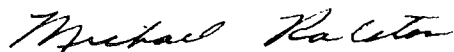
Dear Darren,

I cannot adequately express my appreciation to you for giving me the opportunity to attend the Community Re-Investment Initiative Reception yesterday, and telling the people about the Adopt-A-School Program. They are both wanted and needed as participants in the program, whether as adopters who send funds, equipment, or supplies, sponsor learning and incentive programs, underwrite educational and enculturating activities for teachers and students, provide teacher appreciation events, or offer in-kind services. I always emphasize, however, the invaluable nature of having people go into the schools as volunteers to work with the children on a consistent, on-going basis.

I was able to make some important contacts at the meeting, as well as revitalize dormant ones through asking for assistance and participation. This enables all of us in Dallas to draw closer to the goal of providing much-needed community involvement in ALL of the schools in DISD. I truly believe and fervently hope that this year will see all of our schools have the help of businesses within our community. From that point, the placement of additional adopters in the schools will further enhance the resources we are able to offer our children.

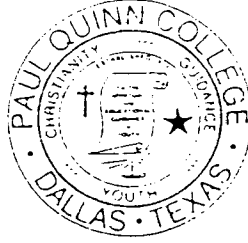
Again, I thank you for the opportunity to tell those in attendance about the importance of working with the students in our public schools. Our young people are our future and our hope for a better city, state, nation, and world. What we do for them is purely an investment. When I receive the list of attendees from you, I will continue with my work to get them involved in the schools. In addition, I will call you soon and arrange a time for us to meet.

Sincerely,



Michael Ralston, Ph.D.  
Manager, Adopt-A-School

cc: Ms. Joyce B. Foreman, President, Foreman Office Products  
Ms. Bobbie Foster, Director, DISD Community Relations  
Ms. Candy Slocum, Assistant Vice President, Greater Dallas  
Chamber



## Paul Quinn College

"Shaping Minds...Molding Dreams...Building Leaders"

January 15, 1992

Mr. Scott L. Gesell  
Vice President  
Office Of The General Counsel  
First Gilbrater Bank  
FSB 1925 W. John Carpenter Freeway  
Irving, Texas 75063-3224

Dear Scott:

Happy Healthy and Prosperous New Year! !

Mrs. Morgan and I enjoyed meeting with you, Randy Hicks, Darren Reagan and Allen McGill regarding First Gilbrater's support of Paul Quinn College. We look forward to hearing from you soon with reference to First Gilbrater sponsoring our Founder's Day activities in celebration of the college's 120th birthday.

In addition to the specific areas of support request presented at our meeting I am enclosing a list of Commemorative Name Gift Opportunities, First Gilbrater may wish to consider in the future.

We are grateful to the Black State Employees Association of Texas for their undying support and commitment to our mission of providing a quality education to deserving young men and women in a christian atmosphere.

We look forward to your support of one or more of the projects presented and to a super working relationship for "A MIND IS A TERRIBLE THING TO WASTE."

Sincerely,

Warren W. Morgan  
President

cc: Mr. Darren Reagan  
Mr. Allen McGill  
Mrs. DeJoyce Morgan





***BSEAT***

***and***

***Area***

***High Schools***

***celebrate***

***Black***

***History***

***Month***

*BSEAT's Involvement*

*with*

*The University of Texas System*

*and*

*Dallas County Community College District*

**October 7, 1993**  
***U.T. System Board of Regents Meet  
with over 35 African American  
Business and Community Leaders***



Bernard Rapoport, *Chairman*; Bill Cunningham, *Chancellor*;  
Art Dilly, *Executive Secretary*, Dr. Darren L. Reagan



Business Consultant Rufus Shaw, Dallas City Councilman Larry Duncan  
and DISD Board Member Yvonne Ewell looks on.

*Reflections  
of  
A Historic  
Meeting  
Between  
35 African  
American  
Leaders  
State Officials  
and  
Business People  
and  
UTS Officials*

Tuesday, January 5, 1993 / ARLINGTON, Fort Worth Star-Telegram

# UTA president to investigate loss of at least four black faculty members

BY LISA BLACK  
Fort Worth Star-Telegram

ARLINGTON — UT-Arlington President Ryan Amacher, at the request of the Black State Employees Association, agreed yesterday to investigate the departure of at least four African-American faculty members that they believe were discriminated against.

Amacher and Affirmative Action Officer Casey Gonzales also agreed to look into the reasons why a faculty committee has recommended terminating the contract of another African-American, James A. Farmer, assistant professor of social work. A sixth employee, Shirley King, associate professor of social work, says she has been denied an equitable salary and opportunity to advance in her career.

"They have some concerns about some people who have left the university and want me to investigate," Amacher said after meeting with Farmer, King and members of the employees association yesterday.

"Even though it is history, it is history that can be meaningful," he

said, referring to the faculty members who had resigned or had their contracts terminated. "We don't want to make the same mistakes — if there were any — again."

Amacher said he plans to encourage each university department to establish its own affirmative action office for recruitment, but said that move won't occur until the university develops a larger, overall plan for growth.

But Darren Reagan, executive president of the association, criticized university officials for not moving fast enough in recruiting and retaining African-American faculty members.

"We see a problem that is systemic," he said.

King said, "He [Amacher] has recognized there needs to be some systems in place to see that these things don't happen repeatedly. To look at this as a historical set of events is one thing, but to break the chain is another."

The employees association has been gathering statements from the former employees, some of whom

left the university in the mid-1980s.

Farmer, who has worked at UT-Arlington since August 1990, said he was given no reason for the committee recommendation that his contract be terminated. The vice president for academic affairs will make the final decision within six weeks.

"I'm not yelling race," Farmer said. "I just find it very funny that he [Amacher] basically says he is trying to retain or hire minorities, and yet the few they have are being released."

According to university figures from July, only eight of 551 full-time faculty members in 1991 were African-American.

The Black State Employees Association members plan to schedule two more meetings regarding Farmer and minority recruitment with university officials within the next month.

Reagan and Allen McGill of the employees association and Lee Alcorn of the National Association for the Advancement of Colored People last met with Amacher Dec. 19 to express similar concerns.

# UTA investigating flight of black faculty members

## 8 have left campus since 1978

By Linda Stewart

Staff Writer of The Dallas Morning News

ARLINGTON — At least eight African-American faculty members have left the University of Texas at Arlington since Shirley King was first hired to teach in the school of social work in 1978.

Today, although a university computer-generated report counts eight full-time black faculty members on campus, Dr. King and her peers say they know of only four — and she is the only one with tenure.

"In the area of recruitment and retention, we've had a revolving door," Dr. King said. "It's very troublesome. I don't understand it. . . . The metroplex is a very attractive place for people. There is something wrong."

Ryan Amacher, who became UTA's president last year, agrees.

At the urging of Dr. King and the Black State Employees Association of Texas, he and the university's affirmative action officer, Casey Gonzales, are taking a closer look at minority retention issues.

At a meeting Monday, Mr. Gonzales said he is trying to track down and interview African-American faculty members who have left the university in recent years to find out why.

To determine whether the review process for faculty promotion and retention has been applied fairly, the president also is looking closely at the case of James Farmer, a black assistant professor in the school of social work who learned last month that his teaching contract would not be renewed.

"We're not talking about me getting tenure. We're talking about me being retained," Dr. Farmer said. "I'm very angry about this."

"I wouldn't mind if they said, 'James Farmer, you're not cutting the mustard. Get out.' But everyone said I was doing OK. I was stunned when I received the notice that my contract would not be renewed."

James Callicutt, the acting dean of the school of social work, said "at

this point, it is only a recommendation" that Dr. Farmer not be retained.

Dr. Callicutt said he made that recommendation after considering Dr. Farmer's teaching, scholarship and community service record. He said he could not be more specific. The vice president for academic affairs and, perhaps, ultimately the president would have the final say, Dr. Callicutt said.

Dr. King praised Dr. Farmer's academic credentials and questioned the fairness of the review process, noting that in his case "it did not work at all." She cited an example of the recent promotion of a white female assistant dean who Dr. King said became a tenured associate professor without going through the standard review process.

Dr. Callicutt said in a phone interview Monday night that the assistant dean's situation was different because her new rank was "not considered a promotion, but a new appointment with tenure."

Dr. Amacher said he will meet Tuesday to discuss the case with Dr. Callicutt and Mr. Gonzales.

"What I'm anxious to do is insist that the process we have in place (for hiring and promoting faculty) be used equally," Dr. Amacher said.

"One of the most frustrating things for me — and this cuts across racial lines — is this institution hasn't treated people very well."

Dr. King agreed, but said that in most cases, minorities seem to bear the brunt of the mistreatment.

Darren Reagan, head of the Black State Employees Association of Texas, encouraged the UTA president to strengthen and increase funding for the affirmative-action office, noting that it is difficult for the understaffed department to quickly produce even the most basic numbers on minority students and faculty.

For example, Mr. Gonzales said that of the 614 faculty members, 526 are white, 63 are Asian, 11 are Hispanic, eight are black and six



Ryan Amacher . . . has pledged to be more responsive to minority concerns.

are American Indian. However, he said the numbers may not be accurate.

Mr. Reagan said, "We need to define what the affirmative-action plan is and make sure it is going to be supported."

He also said his group "is cautiously optimistic that Dr. Amacher will simply do the right thing here."

This was the fourth meeting since late December on these issues, and the group agreed to meet again Feb. 22 to determine what progress has been made.

But Dr. Amacher said it might not be enough to change campus process and procedures. "You have to change the culture," he said.

Since coming to UTA, Dr. Amacher has expressed his commitment to be more responsive to minority concerns. Monday, he appointed Dr. King to serve on a search committee that will find candidates to replace the outgoing vice president of academic affairs, William A. Baker.

Dr. Baker said he plans to return to teaching after spending 20 years in the No. 2 post so that Dr. Amacher can have some say in picking his top academic official.

## INSIDE EDUCATION

# Critics aided minority hiring push, UTA says



**ROCHELLE RILEY**

Darren Reagan may have done the University of Texas at Arlington a favor.

At least UT-Arlington's affirmative action officer, Casey Gonzales,

thinks so.

The predominantly white college recently offered faculty positions to three ethnic minorities and one white woman.

"We've sent letters and gotten verbal commitments," said Mr. Gonzales, "but they won't go in effect until the fall."

The offers come after a barrage of complaints about recruiting from Mr. Reagan and the group he heads, the Black State Employees Association of Texas.

Mr. Gonzales said that UT-Arlington's recruitment efforts were not a result of Mr. Reagan's criticism. But, he said, the flap allowed the school to highlight its ongoing efforts.

Mr. Reagan criticized the process used to select UT-Arlington's new president. He was also upset that the new president Dr. Ryan Amacher, a South Carolina educator, was one of six white finalists recommended by a search committee that had no black members.

With the fight over presidential selection ended, the employees group, undaunted, has focused its efforts once again on minority recruitment and contracts.

## Heightened efforts

Mr. Reagan contends that the job offers made to minority candidates are a result of the group's pushing.

"We gave them a deadline to ante up and improve," he said. "We gave them until the second week of January. Before then, we want to see some drastic improvements in employment and procurement, those areas in particular.

"We want to see African-American administrators, vice presidents, faculty, directors and department heads."

Mr. Gonzales said he appreciates Mr. Reagan's criticism because, in response to it, UT-Arlington officials have made the public more aware of the need for diversity and of the school's efforts through the years to reach recruitment goals.

"We have done a lot of this in the past," Mr. Gonzales said of intensive minority recruitment efforts. "But we've never documented it and tried to promote what we're doing."

UT-Arlington is using a five-year recruitment plan, its second.

Currently, 22 percent of the college's 25,000 students are minority. Of that number, 7 percent are African-American and 6 percent are Hispanic.

Thirteen percent of the 551 full-time faculty members are minority. One percent are black, and 2 percent are Hispanic.

## Tough competition

Mr. Gonzales encouraged local leaders and critics, such as Mr. Reagan, to understand a significant obstacle to recruiting minority faculty members to college campuses: the small number of blacks who earn doctoral degrees.

More and more, accrediting agencies measure the number of doctoral faculty members a school has. Once a preference, it is slowly becoming a requirement as recruiters screen candidates.

Four years ago in Texas, only 51 African-Americans and 49 Hispanics received doctoral degrees.

Nationwide, 951 blacks and 693 Hispanics received doctorates in 1988, the last year for which comprehensive figures are available.

The total doctorates awarded nationally: 33,456.

So UT-Arlington and other campuses must compete with each other and with private companies for those with doctorates.

Staff writer Rochelle Riley covers higher education.

# UTA black officials win praise

## Pair's appointments seen as historic event

By Veronica Alaniz  
Staff Writer of The Dallas Morning News

ARLINGTON — Even though two of the University of Texas at Arlington's newest administrators already are familiar faces around campus, local African-Americans turned out Sunday afternoon to give them a special welcome.

About 75 black leaders, students and faculty were on hand to celebrate what they are calling a historic event for UTA.

Dr. Dalmas Taylor, the university's provost and second-in-command administrator, and Dr. Dorcas Bowles, dean of the school of social work, both have made important firsts at the university.

Dr. Taylor is the highest-ranking black administrator in the university's history. Dr. Taylor is the university's first black female dean in a department that faced allegations of racism over its faculty review process early this year.

"This was too important to let go unnoticed," said Arlington City Council member Elzie Odom, who helped organize the party.

"There's been a lot of efforts to increase the minority staff at the University of Texas at Arlington, and to have the Number 2 man be African-American is significant."

But students and teachers said they hope Dr. Taylor and Dr. Bowles will become more than just historic figures.

"Because UTA has an elitist problem, they have to deal with it by bringing in two qualified African-



The Dallas Morning News: Kim Ritzenhaller

**Dr. Dalmas Taylor (left), provost of the University of Texas at Arlington, and Dr. Dorcas Bowles, dean of UTA's school of social work, greet guests Sunday at a reception honoring their appointments to their respective posts.**

American administrators," said Rich Stoglin, a social work doctoral student. "They are going to help sensitize this university."

James Farmer, a social work faculty member, agrees.

"The university ought to represent what's in society, and society is diverse," he said.

UTA has been criticized for a shortage of African-American professors and administrators — a situation that college president Ryan Amacher pledged to change when he was selected last year.

Chriss Williams, a 1989 UTA graduate, said he thinks that the new administrators reflect the university's commitment to its students.

"Progress is being made here because the university is finally listening to the students," he said. "And we need people we can relate to on staff."

Mr. Williams added that Dr. Taylor's presence should draw more minorities and increase enrollment.

But more important to Carlos Hunter, a senior who is vice presi-

dent of the Alpha Phi Alpha service fraternity, the new administrators are a ray of hope in what he considers to be a murky past.

"Due to the history of UTA . . . to actually get some blacks in administrative positions is pretty important," he said.

Dr. Taylor said he hopes to live up to everyone's expectations.

"As provost I hope to be a part of change that will affect the whole university, and people of color will be a part of that," he said. "I think there is a great deal of leadership potential here, and I hope I can be a catalyst."

Dr. Bowles also said she hopes to contribute to the university's goals.

"My impact will be in sync with that of the university, which is to think about great programs, diversity and technology," she said.

But Sherry King, a social work faculty member, said Dr. Taylor and Dr. Bowles cannot solve all the university's problems.

"They alone can't be the answer," she said. "It's going to take the whole university to make a difference."

# UT System is urged to follow UTA's racial hiring example

By LISA BLACK  
Fort Worth Star-Telegram

DALLAS — If the University of Texas at Arlington placed at least three African-Americans in visible roles on campus within one year, why can't the UT Board of Regents effect such swift change system-wide?

That was one of the points raised yesterday during an often caustic meeting between African-American community and business leaders and UT System representatives.

Leaders of the Black State Employees Association of Texas, the National Association for the Advancement of Colored People and the Dallas City Council were among the guests during a luncheon led by UT Board of Regents Chairman Bernard Rapoport at the Loews Anatole Hotel in Dallas yesterday.

The issues: the involvement of African-Americans in the search for a new UT-Dallas president and the low percentages of contracts awarded to minority vendors throughout the system.

"These are important issues, and this forum was probably not the best format for dealing with it," said UT-Arlington Provost Dalmas Taylor, newly hired as internal chief of university affairs. "What I'm sensing is a level of frustration with the out-

come."

Taylor is one of three African-Americans hired for a high-ranking or visible post at UT-Arlington. Dorcas Bowles was hired as dean of the School of Social Work, and DeJoyce McRoy-Morgan is a new development officer.

Darren Reagan, chairman of the Black State Employees Association, criticized the regents for not including him or other association members on a search committee to select a new UT-Dallas president.

Regent Zan Holmes of Dallas attributed the complaint to a misunderstanding about how the regents choose search committees. The process was changed last year, after the organization raised the concern, to ensure more diversity after no African-Americans were placed on the search committee that recommended Ryan Amacher for the post of UT-Arlington president.

"You all have put together another search committee and excluded the people who complained in the first place," Reagan said.

Others asked that regents commit to hiring an African-American to fill the UT-Dallas post.

UT System Chancellor Bill Cunningham said the UT-Dallas search committee will include one black, one Hispanic and two white fe-

males, but he declined to name the members. He and Rapoport said the search will remain open to candidates of all ethnicities.

Debate during most of the 2½-hour meeting, however, was critical of the UT System in general. African-American leaders expressed frustration at what they said remains a good-old-boy system dominated by white males, and system representatives angrily defended their goals and procedures.

Holmes attempted to act as mediator.

"There is racism involved in this whole process," said Holmes, an African-American appointed to the regent's position by Gov. Ann Richards.

"The fact that I was the first black male appointed as recently as two years ago indicates we are guilty," he said. "... It's still a struggle. We're making some progress. It's not as much as I'd hoped we'd make. I think we should stop trying to debate the problem is there and work toward solving the problem."





STATE OF TEXAS  
OFFICE OF THE GOVERNOR  
AUSTIN, TEXAS 78711

ANN W. RICHARDS  
GOVERNOR

March 19, 1992

Carroll W. Phillips  
Coopers & Lybrand  
1100 Louisiana, Ste 4100  
Houston, Texas 77002

Dear Mr. Phillips:

The selection of a university or institutional president is one of the most important functions of a board of regents. The job of a president has never been more significant or difficult than it is today. We are asking university presidents to make decisions about the future of their institutions that will affect higher education in Texas for years to come.

For this reason, it is imperative that the selection process for university presidents be as comprehensive as possible so that the best candidates are chosen.

I am asking every board of regents to review its presidential selection process to ensure that the selection committees are representative of the Texas population. I also request that participants from business, community groups and other educational institutions such as our public schools and community colleges be involved. Finally, to ensure a statewide perspective, a member of the Texas Higher Education Board should be invited to participate in the selection process. Inclusion of these groups will help to ensure that you have the best pool of candidates from which to make a final selection.

An effective system of higher education is essential to the future of Texas. Texas needs educated minds to drive our economy and to resolve the critical issues facing a diverse and changing society. I look forward to working with you on this important issue.

Sincerely,

A handwritten signature in cursive script, reading "Ann W. Richards".

ANN W. RICHARDS  
Governor



STATE OF TEXAS  
OFFICE OF THE GOVERNOR  
AUSTIN, TEXAS 78711

ANN W. RICHARDS  
GOVERNOR

April 7, 1992

Dr. Darren L. Reagan  
Chairman/Executive Director  
Black State Employees Association of Texas  
P.O. Box 761564  
Dallas, Texas 75376

Dear Dr. <sup>Darren</sup> Reagan:

I apologize for the delay in following up on our meeting. I understand from Rev. Holmes that you did meet with Louis Beecherl and plan to testify before the University of Texas Board of Regents this week.

Enclosed is the copy of the letter the Governor sent to all regents concerning presidential search committees. Since there are currently a number of searches in progress, we hope this will have a significant impact on the composition of the committees and the eventual outcome of the selection process. I have also enclosed a list of all regents and the date they were appointed.

We do not have a written set of criteria concerning the selection of regents. According to Fred Ellis, the Governor's Director of Appointments, the Governor looks initially for intelligence and leadership. She also examines the needs of the university or university system to see if there are any particular skill areas required (e.g. fundraising, community outreach, financial planning, etc.), at ethnic and gender diversity and geography. Some boards are selected primarily from the surrounding area while others have statewide members. Fred tells me that his office is already beginning to consider the regent appointments which will be made early next year, although the appointments will not be finalized until the end of the year. Please let us if there is anyone you would like to be considered.

The Texas Department of Commerce keeps information on the number of state contracts awarded to African-American companies. Please contact Susanna Garza, Procurement Certification Specialist for

Reagan  
page 2

the Small Business Division, for more details. Her number is 512/320-9542.

The position of Vice-Chancellor for Asset Management at the University of Texas System is still open. The System is planning to hire a search firm to assist them to find suitable candidates. Our office has not yet approved that contract because we have questions about the cost, so I assume the search is on hold.

We are still in the process of developing the agenda for the next regent training session. Plans for the special session have delayed finalizing the agenda, but I have proposed adding a session on minority recruitment. I certainly appreciate your suggestions about ways to improve recruitment for faculty and administrative positions.

I appreciate your taking the time to come to Austin. Please let me know if you need any further information or if there are other ways that we can work together.

Sincerely,



Lynn H. Leverty  
Deputy Director of Education

# UT altering makeup of selection committees

BY WILLIAM A. SCOTT  
Fort Worth Star-Telegram

**SAN ANTONIO** — Protests about the lack of African-American membership on the University of Texas at Arlington's presidential search committee persuaded UT System officials yesterday to change the way future selection committees are chosen.

UT System Regent Zan Holmes, a black Dallas minister and former state lawmaker, successfully proposed an amendment to the rules and regulations governing searches. The changes add three members to the 15-member committees that screen presidential candidates and increases non-academic and minority presence on those committees.

"There was no deliberate intention by the Board of Regents to exclude African-Americans," Holmes said. "But this amendment to the

rules will prevent this from happening in the future."

Two of the new positions will be non-faculty representatives. A third, at the discretion of the chairman of the Board of Regents, will be named from outside the university. The amendment also requests that campus deans, faculty and top administration officials consider the racial composition of the search committees when electing or appointing members.

Under the current system, the Board of Regents' chairman appoints six members; two must be UT system presidents, two must be regents and two must be from outside the university. In addition, three faculty members, one dean and two students are elected by their peers. The remaining three positions consist of the UT System chancellor, the executive vice chancellor

of Academic Affairs and the president of the Ex-Students Association.

The changes, which will be implemented in time for presidential searches underway at UT-Austin and UT-Permian Basin, are intended to provide a more balanced racial representation on the committees.

The regents approved Holmes' proposal unanimously.

His efforts to revise the process came after a coalition of black organizations from Fort Worth-Dallas in recent weeks charged that UT-Arlington's search for a new president was "contaminated" because the search committee did not include a black.

The coalition, with backing from Holmes, unsuccessfully sought an extension of the UT-Arlington search until that committee could include blacks. The regents refused

to grant the extension. Lee Alcorn, president of the Grand Prairie chapter of the National Association for the Advancement of Colored People, said he is disappointed that the regents decided not to extend UT-Arlington's search.

"This type of decision-making tears down our community between race and class lines," Alcorn said. "The results of this process are contaminated because the search process was unfair."

Allen McGill, of the Southern Christian Leadership Conference, called Holmes amendment "insulting," because it did not go far enough.

"If for one will not accept that, he said. "This problem is more important than that. The UT System needs to change the way it does business."

Office of the  
PRESIDENT

July 7, 1992



Mr. Darren Reagan  
Executive Director  
Black State Employees Association of Texas  
P.O. Box 761564  
Dallas, Texas 75376

Dear Mr. Reagan:

You and Mr. McGill are to be commended for the productive manner in which the dialogue has commenced between the DCCCD and the BSEA. I thought that the results of this first session bespeak the potential for our mutual interests being served with the passage of time.

Just as you noted some progress at the presidential level in the district, there has been progress at the vice presidential level as well. You may have noted in the materials provided by Vice Chancellor Bill Tucker that Brookhaven, El Centro and Mountain View Colleges each have one African American vice president. Nevertheless, we realize that the room for improvement exists at that level also.

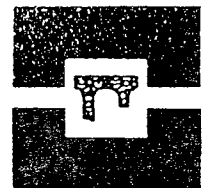
For your information, please be advised that El Centro College will be searching for a replacement for our retiring Director of Facilities Services beginning in late September. Mr. McGill should be knowledgeable of the duties and responsibilities of this administrative, however I am providing a copy of the current position description. We will advise you when the search officially commences and we would welcome any referrals that could be directed to our attention.

Do give my regards to your father; I look forward to visiting with the East Gate congregation in the near future.

Very truly yours,

Wright L. Lassiter, Jr.  
President

cc: Bill Wenrich  
Bill Tucker



Main and Lamar  
Dallas, Texas 75202-3604

Wright L. Lassiter, Jr., Ed.D.  
President

Linda Stegall, Ed.D.  
Vice President of Instruction

Warren T. Dodson, Ed.D.  
Vice President of Student Development

Victor J. Rizzo, Ph.D.  
Vice President of Business Services

Janet James  
Director, Public Information

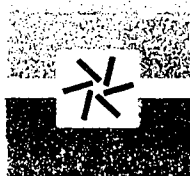
John Dvorak  
Assistant to the President

EL CENTRO  
COLLEGE  
OF THE  
DALLAS COUNTY  
COMMUNITY  
COLLEGE  
DISTRICT

## Brookhaven College

July 22, 1992

Darren Reagan  
Executive Director  
Black State Employees Association of Texas  
P O Box 761564  
Dallas, TX 75375



3939 Valley View Lane  
Farmers Branch, Texas  
75244-4997

President  
Walter G. Bumphus  
(214) 620-4803

Vice President  
of Instruction  
Larry J. Darlage  
(214) 620-4802

Vice President  
of Student Development  
Ernest L. Thomas  
(214) 620-4801

Vice President  
of Business Services  
Brenda L. Floyd  
(214) 620-4822

Dear Mr. Reagan:

I would like to take this opportunity to compliment you and Mr. McGill for initiating the dialogue between the DCCCD and the Black State Employees Association of Texas.

As you are aware, I have only been in the Dallas area for the past year, but I have been very impressed with the manner in which organizations such as yours have been assertive in initiating dialogue to insure diversity in education in the metroplex area.

While we have filled several positions at Brookhaven this summer, we will continue to search for administrators and faculty in the future. I will take the liberty to make sure that we send information of available positions to your organization. We would certainly welcome any referrals that you would care to make to our attention.

Again, it was a pleasure to have met both you and Mr. McGill, and if I can be of assistance to you or your organization please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Walter G. Bumphus", written over a horizontal line.

Walter G. Bumphus, Ph.D.  
President

WGB:dg

BROOKHAVEN  
COLLEGE  
OF THE  
DALLAS COUNTY  
COMMUNITY  
COLLEGE  
DISTRICT

cc: Dr. Bill Wenrich  
Dr. Bill Tucker  
Jean Zoller, Director of Personnel, Brookhaven College

NORTH TEXAS MINORITY COALITION  
Education Task Force  
232 Lantana  
Arlington, Texas 76018

September 8, 1992

Dr. J. William Wenrich  
Chancellor  
Greater Dallas Community College District  
701 Elm St.  
Dallas, Texas 75202

Dear Chancellor Wenrich:

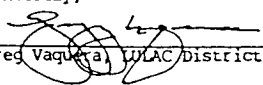
A coalition of minority organizations, whose membership includes representatives from the League of United Latin American Citizens (LULAC), the Dallas Hispanic Institute for Progress (HIP), Hispanic Organization Concerned with Government Employment (IMAGE), Los Barrios Unidos, The Dallas Hispanic Advisory Committee (HAC), the Dallas Chamber of Commerce and the Black State Employees Association of Texas, has formed an Education Task Force to evaluate treatment of minorities by educational institutions in the Dallas/Ft. Worth area. The Task Force has asked the Community Relations Service (CRS), U.S. Department of Justice, to assist in this matter.

The Task Force is committed to work with interested educational institutions and community groups in addressing perceived disparity in representation of minorities on: a) boards and commissions; b) all levels of employment; and, c) the procurement of services contracts. The Task Force is also interested in increasing the enrollment, retention, and graduation rates of minority students.

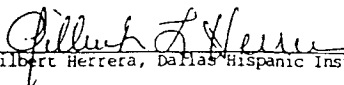
Attached is a Survey form requesting information about your institution's current efforts to help narrow the perceived or real needs of the minority community. The Task Force will meet to review this data on September 27, 1992. A timely response from your institution is appreciated.

Please feel free to call CRS Conciliation Specialist Richard Sambrano, at 214-655-8175, for additional information regarding the Task Force's sincere interest in working with your institution to address our concerns.

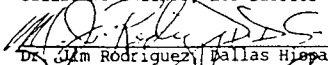
Sincerely,

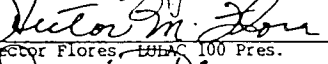
  
Greg Vaquera, LULAC District Director

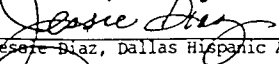
Juan Perez, IMAGE de Tejas Vice Pres.

  
Gilbert Herrera, Dallas Hispanic Institute for Progress Pres.

Guillermo Galindo, Los Barrios Unidos Pres.

  
Dr. Jim Rodriguez, Dallas Hispanic Chamber of Commerce, Pres.

  
Hector Flores, LULAC 100 Pres.

  
Jesse Diaz, Dallas Hispanic Advisory Committee Member, Pleasant Grove LULAC Pres.

  
Dr. Darren Reagan, Black State Employees Association of Texas Pres.



THE UNIVERSITY OF TEXAS AT DALLAS

BOX 830688 RICHARDSON, TEXAS 75083-0688 (214) 690-2213

VICE PRESIDENT FOR BUSINESS AFFAIRS

August 24, 1993

Mr. Allen McGill  
Black State Employees Association  
of Texas, Inc.  
P. O. 763773  
Dallas, Texas 75376

Dear Mr. McGill,

I am responding to your letter of August 10, 1993, to President Rutford. Although your request asks for information, the Texas Open Records Act concerns the disclosure of records. Accordingly, this response addresses records maintained by The University of Texas at Dallas. The following numbered paragraphs refer to your numbered requests.

1. and 2. The Purchasing Department keeps a record of purchases made, including contracts and normal purchases. We do not keep separate files for construction, general or professional services, thus you would need to inspect the individual purchase orders and contracts. These documents are available for inspection on normal business days between the hours of 9:00 a.m. and 4:00 p.m., by giving me advance written notice of at least three business days. This notice should be sent to:

Robert L. Lovitt  
Vice President for Business Affairs  
The University of Texas at Dallas  
P. O. Box 830688  
Richardson, Texas 75083-0688

3. We do not have a list of the current and forthcoming contracts you request. You may inspect the current fiscal year's contracts by following the procedure outlined in paragraph 1 above.
4. This procurement procedure policy is available and is attached.
5. None of this data is available on a month-by-month basis. Student information is available on a semesterly basis and includes ethnicity. We have a monthly personnel report that includes headcount and FTE broken out in these classifications - Academic, Non-teaching, Classified and Other. However, it does not provide ethnicity. These documents are available for inspection by following the procedure outlined in paragraph 1 above.

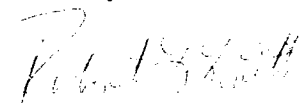


Mr. Allen McGill  
Black State Employees Association  
of Texas, Inc.  
Page 2

6. We do not have any current lists of African American students or employees.
7. This information is not readily available and would have to be accumulated by a manual search.
8. This information is not currently available in a report format and would have to be accumulated by a manual search. These documents are available for inspection by following the procedure outlined in paragraph 1 above.
9. This information is not available in a report format. It would have to be accumulated in a manual process.
10. Attached is an organization chart listed by position, not by individual. The Official University Budget is on file in our Library and you could use that to get names and compensations.

If you want The University to go through the manual search processes as noted above, please let me know in writing and I will give you an estimate of the cost to assemble the information and the time frame for putting it together.

Sincerely,



Robert L. Lovitt

RLL:hr:186

xc: Dr. Robert H. Rutherford



# Black State Employees Association of Texas, Inc.

September 11, 1993

DR. DARREN L. REAGAN  
Chairman/CEO

MARY CARTER  
Vice Chair

ALLEN MCGILL  
Secretary General

CAROLYN CAREY  
Executive Secretary

EVELYN FORTE  
Executive Treasurer

JUDY SLAUGHTER  
Public Relations

Mr. Bernard Rapoport  
Chairman  
Board of Regents  
U.T. System  
P.O. Box 2608  
Waco, Texas 76797

Dear Bernard:

First, I would like to congratulate and commend you for your selection as Chairman of the Board. Also, I would like to commend and encourage you to continue with the level of awareness and sensitivity you have already demonstrated in providing progressive leadership conducive for inclusion of all ethnic and gender groups.

Pursuant to the numerous conversations you and I have had over the past year regarding those items and outstanding issues members of The Black State Employees Association of Texas, Inc. (B.S.E.A.T.) and others within the African American community would like to see addressed and resolved amicably are as follows:

1) Dedicate a specific time for "Public Comments" on the agenda during all Public Meetings of the U.T. System Board of Regents. This issue is currently outstanding (approx. 1 year) and is still awaiting action by the Regents. I'm sure you and many others attend a large number of "Public Meetings" School Board, City, County and Federal Government Public Meetings and have on most if not all occasions been extended the privilege and opportunity to speak on any matter that comes before that body of public servants. Recently, at the Regents meeting held in El Paso, Texas there was a very interesting editorial that appeared in the local newspaper that echoed the same sentiments regarding citizens not given the opportunity to speak before the Regents.

Even more devastating, during the August 1993 Regents meeting a debate or rather "discussion" occurred between a few Regents and the President of U.T. Austin over a planned construction project that would cause a considerable reduction of parking spaces for students at U.T. Austin. The President of U.T. Austin was given ample opportunity to express his opinion and perception on the matter and assured everyone present that the students had been given a fair opportunity to be a part of the process and sufficient time to adequately express their views.

September 11, 1993  
Mr. Bernard Rapoport  
Page 2 of 3

However, if you recall, the president of the African American Student Union was present and certainly did not concur or agree with the version the president of U.T. Austin. As a matter of fact the Student Union president gave a direct opposite version of the issue. Needless to say the youngman came to the meeting hoping that he would be given an opportunity to speak before the Regents or by some act of God someone would happen to recognize him and call on him for his comments. We all know what happened, the youngman left frustrated, upset and feeling left out. I attempted to give him my ear and a shoulder to cry on.

2) Currently in the year of 1993 U.T. System has three (3) Hispanic presidents, one (1) Anglo female, the remainder are all Anglo men. Not one African American president within the U.T. System. What a sad commentary for a public institution. Bernard I know I don't have to belabor this issue with you and hopefully not with the majority of the Regents. Recently, Dr. Rutford announced his intent to retire as president at U.T. Dallas. African Americans all over the Dallas/Ft. Worth Metropolitan area and throughout the state of Texas are excited about this another "Golden Opportunity" for the current and newly appointed Regents of the U.T. System to demonstrate progressive and non-traditional leadership. U.T. Dallas is a great location for all practical purposes to select this Systems' very first African American president, particularly with the ethnic demographics of the D/FW area.

I encourage you to insure that the selection committee is well diverse and that all aspects of the process allow for open dialogue for African Americans (students, community based organizations, community leaders, residents, etc.). Also, that the System contract with a local (D/FW) executive search firm as the prime contractor. I encourage you, Regent Holmes and James Duncan to personally visit with J.D. and Associates as a possible search firm. Certainly I feel that they are very capable and qualified, as I have referred them out on a number of occasions.

3) Contracting opportunities has not improved at all. The "Good Ole Boy" system continues to be the order of the day. The process of implementing a structured and consistent system-wide reporting procedure is still light years away in a day and time where we have computers on every administrators' and secretaries' desk and laptop computers to carry with them. There should be minority contracting progress reports provided at all public meetings of the Regents. The Regents should be briefed publicly on the "Goal Line" minority contracting report and the report should be implemented immediately.

September 11, 1993  
Mr. Bernard Rapoport  
Page 3 of 3

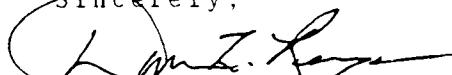
4) On last week I called your office in an attempt to schedule a meeting in Dallas with you, Regent Holmes, the appropriate representative(s) of the U.T. Systems and local African American business and community leaders in the D/FW area, in an effort to discuss ways and means by which we can work cooperatively to accomplish common goals and objectives. A meeting very similar to a meeting we had last year with Louis Beecherl, Regent Holmes and others from U.T. System.

5) I have invited and encouraged many of the local African American business and community leaders to attend the October 8, 1993 Regents meeting. Myself and others would like to have an opportunity to speak before the full board on issues as outlined in my letter. The discussion will center on the general topic of inclusion and usually as you well know there will be an issue on the agenda that warrants encouragement.

6) I feel that it would be very appropriate to provide (in advance) those of us who regularly attend the Regents meeting a copy of the complete detailed agenda booklet that all Regents, presidents, administrators and U.T. staff personnel are provided. It is rather ridiculous to travel across this state to attend these meetings and not have proper or sufficient details or information prior to the meetings. After the meetings the booklets are left all over. Again, this is another practical reason for allowing public comments. The average citizen/taxpayer never knows prior to the meeting what is on the agenda for discussion.

Finally, as we approach the 21st Century (only 7 years out), over 25 years ago Dr. Martin Luther King Jr., Malcolm X, President John F. Kennedy and others like yourself sought to make gains of inclusion for those who were excluded, poor people, people of color, and African Americans in particular. Seven (7) years out from the 21st Century and we are still struggling with many of the very same issues that were dealt with over 25 years ago. Even as I'm typing this letter, Israel and the P.L.O. are about to sign a "Peace Agreement." In racist South Africa "Apartheid" is being dismantled. Bernard as the "Evening Sun" begins to set in our lives we must decide how do we want to be remembered by all of the thousands of people across ethnic lines we've come in contact with and more importantly how have we helped to make their lives better as a servant of "all" mankind.

Sincerely,

  
Dr. Darren L. Reagan  
Chairman/CEO

DLR/csc

cc: Regent Holmes

THE UNIVERSITY OF TEXAS  
SOUTHWESTERN MEDICAL CENTER  
AT DALLAS

September 30, 1993

Writer's Direct Line:  
648-7985

Mr. Allen McGill  
President  
Black State Employees Association  
of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

Re: Open Records Request

Dear Mr. McGill:

Dr. Peter Fitzgerald has requested that I respond to your correspondence of September 22, 1993.

You have indicated your desire to inspect all requested information which was identified in Dr. Fitzgerald's August 24, 1993, correspondence to you as "readily available." The following are possible dates for completion of this inspection:

1. 9:00 a.m. October 12, 1993;
2. 1:00 p.m. October 14, 1993; and
3. 9:00 a.m. October 15, 1993.

Please contact me at the telephone number set forth above to schedule an appointment for inspection of the readily available documents. It is my understanding that you plan on bringing a personal copier to the inspection session to use in making copies of a portion or all of these documents.

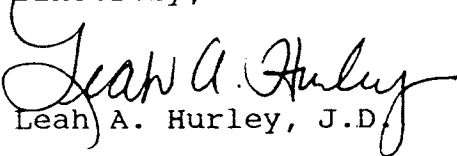
Dr. Fitzgerald also has requested that I calculate the costs of retrieving all additional information as described in his August 24, 1993, response to you. As soon as this calculation is complete, I will forward correspondence to you concerning same. Per your request, where possible, I will include a calculation of costs to place the responsive documents on computer diskettes.

In your correspondence of September 22, 1993, you assert that Dr. Fitzgerald did not respond to "our request for the listing of all current employees names and addresses (please include ethnic breakdown)." Your request dated August 6, 1993, included a request for the "Total number, on a month-by-month basis and categorized by ethnicity where applicable" of employees and students. Dr. Fitzgerald did respond to this request in his correspondence of August 24, 1993. I refer you to paragraph 5 of Dr. Fitzgerald's

Mr. Allen McGill  
September 30, 1993  
Page 2

correspondence for his response. To date, you have not forwarded to UT Southwestern a request for a "listing of all current employees names and addresses (please include ethnic breakdown)." If you wish this information, please submit a written request to Dr. Fitzgerald.

Sincerely,

  
Leah A. Hurley, J.D.

**Dallas County Community College District**

October 13, 1993

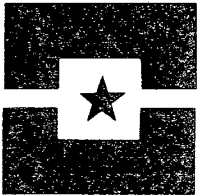
Mr. Allen McGill  
Secretary General  
Black State Employees Association  
of Texas  
P. O. Box 763773  
Dallas, Texas 75376

RE: Requested Information from Dallas County Community College District

Dear Mr. McGill:

Thank you for your patience in regard to the requested information from various sources within the College District. Since you may wish to review as well as copy documents that the District has, I would request that you contact the following personnel to arrange for meetings with them or their staff for that purpose. Of course, there will be duplicating costs in most instances.

**District  
Legal Counsel**



Personnel, Location

Category

R. L. Thornton, Jr.  
Building  
701 Elm Street  
Room 400  
Dallas, Texas  
75202-3299  
214/746-2470

Jim Hill, District Service Center (DSC), 4343 North Highway 67 Mesquite, Texas 75150 324-7702

Student Statistical Data

Clyde Porter, DSC (see address above) 324-7760

Contracts with Architects and Engineers

Board of Trustees:  
Don A. Buchholz  
Chairman

Mike Abernethy, DSC (see address above) 324-7770

Bid Contracts of \$10,000 or more.

J. D. Hall  
Vice Chairman

List of contracts requiring competitive bidding; general information regarding advertising; policy on minority procurement program

Robert A. Bettis  
Jerry Gilmore  
Kenneth M. Pace  
Pattie T. Powell  
James W. Smith

Barbara Corvey, District Office  
701 Elm Street, Suite 600  
Dallas, Texas 75202  
746-2430

Various personnel data

Chancellor:  
J. William Wenrich

If you have further questions, please contact me.

Cordially,

*Robert J. Young*  
Robert Young  
Legal Counsel

cc: Jim Hill  
Clyde Porter

Mike Abernethy  
Barbara Corvey

*BSEAT*

*Providing*

*Legal Services/Assistance*





# LEGAL SERVICES OF NORTH TEXAS

1515 Main Street  
Dallas, Texas 75201  
Tel. (214) 748-1234  
Fax (214) 748-1159

114 West Louisiana  
McKinney, Texas 75069  
(214) 542-9405/McKinney  
(903) 868-1800 Sherman/Denison  
424-1283 (metro)  
Fax: (214) 548-2410

Private Attorney Involvement  
American Indian Law Project  
Family & Education Section  
Housing & Consumer Section  
Benefits & Employment Section  
Intake & Community Services

April 7, 1993

Direct ext.

3415

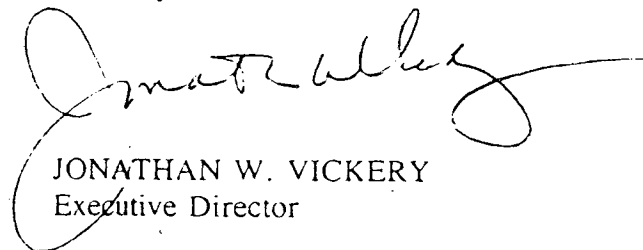
Dr. Darren L. Reagan  
Black State Employees  
Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

RE: Legal assistance to the low-income  
community in Southeast Oak Cliff

Dear Dr: Reagan:

I just wanted to thank you again for taking the time to visit with us. We appreciate your concerns about the southeast Oak Cliff community needs in terms of legal assistance and economic development. I hope the information we provided you about LSNT's current available intake that is conducted in Oak Cliff, as well as the overall legal services we are able to provide to the community was helpful. It was agreed that LSNT would provide some additional community education programs in the target area and work closely with you and the Black State Employees Association of Texas Inc. in the delivery of legal services to the poor by LSNT. I also shared with you our commitment to allocate additional resources in providing legal representation to the client community in employment matters. Another item that came out of our meeting was examining how LSNT can further increase our presence and accessibility by the client community in the southeast Oak Cliff area. We appreciate your taking the time to meet and discuss how we can work together in further serving the low-income population in our community.

Sincerely,



JONATHAN W. VICKERY  
Executive Director

cc. Herese Cook  
LeRoy Cordova



# LEGAL SERVICES OF NORTH TEXAS

1515 Main Street  
Dallas, Texas 75201  
Tel. (214) 748-1234  
Fax (214) 748-1159

114 West Louisiana  
McKinney, Texas 75069  
(214) 542-9405 / McKinney  
(903) 868-1800 Sherman/Denison  
424-1283 (metro)  
Fax: (214) 548-2410

Private Attorney Involvement  
American Indian Law Project  
Family & Education Section  
Housing & Consumer Section  
Benefits & Employment Section  
Intake & Community Services

July 15, 1993

Direct ext.

3415

Dr. Darren L. Reagan  
Black State Employees  
Association of Texas, Inc.  
P.O. Box 763773  
Dallas, Texas 75376

RE: Legal assistance to the low-income  
community in Southeast Oak Cliff

Dear Darren:

This is to follow up our meeting of Tuesday and to express how excited we are in working with you and the Black State Employees Association of Texas in making legal services to the low-income in the Southeast Oak Cliff area more accessible. I found the meeting with Mr. McGill, Ms. Robinson and yourself, along with Herese Cook LSNT Manager for Intake and Community Services very productive. The "legal services fair", tentatively scheduled for August and a proposed additional intake site in the area are excellent ways to make our services more convenient for eligible residents. It is my understanding that Ms. Robinson of your office and Ms. Cook, will be meeting and working together in planning the upcoming fair. We should also meet again, prior to the fair, perhaps at my office, so we can discuss regular intake.

Sincerely,

JONATHAN W. VICKERY  
Executive Director

cc. Herese Cook  
A 4-482

## *Community Legal Clinic*



Workshop at the East Gate Baptist Church.



Legal Services intake at BSEAT's offices.



September 1, 1993

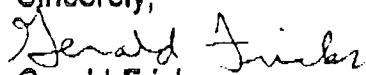
Mr. Darren Reagan, President  
Black State Employees  
Association of Texas  
P.O. Box 761564  
Dallas, Texas 75376

Dear Mr. Reagan:

I would like to take this opportunity to thank you for hosting the community EEOC and legal workshop on August 21. The workshop was very informative and served a critical community need. A similar workshop produced and implemented for the residents of South Dallas/Fair Park would also greatly impact the consumer needs of citizens.

If it is possible, I would like to meet with you to propose that a similar workshop is produced in South Dallas/Fair Park at our Creative Arts building. The Creative Arts building has a stage and seating to accommodate approximately 200. We would provide the use of this facility at no cost to your organization. This event would assist us in our goal to provide quality program and services to the residents that surround Fair Park.

You may contact me directly at 670-8538. I look forward in meeting you to discuss a South Dallas seminar in Fair Park. The next available date would be the second or third week of November.

Sincerely,  
  
Gerald Fricks  
Community Relations Manager  
City of Dallas  
Fair Park

c: Daniel Huerta

*Complaints of Discrimination*

*Filed With*

*BSEAT*

M E M O R A N D U M

TO : Legislators and Members of the Black Legislative Caucus

FROM: Past and Current Black Faculty and Staff of the University of Texas at Arlington

DATE: January 11, 1993

RE : Recruitment, Retention and Promotion of Black Faculty, Staff and Students

\*\*\*\*\*

For years ethnic minorities, and Blacks in particular, have experienced discrimination in the form of exclusion and elimination from faculty, staff, and student roles. Since 1966 when the first African American was hired in a professional position, the number of African American faculty, staff, and students has been minimum. Moreover, for the few who have joined the ranks in these capacities, the majority have either left under duress or have had their contracts terminated. Currently, UTA has approximately 1700 faculty. Of this number, there are only four on tenure track, one tenured, and one in a tenuous position as a Visiting Assistant Professor. Similarly, among 24,800 students, African American students number about 1800. Figures for the staff reflect a similar pattern. The graduation rate of African American students is embarrassingly low. This picture is quite disturbing and must not be permitted to remain this way. These practices have been questioned and relief has been sought through the appropriate channels, time and time again to no avail. We implore your assistance in achieving relief in these circumstances.

To assist you in understanding the nature and extent of these issues and problems, we are attaching copies of several information items that document specific instances of the kinds of problems we have experienced at UTA and we suspect that similar practices abound in other state institutions of higher education. As taxpayers and employees of a state institution, we are appalled that these practices have proliferated for so long.

- Attachments:
1. A copy of a report commissioned by Dr. Nedderman and Dr. Pedro Lecca
  2. A copy of a minority report to the UTA School of Social Work Self Study Report/Council on Social Work Education
  3. A list of former and current faculty and staff of UT-Arlington

**James A. Farmer, Ph.D.**

1536 Chukka Dr., #501  
Arlington, TX 76012

December 30, 1992

Dr. Darren Reagan  
P.O. Box 763772  
Dallas, TX 75376

Dear Dr. Reagan:

I am an African-American untenured faculty member at the University of Texas at Arlington in the School of Social Work. I have been employed with UTA since August, 1990. When I arrived at UTA, I was employed one year in the Undergraduate Social Work Program, and then the undergraduate program emerged with the Graduate School of Social Work.

I was notified December 16, 1992 by James W. Callicutt, who was Acting Dean in the School of Social Work, informing me that my teaching appointment will not be renewed beyond the 1993-94 academic year. I am filing a complaint with your office based on the fact that some of my colleagues have been retained who have produced fewer publications than I, no one has informed me why I have been released, and the School of Social Work has developed a pattern of unfair treatment toward African-Americans.

If you have any questions, please feel free to contact me at 817/265-6370.

Sincerely,

  
James A. Farmer, Ph.D.

JAF/rr

Alfred A. Jarrett, Ph.D.  
P.O. Box 51024  
Fort Worth, TX 76105-998  
817/654-4761

December 14, 1992

Mr. Darren Reagan, Executive Director  
Black State Employees Association of Texas  
P.O. Box 763773  
Dallas, TX 75376

Dear Mr. Reagan:

I am Alfred A. Jarrett, Ph.D., a former Assistant Professor in the Graduate School of Social Work, now called the School of Social Work at the University of Texas at Arlington. During my two years as a faculty member at this institution, I perceived myself to be a victim of discrimination due to race and nationality.

The first year of my tenure, the Retention, Tenure and Promotion Committee at the School of Social Work gave me a recommendation that my contract continue with the University. The Committee's recommendation was based on my improved teaching, research and publications, and community participation.

During my second year at UTA, a newly formed committee met and recommended that my contract not be renewed beyond the end of the 1990-1991 academic year. I received a letter from the then president of the University who stated that "This decision has been reached after consideration of the recommendation of the Tenure Committee, Dean, and Vice President of Academic Affairs." I received no indication prior to the official notice that my retention with the University was in jeopardy. Since my non-retention, I have not been given reasons for the decision.

At the time of the recommendation for non-retention was made, the following were members of the School of Social Work Retention, Tenure and Promotion Committee:

1. Associate Professor Richard F. Dangel  
Chairperson and White
2. Associate Professor Marjorie C. Barrett - White
3. Professor Wayne D. Duehn - White
- \*4. Associate Professor Doreen Elliot - White
5. Associate Professor Donald K. Greenvold - White
6. Professor Skie Hunter - White



Mr. Darren Reagan  
December 14, 1992  
Page 2

- \*7. Professor Nazneen S. Mayadas - Asian-Indian
8. Associate Professor Richard J. Schoech - White, and
9. Associate Professor Coleen Shannon - White

**\*I had a dispute with Drs. Elliot and Mayadas.**

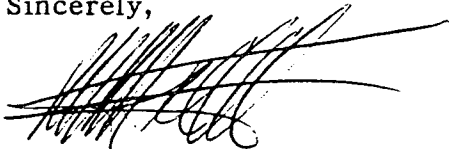
The recommendation made by the Retention, Tenure and Promotion Committee was not based on: (1) student class evaluation which helped to evaluate my teaching, (2) scholarly work (i.e., research and publications), and (3) community involvement; it was mostly based on the student body evaluation. Evaluation was sent to the student body of the School of Social Work. Most of the students I never taught nor know. The evaluation forms was put in the student boxes. More or less, it was my view that the Retention, Tenure and Promotion Committee did not have a system in place to determine if the evaluation forms were completed by the students that I taught. This type of evaluation, from my knowledge, was never done before. I was not shown the results or given the opportunity to challenge the fact that the evaluation was sent to the entire body of the school.

During a conversation with one of the School's secretaries, Ms. Joyce Crow, she stated that most of them were displeased because I was given a job that should have been given to an American citizen.

A memorandum was sent to Dr. Richard F. Dangel, Chairperson of the Retention, Tenure, and Promotion Committee (RTPC) by my supervisor, Dr. Thomas Watts, Chairperson, Macropractice Sequence, supportive of an affirmation vote for retention.

I question the decision made by the RTPC to have racist motives due to my ethnicity and nationality. Your assistance in this matter will be appreciated. Thanks in anticipation.

Sincerely,



Alfred A. Jarrett, Ph.D.

AAJ/rr

cc: Dr. Shirley Wesley King



## G/S KING CONSULTANTS

November 25, 1992

Mr. Darren Reagan, Executive Director  
Black State Employees Association of Texas  
P.O. Box 763773  
Dallas, TX 75376

Dear Mr. Reagan:

I am Shirley Wesley King, Ph.D. a tenured Associate Professor in the School of Social Work at the University of Texas-Arlington. Over the course of the fourteen years I have been at UTA, I have observed and witnessed some gross violations of sound and ethical organizational practices that have directly and adversely affected African-American faculty and staff. While I am most knowledgeable about these offenses that have occurred within the Department where I work, I have information from others that reflect similar practices across the university.

Schools of Social Work throughout the United States are accredited by a national body called the Council on Social Work Education (CSWE). This group conducts its review of schools by using a team (usually 5 or 6 members) made up of academicians and Practitioners in the field of social work who visit the schools over the course of three or four days. In preparation for this visit, schools are required to develop what is called a self study of the university and school's resources, profile the department by faculty, staff and students. In January, our department held a faculty meeting to discuss the visit. At that time, we learned that there was an average salary inequity of \$15,200 between female and male faculty. For me personally, the gap was \$4,600 in comparison to my male counterparts at my rank. These discrepancies have been ongoing. However, an air of openness with respect to the former Dean (who was an African-American male) facilitated a different response at this time. While this is problematic enough, another grave concern I have is that over the past three years the School of Social Work and UTA administration have denied tenure to one African American male faculty member. I questioned the basis of the decision with the prior Dean and some of the members of the Retention, Tenure and Promotion Committee. The clandestine nature of the Committee's operation made it impossible to get a fair result. More recently, this same committee (but different members) voted to recommend that a second African-American male faculty member's contract not be renewed. I am a member of that committee and I question the basis of the committee's decision. I have subsequently spoken with the Acting Dean about my concerns. At this point, the Acting Dean has the administrative prerogative to overrule the Committee's vote. I might add that it is doubtful that he would do so.

P.O Box 763579

Dallas, TX 75376-3579

214/337-5857

AMG-246-2753

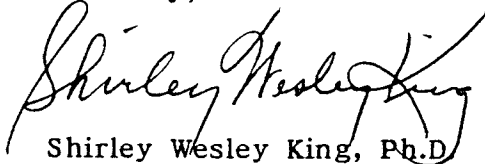
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There are a number of other related issues that I believe will only be examined and/or addressed with outside pressure. That is where I would like to request your assistance. UTA has a new President, Dr. Ryan Ammacher, who needs to be queried regarding recruitment, hiring, and retention practices of African-American faculty, staff and students. Recent data indicate that of 26,000 students at UTA, only 1800 are African-American. Of over 970 faculty, only four (4) are tenure-track and one (1) is tenured within the entire university. The circumstances I have described reflect recent practices, I know that a pattern exists at UTA which can be documented from years past.

To facilitate the documentation of these circumstances, I am attaching a list of professionals who were former employees at UTA. I have spoken to these individuals and each of them should be forwarding their individual complaints to your office directly. Furthermore, they are willing to participate in this investigation process to bring about justice at this state institution.

We enlist your assistance and stand ready to work collaboratively in this pursuit.

Sincerely,

A handwritten signature in cursive script that reads "Shirley Wesley King". The signature is written in black ink and is positioned above the typed name and title.

Shirley Wesley King, Ph.D.  
Associate Professor

SWK/rr  
Enclosure (1)



# SANDAROL, INC.

6520 Braddock Place Dallas, TX 75232 • P.O. Box 763608 Dallas, TX 75376

November 23, 1992

Mr. Darren Reagan  
Original Black State  
Employees Association of Texas  
P.O. Box 763773  
Dallas, Texas 75376

Dear Mr. Reagan:

I am filing a complaint requesting your investigation of UTA's hiring practice.

In the fall and spring of 1989 and 1990 I was pregnant and teaching and, was advised by the acting Director, Dr. Ira Colby, to resign at the end of the year. He stated that it would be in my best interest to resign, since I had not published and had only three years left to work on getting tenure. He also stated that the University would look more favorable upon hiring me again if I resigned at this time.

I had an excellent teaching record and I am very capable of doing research. I tried to get the job at UTA again and was told by Dean Roosevelt Wright that they did not want to hire me again and they did not give him a reason. I would never want a job in an environment where I was not wanted. But, I would like to know why a competent, intelligent person with an excellent teaching record would be turned down for employment. There is no question that I'm a scholar, an excellent theoretician - capable of generating ideas for research.

You may request past teacher evaluations. Two references are as follows: Dr. Ted Watkins, University of Texas School of Social Work at Arlington and Dr. Charles Jones, University of Michigan, Flint, Michigan.

Sincerely,

Sandra Richards, Ph.D.

SR:dj

## FORMER UTA EMPLOYEES

Sandra Richards, Ph.D. (Professor)  
1525 Aldridge Drive  
Lancaster, TX 75134  
214/218-8910

Alfred A. Jarrett, Ph.D. (Professor)  
Director, Social Work Program  
Paul Quinn College  
3837 Simpson-Stuart Road  
Dallas, TX 75241  
Office: 214/374-4934  
Home: 817/654-4761

Charles Jones, Ph.D. (Professor/Administrator)  
Former Director, Social Work Program UTA  
Current Address:  
5481 Country Club Lane  
Grand Blanc, MI 48439  
Home: 313/695-2507

Carolyn Cauley Leath, M.A.  
Research Associate

Home: 214/330-0039  
Office: 214/426-3234, Ext. 309

Geraldine Guidry, M.A.  
2228 Eisenhower, #164  
Arlington, TX 76011  
817/861-5946

Billi Starr, M.L.S.  
Former Librarian

Fort Worth, TX  
817/568-0408

*Acknowledgements*

*and*

*Thank You's*

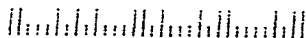
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AND VICE PRESIDENT-ELECT  
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GSA-361

Dr. Darren L. Reagan  
P.O. Box 763773  
Dallas, TX 75376

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12



OFFICE OF THE PRESIDENT-ELECT  
AND VICE PRESIDENT-ELECT

*Thank you so much for writing to me. It's important that I hear the thoughts, experiences, and concerns of people who care about the future of America. I appreciate your taking the time to let me know how you feel.*

Bill Clinton



**THE RED OAK  
STATE BANK**

March 1, 1991

Black State Employees  
Association of Texas  
Darren Reagan  
P.O. Box 761564  
Dallas, TX 75376

Dear Darren:

It was a pleasure to see you on the front page of "The Dallas Weekly". After reading the article on page eight, I am looking forward to next week's paper.

We at The Red Oak State Bank wish you and BSEAT much success. If we can ever be of service to you, please do not hesitate to call.

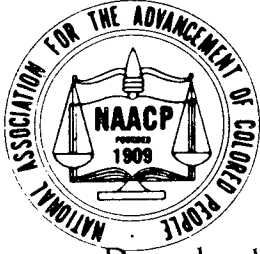
Sincerely,

*Billie Ann Storey*  
Billie Ann Storey  
Assistant Vice President  
Marketing

DALLAS LOCATION

333 WEST KENT BLVD  
P.O. BOX 769002  
DALLAS, TEXAS 75376-9002  
214 371-6000





**NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE**

Region VI - 777 So. R.L. Thornton Freeway, Suite 101, Dallas, TX 75203 (214) 946-9200 • Fax: (214) 946-8900

December 13, 1991

Dr. Marcus Ranger, J.D.  
*Regional Director*

**Dr. Darren Reagan**  
**Chairman & Executive Director**  
**Black State Employees Association**  
P. O. Box 761564  
Dallas, TX. 75176

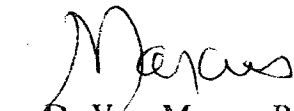
**Dear Darren:**

For some time I have followed the activities of the BSEAS and wish to let you know that you are doing a very good job of dealing with issues confronting our community.

Please let me know if we can ever be of assistance.

With best regards, I remain

Sincerely,



De Vere Marcus Ranger  
Regional Director

DMR/d

Enclosure

*National Office: BENJAMIN L. HOOKS, Executive Director*

4805 Mount Hope Drive • Baltimore, Maryland 21215 • (301) 358-8900



**Thomas E. Hoaglin**  
Chairman

**BANK ONE OHIO CORPORATION**  
100 East Broad Street  
Columbus, Ohio 43271-0261  
614 248-6110

November 3, 1992

Dr. Darren Reagan, Chairman  
Black State Employees Association of Texas  
P.O. Box 763773  
Dallas, TX 75376

Dear Darren:

Thanks for the Community Service Award presented on October 17. Although Jerry Killingsworth recently forwarded it to me, I regret that I could not have been with you to receive it in person, but I shall value it very much.

I enjoyed very much my association with you, Allen and your colleagues, and I am grateful for your guidance and assistance in support of our efforts to respond to the economic and social needs of the African-American community.

I look forward to staying in contact with you.

Sincerely,

TEH/dk



CITY OF DALLAS

**LARRY DUNCAN**  
Councilmember  
District 4

Dear Darren,

Congratulations on a great  
banquet and awards presentation.  
BSEAT needs to be recognized  
for the great work it does.

A handwritten signature in cursive script, appearing to read 'Larry Duncan'.

# MESSIAH BAPTIST CHURCH

80 LEGION PARKWAY • BROCKTON, MASSACHUSETTS 02401 • 508-584-1963

MICHAEL WAYNE WALKER  
ADMINISTRATIVE MINISTER

RHONDA SKEETE  
CLERK

January 8, 1993

Dr. Darren Reagan  
CEO  
Black State Employees Association of Texas  
P.O. Box 761564  
Dallas, TX 75376

RE: GRATITUDE FOR YOUR WORK

Dear Dr. Reagan:

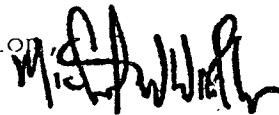
It was good to hear about you on the radio and read about you in the paper while in Dallas. I am cognizant of the job you have done and am strengthened. I am touched by your insight, innovativeness, energy, pertinacity, and warmth. Your work inspires so many of us to strive for uncommon achievement, without losing sight of the need for compassion, understanding, and the preservation of culturally-sensitive values. You help us recognize the need to be ever vigilant and adaptive to the changing demands of society if we are to continue to be responsive to the needs of people, especially young people of color.

I personally appreciate your sacrifices made on behalf of the believer-citizens of Greater Dallas. I will contact you on my next visit to Dallas.

For your leadership and faithful witness and our friendship, I thank you.

Be of good cheer. Please accept my personal best wishes for a happy new year.

Shalom,



Rev. Michael W. Walker

# KJMZ/KHVN

545 E. John Carpenter Freeway  
17th Floor  
Irving, Texas 75062

(214) 556-8100  
(214) 988-7525 Metro  
(214) 988-1003 Fax

February 26, 1993

Dr. Darren L. Reagan  
Chairman / CEO  
Black State Employees Association of Texas, Inc.  
P.O. Box 763773  
Dallas, TX 75376

Dear Darren,

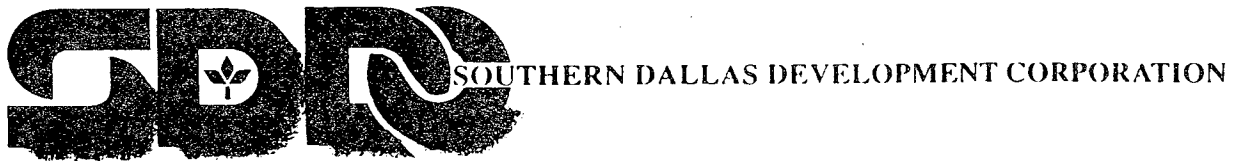
It was obvious to me the amount of respect you command and the contributions you've made and are going to make to African Americans in the Metroplex. As the new Sales Manager at KJMZ / KHVN, I will work closely with Howard and Micheon in supporting your efforts.

Sincerely,



T. Lee Cutler  
Sales Manager

TLC:apr



April 7, 1993

TO WHOM IT MAY CONCERN:

Mr. Darren Reagan served as a member of the Southern Dallas Development Corporation's (SDDC) Board of Directors from October 15, 1992, until March 18, 1993.

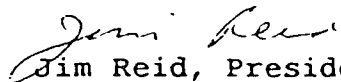
During his tenure on the Board, Mr. Reagan was a regular attendee at Board meetings and the Planning & Development Subcommittee of the Board. During these deliberations, he exhibited a sense of vision in terms of the future of Southern Dallas, an excellent grasp of economic development issues, and a penchant for turning discussion into an action agenda. He was well-respected by his fellow Board members, particularly because of his in depth knowledge of what was happening in the community.

While a member of the Board of Directors, he provided leadership on issues such as the Community Reinvestment Act (CRA), generation of resources for SDDC, and minority contracting and procurement.

Further, I have known and observed Mr. Reagan in his capacity as Chairman and CEO of the Black State Employees Association of Texas. In that role, it was my pleasure to work with him on projects to bring banks to Southeast Oak Cliff and to improve their contracting, procurement and hiring procedures. I am also personally aware of his efforts to create job opportunities for minorities.

Finally, Mr. Reagan has been an avid supporter of the concept the community must be involved in determining its destiny and shaping its future. He has organized a community-based organization (CBO) in Southeast Oak Cliff to provide a vehicle for positive community development.

Sincerely,

  
Jim Reid, President  
Southern Dallas Development Corporation

"Make A Difference"

***BSEAT's***

***Proposed Projects***

**TEMERLIN McCLAIN**

M E M O R A N D U M

DATE: March 24, 1993  
TO: Joanne Strom  
FROM: Liener Temerlin  
RE: Black State Employee Association of Texas

As discussed, in a meeting this morning with Dr. Darren L. Reagan, Chairman/CEO; Allen McGill, President, and Terri Smith-Croxton, of the Black State Employee Association of Texas, it became apparent that they needed some help in developing a presentation to give to community and public leaders in Dallas. The Black State Employee Association of Texas is located in the Southeast Oak Cliff demographic area. The association will give to us a number of pages that we will commit on foam board as we do on so many of our presentations.

Please make two copies. There will be about 10 pages for the boards. Order portfolios, as well, and engrave the name of the association on the cover.

This is a pro bono effort on our part.

LT:djl

cc: Dennis McClain  
Dennis Visich  
Hugh O'Brien



THE  
SOUTHLAND  
CORPORATION

November 25, 1992

Fax: 371-1113

Dr. Darren Reagan  
Black State Employees Association of Texas, Inc.  
P.O. Box 763773  
Dallas, TX 75376

Dear Dr. Reagan:

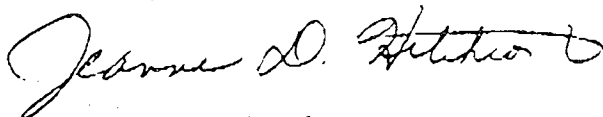
I just want to keep you up to date on the progress being made toward the 7-Eleven community resource project in South Dallas.

First, thank you for referring the names of persons from the Dallas Independent School District, the Dallas Community College District and The Creative Learning Center who may be of assistance in the next phase of this process.

We are now moving forward by asking Johnnie King to contact them immediately to confirm their level of interest and participation. We have also asked Johnnie to contact you to seek your assistance and that of your organization. Should you know of any other individuals or organizations, please give me a call.

Please accept my good wishes for a happy Thanksgiving holiday.

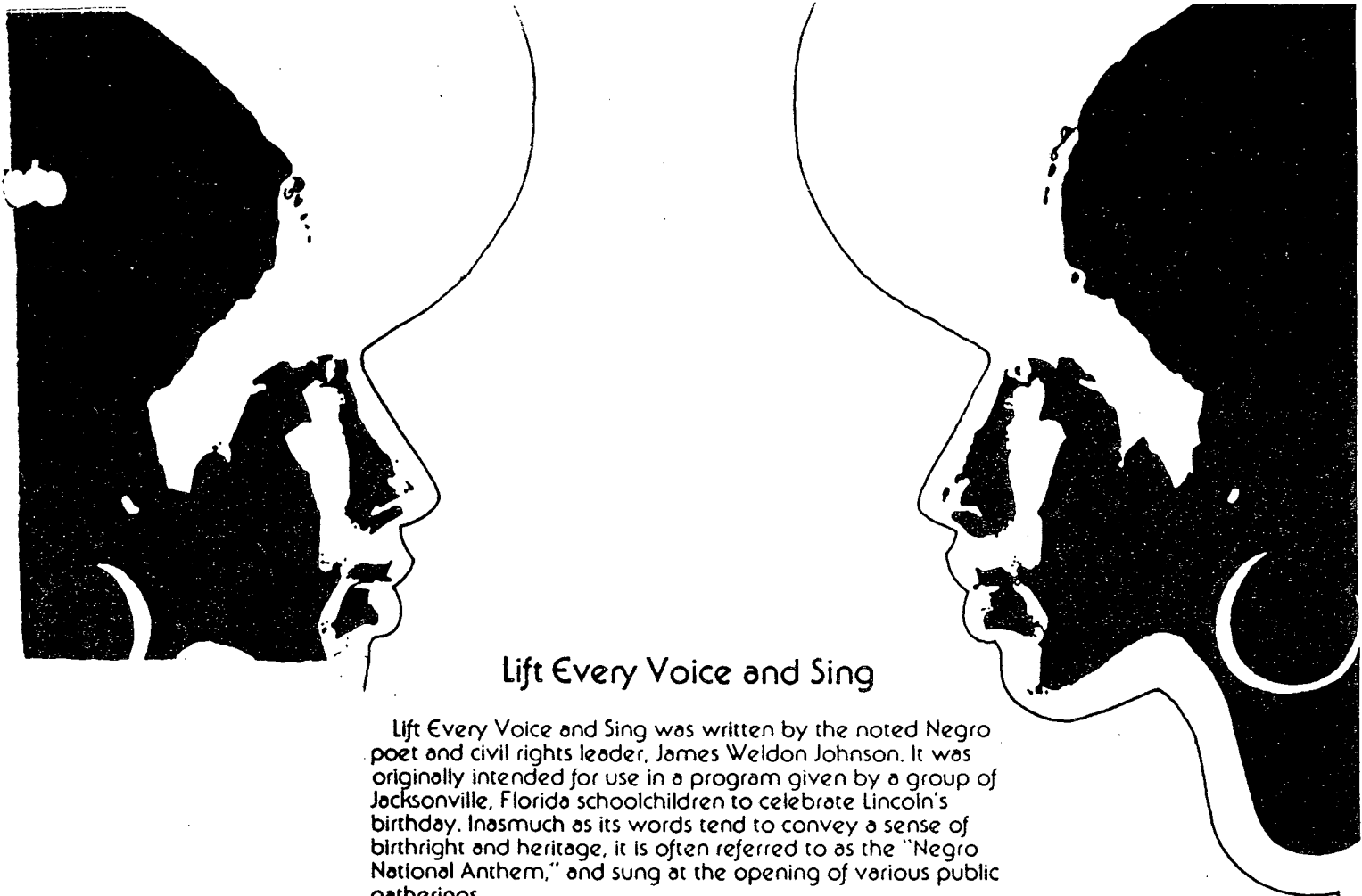
Sincerely,



Jeanne D. Hitchcock  
National Urban Affairs Manager

JDH/dw

xc: Allen McGill  
Ralt Bohn  
Johnnie King



## Lift Every Voice and Sing

Lift Every Voice and Sing was written by the noted Negro poet and civil rights leader, James Weldon Johnson. It was originally intended for use in a program given by a group of Jacksonville, Florida schoolchildren to celebrate Lincoln's birthday. Inasmuch as its words tend to convey a sense of birthright and heritage, it is often referred to as the "Negro National Anthem," and sung at the opening of various public gatherings.

Lift every voice and sing  
Till earth and heaven ring,  
Ring with the harmonies of Liberty;  
Let our rejoicing rise  
High as the listening skies,  
Let it resound loud as the rolling sea.  
Sing a song full of the faith that the dark past has taught us,  
Sing a song full of the hope that the present has brought us,  
Facing the rising sun of our new day begun  
Let us march on till victory is won.

Stony the road we trod,  
Bitter the chastening rod,  
Felt in the days when hope unborn had died;  
Yet with a steady beat,  
Have not our weary feet  
Come to the place for which our fathers sighed?  
We have come over a way that with tears have been watered,  
We have come, treading our path through the blood of the  
slaughtered,  
Out from the gloomy past,  
Till now we stand at last  
Where the white gleam of our bright star is cast.

God of our weary years,  
God of our silent tears,  
Thou who has brought us thus far on the way;  
Thou who has by Thy might  
Led us into the light,  
Keep us forever in the path, we pray.  
Lest our feet stray from the places, Our God, where we met  
Thee;  
Lest our hearts drunk with the wine of the world, we forget  
Thee;  
Shadowed beneath Thy hand,  
May we forever stand,  
True to our God,  
True to our native land.