

THE CHALLENGE OF THE NEW MILLENNIUM

THEME: "FRANCHISING ... THE DISENFRANCHISED"



Saturday,
September 25, 1999

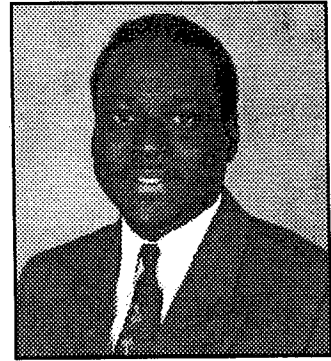


Fairmont Hotel
1717 Akard
Regency Ballroom

10th Anniversary

AWARDS PRESENTATION AND BANQUET

Greetings...



Darren Reagan

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 recognition 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 the 20th century slowly sets, the dawning of a new millennium is on the horizon. 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, work force 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 issue 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 challenge 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 "*Franchising the Disenfranchised*" when the banquet is over? God bless you.

Sincerely,

Dr. Darren L. Reagan
Chairman/ CEO



Gail Terrell
Chairwoman
Banquet Committee

September 25, 1999

Dear Sponsors, Supporters and Friends,

It is my great pleasure to welcome you to our 10th Anniversary celebration. The Black State Employees Association of Texas, Inc. (BSEAT) and I thank you for your support of our 10th Anniversary. We extend a special thank you and recognition to our 1st Banquet Awards and Presentation supporters. Namely: *WFAA-TV, Channel 8, Stephanie's Collection, First Interstate Bank, Delta Airlines, and RedOak Bank*

And to *Bob Ray Sanders*, the keynote speaker that year.

We appreciate the vote of confidence given to BSEAT by your 10 years of loyal support:

*WFAA-TV, Channel 8
Wells Fargo (First Interstate Bank)*

And to our other veteran supporters:

*American Airlines
Coca-Cola & The Coca-Cola Bottling Company
Bank of America
Temerlin McClain*

A special thanks to the Banquet Committee volunteers, not only for their tenth Anniversary support, but also for your continued commitment and untiring dedication over the years. I extend a special thanks to family members: Allen, Celestine, Brenda, Joyce, John, Joseph, Dianne, Jeanne, Joan, Lester, Taijuana, Javonda, James, Raymond, Sonja, Raymond II, Levy, Agnes, Lanuard, Lisa, and Ryan.

It is an honor to work with so many dedicated volunteers: Juneeta, Connie, Ruth, Javonda, Taijuana, Larry, Ruth, James, Cynthia, Joi, Zakiya, Rehema, Joseph, Carmelia, Phyllis, Jackie, Euna, Kathy, D'Arcy, Deidra, Linda, and others; and I look forward to your continued support we start a new *civil rights* journey.



STATE OF TEXAS
OFFICE OF THE GOVERNOR

GEORGE W. BUSH
GOVERNOR

September 17, 1999

Greetings to:

Black State Employees Association of Texas

Congratulations as you gather for your 10th Anniversary Awards Presentation and Banquet. This September 25 event provides a great opportunity for public servants from across the state to meet, exchange ideas and recognize the 1999 Trail Blazer Honorees.

Our state is a better place because of people like you who excel in their fields and are dedicated to helping others succeed. I applaud the BSEAT for promoting economic development in African American neighborhoods, organizing career fairs to highlight employment opportunities and funding scholarships to help deserving students attend college. Your work improves the quality of life for countless individuals, families and communities.

I also commend tonight's honorees, Judge Sam Lindsay, Senator Royce West, Chief Terrell Botton and Mr. Steve Calloway, for your many contributions to the African American community and to Texas. Young people can look at you and learn that with determination, hard work and integrity, they can achieve their dreams.

Laura joins me in sending best wishes on this special occasion.



Sincerely,

A handwritten signature in black ink, appearing to read "G. W. Bush".
GEORGE W. BUSH

COMMITTEES:
TRANSPORTATION AND
INFRASTRUCTURE
SUBCOMMITTEES:
AVIATION
SURFACE TRANSPORTATION
SCIENCE
SUBCOMMITTEES:
BASIC RESEARCH,
RANKING MEMBER
ENERGY AND ENVIRONMENT
DEMOCRATIC DEPUTY WHIP
CONGRESSIONAL BLACK CAUCUS
FIRST VICE CHAIR



Eddie Bernice Johnson
Congress of the United States
30th District, Texas

PLEASE RESPOND TO:
 WASHINGTON OFFICE:
1511 LONGWORTH BUILDING
WASHINGTON, DC 20515-4330
(202) 225-8885
 DALLAS OFFICE:
CEDAR SPRINGS PLAZA
2501 CEDAR SPRINGS ROAD
SUITE 550
DALLAS, TX 75201
(214) 922-8885
 IRVING OFFICE:
1634 B WEST IRVING BOULEVAR
IRVING, TX 75061
(972) 253-8885
www.house.gov/ejohnson/

September 20, 1999

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

Dear Dr. Reagan:

It is with great pleasure that I extend greetings to the Black State Employees Association of Texas, Inc. on the occasion of your 10th Anniversary Banquet and Awards Presentation.

Your commitment to heighten the African American community is well known and much appreciated. I commend you for your outstanding dedication to economic development within the Southeast Oak Cliff area. I hope that you continue to provide social services and educational assistance to the community.

Best wishes for a joyful celebration!

Sincerely,

Eddie Bernice Johnson
Member of Congress

RONALD KIRK

MAYOR



CITY OF DALLAS

September 22, 1999

GREETINGS!

On behalf of the City of Dallas, it gives me great pleasure to welcome you to the 10th anniversary awards presentation and banquet for the Black State Employees Association of Texas, Inc.

The Black State Employees Association of Texas provides many opportunities for minorities throughout the state. B.S.E.A.T. holds an annual career fair to help minorities find jobs with over 60 major corporations, has funds set up to help those in need with an education, and assist with community development projects. Your efforts make our community stronger. The B.S.E.A.T. is an outstanding group helping minorities in Dallas and across the State of Texas.

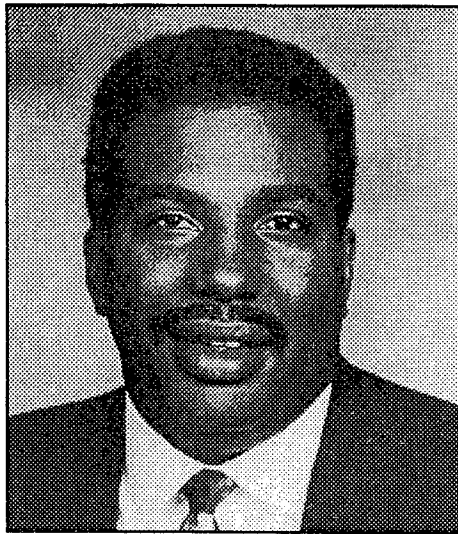
Best wishes for a wonderful event.

Sincerely,

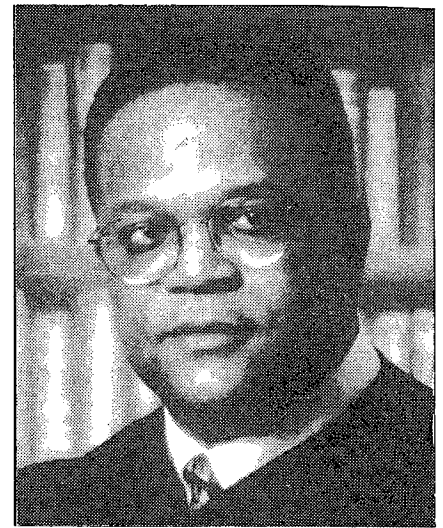
Ronald Kirk
Mayor

Trailblazers

The 1999 Trailblazer Honorees are:



Honorable
Royce West,
State Senator



Honorable
Sam Lindsay
US Federal Judge

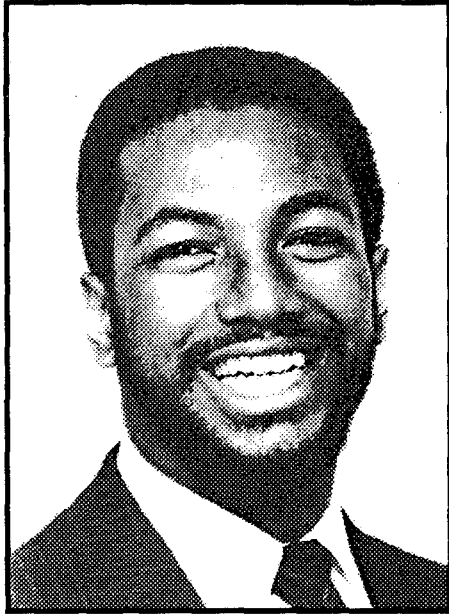


Mr. Terrell Bolton,
*Newly Appointed
Chief of Police*



Mr. Steve Calloway,
*President/GM
Six Flags Over Texas*

Hosts of Ceremony



***Pastor Michael
Wayne Walker***

Messiah Baptist Church of Brockton, Ma

"Those who cannot increase you will inevitably decrease you," Epictetus aptly stated centuries ago. As a life-giving spirit, Michael Wayne Walker nurtures the conditions for people to increase. Though offering vision, hope, and analysis, his work demonstrates a critical posture that challenges people toward personal and structural transformation.

The wit of Michael Walker builds mutually affirming relationships and greets the child within every person. Daily, Walker takes time to giggle and affirm the child within himself.

As an exegete of scripture and society, Walker helps people develop their comic vision and laugh life. Walker is the Administrative Minister of the Messiah since 1982 and declares that "he has never seen a toy or playful person that he didn't like." Because anything that can be dreamed of can be planned for, Walker Financial Services, Inc., Walker's ministry of prosperity, helps people accumulate wealth.

Walker is a financial advisor that intentionally helps people overcome the hardening of the attitudes and manage money. With an educational background that starts at St Mark's School of Texas and culminates at Harvard. Walker is intentional about helping people get more mileage and smileage out of their lives.

Along with his wife, Paulette Abney-Walker, Walker says that his mentors are his daughter, Michaele Allena, and son, Jon-Paul Christian.

When asked to describe himself, he says, "Michael Wayne Walker is" ..a fool for the Lord."

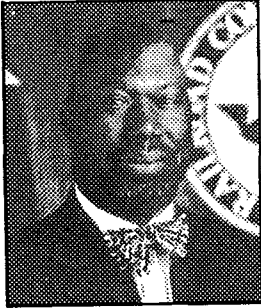
Metro Associate Producer/Reporter

Angelique is a native New Yorker transplanted to Texas in hopes of becoming a vital instrument for the community. Former on-air host and associate producer of two educational Court TV teen programs, she finds it important to bring a better understanding and awareness of major issues to the younger generation. A former junior art director in advertising, Angelique found it important to try and change the perception of ethnic advertising. She accomplished that by urging Maybelline Cosmetics to use African-American models instead of illustrations in order for women to have "someone" opposed to "something" to identify with. Now an associate producer and reporter with WFAA-TV/Channel 8's Metro, the high energy news magazine show celebrating African-American life in North Texas. Angelique continues to bring to light vital matters to the viewing community. She strives to show the heart of the ethnic community through varied in-depth reports and commentaries.

Angelique attended State University at Albany. She came to work at Channel 8 in January of 1998. 2 interests are insects along with involvement with youth groups. In New York, she mentored a neighborhood teen program for 5 years. Here in Dallas, Tege' is active in "Steps to Excellence" for teen mothers and The Pack Foundation in which she will take over as president this upcoming fall.



Angelique Tegé



RAILROAD COMMISSION OF TEXAS

Michael L. Williams Texas Railroad Commissioner

Michael L. Williams was appointed to the Texas Railroad Commission by Governor George W. Bush in December, 1998 to serve an unexpired term through the year 2000. In addition to his appointment to statewide office, Williams has a host of professional accomplishments and a long history of leadership and community service.

In 1990, Williams was appointed by President George Bush to be Assistant Secretary of Education for Civil Rights at the U.S. Department of Education. While at the Department of Education, a *Wall Street Journal* commentary called him "one of the brightest stars in the Bush Administration." He previously served as Special Assistant to the Attorney General at the U.S. Department of Justice.

A federal prosecutor from 1980-1984, Williams prosecuted police brutality and hate crimes and was the recipient of the Attorney General's "Special Achievement Award" for the conviction of six Klu Klux Klan members on federal weapons charges. He also served as Deputy Assistant for Law Enforcement at the U.S. Department of the Treasury and was the Senior Policy Advisor with oversight responsibility for the Federal Law Enforcement Training Center, the U.S. Secret Service, the U.S. Customs Service, and the Financial Crimes Enforcement Network.

In February 1999, Williams was appointed by Governor George W. Bush to serve an associate member on the Interstate Oil and Gas Compact Commission. He also represents the Texas Railroad Commission on the Coastal Coordination Council, a consortium of state agencies concerned with coastal environmental matters. Prior to his appointment to the Texas Railroad Commission, Williams served as general counsel to a Texas-based high-tech corporation. He also chaired the Texas Juvenile Probation Commission and served on the Board of Directors of the Arlington Chamber of Commerce.

Williams earned bachelor's, master's and law degrees from the University of Southern California.

2000 Programme THEME:

"THE CHALLENGE OF THE NEW MILLENNIUM: FRANCHISING THE DISENFRANCHISED"

Welcome.....Zakiya Olufemi
BSET Member

Mistress of CeremoniesAngeleque Tege
WFAA-TV, Channel 8

Master of CeremoniesRev. Dr. Michael Walker
Messiah Baptist Church, Brockton, Massachusetts

Invocation.....Dr. Willie E. Harris, President
President, Celebrity Art Production

Occasion.....Kathy J. Boyd
*BSET Member
University of North Texas*

****DINNER****

****ENTERTAINMENT****

Introduction of DaisGail Terrell
Banquet Chairperson

Awards PresentationGail Terrell
Connie Buford
James Milton
Taijuana Harris
Christopher Houston
Javonda Harris
B.S.E.A.T. Members

Special RecognitionAllen McGill
President

Introduction of SpeakerRev. Dr. Michael Walker

Speaker.....Honorable Michael L. Williams, Commissioner
Texas Railroad Commission

Closing RemarksDr. Darren Reagan
Chairman/CEO

Benediction.....Rev. H.D. Reagan
Pastor, East Gate Baptist Church, Dallas, Texas

Pinnacle of justice

Early poverty couldn't keep Dallas' next police chief from reaching heights

By Mark Wrolstad
Staff Writer of The Dallas Morning News

RICHTON, Miss. — The lines were distinct and fixed in this pine-country hamlet when Terrell Bolton was growing up in its fields and dirt roads.

The state highway cuts a short, straight shot through the plain southeast Mississippi town.

To one side, behind two short blocks of tired storefronts, lived the poor folks, most of them black. The businesses faced the better side of town — the white part — with bigger homes and paved streets along the slow slope of a hill.

CHIEF TERRELL BOLTON

■ **Current post:** Assistant chief, commanding about 54 percent of the city's patrol officers, including the central, northeast and southeast operations divisions.

■ **Born:** Sept. 12, 1958, in Richton, Miss.

■ **Education:** Bachelor of science degree in criminal justice from Jackson State University in Mississippi. Graduate of the FBI National Academy.

■ **Hired:** Aug. 25, 1980

■ **Career:** Promoted to sergeant over the communications division in November 1984. Left the sworn ranks to take a position as a civilian manager of building security in October 1987. Appointed deputy chief in November 1988. Promoted to assistant chief in October 1991.

■ **Civic honors:** Graduate, Leadership Dallas program of the Greater Dallas Chamber of Commerce. Oak Cliff Citizen of the Year 1991. South Dallas Business and Professional Women's Club "Man of the Year," 1992. Deacon, Antioch Missionary Baptist Church.

■ **Credits:** Popular among police associations and city and community leaders. Department liaison to the city manager's office in the 1980s. Helped implement mobile storefronts and other community policing initiatives.

■ **Problems:** One of many executive staff members "skip-promoted" over higher-ranking white officers. Chief Bolton is younger than other high-ranking officers who could have been considered for the chief's job. Some colleagues have said he lacks overall experience and variety in past assignments.

■ **Family:** Wife Glenda. Son Terrell Jr., 19. Daughters Taylor, 7, and Morgan, 5.

SOURCES: Dallas Morning News research; Dallas Police Department personnel files

■ Career highlights. 24A

In his nearly 41 years, the man who will be Dallas' first black police chief has watched segregated drinking fountains and Ku Klux Klan marches on his town's Main Street give way to opportunity and something closer to justice for all.

He has seen how the lines of a life can rise and soar, elevating a boy from a family of 10 — among the poorest in a town of 1,000 — to top cop in a city of a million.

He also knows how those lines can fall and fade, as they did for his brother, Dennis, who died a year ago at 48 after lifelong illnesses.

"I think about him a lot," said Assistant Chief Bolton, reflecting about his past and future a week after the announced promotion that will double the two stars on his uniform collar.

"There was intense loyalty to each other in my family," he said. "Dennis had a beautiful heart. He would do anything to help anyone."

Sterling reputation

The description of his late brother applies as well to the new chief, according to those who know him.

In interviews from his backwoods hometown to the city where he has spent his 19-year career, people spoke in blindingly glowing terms of his fairness, honesty and professional dedication.

"He is so personable and outgoing, it can seem like an act — telling a stranger, 'I want to hug you and I haven't met you yet.'"

Deborah Joseph, the chief's secretary for six years, said he's no phony. "He treats everybody like they're his equal," she said. "He's not a big chief."

The compassionate, sunny disposition that's becoming legendary in the department — and the drive behind it — formed in the cocoon of an extraordinary family that seemed almost immune to grinding poverty and the shadows of racism.

"We were raised in a Christian home with very good work ethics," said Dr. Vickie Bolton Neal, the chief's sister and a psychologist for Dallas public schools. "My mother constantly motivated us. She would tell us we could do anything."

The children did assigned chores, and good grades were mandatory, first at their all-black school and then after integration, when young Terrell — "True" to his family — was in the seventh grade.

"We were all very competitive, even with each other," Dr. Neal said of her seven siblings, whose best friends were each other. "Public service was another thing. My parents and my grandmother taught us to always help others."

The environment produced virtually an entire family of overachievers — two health-care executives, the psychologist and four law-enforcement leaders, the youngest of whom catapulted past more-experienced officers on several occasions on his way to running a department nearly three times as populous as his hometown.



The Dallas Morning News: Randy Eli Grothe

Terrell Bolton, Police Chief Ben Click's replacement, plans to be in Dallas for a while.

"I had very high expectations for Terrell," his sister said. "I would be very disappointed if he didn't become police chief."

At his desk in Dallas, the chief considered the rough road made smoother by a loving home life.

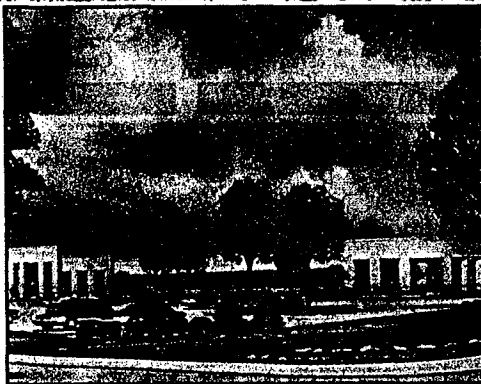
"It makes you a better person when you see adversity," said Chief Bolton, named without a national search to succeed Chief Ben Click when he retires next month. "It makes you stronger. If you don't have valley experiences, you don't appreciate being on top."

HIGHLIGHT

GROUND LEVEL



Gov. George W. Bush, center, breaks ground at the University of North Texas System Center at Dallas, with Mayor Ron Kirk, (governor's left) Senator Royce West and other officials.



Photos courtesy of University of North Texas

State gives UNT \$4.2 million for university center

By Jayne Suhler
Staff Writer of The Dallas Morning News

The University of North Texas has received \$4.2 million from the Texas Legislature to fund a university center to serve southern Dallas and northern Ellis counties.

UNT will begin offering a limited number of undergraduate and graduate courses in the fall temporarily at two community colleges. The university is seeking a site for a permanent center.

The Legislature's allocation is a victory for area lawmakers and UNT officials,

who have been pushing for three years for a university center to serve the region's 750,000 people.

"This is a major opportunity," UNT chancellor Alfred Hurley said Wednesday. "Clearly there are real needs down there we think we can meet."

A state report earlier this year said that as many as 900 residents could participate in courses now, and many more could take part in the future.

Fall classes will be offered at Cedar Valley College in Lancaster and Mountain View College in Duncanville.

Coursework in legal information and management, addictions counseling and occupational training and development will be offered at the bachelor's level. At the master's level, courses will be offered in library and information sciences.

More majors will be added in the future when a permanent center is found.

A UNT session from 9 a.m. to 1 p.m. June 12 at the Bronco Bowl will include information about the new center and admissions. For information about the event, call, toll free, 1-800-868-8211, ext. 3926.

An estimated \$6.8 million is needed to operate the center for two years. UNT is conducting a campaign to raise \$2.6 million in addition to the state appropriations.

State Sen. Royce West and state Rep. Helen Giddings, both D-Dallas, helped secure the \$4.2 million appropriation, Dr. Hurley said. The lawmakers, who chair higher education committees, have been strong supporters of the university center.

The appropriation "makes our vision for a public university ... an emerging reality," Mr. West said.

Governor, mayor, others tout opportunity at UNT Dallas' groundbreaking ceremony

By L. Lamar Williams
The Dallas Examiner

Hundreds of people attended the recent groundbreaking ceremony of the University of North Texas System Center at Dallas.

Among those on hand for the historic event, were Gov. George W. Bush, Senator Royce West, Mayor Ron Kirk and State Representative Helen Giddings.

Bush commended West during his brief comments at the ceremony, "When he has a vision, he stays with it."

Bush said the new university will make higher education more accessible to people who might not otherwise be able to attend college.

Kirk said he was proud that Texas will "never again be a state that closes doors of opportunity." He said he can remember growing up near a university and being told by his parents that he would not be able to attend it because he was Black.

Giddings said she felt the state is making "tremendous strides in education," but still had a lot of work to do.

The UNT System Center at Dallas will be located on South Hampton Road, about three blocks south of I-20 in Dallas. It is approved to offer 93 bachelor degree programs, 124 masters and 47 doctoral programs.

The new university is scheduled to open in January 2000 and will be an extension of the main campus at Denton.



A Special Tribute And Thanks To Our Past Keynote Speakers

1990 - Mr. Bob Ray Sanders
Columnist/Journalist

1991 - Rev. Bernice King

1992 - Rev. Dr. Michael Walker

1993 - Rev. Dr. Michael Walker

1994 - The Honorable Ronald Kirk
(former Secretary of State)

1995 - Mr. Thomas Todd
Attorney at Law and Civil Rights Activist

1996 - The Honorable Marc Morial
Mayor, New Orleans, Louisiana

1997 - Ms. Shirley Wilcher
Deputy Assistant Secretary of Labor

1998 - Dr. Bernard Anderson
Assistant Secretary of Labor

THE BLACK STATE EMPLOYEES ASSOCIATION OF TEXAS



Our Mission

The Black State Employees Association of Texas, Inc. is a state wide nonprofit organization utilizing cutting edge techniques and technology to change corporate discriminatory lending, employment, procurement and development policies and practices against African-American business owners and residents.

5801 Marvin D. Love Freeway

Suite 203

P.O. Box 763773

Dallas, Texas 75376

214-339-7700

Fax: 339-7704

History

Black State Employees Association of Texas was founded, April 17, 1989, as a way to fight unfair and discriminatory practices affecting African-Americans in the workplace. Ordinary people, clerks, secretaries, social workers, supervisors all found a common thread affecting their career development in the workplace: racial discrimination. Twelve brave individuals met and formed a nonprofit organization and charged it with one goal-**CHANGE THE WAY AFRICAN-AMERICANS ARE TREATED IN THE WORKPLACE.**

Utilizing tried and true civil rights and business techniques, the Association honed its strategy and slowly influenced changes in company personnel, culture, policies and practices the African-Americans found offensive and racist in the workplace.

Our founders showed great foresight by establishing high ethical and performance standards to guide the organization's decisions and actions.

The group, in its wisdom, selected a young, energetic Darren Reagan to lead the organization. Darren's leadership has produced an outstanding list of accomplishments:

Provided scholarship assistance of approximately \$250,000 to high school students to date.

Caused millions of dollars of private and public funds to be invested in Southeast Oak Cliff.

First to encourage NationsBank, Bank of America, Texas Commerce Bank, Bank United, and First Interstate Bank to establish branches in SEOC neighborhoods.

Changed adverse personnel actions to give affected employees another career opportunity.

Negotiated agreement with Legal Services of North Texas to provide free legal aid at our Camp Wisdom office.

Filed class action and individual action suits on behalf of numerous private/public sector African American employees

Changed the hiring and promotion practices of financial institutions, Texas Department of Human Services, Texas Employment Commission and University of Texas System to increase the number of African-American Senior Managers, Supervisors and workers.

Secured adequate office space for the Association and the Community Development Corporation.

The Association continues to experience a rapid and increasing demand for its services. In response, the Board of Directors authorized the creation of the Black State Employees Association of Texas Community Development Corporation (BSEAT CDC), the Black State Employees Association of Texas Legal Fund (BSEAT LF), and the Black State Employees Association of Texas Social Service Fund (BSEAT SSF). The Association has assigned the appropriate functions and activities to each organization.

**Black State Employees
Association of Texas, Inc.
B.S.E.A.T.**

**A community-based organization serving African-American
residents, members, neighborhood-based organizations
and business owners**

Board of Directors:

Darren L. Reagan
Chairman/CEO

Allen McGill
Vice-Chairman

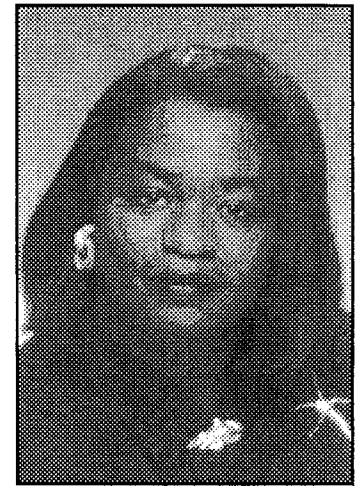
Members:

**Carolyn Carey
Linda Johnson-Wilkins
Euna Robinson
Gail Terrell
Connie Buford
Sonja Hill
Deidra Wilkerson
James Milton**

Host/Hostess Committee



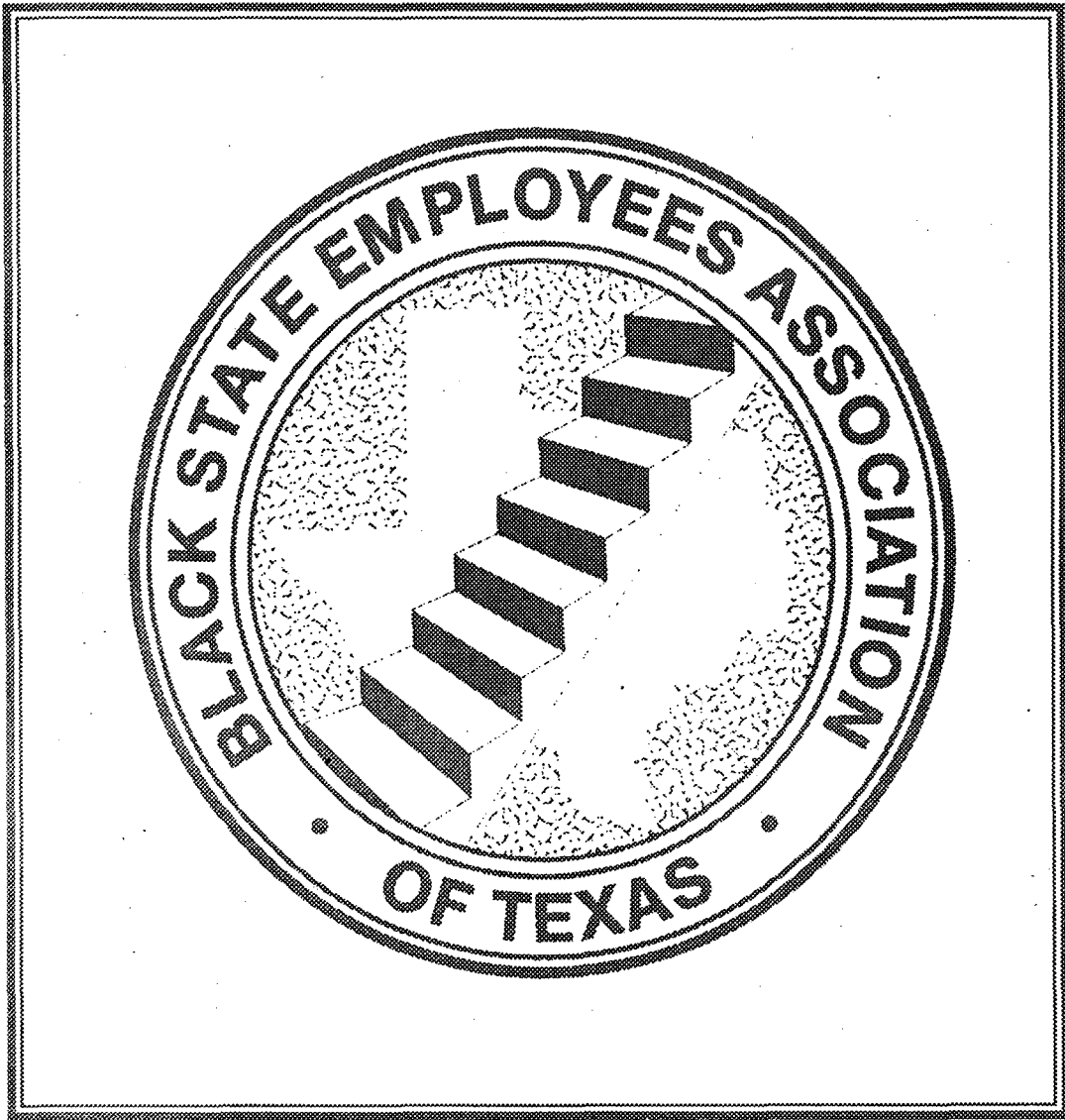
Juneeta Boyd
Chairwoman



Ruth Houston
Co-Chairwoman

Committee Members

Cassandra Adams	Daisy Davis	Ruth Houston	Kevin Reeves
Brianna Barksdale	Albert Dixon	Stephanie Ingram	Kevin Robin
Zjelice Barksdale	DeAndre Etherly	Tracy Ingram	La Quita Rogers
James C. Belt III	Jackie Ervin	Victor Ingram	James Scott Jr.
Corliss Booker	Teyletha Fort	Shae Kelley	Willa D. Scott
Juneeta Boyd	Margaret Gorden	Robin Kelton	Jarmaine Sharper
Kathy Boyd	Javonda Harris	Tekicia Kossie	Joseph Shelby
Thurman Brown	Taijuana Harris	Darin Lane	Donte' Shephard
Clarence Bryant	Rose Hawkins	Deborah Miller	Lana Spurlock
Connie Buford	Earl Henderson	James Milton	Diann Stansberry
Carolyn Carey	Sonja Hill	Raymond Milton	Gail Stephens
Keith Carter	Avillin Hinton	Ryan Milton	Gail Terrell
John Clayton	Cynthia Hinton	Jackie Muhammad	LaChanica Thibodaux
Taneka Clifton	Jerrika Hinton	Yvette Newell	Sheronda White
Sharon L. Combs	Tecora Hogg	Rehema Olufemi-Jones	Deidra Wilkerson
Shelia Combs	Tiffany Hogg	Zakiya Olufemi	Linda Wilkins
Terrence Conely	Tiffany Holland	Mavis Polk	Cynthia Williams
Carmelia Crawford	Erryn Hopson	Brandy Range	Norman Williams Jr.
Joi Crawford	Felicia Hopson	Myra Reed	Wilma Williams
Claudia Curry	Christopher Houston	Jerry Ross	Annette Wilson
Ruth Dade	Kristal Houston	Dennis Reeves	LaTrice Wilson
			Carla White

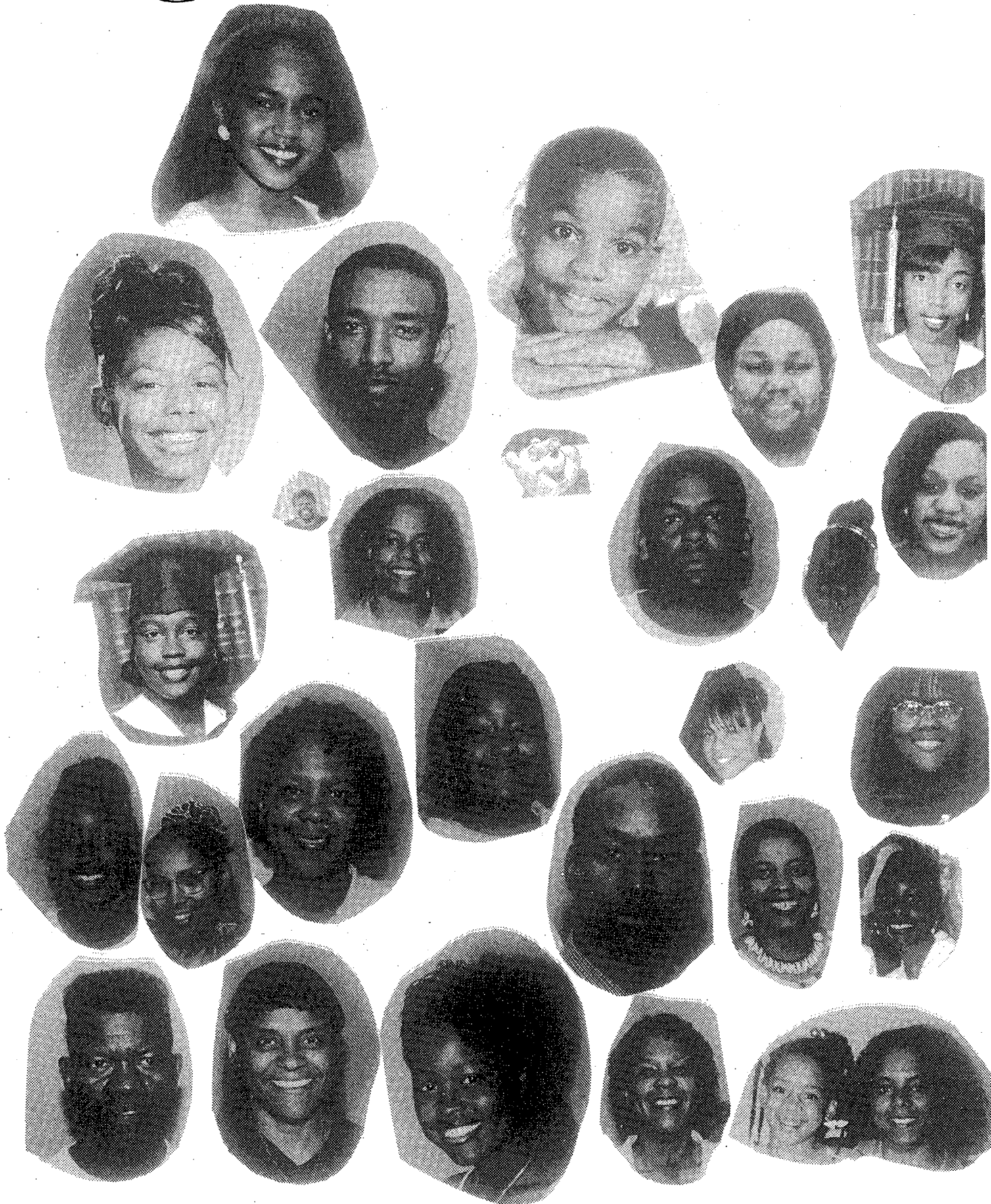


1999

Banquet Committee



...faces of the Banquet Committee



Banquet Committee Members Over The Decade

Gail Terrell
Banquet Committee Chairperson



Juneeta Boyd
Chair Host/Hostess

Kathy Boyd
Jennifer Brown
Thurman Brown
Ruth Dade
Kevin Deamon
Taijuana Harris
Corey Holloway
Rosalind Holloway
Travon Ingram
Victor Ingram
Robin Kelton
James Milton
Kai Moore
Andrea Range
Brandy Range
Candis Reeves
Julian Reeves
Zancory Taylor
D'Arcy Stansberry
Diann Stansberry
Donnetria Wade
Cynthia Williams
Lawrence Watson
Linda Johnson Wilkins

B.S.E.A.T. BANQUET COMMITTEE MEMBERS



Standing – Taijuana Harris, Kathy Boyd, James Milton,
Sonja Hill, Andrea Range, Javonda Harris
Seated – Ernie Williams, Gail Terrell, Juneeta Boyd

Annual Report

Karen Carter
Ruth Dade
Jackie Ervin
Javonda Harris
Sonja Hill
Reginald Moore
D'Arcy Stansberry
Deidra Wilkerson
Wilma Williams
Imogene Whitfield

Public Relations

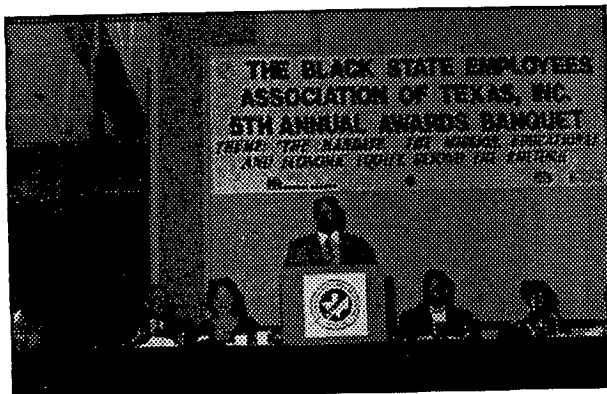
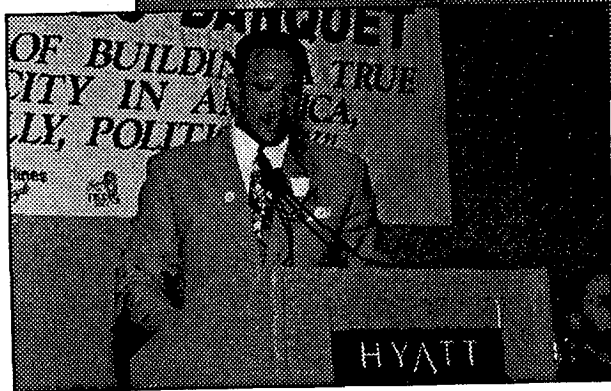
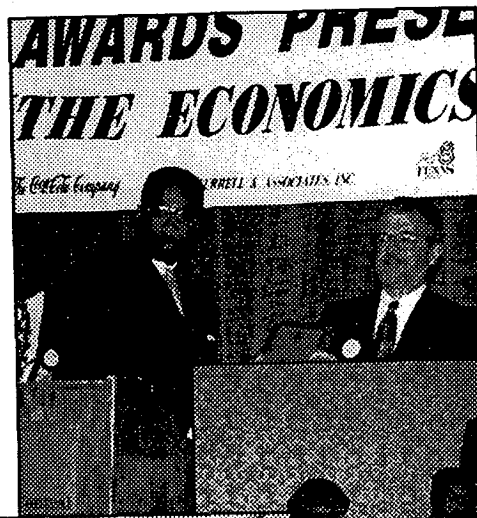
Keith Carter
Connie Buford
Margaret Gorden
Felicia Hopson
James Milton
Raymond Milton, Sr.
Euna Robinson
Ernie Williams



Back Row – Thurman Brown, Victor Ingram, Doris Brown,
Kristal Raynor, Candis Reeves & Kathy Boyd
Center Row – Keyin Reeves, Julian Reeves, Erica Parker, Patrice Parker
Seated – Ernie Williams, Juneeta Boyd, Jennifer Brown, Connie Buford & Keith Carte



A Decade of Banquets



A Decade of Banquets





BALLY TOTAL FITNESS CORPORATION
8700 W. BRYN MAWR, 2ND FLOOR
CHICAGO, ILLINOIS 60631

TELEPHONE 773-380-3000

May 10, 1999

Dr. Darren L. Reagan
Chairman & Chief Executive Officer
Black State Employees Association
of Texas, Inc.
P.O. Box 763773
Dallas, Texas 75376

Dear Dr. Reagan:

Bob Mack, Area Director for our Texas market, recently sent me the plaque that he was presented with at the Black State Employees Association of Texas' 8th Annual Scholarship Awards Luncheon. I would like to convey my sincerest thanks to you for giving Bally Total Fitness such a fine honor. It was Bally Total Fitness' pleasure to be able to contribute the exercise equipment to the Dallas Public Schools, and hope the donation will be enjoyed.

I believe that Bally's "Building Stronger Communities" program is a positive force in encouraging other corporations to get involved with spreading goodwill to various communities and that our contribution, as well as all others, will make a difference in the lives of many others.

Again, thank you for the beautiful plaque and I look forward to seeing you on my next trip to Dallas.

Very truly yours,

LSH:jm

Copy to Robert Mack

Physical Education Week Kick-Off Event

Please join the Dallas Public Schools in the Kick-Off Celebration of Physical Education Week by attending a very special event.

Bally's Total Fitness Centers will donate 170 pieces of exercise equipment (valued at over \$300,000) to be distributed in High Schools throughout the school district. This major donation has become a reality thanks to The Black State Employees Association of Texas.

Please plan to join district officials, board members, students and the community in recognizing this outstanding donation provided by Bally's Total Fitness and The Black State Employees Association of Texas.

Date: Monday, May 4, 1998

Location: Kiest Warehouse
3616 East Kiest Blvd.
(214) 942-6073

Time: 11:00 AM

Directions: Take I-35 South to Illinois; turn left. Go down Illinois about 4 miles to Kiest; turn left on Kiest Blvd.

Food will be provided by la Madeleine French Bakery.

R.S.V.P.: The King Group (214) 720-9046



The
king group
inc.

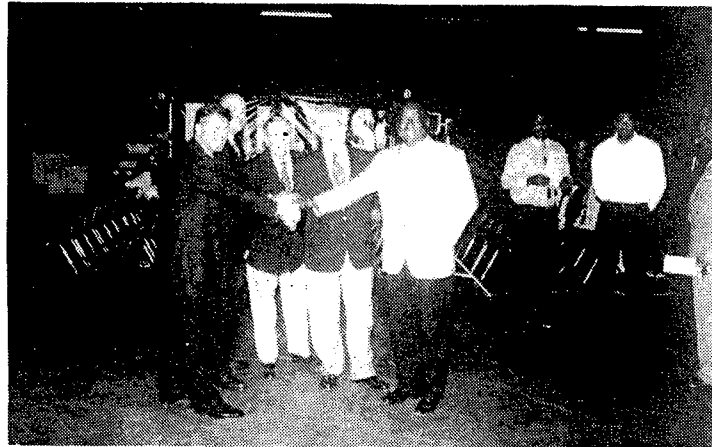




B.S.E.A.T. & Bally Total Fitness



Historic Donation of over \$300,000 in Exercise Equipment to
Dallas Independent School District



Physical Fitness in the New Millennium Kick-Off Event

Please join the Houston Independent School District in the Physical Fitness Kick-Off Celebration of the New Millennium by attending a very special event.

Bally Total Fitness will donate more than 250 pieces of exercise equipment (valued at over \$400,000) to be distributed in high schools throughout HISD. This major donation has been made possible thanks to the hard work of Bally Total Fitness and the Black State Employees Association of Texas.

Please plan to join district officials, board trustees, students, and the community in celebrating this outstanding donation provided by these two fine organizations.

Date: Tuesday, September 15, 1998

Location: HISD Dunvale Education Center
3601 Dunvale, Houston, Texas

Time: 10:30 A.M.

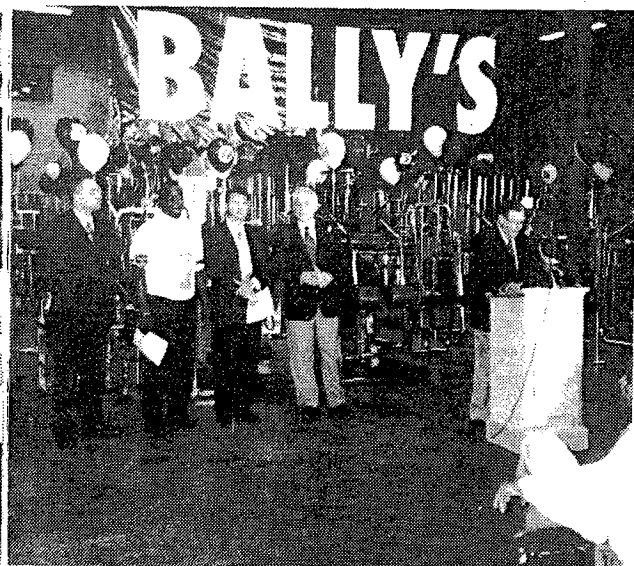
Directions: Hwy. 59 to Westpark, west on Westpark to Dunvale (between Hillcroft and Fondren), go north to 3601 Dunvale

**Food will be provided by La Madeleine French Bakery.
Beverages will be provided by the Coca-Cola Bottling Co.**

R.S.V.P. to HISD's Office of School Administration (713) 892-6800.



**THE B.S.E.A.T., Inc.
Bally's Total Fitness
Exercise Equipment Donation
To The Dallas Public Schools**



Physical Fitness in the New Millennium

Program

Welcome

Charles Herbert
Director of Athletics
Houston Independent School District

Purpose

Darren Reagan
Chief Executive Officer
Black State Employees Association

Special Presentation

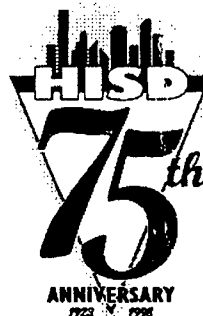
Paul Toback
Senior Vice President
Bally Total Fitness

Acceptance

Rod Paige
Superintendent of Schools
Houston Independent School District

Remarks

Leonel Castillo
Education Liaison
Mayor's Office

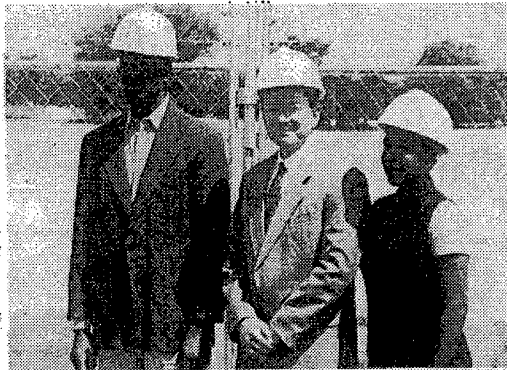




BSEAT CDC on the Move

Black State Employees Association of Texas

To make a positive and visible impact on economic development and revitalization in southern Dallas, the Black State Employees Association of Texas (BSEAT) formed a Community Development Corporation. It didn't take



From Left: Allen McGill; Chris Redmond, Chase; Gail Terrell

long for the group to find a worthy project. BSEAT located a vacant shopping center, Westcliff Plaza, and set out to develop a new retail center for the community. Working with Chase Texas Community Development Lender Chris Redmond, BSEAT developed a financial plan to purchase the site, demolish the existing buildings, and construct a new shopping center. Redmond helped BSEAT negotiate a repayment plan for delinquent property taxes, obtain market information, acquire pro bono legal services and complete an environmental report. Chase Texas helped BSEAT identify a lead tenant for the shopping center — Albertson's, which committed to build a full-service, 62,000-square-foot grocery store. "When this project is completed in mid-1999, southern Dallas residents will have a new supermarket and other retail stores within a short drive of their homes," said Redmond. Through this collaborative effort, southern Dallas will benefit from the vision and leadership of BSEAT and Chase Bank of Texas.

BSEAT and "Dream Team" keep Westcliff Mall property under Black ownership

New owners plan to tear down building, reconstruct shopping plaza

by Gordon Jackson

When the financially-strifed Rosa Parks Mall at Westcliff started going through its deliberations with the U.S. Bankruptcy Court two and a half months ago. The Black States Employees Association of Texas' Community Development Center (BSEAT CDC) were looking in a totally different direction and turned away from the opportunity to purchase the southwest Oak Cliff mall. They then exercised a valuable option: a change of mind.

"It was what we called a 'target of opportunity,'" said BSEAT president Allen McGill. "We began relooking at the issue from both a negative and positive standpoint."

By the time the property went up for sale at an auction held March 24 in Fort Worth, they had made the property their target.

They hit the bullseye.

If closing procedures go as planned within the next ten days, their reconsideration will make BSEAT the new owners of the Westcliff Mall and saviors behind the property staying under Black ownership.

"We went through a lot of prayer and consultation," said chairman Darren Reagan. "We're thankful to God for the opportunity and privilege to make this acquisition."

The 465,000 square-foot building had been under several ownerships since it was erected in 1963. Beseiged by an inherited tax debt and cash flow problems, the condition of the mall, last owned by G.O. Lagbara, had declined sharply over the past year, resulting in the lost of almost all of its tenants. It was forced into bankruptcy by the City of Dallas in November.

Reagan credits his version of a "Dream Team" which worked closely and provided support behind BSEAT's acquisition. The team consisted of a group of attorneys, bankers, architects, real estate developers and construction firms. Among the major players were African American attorneys Bob Sims and Peter Lewis, along with consultation from Centex Corporation and Alliance Architect Group, research and fact-finding from CB Commercial Real Estate and a financing package between \$6 - \$8 million that includes several banks, that will back the organization's purchase of the property, it's demolition and reconstruction of a modern shopping complex.

"It's a historical project for our African American community," said Sims of the law firm White Hill Sims & Wiggins LLP. With his specialty in real estate, he collaborated with bankruptcy attorney Peter Lewis of Walker Bright & Whittenton PC in laying out the strategy that enabled BSEAT to overcome the intricate bankruptcy rulings, title claims and have their bid approved by the bankruptcy judge. It also represented a rare precedence of two Black attorneys from different firms working together.

"It's important to retain control of the resources in our community," Sims

further stated. "The real credit goes to BSEAT. I applaud them in their efforts."

"The vision is actually on part of Darren's," said Daryl Kirkham, Chief Banking Officer of Northern Trust Bank who along with Texas Commerce will back BSEAT's purchase of the property. "That commu-



BSEAT Chairman Darren Reagan put together the group of professionals that resulted in the organization acquiring the Westcliff Mall.

nity, like many others, has been under-served in the past. It's a plan that's soundly based and has been soundly approached. We plan on playing our part on providing whatever financing is needed."

Once BSEAT made the decision to acquire the property, their first critical step was to attain ownership of the building and the land on which it sat.

"Once you control the land, you can do whatever you want to do," said Reagan.

Reagan succeeded, out-bidding another company at the auction. The \$470,000 commitment relieves all past tax debts owed to the City of Dallas and fees owed to bankruptcy trustee Henry Seals.

Next was the decision on whether to renovate the mall or rebuild. Reagan

One of our major objectives was to ensure that the mall was in the hands of African American locals. We want to have the capability to bring it back to its heyday.

**- Allen McGill,
BSEAT President**

said the feasibility study and marketing analysis conducted for BSEAT told them that the "inside mall" concept has historically not fared well in the inner city, thus their leaning more toward a shopping center and storefront configuration.

According to plans laid out by BSEAT, they will tear down the now-deteriorated building that sits on the northeast corner of Hampton and Ledbetter Roads. Constructed will be a new shopping plaza anchored by a major supermarket in the center and likely co-anchored by two department stores on each end. In between will be spaces for several retail storefronts on

the lower level, added with a second floor that will consist of service oriented enterprises and non-profit organizations.

BSEAT CDC is one of three separate arms under the organization's umbrella which also includes a legal fund and social services division. The group has attained public attention mostly through its advocacy efforts and involvement in protest demonstrations against corporations like Texaco and CompUSA after alleged discriminatory practices had surfaced. It's a tactic that will still be used by the group when they feel it's needed.

"Protest is a time-honored tradition," said Reagan. "We will never abandon that form."

Meanwhile, however BSEAT has steadily been working on economic development projects with the strong theme of helping the African American community empower itself with self-created job and business opportunities. Thus, their reason to take on the Westcliff project. Reagan said other endeavors are also to follow.

Reagan holds high regard for Lagbara, stating that the previous owner did his best with the resources available to him. Lagbara reportedly is challenging the transaction, citing a loophole in the City of Dallas' bankruptcy code.

"I commend Mr. Lagbara for what he's done," said Reagan. "He had a good vision and we plan to move on with that."

Just as the mall served as a symbol of Black Economics for many under Lagbara, it's new reconstruction plans hope to represent a new era of Black Enterprise for Dallas. Reagan said he also wants to show that Black non-profits can make major and innovative business deals and bring in large revenue, in contrast to traditional means of struggling to pursue members, donors and corporate sponsors.

"What we have to come to grips with is that we (African Americans) need to be more diverse and have the ability to do more than one thing," said Reagan. "We will not forsake bringing in other brothers and sisters to the table."

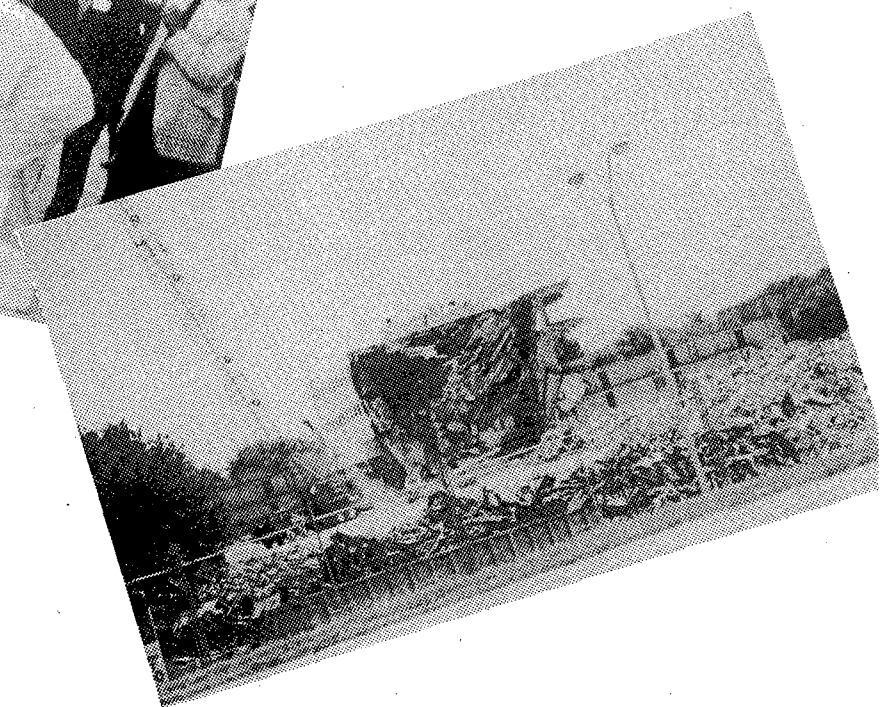
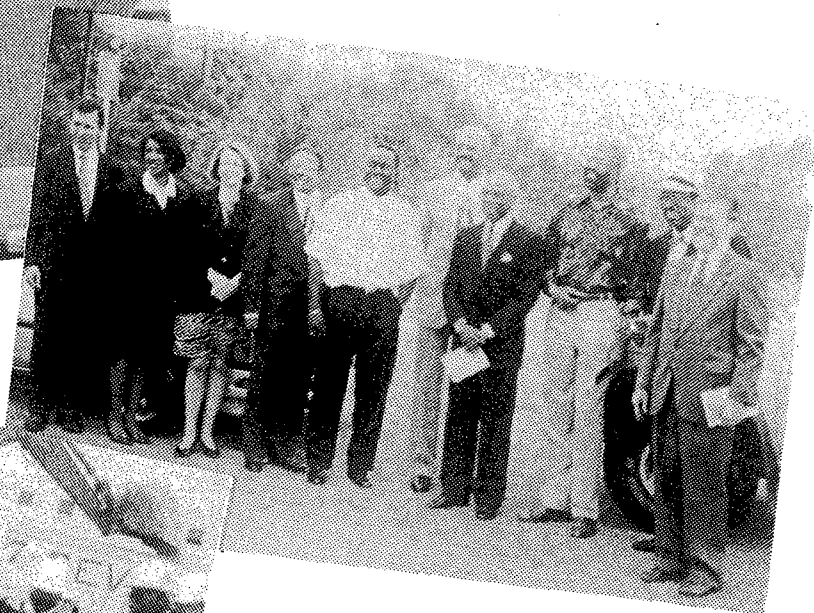
"One of our major objectives was to ensure that the mall was in the hands of African American locals," said McGill. "We want to have the capability to bring it back to its heyday."

Reagan assured that all phases of the new operation will both involve other Black firms and that things will be done on a "first-class rate."

Specifics of the project, which includes a design of the shopping center and an absolute timeline of completion, have not yet been established with plans still at preliminary stages and closing yet to take place. Reagan stated that the demolition phase could begin within the next 4-6 weeks.

BSEAT will hold it Career Fair, Saturday, April 5, from 9:00 a.m. to 12:00 noon at Red Bird Mall, 3662 W. Camp Wisdom Rd. For more information call 214-371-7710 ext. 5.

Progress in the Making—A new look for Westcliff Mall

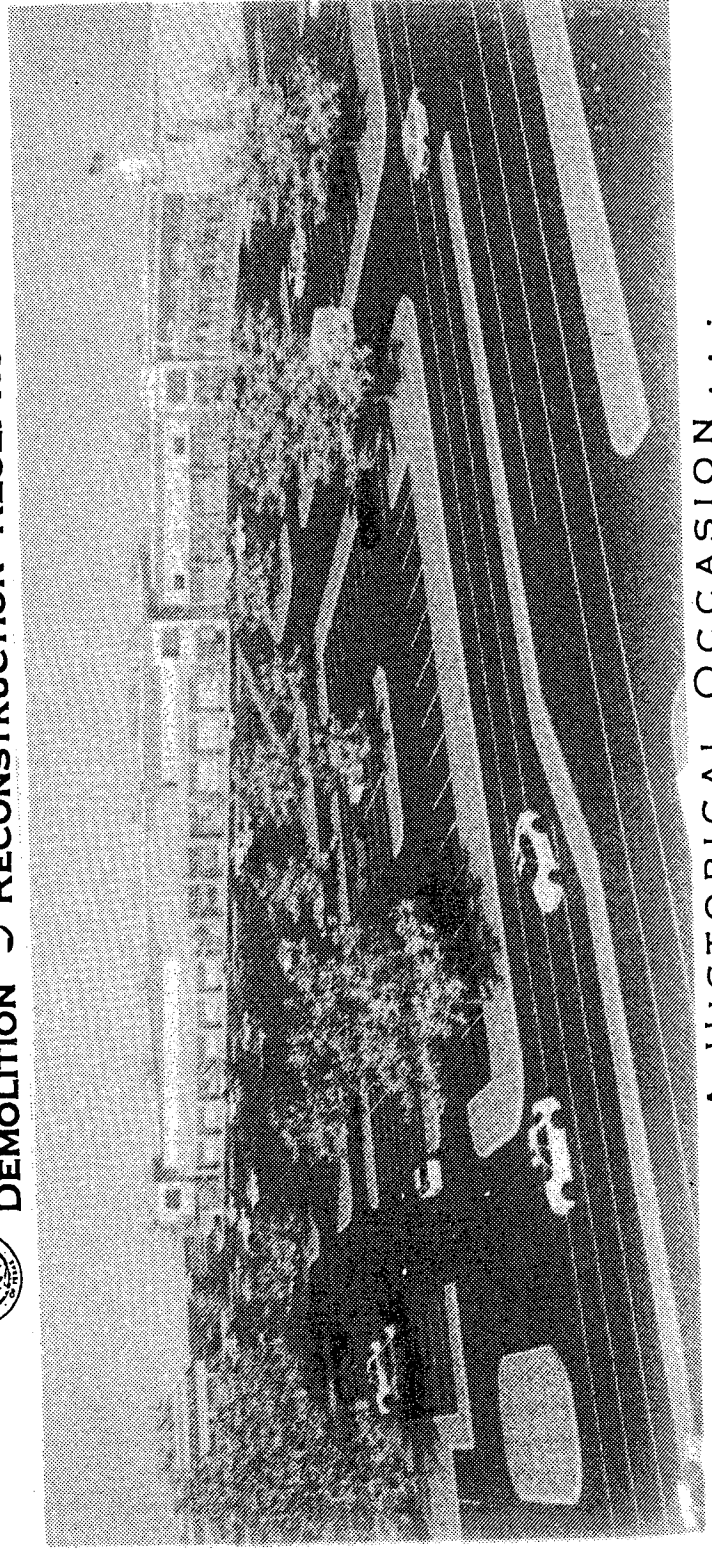


Progress in the Making—A new look for Westcliff Mall

ANNOUNCING

“Making the Vision a Reality”

WESTCLIFF SHOPPING PLAZA
DEMOLITION & RECONSTRUCTION RECEPTION



A HISTORICAL OCCASION . . .
Friday, August 8, 1997 ~ 11:00am

SPECIAL THANKS

Pre-Development Supporters

- BYRON REED - WELLS FARGO BANK (\$100,000)
- JAMES RICHARDSON - BANK OF AMERICA (\$50,000)
- ROBERT VAN CLEAVE - CENTEX CONSTRUCTION \$(40,000+)
- BOB BOWDOIN - HOME SAVINGS OF AMERICA (\$35,000)
- KENNY JASTROW - GUARANTY FEDERAL SAVINGS (\$15,000)
- EASTGATE BAPTIST CHURCH
- BANK OF THE SOUTHWEST
- ASSOCIATES CORPORATION OF NORTH AMERICA
- FIDELITY INVESTMENT
- UNITED CENTRAL BANK

Event Caterers

LA MADELEINE FRENCH BAKERY & CAFE
SOUTHLAND CORPORATION

Exclusive Marketing & Public Relations Company

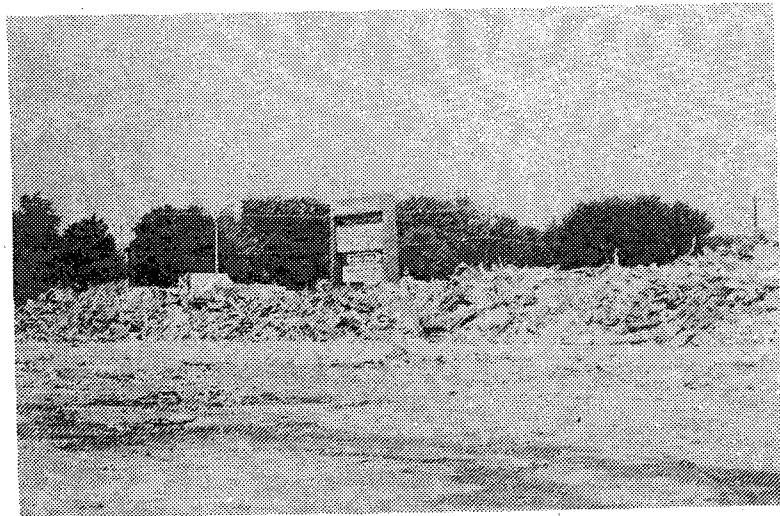
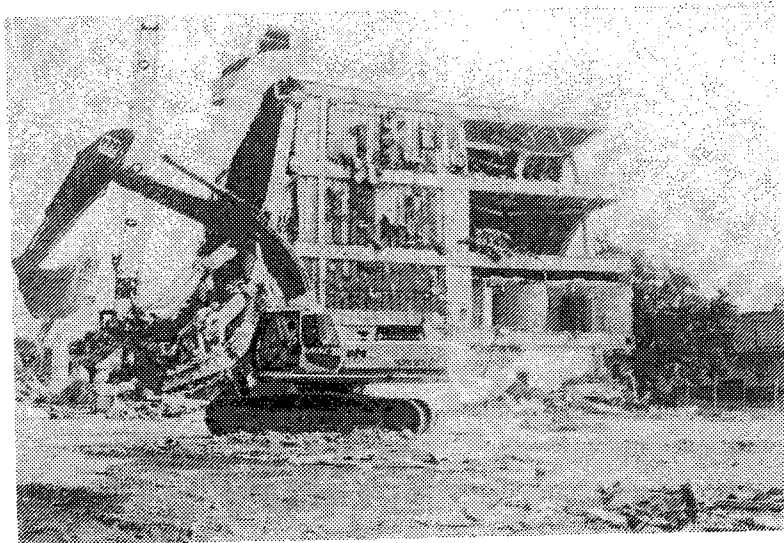
WEASELWORKS BY WEBB (PATRICIA WEBB)
(214) 339- WEBB (9322)

Exclusive Printing Company

ALP PRINTING
(214) 339-7197

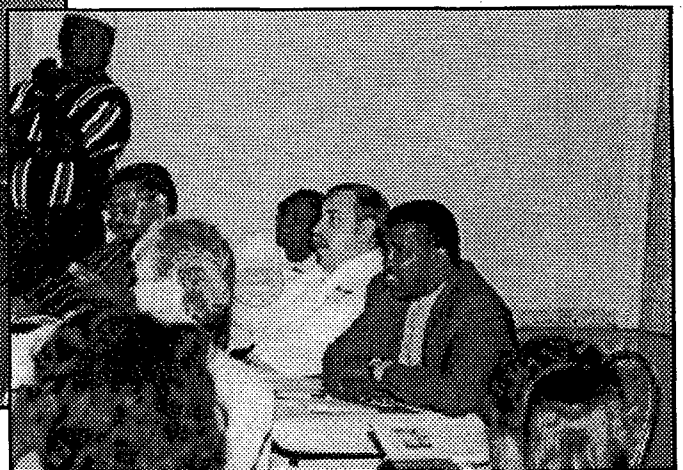
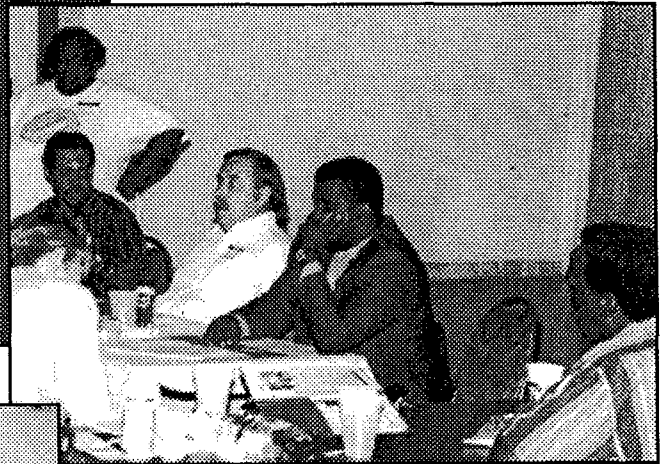
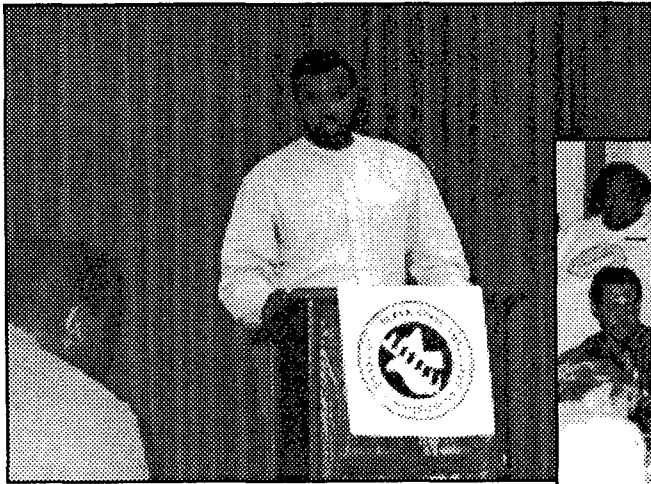
te Employees Association Development Corporation





BSEAT Workshops

Record of Complaint filed by DOL



The B.S.E.A.T. C.D.C. Inc. West Cliff Shopping Plaza construction, development and financing meeting with senior officials from Chase Bank of Texas, Con-Real, Inc., CB Richard Ellis, and FannieMae.





JUL 30 1999

Dr. Darren L. Reagan
Chairman & CEO
Black State Employees Assn.
of Texas, Inc.
P. O. Box 863773
Dallas, TX 75376

Dear Dr. Reagan:

This letter is to acknowledge the receipt of your nomination package for our 1999 Exemplary Voluntary Efforts (EVE), Exemplary Public Interest Contribution (EPIC), and the Secretary's Opportunity 2000 Awards Ceremony. We appreciate having had the opportunity to review the nomination of your company for these awards.

The agency has a major challenge in determining the recipients for the 1999 awards. All nominations showed substantial progress in promoting equal employment opportunity in the workplace. Thank you for all your efforts both in affirmative action and in compiling the information needed for your submission.

We will inform you of our final selection in the very near future, however, our 1999 Ceremony will be held October 6-7, at the U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. You may call either Joyce Dory or Bernard Holmes on 202-693-0119 for any further questions on our Awards Ceremony.

Sincerely,

Joyce M. Dory
for MICHELLE P. OUELLET
Director, Division of Management
and Administrative Programs

BSEAT recieves EPIC nomination



RECORD OF COMPLAINTS FILED WITH THE U.S. DEPARTMENT OF LABOR

DATE	COMPANY	NATURE OF COMPLAINT	RESULTS	DOL AREA
Jan. 1989 Jan. 1990	BSEAT VS University of Texas Southwestern Medical Center at Dallas	unfair hiring and promotions	settlement agreements employees promoted back pay paid.	Violation of Exec. Order 11246
July 1990	BSEAT VS Sears Technology	hiring practices	settlement agreement advertised in minority press and hired minority employees	Violation of Exec. Order 11246
Mar 1991	Gayla Brown VS University of Texas Southwestern Medical Center at Dallas	Failure to promote wrongful termination	settlement agreement included promotions	Violation of Exec. Order 11246
April 1991	Lisa Rucker VS University of Texas Southwestern Medical Center at Dallas	hiring of minorities and failure to promote	settled outside of DOL	Violation of Exec. Order 11246
Dec. 1991	Willie Brackens VS First City Texas Bank	Minorities and women in management positions	settled case outside of DOL	Violation of Exec. Order 11246
Feb 1992	BSEAT VS First Gibraltar Bank	Failure to promote minorities and women	case no caused with the DOL but later settled	Violation of Exec. Order 11246
April 1992	BSEAT VS First Gibraltar Bank	retaliation and 4 African American Females wrongfully terminated	Rehired the women when bank became Bank of America with cash settlement.	Violation of Exec. Order 11246

April 1992	BSEAT VS IVI Travel Agency	Hiring of minorities	Minorities hired ads placed in minority oriented media	Violation of Exec. Order 11246
May 1992	BSEAT VS The Associates of North America	Minorities and women in management positions	settlement agreement confidential	Violation of Exec. Order 11246
6-3-93	Burlington Northern, Inc.	Violation of equal pay for minorities and female employees. BSEAT requested EEO-1 and pointed out violation resulting in review	Conciliation agreement 3-30-94 agreed to hire and recruit minorities	Violation of Exec. Order 11246 and Equal Pay Act
March 1994 Jan 14, 1997	Texas Instruments 27 Complaints filed by BSEAT	Hiring of females and minorities in management	Letter of commitment 4-28-94 Company closed in Dallas 1998	Violation of Exec. Order 11246
Jan 1994	Dr. Pepper Bottling Company	Failure to promote minorities to management positions BSEAT identified problem from EEO-1 Report	4-28-94 Conciliation Agreement	Violation of Exec. Order 11246
2-1-94	Tandy Brands Accessories	hiring of minorities and women in management BSAET identified problem from EEO-1 data/ DOL already investigating issue	4-28-94 Conciliation agreement	Violation of Exec. Order 11246
7-19-94	Bank One Texas, NA	lack of diversity in the workforce identified from EEO-1 data	8-25-94 conciliation agreement BSEAT helped to recruit qualified minorities and women through its jobs program. Continues a working relationship in this area to this day.	Violation of Exec. Order 11246
6-2-95 1-97	COMP USA BSEAT filed 26 complaints	Failure to hire minority applicants in management and other technical positions.	10-4-95 Conciliation agreement however this problem in still a work in progress for BSEAT and the DOL.	Violation of Exec. Order 11246
11-18-96	Staples- Office Depot 9 complaints filed by BSEAT	Promotions of minorities to management positions/ wrongful termination of complainers	Settlement and conciliation agreement in process as of this date.	Violation of Exec. Order 11246
11-96	Aviall, Inc. 26 complaints filed by BSEAT	hiring of minorities	dismissed	Violation of Exec. Order 11246
11-96	Central & Southwest Corp. 26 complaints filed by BSEAT	hiring of minorities	dismissed	Violation of Exec. Order 11246
1-14-97	Price Waterhouse 27 complaints filed by BSEAT	Hiring of minorities	pending	Violation of Exec. Order 11246
1-14-97	Exxon Corp. BSEAT filed 26 complaints	hiring practices to recruit minorities	pending	Violation of EXEC. Order 11246
1-14-97	Arthur Anderson & Company BSEAT filed 28 complaints	hiring of minorities and women	pending	Violation of Exec. Order 11246
1-14-97	KPMG Peat Marwick BSEAT filed 29 complaints	hiring of minorities	pending	Violation of Exec. Order 11246
1-14-97	Coopers & Lybrand BSEAT filed 29 complaints	hiring of minorities	pending	Violation of Exec. Order 11246
1-14-97	Deloitte & Touche BSEAT filed 26 complaints	hiring of minorities	pending	Violation of Exec. Order 11246
1-14-97	Ernst & Young 28 BSEAT Complaints	hiring of minorities	pending	Violation of Exec. Order 11246

Legal Redress 1999

1. Class charge support sub committee - Kieth Carter/ Ernie Williams
 - Person responsible for maintaining a list of all Class charge participants.
 - Responsible for phone calls to meetings
 - Mail out of information to class charge persons
 - For updates on their case.

2. Housing issues sub-committee - Miller Mcfarlin
 - Networking with resources and data collection.
 - Persons assigned to attend zoning meetings and other city meeting regarding new construction and issues affecting neighborhoods.
 - Student involvement BSEAT

3. City agency issues sub-committee James Scott / Willa Scott
 - Networking with resources/ data collecting
 - Person assigned to attend open public meetings
 - Student involvement BSEAT

4. Complaints sub-committee
 - Meet with complainants on Monday and Tuesday
 - Nights of each week to hear complaints
 - Review and explain what constitutes evidence in court and how to build a case to win.
 - Hold bi-monthly pro se clinic

5. CRA sub-committee - Miller McFarlin
 - Monitor issues and collect data for CEO's review.
 - Seek data on grants available and maintain a data bank for neighborhood groups.

Dates for workshops:

New committee member training---- FEBRUARY 1, 1999

Discrimination workshop-----March 13, 1999

Discrimination Workshop-----August 14, 1999

committee members:

JAMES SCOTT
EUNA ROBINSON Chair woman
WILLA SCOTT
KEITH CARTER
ERNIE WILLIAMS
CAROLYN CARY
MILLER McFARLN.



GREETINGS FROM THE SCHOLARSHIP CHAIR

I would like to take this opportunity to express our appreciation and gratitude for your support on this years' scholarship luncheon. I am extremely grateful for the support and untiring efforts of all the scholarship committee members. The Black State Employees Association of Texas, Inc. (BSEAT) held its 8th Annual Scholarship Luncheon at the Dallas Civic Garden Center on Friday, April 30, 1999. This years' theme: "The Mis-Education of Public Education." A special tribute to Dr. Yvonne Ewell Board of Education Trustee, Dallas Public Schools. It gave me great pleasure to recognize (37) outstanding and well-deserving students. The grand total awarded was over \$41,000.00.

A special thanks and appreciation to all our business and corporate sponsor. Your consistent and generous contributions have and will continue to make a positive impact in the lives and education of our young people.

Sincerely,

A handwritten signature in cursive script that reads "Deidra Wilkerson". The signature is written in black ink and is positioned above the printed name.

**Deidra Wilkerson
Scholarship Chairperson**

B.S.E.A.T. awards thousands of dollars to high school graduates

The Black State Employees Association of Texas Inc. (B.S.E.A.T.) awarded \$41,000 in scholarship funds to high school graduates this year during the organization's 8th Annual Scholarship Luncheon at the Dallas Civic Garden Center.

A capacity crowd of approximately 400 attended including 15 area high schools and over 40 major corporations and mall businesses who made substantial financial contributions. Rev. Dr. Michael Walker, Brockton, Massachusetts was the keynote speaker for the evening.

In honor of recognizing and highlighting the career efforts and achievements of the late Dr. Yvonne Ewell, this year's theme is: The mis-education of public education.

Over the past seven years the association has awarded over \$163,000 to local high school graduates:

\$4,500	1992	\$40,000	1996
\$13,000	1993	\$41,000	1997
\$30,000	1994	\$40,000	1998
\$35,000	1995		

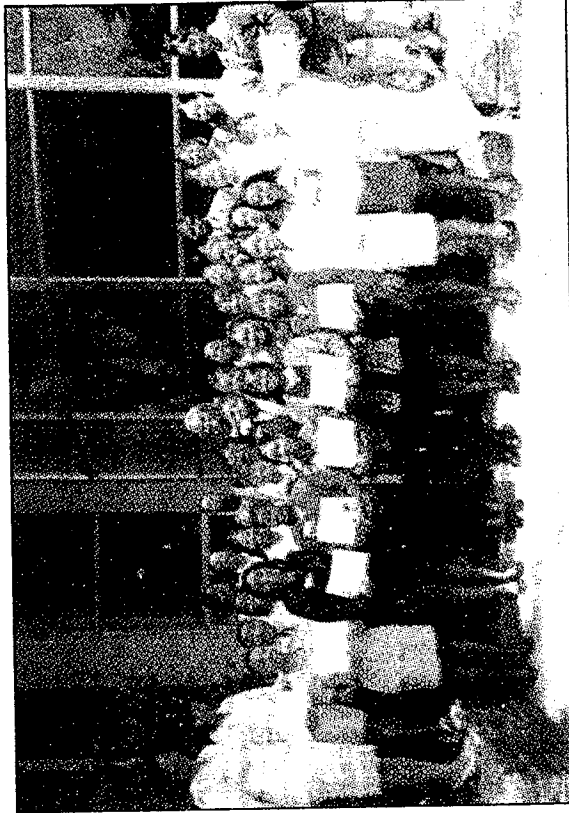
"The BSEAT Scholarship Fund is historic nationally and is a major success story of a local community based organization's ongoing commitment to support the educational goals and aspirations of well deserving students," said Allen McGill, President, of the association. "No where in this country will you find this type of scholarship funding by a

'BSEAT' continued on page 10

BSEAT' continued from front page

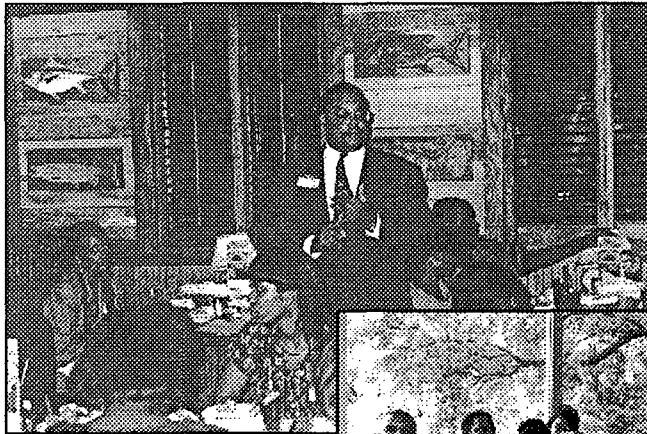
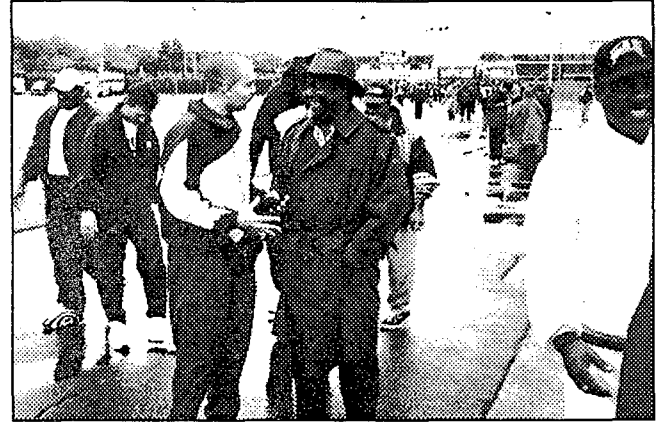
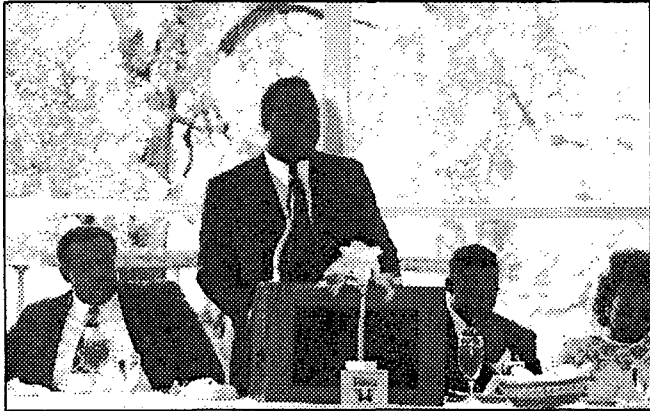
"community based organization," stated McGill. "We will be forever grateful to our loyal supporters and volunteers."

For more information regarding corporate and individual contributions, please call 214-339-7700 ext. 13, or you may make your tax deductible contributions payable to the B.S.E.A.T., Inc. Post Office Box 763773, Dallas, TX 75376. The scholarship chairperson is Deidra Wilkerson.

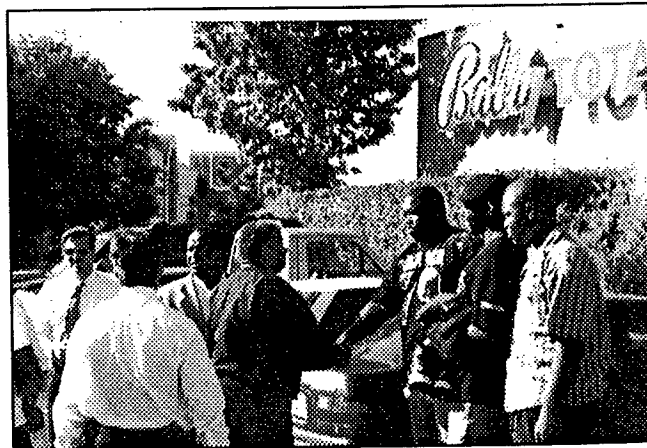


BSEAT scholarship recipients at annual luncheon.

Scholarship students and their corporate supporters



Scholarship students and their corporate supporters



Job Fair Coordinators

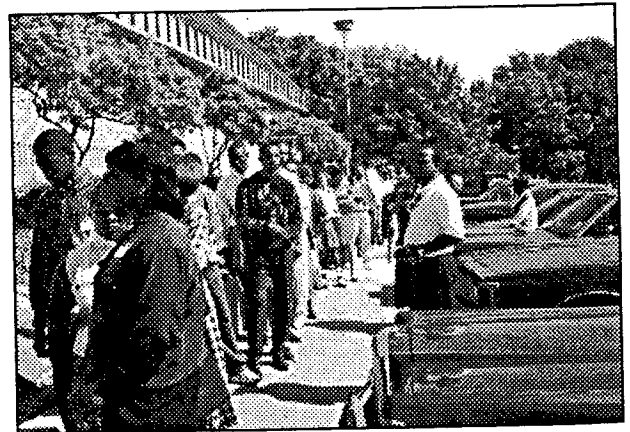
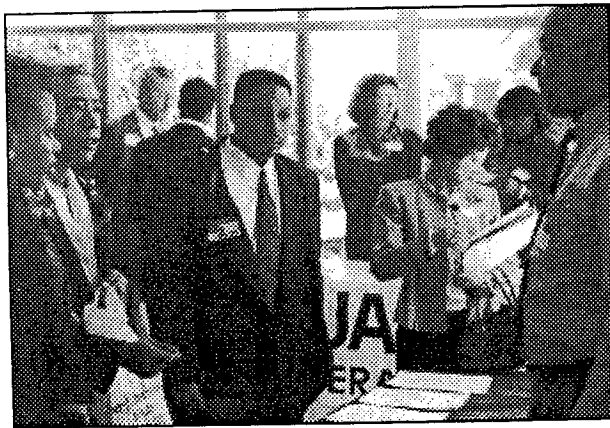
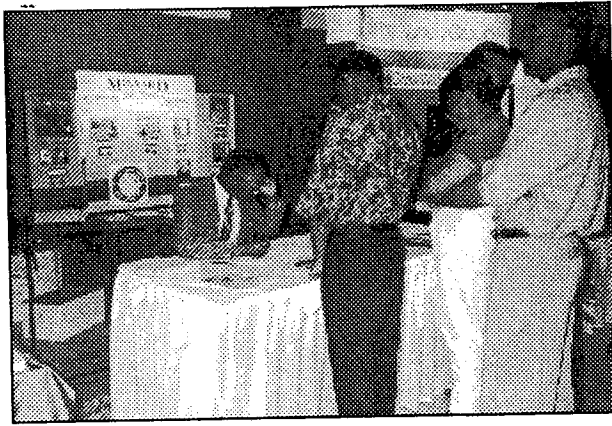


Connie Buford

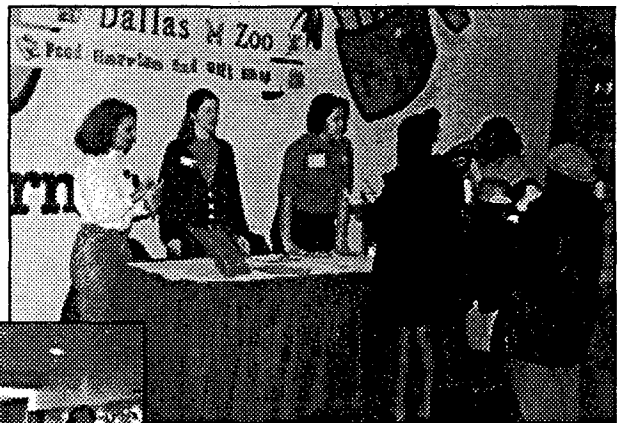
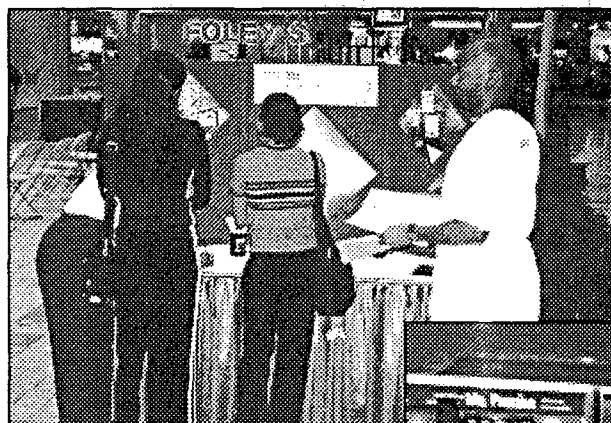
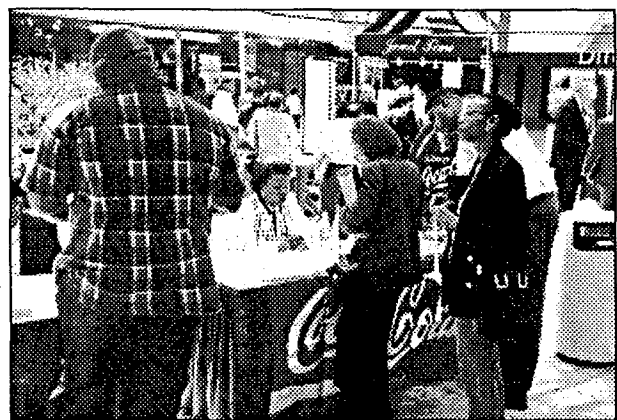
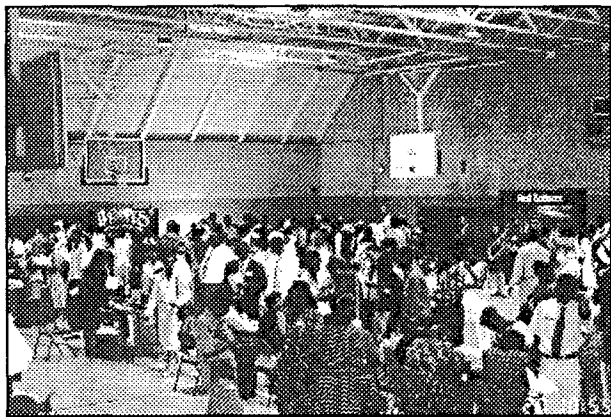


Felicia Hopson

Career Fairs



Career Fairs





Black State Employees Association of Texas, Inc.

DR. DARREN L. REAGAN
Chairman/CEO

ALLEN MCGILL
President
Vice Chairman

GAIL TERRELL
Executive Secretary

LINDA WILKINS
Executive Treasurer

September 25, 1999

Black State Employees Association of Texas, Inc.

Board of Directors

P.O. Box 763773

Dallas, TX 75237

Dear Board Members and Family:

On behalf of ourselves, the officers and the entire Black Students Enhancing Texas (B.S.E.T.) members, we are extending our most sincere gratitude. Throughout the years, you have strived to transform us into the responsible youth and young adults that will carry this country through the 21st century. You have spoiled us with every material possession we could ever need; yet, simultaneously balanced us with mental stability and guidance. We are thankful beyond words for all that you have and continue to do for us. You are not only our volunteer family, but our friends and mentors.

Because of your leadership and the values instilled in us, we humbly and happily give back to our communities.

Again, thank you for all your time, love and sincerity.

Sincerely,

Kathy Janel Boyd, President

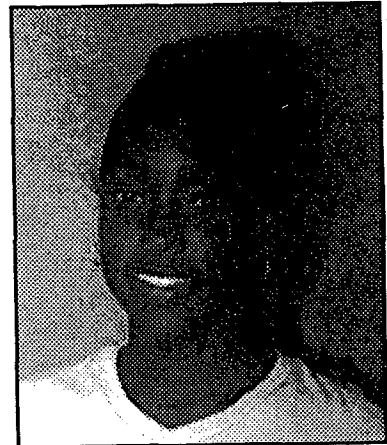
The B.S.E.T. Officers
& Members

Student Profile

Name: Taijuana Harris

I am currently attending:
Bishop Dunne High School

Favorite School Activity :
End of Year Activities



Five people I would like to meet:
Usher, Juvenile, Mystikal, C-Murder, Allan Iverson

My role model is : My Mother: Lawanda A. Adams

I enjoy: Talking on the phone and hanging out

BSEAT activities I have participated in are:
Annual Banquets, Meetings and Protests, Scholarship Luncheons.

Years with BSEAT/BSET: 8 yrs (91-99)

Black Students Enhancing Texas (BSET) students





Sonja Hill

Greetings BSEAT members and Corporate Sponsors. The Health and Wellness Committee welcomes you to The Black State Employees Association's 10th Annual Banquet and Awards Presentation.

This year's Health Fair was held at the Southwest Center Mall on July 31st where-in several health services and screenings were provided to heighten awareness in the areas of quality health care service and information within the African-American community.

Thank you to the many healthcare units, and area hospitals for their assistance in making The BSEAT's 3rd Annual Health Fair a success.

We trust that with your continued support, The Black State Employees Association of Texas will remain the front lines to promote growth and change within Southern Dallas.

Sincerely,

Health & Wellness Committee

FREE HEALTH SCREENINGS FREE

THE BLACK STATE EMPLOYEES ASSOCIATION OF TEXAS' 3RD ANNUAL SOUTHERN DALLAS COMMUNITY HEALTH FAIR

WHEN: Saturday, July 31, 1999
WHERE: Southwest Center Mall
(Formerly Redbird Mall)
Center Court Area
3662 W. Camp Wisdom Road
TIME: 9:00AM – 3:00PM
FOR MORE INFO: 972-296-1491

Health Screenings & Other Services to be Provided Include:

- ◆ Child Immunizations
- ◆ Blood Pressure
- ◆ Mammograms
- ◆ Prostate
- ◆ Glaucoma
- ◆ Glucose
- ◆ Diabetes
- ◆ Cholesterol
- ◆ Sickle Cell
- ◆ AIDS/HIV
- ◆ Health Benefits Counseling
- ◆ Nutrition Counseling

SPONSORS/PARTICIPANTS

- ◆ The Black State Employees Association of Texas, Inc.
- ◆ Southwest Center Mall
- ◆ Texas Health Resources
- ◆ Presbyterian Health Care System
- ◆ St. Paul Medical Center
- ◆ Visiting Nurses Association
- ◆ Parkland Hospital & Health System
- ◆ National Marrow Donor Program
- ◆ Sickle Cell Anemia Foundation
- ◆ Senior Citizens of Greater Dallas
- ◆ American Red Cross
- ◆ Dallas County Medical Society
- ◆ The Dallas Examiner
- ◆ Bally's Total Fitness
- ◆ Baylor University Medical Center
- ◆ KXAS-TV- Channel 5
- ◆ KKDA/K104
- ◆ American Heart Association
- ◆ Dallas Police Department
- ◆ Southwest Transplant Alliance
- ◆ Metro Home Health
- ◆ Modern Back & Neck Clinic
- ◆ American Cancer Society
- ◆ American Diabetes Association
- ◆ Dallas Southwest Medical Center

African American groups demand increased access to drug treatment

By Alvin Peabody, Special Contributor to the NNPA

For the past five years, Black groups around the U.S. have been sounding the same message: to curb the spread of HIV infection among people of color and to reduce the number of new cases among African Americans, prevention must become a top priority.

Because that message has been largely ignored by Congress and the federal government, new statistics released by the Atlanta-based Centers for Disease Control and Prevention (CDC) may directly drive that point.

According to the CDC, every hour, seven Americans are infected with HIV, three of whom are African Americans. In addition, a total of 240,000 to 325,000 African Americans are infected with HIV and 92,000 African Americans are living with AIDS. Alarming, another 1 in 50 African American men and 1 in 60 African American women are infected with HIV.

"It is high time that President Clinton declare a 'State of Emergency' in HIV and AIDS among African Americans," said Commission on AIDS. "We are deeply concerned by the growing disparities in health outcomes for all racial and ethnic minority populations impacted by HIV and AIDS."

The severity of the disease among African Americans has prompted many leaders across the country to begin to question federal officials about the gap in treating African Americans and other HIV and AIDS patients and the rest of the minority population.

In a recent letter to the Congressional Black Caucus, San Francisco Mayor Willie Brown wrote that, "Despite the fact that African Americans comprise just nine percent of our city's population, in the first quarter of 1998, African Americans have made up 18 percent of people diagnosed with AIDS. I concur that there needs to be a national policy on this disease as it relates to the African American community."

Primm, who also heads the Addiction Research and Treatment Corporation in Brooklyn, N.Y., agreed that a comprehensive national plan is needed, especially as it relates to increasing access to substance abuse treatment in the fight against the spread of HIV among injection drug users, their partners and their children.

"While new HIV infections due to injection drug use continue to soar in communities of color, too many people must wait to enter drug treatment," Dr. Primm told members of the Congressional Black Caucus, who held a meeting on HIV and AIDS last

AFRICAN AMERICAN ACCESS TO DRUG TREATMENT" continued from front page

week on Capitol Hill.

According to various testimonies before the CBC panel, many African American leaders complained that there are limited drug treatment slots available nationwide at any given time to the estimated 1.5 million active drug users in the U.S. And, despite the pressing need for substance abuse treatment services, tens of thousands addicted young men and women of color are incarcerated in correctional facilities due to drug related charges.

"In these very facilities the rates of

HIV/AIDS are skyrocketing, yet HIV prevention and care services are inadequate," said Dr. Primm.

Marie St. Cyr chairs the board of the National Minority AIDS Council. "The African American community is clearly experiencing a national state of emergency regarding HIV/AIDS. We feel that President Clinton has a constitutional obligation to act in the face of a threat to the American people, and the rate of HIV infection in African American communities is a national emergency that demands

presidential action," she said.

Meanwhile, the CBC, in joining others in seeking a declaration of a 'state of emergency' on HIV/AIDS, has called on the Clinton administration to implement a large-scale, public information campaign to educate African Americans about the benefits of knowing their HIV status; a comprehensive plan to address HIV prevention, care, treatment and support service needs of African American gay men, who have been disproportionately affected by the disease.

FYI.....

The Pharmaceutical Pipeline holds promising new medicines

By Larry Lucas

People often ask, "What's in the pharmaceutical pipeline?" Drug companies are developing more than a thousand new medicines. Many of these medicines won't be ready for several years. It takes about 15 years to get a new drug from the laboratory to pharmacy shelves. But, after talking to pharmaceutical company scientists, I've identified several important medicines that could be available in the next year or so. Let me tell you a little about some of these potential new treatments.

Unstable angina or severe chest pain that may mean the onset of a heart attack is the leading cause of admission to coronary care units. One out of nine patients admitted for this reason dies or has a serious heart attack within 30 days. A new medicine now awaiting approval by the Food and Drug Administration may greatly increase the survival rates of these patients. It dissolves the platelets that form the clot that causes the heart attack. This is particularly good news for African Americans, who have higher death rates from heart disease than the majority population.

Stroke is the third leading cause of death and the number one cause of adult disability. African Americans face twice the risk of having a stroke than the majority population. One drug currently in clinical trials could blunt the damage of stroke by protecting the patient's brain cells.

Tragically, breast cancer kills an rate from breast cancer fell 10 percent between 1990 and 1995, but the death rate among

African American women remained steady. Pharmaceutical companies are working to stop this terrible disease and are currently testing 61 medicines to fight breast cancer. One company has a drug in clinical trials that attacks a particularly aggressive form of breast cancer in a novel way. It's a monoclonal antibody, or magic bullet that seeks out the cancer and destroys it. Trials in women whose cancer has spread to other parts of the body show that adding this medicine to standard chemotherapy helps shrink tumors and slows the progression of the disease.

Asthma is on the rise particularly in the African American community. Asthma sends 150,000 children to the hospital each year, and it's 26 percent more prevalent in African American children than white children. According to the National Institute of Allergy and Infectious Diseases, African American children experience more severe disability from asthma and are hospitalized more frequently. Many asthma attacks can be prevented by inhaled anti-inflammatory medicines. Currently, however, there are none available for infants and young children. But one company has developed a medicine for this age group, which is now awaiting approval by the Food and Drug Administration.

This year, pharmaceutical companies will pump more than \$20 billion into research on cancer, heart disease, stroke, asthma and other uncured diseases. This is a tremendous source of hope for African Americans.

THURSDAY, MAY 14, 1998

The Dallas
EXAMINER

Did You Know???

Blacks absorb more nicotine per cigarette, study finds

By Brenda C. Coleman

Associated Press

CHICAGO — Blacks appear to absorb more nicotine per cigarette than smokers of other races, a finding that could explain why they run a higher risk of lung cancer and have more trouble kicking the habit, according to research at the University of California at San Francisco and elsewhere.

Why blacks seem to get more nicotine from cigarettes isn't clear. Researchers said there is disagreement over whether it results from biological differences in the way blacks and whites process nicotine, differences in smoking habits between the races, or both.

The findings are contained in two studies published in Wednesday's *Journal of the American Medical Association*.

One study, led by Ralph S. Caraballo of the Centers for Disease Control and Prevention, measured blood lev-

els of a chemical, called cotinine, a byproduct of the breakdown of nicotine in the body, in a nationally representative sample of U.S. adult smokers from 1988 to 1991.

HEALTH & SCIENCE

Cotinine was measured instead of nicotine because it stays in the body much longer and scientists have developed a highly sensitive test for it.

Black smokers had cotinine concentrations substantially higher at all levels of cigarette smoking than white smokers did, the researchers said, after taking into account differences that could skew the results, such as weight, number of other smokers in the home and smoke exposure at work.

Previous research indicates black smokers are more likely to try quitting and have a lower success rate than white smokers. Also, black smokers

run a higher risk of developing lung cancer and dying from it.

Higher nicotine absorption could help explain the lower quitting rate among blacks, the researchers said.

Also, if blacks have higher cotinine levels because they inhale more deeply or smoke stronger cigarettes, they also would take in more cancer-causing substances such as tar. That, in turn, may explain why black smokers get lung cancer at higher rates than white smokers, the researchers said.

In a related study, a separate team of researchers compared rates of metabolism — the body's process of breaking down food to make energy — and nicotine intake among 40 black and 39 white smokers.

Cotinine blood levels per cigarette smoked were significantly higher in black smokers than in white smokers, said the researchers, led by Dr. Eliseo J. Perez-Stable of the University of California at San Francisco.

Although no significant difference was found in rates of nicotine metabolism, blacks cleared cotinine from their bodies at slower rates and took in more nicotine per cigarette.

Dr. Edward M. Sellers, a professor of pharmacology and medicine at the University of Toronto and Women's College Hospital, said that doesn't mean differences in nicotine metabolism between races don't exist. Instead, the study may have been too small to show such differences, said Dr. Sellers, who was not involved in either study.

Differences in nicotine metabolism could be important. A person whose body uses up nicotine relatively quickly might, as a result, crave more cigarettes, inhale more deeply or choose a stronger brand.

Dr. Sellers praised both studies as careful and important but agreed with their authors that more research is needed.

Wednesday, July 8, 1998

The Dallas Morning News

Eating Right for Recovery

Nearly one-third of all surgical patients are malnourished at the time of admission. Dutch scientists wanted to know if the same bleak statistics hold true for non-surgical patients, and if so, how a person's nutritional state affects complications during a hospital stay. At the University Hospital Nijmegen in the Netherlands, 40 percent of the 155 patients assessed upon admission displayed some degree of malnutrition. Malnourishment was usually caused by both the patient's illness and improper eating. The malnourished patients not only developed more complications during their hospital stay than those who were well-fed, but they also used more drugs, were less functional and tended to stay in the hospital longer. The more severe an individual's malnourishment, the worse the problems. (*American Journal of Clinical Nutrition*, 1997; 66: 1,232-9)—LA

This survey underlines the need for nutritional support for hospitalized and chronically ill patients. Depending on one's needs, this should include both nutritious foods and supplemented nutrients.

Exercise, Vitamins Fight Colon Cancer

Exercise—A recent review of the medical literature conducted by researchers at Harvard Medical School indicates a consistent relationship between physical activity and a reduced risk of colon cancer. "About a 50-percent reduction in incidence was observed among those with the highest level of activity," the study says. The researchers recommend that "greater attention be placed on social strategies to increase physical activity as a means of preventing colon cancer." (*Cancer Causes and Control*, July 1997; 8 (4): 649-67)—MZ

Multivitamins—A new study from the University of Washington School of Medicine indicates that people who use supplements on a long-term basis have a substantially reduced risk of disease. The researchers found that a daily multivitamin may cut the risk of colon cancer by 51 percent. That's the conclusion they reached when they compared people who regularly took multivitamin-minerals over a 10-year period to those who did not. In the study, vitamin E decreased the risk of colon cancer by even more—57 percent. The average consumption was 200 IU daily. The researchers found that almost all of the supplements they looked at were associated with a reduced risk of colon cancer, but the major reductions were attributed to the use of multivitamins and vitamin E. (*Cancer Epidemiology, Biomarkers and Prevention*, 1997; 6: 769-74)—MZ

Beta Carotene—Beta carotene, an antioxidant common in fruits and vegetables, can enhance activity of various immune cells that guard against cancer and infections. One recent study demonstrated that it can specifically boost immune function in people with colon cancer.

Researchers at the Loyola University Medical Center, Maywood, Ill., gave 30 mg of beta carotene or a placebo daily for 3 months to patients who had been treated for colon cancer or non-cancerous colon polyps. The

cancer patients had low numbers of CD4 (a type of "T" cell), interleukin 2 (IL-2) and interleukin-2 positive (IL-2R) immune cells, which normally help the body fight cancers.

Beta carotene supplements significantly increased the number of CD4 and IL-2R immune cells in the cancer patients, but only slightly in the patients with polyps. The researchers conclude that people with colon cancer have "some deficiency in their immune system," which beta carotene might help. (*Nutrition and Cancer*, 1997; 28: 140-5)—JC

Calcium—Colorectal cancer is the second most common cause of death in the Western world. And, of those afflicted, more than half undergo surgery for removal of cancerous tissue. Unfortunately, suturing together these intestinal incisions increases a person's risk of redeveloping tumors where



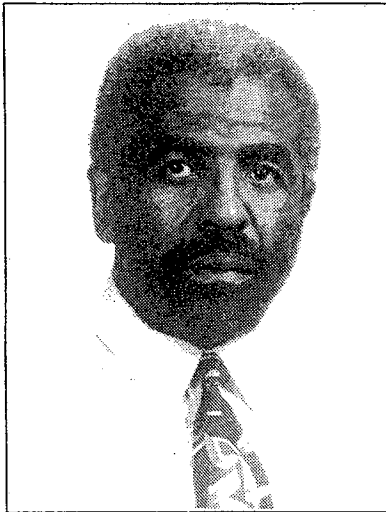
stitches appear. Taking calcium carbonate beforehand may decrease tumor reappearance by half. R. Adell-Carceller, Ph.D., from Castellon General Hospital in Castellon, Spain, studied rats who had this operation and were given a carcinogenic substance. In addition to fewer masses, rats given calcium had smaller tumors and less cancer in other areas of the colon and some parts of the small bowel. The supplemented rats were given approximately 2 times as much calcium as the control group for a total of 27 weeks. Other studies have found that calcium may also help prevent cancer from spreading. (*Diseases of the Colon & Rectum*, 1997; 40: 1,376-81)—LA

☐ People with colon cancer have typically spent a lifetime eating highly refined diets low in fiber, beta carotene, folic acid and other nutrients. They can likely improve their health by eating fresh fruits and vegetables and taking supplements. Much has been written about the benefits of exercise for cardiovascular health, but researchers are increasingly finding that exercise also appears to offer protection against colon cancer.

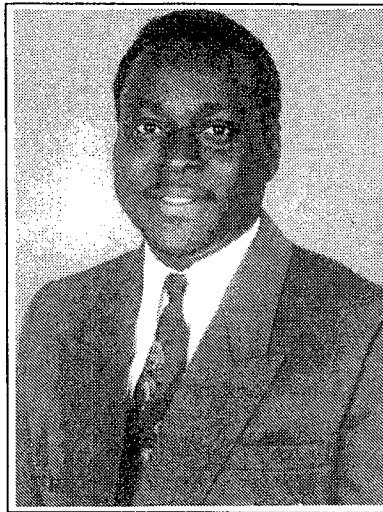
SOUTHEAST OAK CLIFF NEIGHBORHOOD ASSOCIATIONS

Association Name	President Name
Arden Terrace Neighborhood Assoc.	Eva Samples
Beckley Saner Neighborhood Assoc.	Betty Hallium
Cedar Crest Village Neighborhood and Civic Club	Nathaniel Washington
Cliffwood Homeowners/Tenant Assoc.	Thelma Norman
Creekside Neighborhood Assoc.	Nayoma James
Crime Watch #3356	Ruth Wyrick
Ewing & Corinth Community Organization	Melba Williams
Five Mile Creek North	Raymond Williams
Glendale Crime Watch Group	Betty Crawford
Goldmine Carrigan Terrance H/O Assoc.	James Fantroy
Harlandale Neighborhood Assoc.	Margie Ree Hicks
Hemphill Drive Association	Phyllis White
Highland Hills Civic League	James Fantroy
Highland Hills Neighborhood Assoc.	Linda Splatt
Horizon Estates	Tina Wilson
Lancaster ~ Kiest Neighborhood Assoc.	Okenetta Piper
Liberty Heights Association	Connie Buford
South Oak Cliff Neighborhood Association	Orr Hinton
Southeast Oak Cliff Homeowners Assoc.	Mattie Moore
Trinity Heights Concerned Citizens	Vinita Jackson
United Front of Dallas	Fahim Minka

COMMUNITY COALITION PARTNERS



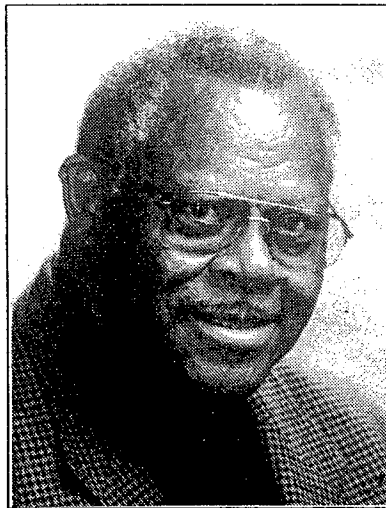
Lee Alcorn
President, NAACP



Darren Reagan
Chairman, BSEAT



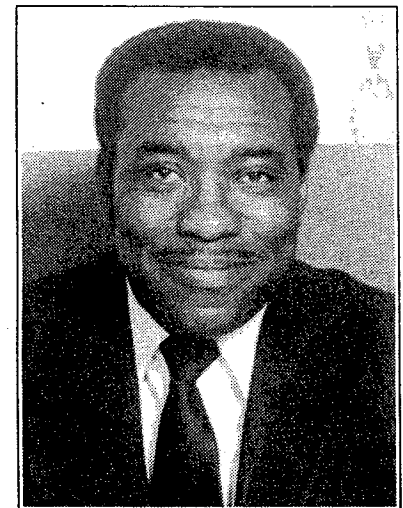
Jeweline Devereaux
Board Chirperson, SCLC



Reverend Marshall Hodge
Texas Executive Director,
SCLC

Not Pictured:
Bill Campbell
President, Polk Terrace
Homeowners' Association

Thelma Norman
President, Cliffwood
Homeowners' Association



James Fantroy
President, Highland Hills
Homeowners' Association



Comptroller of the Currency
Administrator of National Banks

Washington, DC 20219

April 7, 1994

Dr. Darren Reagan
Chairman and CEO
Black Employees Association
of Texas, Inc.
P.O. Box 763773
Dallas, Texas 75376

Dear Dr. Reagan:

I am writing to confirm our luncheon meeting on April 13, 1994 from 12:00 noon until 2:00 p.m., at the Office of the Comptroller of the Currency (250 E Street, SW, 9th Floor). We are pleased that you are available and plan to participate.

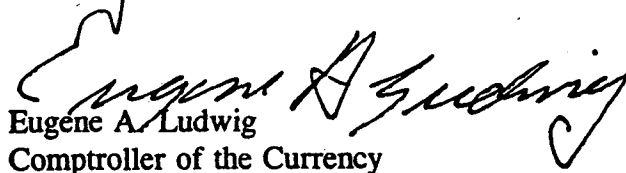
I want to continue to maintain an open dialogue with representatives of the customer segments of national banks. Therefore, I plan to continue holding regular meetings with the national organizations representing consumers, communities, housing providers, small and minority businesses, civil rights and fair lending advocates, and governmental entities.

In order to make these meetings be as productive as possible, I would like to focus discussion on key issues which the OCC is confronting. For the April and May meetings, I would like to discuss comments submitted on the proposed CRA regulation. However, because the public comment period ended on March 24, I ask you to focus your comments on issues you have already raised rather than introduce new concerns.

This year, the meetings are again by invitation only to keep the attendance small and to facilitate maximum dialogue. Please contact Janice A. Booker, Director, Community Development Division, on (202) 874-4940, if you have any questions.

We look forward to continuing an open dialogue with you.

Sincerely,


Eugene A. Ludwig
Comptroller of the Currency



Darren L. Reagan concludes two-hour meeting with Eugene A. Ludwig, Comptroller of the Currency and other Senior Officials regarding proposed CRA regulation changes.

BSEAT

DOLLAR'S & SENSE NEWS

Where's The Money?
A Commitment To Southern Dallas
9 Major Financial Institutions
Pledge \$1.5 Billion Over 10 Years

1. Bank One, Texas
2. Bank United, FSB
3. Chase Bank of Texas
4. Comerica Bank
5. Compass Bank
6. Guaranty Federal Bank, FSB
7. Savings of America (Now Washington Mutual, FSB)
8. Wells Fargo Bank
9. NationsBank (Now Bank of America)

*****Others Not Included But Will Be Targeted**

*****Major Protests and Boycotts of Selected Banks To Be Announced*****



CITY OF DALLAS

NEWS RELEASE

Sherrie C. Wilson • Public Information Officer • (214)670-3322 • Fax (214)670-0160

Eight Major Financial Institutions in Dallas Pledge \$1 Billion for Southern Dallas

April 22, 1998

Eight major financial institutions in Dallas have jointly committed to lend \$1 billion in Southern Dallas over the next five years. Building on their previous successful initiatives, and in recognition of the potential for development in the southern sector, these institutions have entered into this landmark agreement.

"I applaud the City of Dallas and these leading financial institutions for making such a serious commitment to Southern Dallas. This clearly demonstrates the importance and value of public/private partnerships in revitalizing our central cities," said Vice President Al Gore.

More

OFFICE OF THE CITY MANAGER, CITY HALL, DALLAS, TEXAS 75201, TELEPHONE 214-670-3000

In addition, *Secretary of the Treasury Robert E. Rubin* said, "I congratulate the Dallas financial community for stepping up to this challenge. Access to capital is the lifeblood of communities. Working together, we can help to bring all Americans into the economic mainstream."

Today's signing evidences the ongoing efforts of the following financial institutions in the southern sector: **Bank One, Texas N.A.; Bank United; Chase Bank of Texas; Comerica Bank-Texas; Compass Bank of Texas; Guaranty Federal Bank; Savings of America, and Wells Fargo Bank (Texas).**

"All of Dallas will benefit from this investment in the revitalization and development of the southern sector," said U.S. Senator **Kay Bailey Hutchison**. "I commend the mayor and the financial institutions for creating this unique partnership. It is an outstanding example of local, private-public efforts that can make a difference."

"The major financial institutions of Dallas have stepped forward to play a significant role in carrying out the City's **Global Strategy for Expanding Development in Southern Dallas**," said Dallas Mayor **Ron Kirk**. "Southern Dallas presents abundant growth opportunities with its large tracts of developable land, strong transportation infrastructure, and documented retail potential."

These financial institutions have recognized the opportunity to make money in Southern Dallas, and have positioned themselves to do so, he said.

With its large, diverse workforce, a crime rate that's lower than many U.S. cities, and incentives available through the state enterprise zones and federal Enterprise Community, Southern Dallas is poised for growth and development. "The opportunities I have encouraged over the years have come to fruition. I'm delighted that financial institutions see the value of investing in Southern Dallas. Both the financial institutions and the city of Dallas will realize great returns," said U.S. Representative **Eddie Bernice Johnson**, 30th District, Southern Dallas.

A Commitment to Southern Dallas

Recognizing the significant role the southern sector plays in the City of Dallas' economy, the City has commenced a Global Strategy for Expanding Development in Southern Dallas. The multi-faceted Global Strategy includes plans for workforce training/development, business development and job creation, with emphasis on industrial development; marketing of the unique advantages of the southern sector of the city; and strategies for retail and small business development. The City of Dallas is committed to carrying out this plan and is prepared to assign City staff and resources.

The undersigned financial institutions acknowledge the current efforts of the City and embrace the goals set forth in the City's Global Strategy for Expanding Development in Southern Dallas. These institutions also understand the key role they can play as one financing source for development in the southern sector. Using 1996 as a base year, these financial institutions have set forth within the context of safe and sound banking practices, a collective goal of increasing efforts which would result in the funding of \$1 billion in loans in the southern sector of Dallas over five years.

Just as the City recognizes the financial institutions as key partners in the Strategy, the undersigned recognize the City's role in generating increased demand for development in the southern sector. In conjunction with the financial institutions' goals, the City will provide a forum for communication between the City, local corporate and business entities, financial institutions, non-profits and community groups. These linkages will allow the City to leverage its resources while stimulating opportunities for growth and investment in the southern sector of the city.

Executed this 22 day of April, 1998.

City of Dallas

Bank One, Texas N.A.

Bank United

Chase Bank of Texas

Comerica Bank - Texas

Compass Bank of Texas

Guaranty Federal Bank

Savings of America

Wells Fargo Bank (Texas)

A Commitment to Southern Dallas

Bank	Signing Participant
Bank One, Texas N.A.	Larry Helm Chairman and CEO of Dallas Region
Bank United	Jeffrey S. Balentine Senior Vice President Community Reinvestment
Chase Bank of Texas	Martin S. Cox President
Comerica Bank	Jim Gwizdala 969-6414 Senior Vice President-Community Banking
Compass Bank	Robert Sewell Vice Chairman
Guaranty Federal Bank, F.S.B. 360-1671	Tom Covori MARK Central Chief Credit Officer
Savings of America	Patricia A. Votall Vice President-Lending
Wells Fargo Bank (Texas)	Harold Stealy Senior Vice President and Division Manager

Separate + \$500 million - NATION BANK - Tim Arnoult, Pres. Central & S.W. Region
stand alone commitment

Group to monitor S. Oak Cliff firms

Black employees association to encourage investment in community

By Stephanie Ward
Staff Writer of The Dallas Morning News

An African-American group will monitor the hiring, promotion and business practices of South Oak Cliff companies, officials announced Friday.

The Black State Employees Association of Texas hopes that strong monitoring will lay a new foundation for economic development by forcing area businesses to invest in the community and the people they serve and employ.

"Economics impacts everything — education, affordable housing and the quality of life in general,"

said the association's president, Darren Reagan. "Those who reap most of the economic benefits in our community must be held accountable."

The organization's newly formed Community Affairs Action Committee will meet weekly. The panel will handle complaints from employees and patrons of South Oak Cliff businesses concerned about companies that fail to promote minorities or fail to reinvest in the community.

The committee also will look for large businesses in South Oak Cliff that don't purchase auxiliary services from businesses owned by minorities and women, Mr. Reagan said.

He made his comments during a news conference in the Flag Room at Dallas City Hall.

The association's 10-member committee already has started in-

vestigating 20 complaints. Each month, the panel plans to release an Oak Cliff business report card to the media and other interested parties, detailing specific allegations, merchant responses and proposed solutions.

"We plan to investigate all complaints and seek a resolution," Mr. Reagan said.

If the committee believes a business is not discussing complaints in good faith, Mr. Reagan said, the association will use any means, including protests and demonstrations, to gain cooperation.

The group will focus its first efforts in the area surrounding Red Bird Mall because of the number of complaints the association and local politicians have received there. Future efforts will encompass the entire state, Mr. Reagan said.

The new committee's action should be viewed as a means of empowering the community, not as a threat to area merchants, Mr. Reagan said.

"Everybody benefits from a more prosperous economy," he said. "If these businesses will help to lift up the community they operate in, then others will be attracted to this area to live and to do business in."

The committee will meet with business leaders and merchants to ask for their cooperation in developing adopt-a-school programs, an economic development fund and training programs, Mr. Reagan said.

The group also will ask corporations to aid community-based groups in starting drug abuse and after-school tutoring programs.

"You have to invest in people, too," he said.

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 employees. Please see SOUTHEAST on Page 12D.

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 mentality that someone else is going

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 Lee, 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 along," Ms. Lee said.

NationsBank
901 Main Street
P. O. Box 831000
Dallas, TX 75283-1000

NationsBank

August 19, 1993

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

Dear Darren:

Thank you for participating in our Kiest Banking Center announcement. We are proud to be the first bank to open a new location in Southeast Oak Cliff and believe our presence will help foster economic development and business expansion.

We appreciate your input in our activities and look forward to continuing an open dialogue. Thank you.

Sincerely,



Richard J. Parsons
Executive Vice President
508-2828

NationsBank
General Banking
P. O. Box 81000
Dallas, TX 75281-1000

Attn: Mr. Reagan
P.O. Box 763773

NationsBank

January 6, 1994

Mr. Darren L. Reagan
Chairman & Chief Executive Officer
Black State Employees Association of Texas, Inc.
P. O. Box 763773
Dallas, Texas 75376

Dear Darren:

NationsBank will open its newest full-service location in Southeast Oak Cliff on Tuesday, January 25, and we are asking that you participate in the grand opening celebration.

The ribbon cutting ceremony will be hosted at 10 a.m. inside the Kiest Banking Center, 3200 South Lancaster Road, Suite 181-A. Enclosed is a tentative agenda. We ask that your remarks be limited to two minutes or less in order to keep the event brief. Participants will be asked to introduce the speaker following him or her.

We are excited about this new Banking Center and appreciate your support of our efforts. We believe the Kiest Banking Center is an excellent investment in Southeast Oak Cliff, and we are looking forward to providing financial services to individuals in this area.

Please call my secretary, Gladys Smith (508-1700), to confirm your participation and let me know if you have any questions.

Sincerely,



Michael H. Dulan
Senior Vice President
(214) 508-1171

MHD:gs
Enclosure



Equal Opportunity

Member FDIC

Lancaster-Kiest gets boost from NationsBank

By Jennifer Files

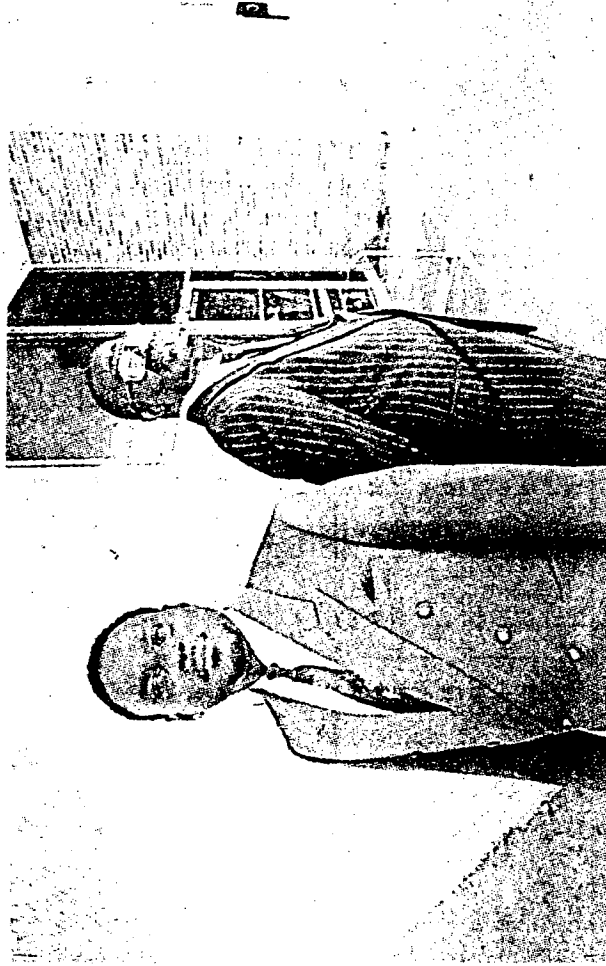
Staff Writer of The Dallas Morning News

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 NATIONS BANK 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.

Thursday, February 3 - 9, 1994



NATIONSBANK RIBBON CUTTING -- Cutting the ribbon at grand opening ceremonies at the new NationsBank Kiest Banking Center last week were, from left to right, Mike Dulan, NationsBank southern regional manager; Lester Nevels, Oak Cliff Development Corporation Director; Darren Reagan, chairman, Black State Employees Assn.; Kiest Banking Center Manager Kevin Robbins; City Councilman Larry Duncan, and NationsBank of Texas President Bob Lane.

NationsBank Opens Its New Kiest Banking Center

By Kathie Magers
Tribune Editor

Dallas Mayor Steve Bartlett called the opening of NationsBank's new Kiest Banking Center essential for future economic development in that community.

Speaking Jan. 25 at the grand opening of the new bank in the Lancaster-Kiest Shopping Center, Bartlett said it was important for a residential community's quality of life to have a bank in that same community. *

"Who would have thought two years ago that we would have a real bank in this South Oak Cliff shopping center making real loans?" he asked.

Bartlett said that took

NationsBank stepping forward.

"NationsBank was the first to come to me and say we needed to do better," he told the crowd at the grand opening.

Bob Lane, president of NationsBank Texas, said NationsBank takes great pride in its efforts to serve low and moderate income communities and residents, and demonstrates that commitment with their dollars and resources.

"Building this new facility underscores our overall business strategy for revitalizing banking activities here and throughout the entire southern Dallas sector," he said.

"We take seriously our leadership role in expanding banking services into

neighborhoods that traditionally have been underserved," Lane said, pointing out that NationsBank has invested \$6.5 million in facilities improvements in Oak Cliff and South Dallas, with more than half those dollars going to African-American contractors.

He pointed to the Oak Cliff Tower, which is the single largest and most active banking lobby in the franchise, and which recently was renovated to provide a Class A office building to that very important sector of the city.

Lane said NationsBank has great confidence in the potential of the Oak Cliff area.

See NationsBank on Page 6

NationsBank from page 1

He noted NationsBank already has customer relationships with one in three residents of the area around the Kiest Banking Center and expects its customer base to grow significantly now.

Led by Manager Kevin Robbins and staffed with a 10-member banking team, the branch will offer loans for home improvements, automobiles and other consumer needs, including special loan programs designed for low- to moderate-income families.

Robbins told the crowd, after introducing other members of his staff, that they all wanted to be in the Kiest office and weren't just placed there.

Also speaking to the assembled crowd were a number of local community leaders.

State Sen. Royce West said he could remember when the Lancaster-Kiest Shopping Center was THE shopping center in Oak Cliff, before people began moving away.

"I'm glad NationsBank is moving back in," he commented, "not just as a depository, but is reinvesting in the community."

State Rep. Yvonne Davis also said she appreciated the commitment to bring banking to those in the community.

"It's been a long time coming," said District 4 City Councilman Larry Duncan, "so it makes this a good day for Southeast Oak Cliff and the City of Dallas."

But Duncan warned they must keep things in perspective,

since a bank is only a tool, while the objective is businesses and homes in this area.

District 8 City Council Member Sandra Crenshaw, calling for additional economic development in the shopping center, said she looks forward to not standing in long lines at the Oak Cliff Banking Center.

Darren Reagan, chairman of the Black State Employees Association, credited by NationsBank officials with playing a major part in bringing the new banking center to South Oak Cliff, said the issue had been discussed for over three years.

Other economic development activities will be announced in the area in the next few weeks and months, he said.

The 4,900 square-foot facility is the only full-service banking center in a two-mile radius. It also features a two-lane motor bank.

ationsBank



New bank signals a return to commerce in South Oak Cliff

by Allen F. Gray
Business Editor

It has been a long while since a banking institution saw fit to construct a free-standing, full service bank in South Oak Cliff.

But last week, Bank of America, Texas, cut the ribbon officially opening its Lancaster-Kiest branch and a new era in the deteriorating neighborhood.

City and state officials were on hand for the ceremony, along with community leader Darren Reagan, who was credited with changing the face of banking in Oak Cliff.

Reagan, CEO of the Black State Employees Association of Texas, led the fight to make banking institutions more accountable to the communities they serve.

In an area that has the largest concentrations of African-Americans in the city — about, South Oak Cliff has gone decades without a banking facility.

Also on hand were an unusually large number of Dallas police officers, a reminder of why major businesses and banks have shied away

from the area which has ravaged by drugs and crime.

But that was not the case for Bank of America.

Two years ago when Larry McNabb, an officer with BOFA, and David Berry, the bank's president, first came to town, they said they had a vision and commitment to build in the area.

The most appalling thing they found about the area was the fact that there were no banks. For BOFA, a subsidiary of BankAmerica Corporation, which has more than 1,900 branches in 10 states, the move to build was a sound business opportunity.

"When you look at the demographics of the area, it has been underserved," said McNabb. "It was a good opportunity to make money and to provide a service."

The Lancaster-Kiest branch, at 3523 S. Lancaster, represents a financial commitment of more than \$1 million in the community. The new branch has five teller windows,

five new-account areas, safe deposit vault, a night depository and a three-lane drive-up facility.

The state-of-the-art bank also has a separate kiosk with a 24-hour automatic teller machine, designed and built by The Samuel Group of Dallas and Con-Real, Inc., and a room that is available to community groups free of charge.

"Everything about retail banking that we knew, we built into this bank," said Berry. "This will be the prototype for all other branch banks to be built in Texas."

Dallas City Councilman Larry Duncan said the Bank of America was the first to commit to the area, even before NationsBank, which opened in Lancaster-Kiest Shopping Center early this year.

"The fact that Bank of America stayed on the side of the community in the DART issue shows that they are here to stay," said Duncan.

The Bank of America is the fourth bank to open in Southeast Oak Cliff.

Robert B. Lane
President, NationsBank Texas

NationsBank

901 Main Street
P.O. Box 831000
Dallas, TX 75283-1000
214/508-1113

January 26, 1994

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

Dear Darren:

Thank you for sharing in our Kiest Banking Center ribbon-cutting celebration. Your participation truly helped make the event a success and underscores the importance of revitalizing the entire Southern Dallas sector.

Opening the Kiest Banking Center signifies our strong commitment to serving the people who live and work in Southeast Oak Cliff. We also believe our presence will encourage other businesses to expand into the neighborhood.

We appreciate your ongoing support of our efforts. I encourage you to contact us anytime to further discuss community investment.

Sincerely,


Bob Lane







Bank of America branch at
Lancaster and Overton, Southeast Oak Cliff.



Bank of America

David J. Berry
President & Chief Operating Officer

August 12, 1994

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

Dear Darren:

You and the Black State Employees Association of Texas (BSEAT) have been an important partner of Bank of America as we have worked to build our new franchise in Texas. Through your willingness to work with us in a constructive manner, we have come to know Southeast Oak Cliff and its needs better.

I am particularly appreciative of your helping us to identify opportunities within the southern sector of Dallas; financial investment in the Southern Dallas Development Corporation, knowledge of area small minority businesses who are able to deliver needed services and products to the bank, participation in important community service and volunteer organizations such as the Alameda Heights Community Center, involvement in important revitalization projects like the Village Fair business retention plan, and location of our first free-standing de novo branch in a historically under-served community.

It was this last opportunity especially that has provided the impetus for the development of our new Lancaster-Kiest branch. The opening of this new branch and the overwhelmingly positive response it has received from the community testifies to the value of effective partnerships between corporate and community-based enterprises.

Again, thank you for the friendship and good counsel of your organization in the formative years of Bank of America Texas. We look forward to working with you in the years ahead.

Best wishes.

Sincerely yours,

A handwritten signature in dark ink, appearing to read 'David J. Berry'.

David J. Berry

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:

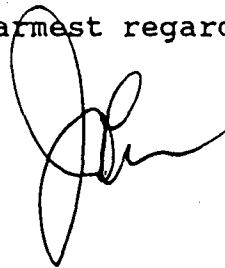
Thank you so much for coming to the Bank to meet with me and my associates yesterday. It was good to visit with you, Allen and Dr. Harris.

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.



Darren L. Reagan joins John Adams, Chairman CEO Texas Commerce Bank, Lee Alcorn, Joyce Foreman and Dallas Mayor Steve Bartlett for the bank's group breaking ceremony for a new branch in SEOC.

Memorandum



CITY OF DALLAS

DATE August 19, 1994

TO Those Listed

SUBJECT **Black State Employees Association of Texas**

This is to inform you that the Black State Employees Association of Texas (BSEAT) has requested Economic Development to notify applicable departments that this group is the official certified development corporation serving as a liaison for redevelopment activities for South East Oak Cliff. Their service area is:

**Trinity River to the North
I-20 to the South
I-35 to the West
I-45 to the East**

If any activities are going on in these areas Professor Allen McGill should be notified at P.O. BOX 763773, Dallas Texas 75376, phone number 371-7710, of these meetings.

Please call Lydia Williams at extension 0173 if you have any questions.

Mary Bland

Mary Bland, Southern Dallas Manager
Economic Development Department

ldw

LISTED: Purchasing Department
Office of Minority Business
Community Development
Housing Department/(Planning)
Planning Department
Allen McGill

**Southeast Oak Cliff - Dallas, Texas (S.E.O.C.)
Boundaries are:**

I35 South - Western Boundary

I45 South - Eastern Boundary

I20 - Southern Boundary

Trinity River - Natural Northern Boundary

The uniqueness of Southeast Oak Cliff (S.E.O.C.) is that the area is home of the largest contiguous population of African Americans in the state of Texas, with approximately 108,000 residents, 95% are African Americans. Over 1/3 of all African Americans living in the city of Dallas resides in S.E.O.C. Recent statistics reported in one of D/FW's daily news publications disclosed, of the annual \$2.5 billion consumer dollars spent in the city of Dallas, over \$900,000 comes out of S.E.O.C.

Residents of S.E.O.C. are now witnessing a renaissance of the neighborhoods, mainly due to the years of leadership, constant and consistent advocacy provided by the B.S.E.A.T., Inc.

3200 Southwest Freeway, Suite 1600
Houston, Texas 77027
P.O. Box 1370
Houston, Texas 77251-1370
Telephone 713 963-7900

Bank United of Texas FSB

Barry C. Burkholder
President and
Chief Executive Officer



July 29, 1994

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

Dear Darren:

Thank you for providing the tour of southeast Oak Cliff for us. The in-depth knowledge you and Allen conveyed regarding the area neighborhoods and economic activities in the area were extremely valuable. These insights will certainly help us in our analysis of potential branch opportunities in southeast Oak Cliff.

We are continuing to work with Debra Haynes and the Collins Company to identify potential branch sites in the area and hope to have something tangible to report to you soon.

Again, thank you for assisting us to more clearly understand the area. We look forward to continuing to work with you and wish you continued success in your efforts.

Sincerely,

A handwritten signature in dark ink, appearing to read "Barry Burkholder". The signature is written in a cursive style and is positioned above the typed name and title.

Barry C. Burkholder
President and CEO

BCB:tc



Barry Burkholder, president and CEO, and other of Bank United senior officers prepare for a tour of Southeast Oak Cliff with officials of BSEAT



Bank of the Southwest hires first African-American banking officer.
Left to right: Larry Goodmend, President, Bank of Southwest, Tammy Chess,
Banking Officer, Allen McGill, President BSEAT, Darren L. Reagan,
Chairman BSEAT.



First Interstate Bank
of Texas, N.A.
P.O. Box 3326
Houston, TX 77253-3326
713 224-6611

April 13, 1994

Mr. Darren L. Reagan
Chairman/CEO
Black State Employees Association of Texas, Inc.
P. O. Box 763773
Dallas, TX 75376

Dear Darren:

Attached are Meeting Highlights summarizing discussion items from our meeting with you and Allen McGill on March 17. I apologize for the delay in forwarding this to you; however, due to the lengthiness of the document, it took longer to prepare than I had originally anticipated. Overall, I felt the meeting was very productive and appreciated your candid recommendations to assist First Interstate in better serving its' communities.

We will keep you informed on the progress of the stated recommendations.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Effie Booker'.

Effie Booker
Vice President
Community Affairs

First Interstate Bank Community Leaders Reception
at the Stouffer Hotel, Dallas Texas.



Left to Right, Art Weddington Executive Director I.C.D.C.; Lisa Autry
Vice President Business Lending First Interstate Bank; Dr. Darren L.
Reagan, BSEAT; Linnett Deily, Chairwoman/CEO First Interstate Bank.

Aa

BLACK STATE EMPLOYEES ASSOCIATION OF TEXAS

MEETINGS WITH FIRST INTERSTATE BANK REPRESENTATIVES

Thursday, March 17, 1994

- 9:00 - 9:30** Dave Martin, *Sutapa Sute* *Members of Strat Planning Comm*
Manager
Strategic and Financial Planning
- 9:30 - 10:00** Jim Temple *Member of Strat Planning Comm*
Manager
Bank Properties Division
- 10:15 - 10:45** Warren Mathews *Chair Comm on Min Vendor Opportunity*
Manager
Administrative Services
- 10:45 - 11:00** Break
- 11:00 - 12:00** Audrey Gilbreath
Gilbreath Communications
Marketing/Advertisement agency for FITX
- 12:00 - 12:30** Gwen Petteway
Recruiter
Human Resources





— 10 YEARS —

of Protests & Picketing

CIVIL RIGHTS NEWS

“Targeted” Industries Who Continue to Redline African American Communities

- Hospitals/Healthcare Provides (All of Them)
- Movie Theaters (AMC, UA, General Cinemas)
- Coffee House (Starbucks)
- National Book Sellers (Barnes and Nobles, Borders, Half Price Books Stores)
- Restaurants (Pappadeaux, TGI Fridays, Macaroni Grill/Eatzi's, Joe's Crab Shack)
- Full Service Hotels (Marriott Embassy Suites, Double Tree)
- Banks/Financial Institutions (Bank One, World Savings & Fidelity Investments)
- Retailers/Home & Office Product Providers (Just For Feet, Famous Footwear, Kinko's, CompUSA)

Boycotts of Pappas, DISD halted

Editor's Note: Last week, due to a technical error a part of this story was deleted from the page. Here is the story in its entirety. We apologize for the error.

By Michael Johnson, The Dallas Examiner

Moratoriums have been called in two major boycotts to allow time for two institutions to comply with protesters' concerns.

Members of the Black State Employees Association of Texas are saying they have chalked up another victory with the announcement that Pappas Restaurants Inc. will place an establishment within the southern sector of Dallas.

Pappas officials wouldn't comment on the

new establishment or their differences with many Dallas Black leaders, but Duncanville city officials did confirm that land was bought by the company to place a restaurant at U.S. 67 and Cockrell Hill.

Keri Samford, economic development director for the city of Duncanville said the city has worked with Pappas for the past three months on the deal and the look forward to the benefits the restaurant can bring to the area.

"We need good quality restaurants in the area,

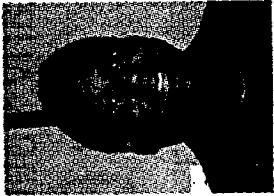
as we already have an Applebees and an Olive Garden," she said. "The first restaurant they said will probably be a Pappadeaux, and if so then it will touch on a market that hasn't been touched in this area."

However, Samford said she was unaware if Pappas' actions were because of pressure it received from outside forces.

"I know they had been interested in growing in the southwest Dallas County area and that's what drew them to the area, it was a perfect location for them with the growth in Cedar Hill and Midlothian," she said.

Houston-based Pappas locally owns seven Pappadeaux Seafood Kitchens, four Pappasito's

SEE 'PROTESTS' continued on page 14



DARREN REAGAN

Protest, continued from front page

Cantinas, one Pappa's Bar-B-Q, and one Pappa Brothers Steakhouse - four of which are located at Lombardy Lane and Northwest Highway in North Dallas.

The Duncanville location, said Dr. Darren Reagan, founder, president and CEO of BSEAT is close enough to Dallas' Black community for the Association to call off its state-wide, seven-month boycott and picket of Pappas restaurants.

"This is a victory for the southern Dallas community and the African American community in particular because it is a clear indication of the effectiveness of boycott and protest," Reagan said.

Reagan first announced the boycott of Pappas Restaurants Inc. at the Association's annual banquet in September, saying it was necessary to focus the corporation's attention on the problem.

"Obviously [protest] was the most important because, here before, there was no interest in Pappas' behalf in locating restaurants in southern Dallas or anywhere near southern Dallas, and we raised the consciousness about this kind of red-lining," Reagan said.

Reagan said the Association will put a halt to the campaign, which had protesters outside at Pappas restaurants from Dallas, to Richardson and Arlington. BSEAT also wants to see if Pappas continues to comply with the Association's wishes by hiring Black subcontractors and management at its new location.

Dallas County Commissioner John Wiley Price, who has also been vocal about corporate red-lining of Dallas' Black communities, agrees with Reagan's decision to monitor Pappas.

However, he would still like to see more convincing moves by Pappas to reach out to Dallas' Black community before giving the corporation his endorsement.

"You can always make a moratorium, but you don't have to trust them to do what's right," Price said, adding that he would not be completely happy with Pappas until it offers Blacks opportunities to manage or own franchises. "[Until then] I wouldn't eat at a Pappadeaux if it were in my backyard."

As for one of his longest-running campaigns, Price announced this week that he and the Warriors will halt their protests of Dallas

public schools because of the District's expected hiring of San Francisco Unified School District's superintendent Dr. Waldemar Rojas.

In a letter to supporters, the commissioner wrote: "I am impressed with the credentials Dr. Rojas has presented. It would appear that his knowledge and experience equip him to handle the many challenges he will face in his position as Superintendent of the DISD. While some in this city have attacked his credibility because of "Youthful transgressions," I am willing to support the selection of Dr. Rojas as Superintendent of this District. Until Dr. Rojas demonstrates his unwillingness or inability to move this District forward, I believe he deserves the cooperation of us who believe education is this city's number one priority. For that reason, I am calling a moratorium on the demonstrations at the Yvonne A. Ewell Townview Center."

The Warriors have protested at 1201 E. Eighth Street since 1995, claiming that the school "stands as a microcosm of the district's broken promise to offer the best education to students throughout the district."

Price said he has not personally met with Rojas, but the candidate, in his eyes, has been validated by the endorsements he has received from others in San Francisco he has spoken with.

"[San Francisco Mayor] Willie Brown told me he's a good man," Price said. "Everything I can gather about him is that he is a no nonsense type of person," which Price says is the reason he and other Warriors will give allow a grace period, should Rojas be chosen.

The "youthful transgressions" he pointed out in his letter refers to reports of two drunken driving arrests and his drivers license suspended or revoked three times.

Still, Price acknowledged that the Warriors "reserve the right to return anywhere," which could even be as soon as the new school year should they see no signs of progress over the summer.

Both Reagan and Price have identified possible targets for future protests.

Reagan is looking at Starbucks and Price has indicated that Chief Ben Click, because of recent changes, may be a target.

Restaurant plan excites Duncanville

By Eleska Aubespin
Staff Writer of The Dallas Morning News

Houston-based Pappas Co., which owns several restaurants in the Dallas area, has purchased land in Duncanville and plans to build two restaurants south of the Trinity River, Duncanville city officials said.

One restaurant is expected to be a Pappadeaux Seafood Kitchen, and construction should start in a year at U.S. Highway 67 and South Cockrell Hill Road, said Duncanville City Manager Larry Shaw. No details have been released on plans for the second restaurant.

"This particular restaurant location is really good for all of southwest Dallas County," Mr. Shaw said of the Cockrell Hill Road site. "Maybe it will tell other restaurants that it's OK to come down here, and we hope it sends that kind of signal."

The Black State Employees Association of Texas called the coming restaurants a victory for southern Dallas County, which it says has been ignored for years by large businesses, corporations and high-scale restaurants.

The group had boycotted Pappas Co. statewide, saying that it discriminated against African-American and other minority neighborhoods by not building restaurants in or near those areas.

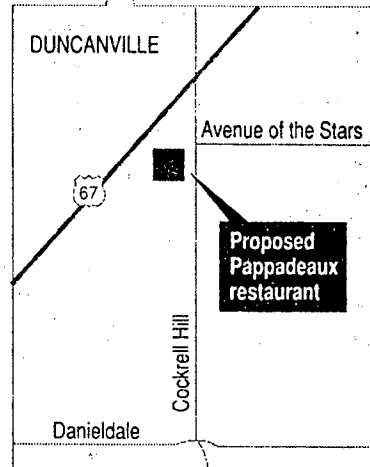
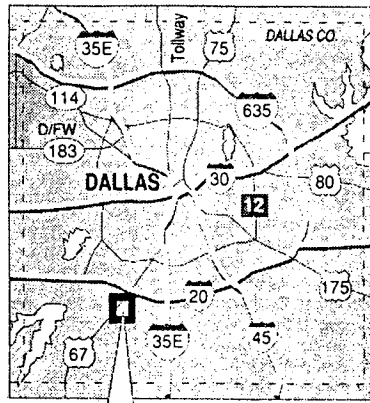
Darren Reagan, the state employees association's chairman and chief executive officer, had called for a boycott of Pappas Co. in September.

But after hearing of Pappas' plans to build in Duncanville, Mr. Reagan last month called a halt to seven months of picketing and boycotting the restaurants.

Mr. Reagan credits the boycott for luring Pappas to southern Dallas County. Pappas Co. officials did not return recent phone calls and previously said that they had no comment on the project.

"This is a direct result of our boycott, whether they admit it or not," Mr. Reagan said about Pappas' Duncanville plan. "So we will simply claim victory for being able to raise the level of consciousness and awareness regarding the exclusion or redlining of southern Dallas."

Mr. Shaw said Duncanville tries to



lure restaurants and businesses to southern Dallas county through letters and phone calls, but could not say for sure what led to Pappas' decision to build there.

"I really don't know whether boycotting had something to do with it, but it's obvious we don't have some of the better places in southern Dallas that we would like to have," Mr. Shaw said.

The site of the proposed Pappadeaux is near a few fast food restaurants and places such as Applebees and Luby's Cafeteria. The city of Duncanville also has a Red Lobster and an Olive Garden restaurant.

Mr. Reagan said if the two Pappas restaurants were being built in other city neighborhoods, it may seem insignificant. But to southern Dallas county, the arrival is a boost to future economic development. He compared Pappas' significance to that of the Trinity River plan and arena development project.

Upper-scale restaurants such as Pappadeaux Seafood Kitchen, where one dinner plate can cost more than \$15, tend to drive more positive and influential development to southern Dallas, Mr. Reagan said.

Mr. Reagan said boycotting could resume if Pappas Co. decides not to build or doesn't hire minorities for the building phase or as employees.

"We will keep an eye on it and see where it goes from there," he said.

With announcement of land purchase, Black State Employee Association of Texas calls off Pappas boycott

By Calvin Verrett Carter
The Weekly Contributing Editor

DALLAS- After nearly eight months of protests, the Black State Employees of Texas hailed the announcement of Houston-based Pappas Co.'s purchase of land at U.S. Highway 67 and South Cockrell Hill Road in Duncanville.

The purchase, BSEAT Chairman and CEO Darren Reagan says, signals the success of seven months of boycotting Pappas Co. restaurants including Pappadeaux, a popular seafood eatery.

In response to the announcement, the group has temporarily halted its protests, and plans to monitor the company's actions.

"There has been a pause in the boycotting. In September 1998, at our annual awards dinner, we announced a boycott of the Pappas Company restaurants," he said. "Last week, we decided to back off a little bit, particularly after we had been given notice of the plans to build at least restaurants in the southern sector of Dallas."

Reagan said that African American consumers supported the boycott from the beginning, and forced the restaurant chain to respond.

"We commend the African American dining public and other fair-minded consumers for their support in sending a clear message to the Pappas Company that we will not tolerate the intentional 'corporate redlining' of African American communities," Reagan continued. "This is a clear victory for the residents in Southern Dallas, and the success of the boycott should remind all of us the effectiveness of economic sanctions, particularly when they are adhered to and sustained by the most affected group."

Although no one would speak on the record about the company's plans, according to published news reports, at least one restaurant will be a Pappadeaux Seafood Kitchen.

Reached at their Houston corporate office, officials declined through a spokeswoman to answer questions about the new restaurants, or why they purchased the land in Southern Dallas county.

"At this point, we are not giving inter-

direction for Pappas Companies, which owns and operates several restaurants including Pappas Bros. Steakhouse, Pappasitos Mexican Cantina, Pappas BBQ and the celebrated Pappadeaux Seafood Kitchens.

"Due to the effect of the boycott and the constant and random protests, these guys had to really reassess that situation, because quite a bit of damage had been done economically," he said. "And typically, that's the only thing to get these guy's attention. So you do that, and they'll say 'O.K., we'll build two locations in the southern sector of Dallas.'"

Now, Reagan says, the group will focus on making sure that minority contractors have a hand in building the new restaurants.

"This will be the test to see whether or not they're going to seek out African American contractors, and we certainly encourage African American contractors to contact the Pappas Company to see what level of response they get," he said. "We want to see African Americans out there building it, because they're putting that there with the expectation of getting a return on their investment. So if we can get African Americans involved in the building of the restaurant, that's really important."

views," said a woman who identified herself only as "Lisa."

Jenny Williamson, a Human Resources Manager for Pappas, did not return phone calls.

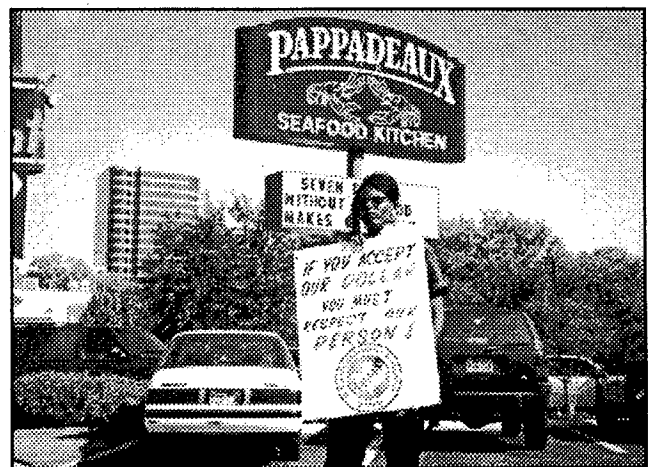
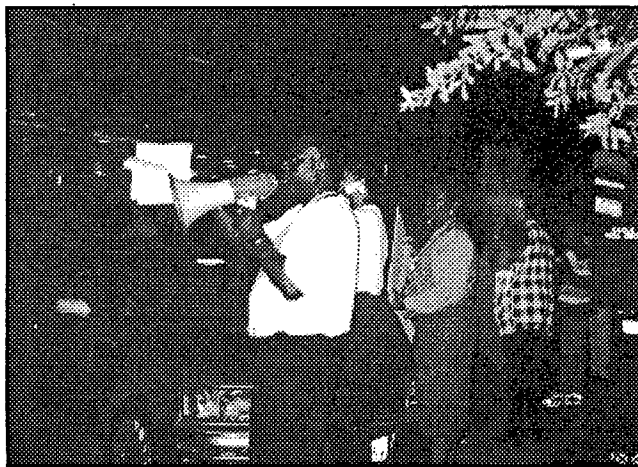
In October, the restaurant chain raised and donated more than \$20,000 to the West Dallas Community School, a direct result of the negative attention caused by the BSEAT-sponsored protests, Reagan insists.

"I believe that they're trying to come back into the fold. As a matter of fact, what they did right after we announced the boycott and the protest, was out of the way - they started right away on their PR campaign and went to West Dallas and made a big donation," he said.

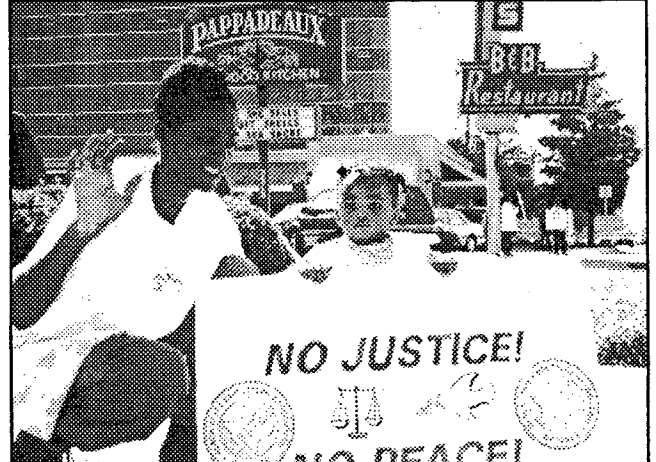
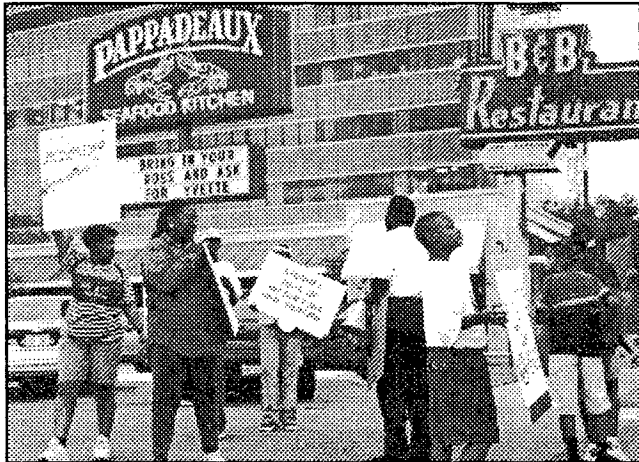
During the February presentation, Harris Pappas, president of the company pledged to support the community. "It is such a joy for me to come to my hometown of Dallas to support this worthy organization, and we have plans to do a lot more," Pappas said at the event.

Although Reagan said his organization is pleased with the announcement, it is only the first step toward moving in the right

Protesting Pappadeaux



Protesting Pappadeaux



Oak Cliff leaders meet with Kroger officials to discourage store closing

Grocer firm on plan to shut down Tuesday

Kroger officials refused Thursday to keep open a money-losing store in Oak Cliff but agreed to delay the shutdown in response to community concerns.

The Kroger supermarket at Hampton Road and Ledbetter Drive had been scheduled to close Friday but will remain open from 9 a.m. to 6 p.m. through March 31, said Jon Flora, executive vice president of the company's Southwest Kroger Marketing Area.

"It is a decision that we want to go ahead with and listen to the community as far as giving it a little more time before closing," Mr. Flora said. "But we are not going past March 31. We cannot keep the thing open any longer than that."

"We don't have a state-of-the-art store at Ledbetter, and you are not bringing into our community the things you have in North Dallas and Plano. And I'm trying to figure out why when 10 years ago you were building other state-of-the-art stores, you didn't do so here. I'm not satisfied."

— Gloria Smith, Oak Cliff resident

Darren Reagan, the group's chairman and chief executive officer, said his group is upset not only that the store is closing but also that not enough notice was given. "We were really appalled and we felt betrayed by this decision," he said.

By Eleska Aubespín
Staff Writer of The Dallas Morning News

Kroger vows to keep Ledbetter store open, seek resident suggestions on improvement

Kroger officials pledge to keep Ledbetter store's doors open

Company will ask Oak Cliff residents for suggestions

By Eleska Aubespín
Staff Writer of The Dallas Morning News



Kroger delays closing Ledbetter store

Black state employee group says it may still take action against firm's move

By Eleska Aubespín
Metro South Bureau of The Dallas Morning News

Texaco Under Fire for Racist Memo and Remarks



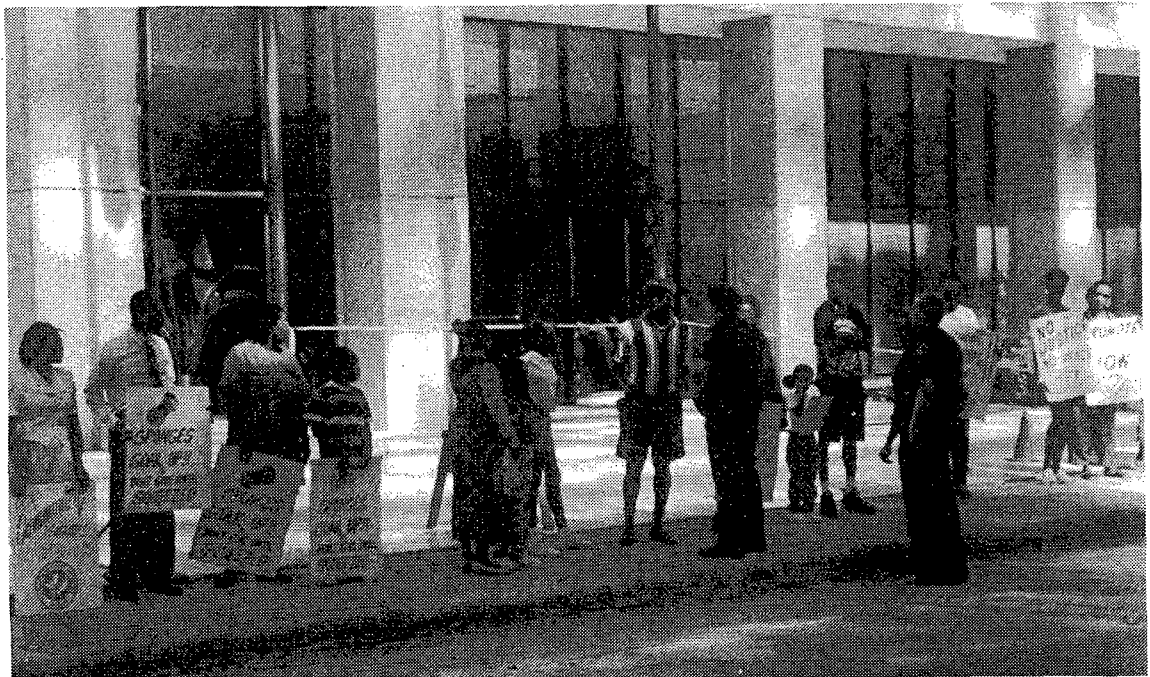
BSEAT & Texaco in Negotiation



Texaco Under Fire for Racist Memo and Remarks



Protest at the Oasis 107.5 and Gannett Communications



Protest at the Oasis 107.5 and Gannett Communications



Local Black organization to picket movie theater chain

by Calvin Verrett-Carter
Assistant Editor

Representatives of several local Black organizations met this week to finalize plans to picket General Cinema Theaters in protest of the chain's decision to close down its location at Red Bird mall.

A group led by the Black State Employees Association of Texas and other representatives of the newly-formed Coalition of African American Community-Based Organizations, recently met to voice their concerns to officials who flew in from the chain's regional office in Encino, California.

"This is just another effort to further disenfranchise the community," said Darren Reagan, chairman and CEO of BSEAT, said the closing. "Our position is that we are going to protect our investment and our interests."

Also joining Reagan and BSEAT, were Dallas NAACP President-Elect Lee Alcorn, local business leaders Gerald Alley, president of Con-Real, Inc. and Johnnie King, president of the King Group, among others.

The group has engaged in correspondence with the Boston-based theater chain since early November in an effort to stop the closing at Red Bird.

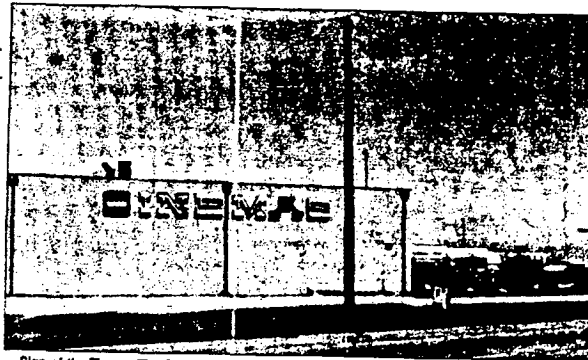
But General Cinema representatives said the Red Bird location has been a financial burden to the company.

"We appreciate your interest in seeing businesses continue to operate in the area of the Red Bird Shopping Center in South Dallas," said Robert Painter, a General Cinema senior vice president, in a letter dated November 22. "But as I further informed you, our theaters in this area have become too great an economic burden to continue to operate."

But Reagan disagreed, saying other major businesses in the area report that they are operating profitably.

"The African American community has been loyal and supportive of the businesses in that area," said Reagan. "General Cinema was a slum lord. They have been creaming the profits from Red Bird for more than 10 years," he said.

Efforts to contact General Cinema officials for personal comment were unsuccessful, but in his letter Painter succinctly lays to rest any hopes of the theater's re-opening. "While we continue to search



Sign of the Times: The General Cinema at Red Bird Mall closes despite last-minute efforts by several community-based African American organizations to keep the West Oak Cliff theater open.

out alternative uses or operators for these properties, we will not be re-opening them ourselves," he said.

BSEAT plans call for picketing at the General Cinema's North Park Mall location, and a boycott by African Americans of all General Cinemas throughout the city during the theaters busiest — and most profitable — season.

"Please be advised that this campaign will be ongoing and will continue until an amicable resolution is reached," Reagan said in a letter to General Cinema officials. "Our community's actions will be designed to clearly demonstrate our resolve to raise your company's levels of consciousness and awareness regarding the adverse impact of your so-called 'business decision'."

In yet another letter to Paul Delrossi, president of General Cinema Theater's, BSEAT officials outlined the movie theater's lack of responsibility as a corporate citizen.

"The movie theaters physical conditions (internally and externally) has not been maintained properly. For example, the lettering on Theaters I-IV stayed broken and shattered for nearly two years," said Reagan. "The lighting in the parking lot was very poor, causing potential patrons to have concerns about security."

But its greatest fault, added Reagan, was that it never invested its initial profits back into the community.

"The profits that General Cinema made as the very first theaters in the area was never invested back into the theaters sufficiently to remain competitive with other theater's located in or near the area."

The group plans to kick off its initial picket on Saturday.

coalition to protest

Picketing planned over theater closings

By Norma Adams Wade
Metro South Bureau of The Dallas Morning News

A coalition of Red Bird-area residents and business owners said Thursday that it will picket North-Park Cinemas 1-2 this weekend to protest General Cinema's decision to close its Red Bird Mall theaters.

In announcing the protest, the group stopped just short of urging a boycott of Boston-based General Cinema, which operates 12 theaters and 59 screens in Dallas and Collin counties.

"We want to stay positive," said Lee Alcorn, president-elect of the NAACP's Dallas branch. "But right now we have no other alternative but to inform the community how they (General Cinema executives) have been unresponsive. We will tell the citizens to be selective when they go to a theater."

General Cinema closed its Red Bird 1-4 and Red Bird 5-10 theaters Oct. 24 without warning. The company said the two theater complexes were money-losers.

The decision left only one theater — the United Artists South 8 — in Oak Cliff.

Coalition members unsuccessfully lobbied General Cinema representatives last week to reopen the Red Bird theaters. They presented evidence that the area is thriving and that new businesses are moving to the neighborhood.

But the theaters will remain dark, said Joanne Parker, General Cinema's director of corporate relations.

"Our reason for closing was purely an economic decision," she said Thursday. "We remain firm in our decision to close the theaters."

She would not give specific figures but said the theaters had steadily lost money and patrons in recent years.

Mr. Alcorn and other picket organizers said General Cinema lost money on the Red Bird theaters because it didn't maintain them properly. Red Bird 1-4 opened in 1979, and Red Bird 5-10 opened in 1983.

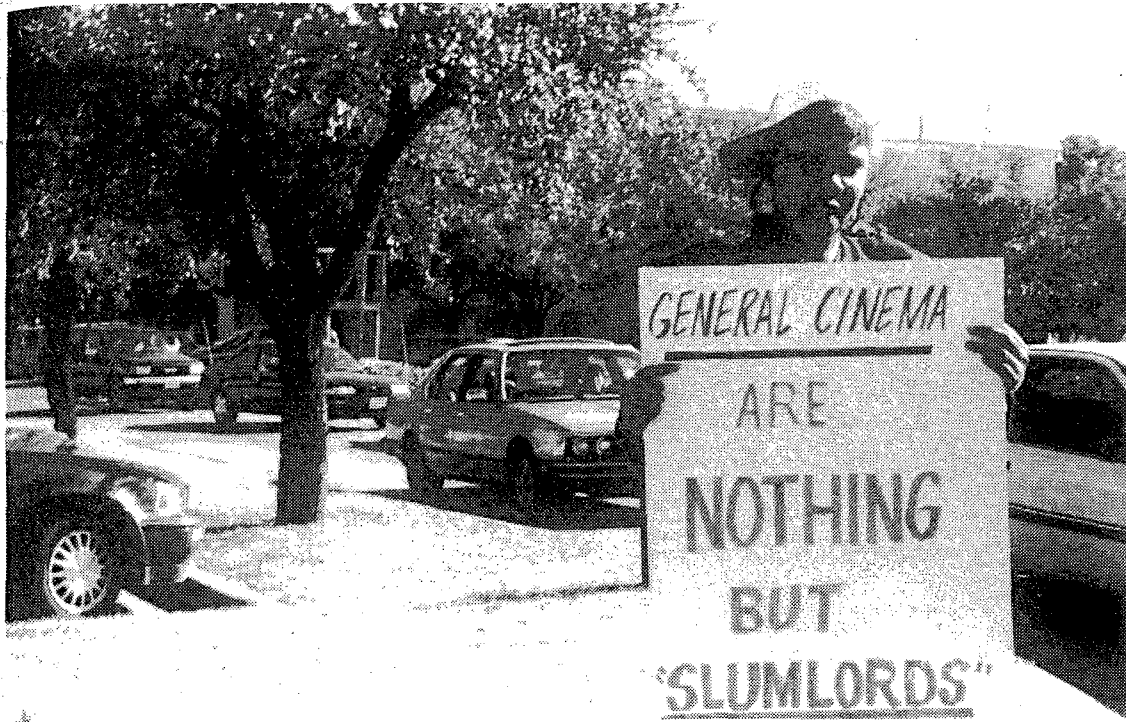
The Red Bird residents said they will begin picketing the NorthPark theaters at noon Saturday.

"This action culminates our frustration," said Darren Reagan, chairman of the Black State Employees Association of Texas Inc., which is spearheading the protest.

Demonstrators plan to distribute leaflets that accuse General Cinema of abusing its southern Dallas customers.

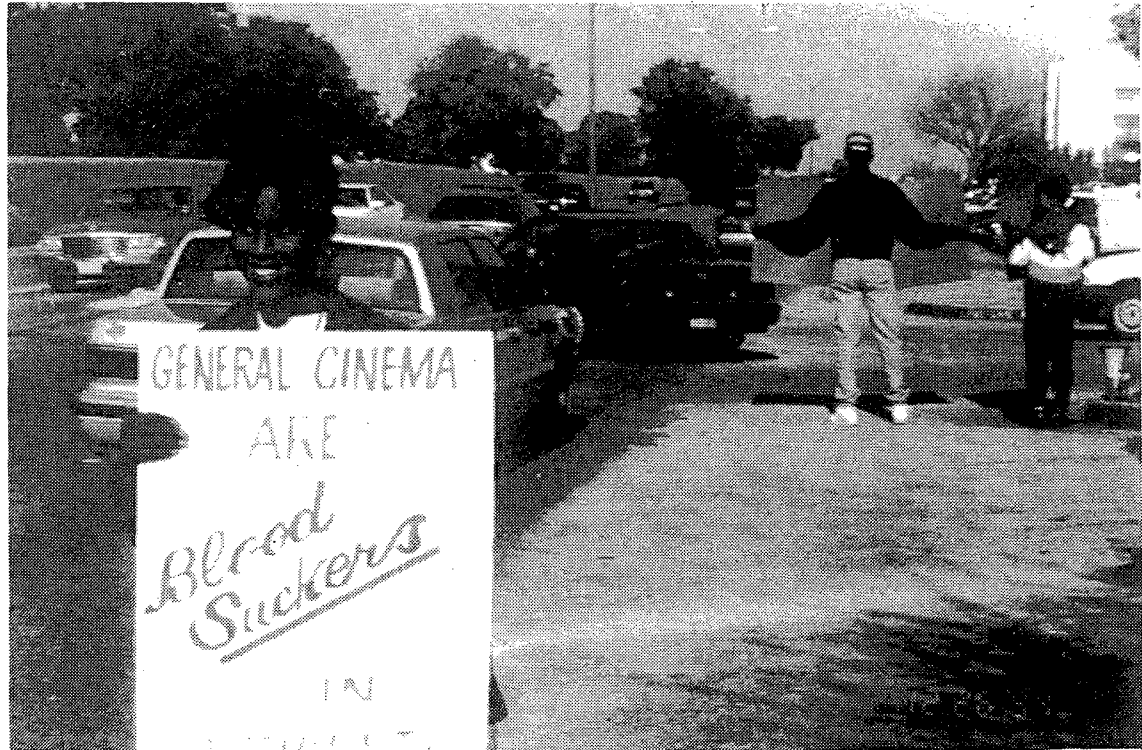
"To have these empty buildings here sends the wrong signal to other businesses that might want to move here," said Allen McGill, president of the Black State Employees group.

BSEAT PROTESTS GENERAL CINEMA THEATER'S DECISION TO CLOSE RED BIRD THEATRES



coalition
to protest

Picketing planned
over theater closings
By Norma Adams Wade



Local Black organization to picket
movie theater chain

By Carolyn Verrill-Carter
Assistant Editor

Discrimination complaints made against Comp USA

BSEAT heads joint law suit, charges against local conglomerate

This article was released in joint by the Dallas-FW Area African American Publisher's Association.

by Diane Beall,
Dallas Examiner Editor

Considered the nation's leading retailer of computer and computer-related retail products, Comp USA is based in Dallas and has opened six of its large stores in the Metroplex since it opened in 1984. It employs over 5,000 people in Texas and is a multi-million dollar operation.

It is unlikely the corporation's shareholders have ever heard of the Black State Employee's Association of Texas, a non-profit organization that fights for civil rights and employment equity for African Americans in Texas.

So, when Darren Reagan, founder and chairman of the organization, filed a formal complaint against Comp USA, the company didn't even notice.

It also has not noticed that, for the past year and a half, BSEAT has been nosing into company's Equal Employment Opportunity affairs, eventually finding that Comp USA, located at 14952 Dallas Parkway, hardly fits what they consider the picture of "diversity."

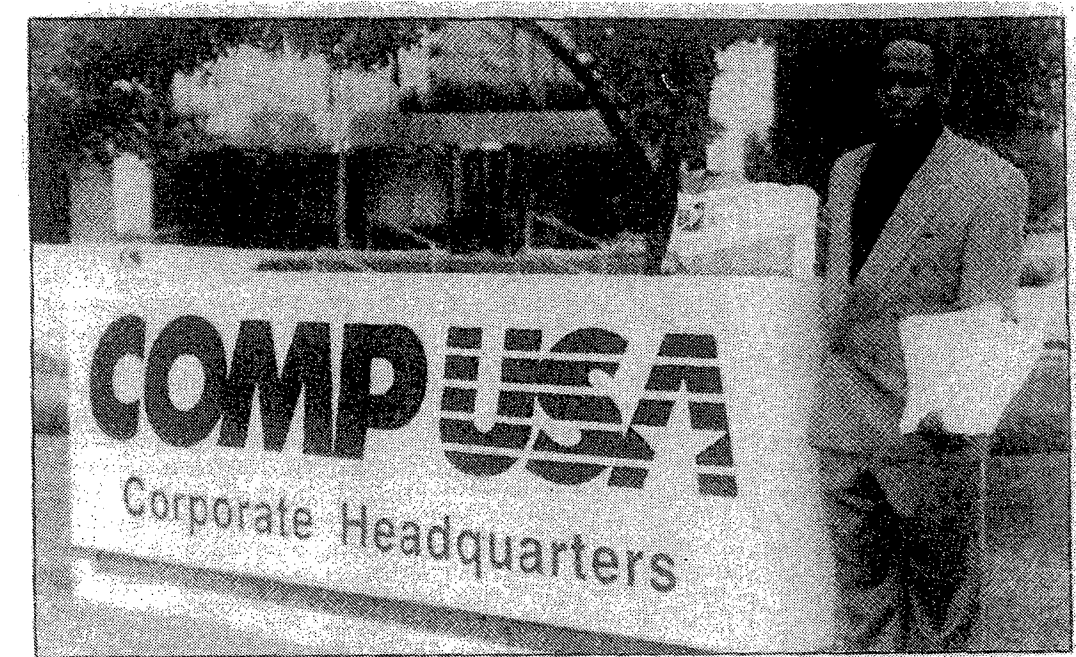
What BSEAT found, instead, was a company humming along while ignoring ethnic compliance requirements. If ever there was a company BSEAT would want to sue for discrimination, Comp USA was their baby.

BSEAT's relationship with Comp USA started innocently enough, in chronicling the turn of events to the present day. BSEAT could not have predicted it would be ensconced in a one-way fight with one of the most popular technology stores in the country.

The organization filed a third party class action charge and a joint law suit of over 50 African Americans who sent resumes to Comp USA. Both the class action charge and the law suit are headed up by BSEAT, and both were put into action last Thursday.

If all goes well, says Reagan, Comp USA will have more black and brown faces behind its information desks, in its management departments, and in its corporate offices.

BSEAT has been corresponding with Comp USA on its disinterest in hiring more African Americans in its stores



Darren Reagan, founder and chairman of BSEAT, holds 400 résumés that were Fed-Exed back to him from Comp USA, tagged "unsolicited." BSEAT has filed a formal complaint and organized a law suit against the Dallas-based corporation.

since the middle of 1995, and has continuously requested forums with higher ups at Comp USA regarding ways the company can hire more African Americans, but Darren Reagan says the organization has never received a return phone call. The most has been a letter or two, relaying that Comp USA had no desire to do any more than what they were already doing with their minority employees.

"At first, we simply sent these guys a letter, requesting a business meeting. We didn't have any statistics but we knew they were federal contractors, and part of the requirement is that they are to engage in outreach with minorities — minority organizations, publications, interest groups, women, and on and on," says Reagan. "We wanted to test that, and get some of the contracting companies' responses. We had in previous years invited several companies, including Comp USA, out to job fairs that specifically targeted the African American community."

Reagan says the organization set up job fairs in Southeast Oak Cliff, the area most concentrated with African Americans in Texas:

This area of Dallas — bounded by Interstates 20 to the south, 45 to the

east, 35 to the west, and the Trinity River to the north — a larger concentration of Blacks than Houston.

"We targeted Southeast Oak Cliff because it is the most under-utilized, most under-served labor force and population. We call it a 'city' because you have 108,000 residents and about ninety-five percent of them are African American."

Reagan says that for almost six years, they invited companies that had federal obligations to hire Blacks to the job fairs, but most of the companies didn't even bother to respond, except to decline.

Though he cannot now explain it, Reagan says Comp USA stuck out among the refusals.

Officials from BSEAT sent a letter to the company, to find out about their hiring initiatives and the possibility of integrating some of them, "to come up with a win-win."

Reagan says they also sent Comp USA 400 resumes — from African Americans that they considered prime candidates — good enough to work for the corporation in a significant capacity.

The whole lot of their resumes, Reagan says, were returned — with a

short letter stating the resumes were "unsolicited."

"We sent them resumes from 400 African Americans and they didn't even look at them," says Reagan. "This was unheard of to me, as if they just want to be sued."

BSEAT immediately requested a meeting with heads of Comp USA to discuss compliance issues, specifically Executive Order 11246, which states the guidelines for companies that are bound by federal law to hire without regard to race, ethnicity or gender.

"We were moving them closer to an area that we believed they would understand the seriousness of," says Reagan. "We asked for this meeting in July of 1995, last year, but they still didn't care to meet. Mind you, at the same time, they'd been conducting business meetings all the time, and they had targeted more business with the federal government."

In what Reagan and BSEAT saw as "corporate arrogance and discrimination," Comp USA was receiving federal dollars to hire minorities they weren't hiring, he says.

BSEAT, forwarded copies of their let-

Comp USA

ters to the company on to the Department of Labor. In return, they got an interesting, and motivating, tid-bit.

The DOL sent Reagan a copy of a conciliation agreement that Comp USA had entered in October 1995, a year or so after the company first opened.

It appears the company had come up short on numerous compliance violations during a routine review by the DOL's Office of Federal Contract Compliance Programs.

According to Reagan, most companies have entered into special agreements with the federal government based on "good faith efforts" to employ and contract with minorities and minority companies because of the usual tendency towards discrimination.

Likewise, according to Teresa Lee, an official with the DOL's regional office, though a conciliation agreement is not a direct admission from a company that it is guilty of a current violation, it is a provisional agreement. Based on the DOL's analysis, companies must fall in line with federal hiring mandates or be forced to change policy.

"It is our usual legal instrument. After our initial review, we negotiate a resolution of problems we found, to ensure a company gets into the habit of following federal law," says Lee. "We have general language that we use, but we also have prescribed, mandatory language when we find special problems with a client. If necessary, there are reporting requirements until they get into the habit of following the language."

Comp USA had agreed to remedy three violations. One included failing to establish job groups to minorities that have similar content, wage rates and opportunities for non-minority employees. The other violations entailed the company's inability to produce data to support their hiring practices, and its failure to conduct "impact ratio analyses," of its hires. That is, it didn't show evidence of hiring procedures that reflected race and gender

balance with the at-large population.

The conciliation agreement, which is confidential pending the outcome of the DOL's analysis, was signed by Comp USA's vice president of human resources, Mel McCall.

Though McCall was away in Orlando, Fl. on a company conference most of last week, he did not reply to repeated inquiries since his return.

Carol Elstrom-Miller, the public relations officer for Comp USA was in Orlando as well, but called back, speaking for the company.

"It is generally not our policy to discuss legally pending issues," said Elstrom-Miller, who added that the company's entire aristocracy was in Orlando for most of last week. "We believe that our practices are in full compliance."

Elstrom-Miller refused comment on the conciliation agreement and BSEAT's allegations. But it's no secret that Comp USA agreed to report its progress in May 1996, covering periods from November 1, 1995 to April 30, 1996. A second report, which started April 30, 1996, is due October 31. This leaves Comp USA two months before it's free from the conciliation agreements, if the DOL finds nothing else wrong.

Reagan, in the meantime, is confused as to why such a corporation would be inhospitable to hiring qualified African Americans in light of its predicament.

"Here's a company that's been totally non-responsive, yet they are under a conciliation agreement with the Department of Labor," says Reagan. "They signed with the government. We don't really know if they did all the things they were supposed to, because it's a matter of confidentiality, but this is really, really, interesting."

A look at Comp USA's Equal Employment Opportunity statement — the final piece of tell tale evidence — indicates its disparities clearly, and confirmed for BSEAT that the company just may not have given a hoot.

The statement showed a large gap in hiring numbers. Not only were there

far fewer Blacks than whites employed at the company than is proportionately acceptable, white women as a group out proportion to the number of combined Black men and women.

In its highest positions — those of computer professionals, administrators and technicians — the disparity is obvious.

Of its professionals, 768 are white males, 214 are white females, 53 are Black males and 16 are Black females. Of the company's technicians, 595 are white males, 378 are white females, 32 are Black males and 23 are Black females.

Regarding Hispanics, the numbers are worse. Only 25 Hispanic males and eight Hispanic females occupy upper level positions at Comp USA, less than half of the few Blacks employed there.

"They have a total of 5,000 or so employees, in the officials and managers level," says Reagan, shuffling a stack of documents he's collected on the company since last year. "When you look at these numbers, you see that Black folks are under-utilized in practically every category at Comp USA, even down to service workers. They have some serious problems."

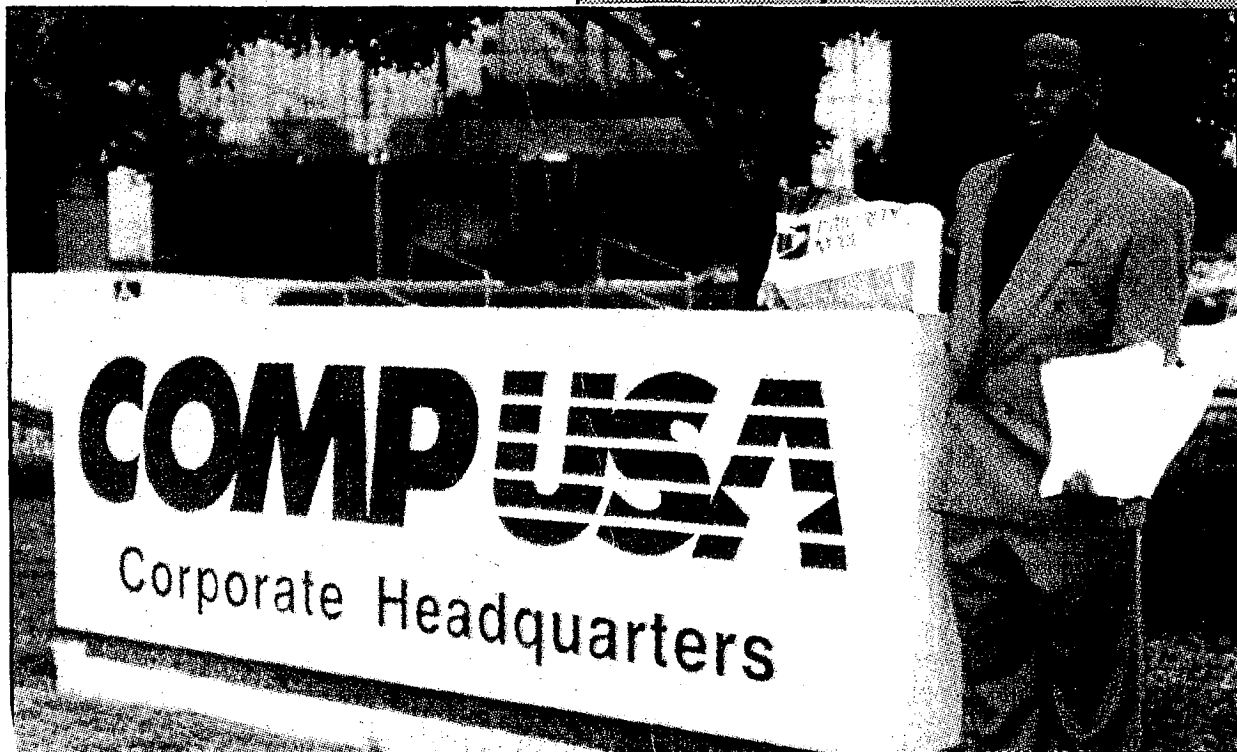
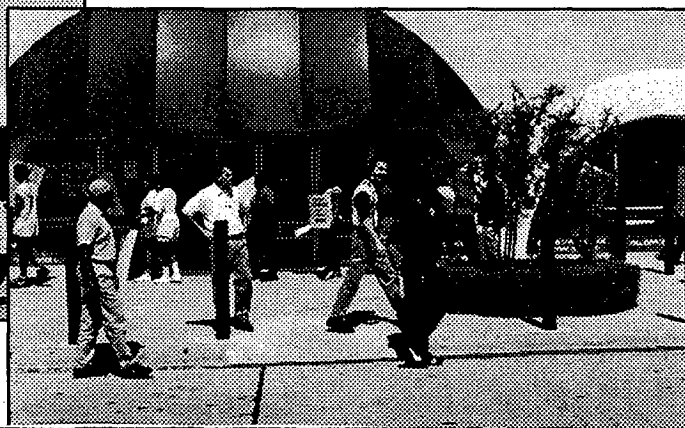
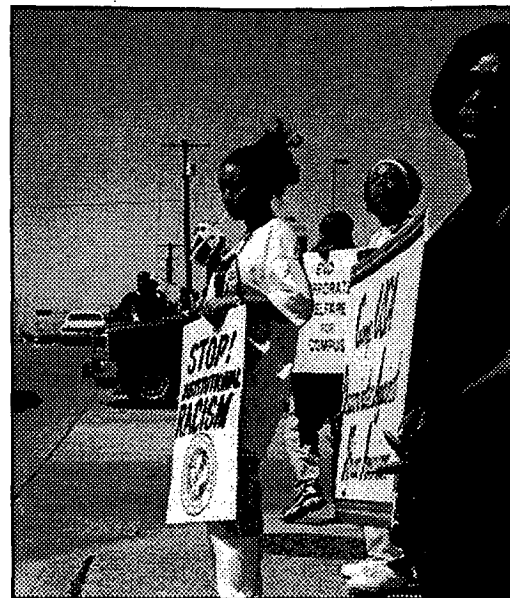
In some categories, according to the company's EEO-1, no African American women are hired at all.

"We are trying to do something that will make it clear to all companies, who knowingly do what Comp USA is doing, that they just can't get away with it," Reagan says.

He believes most people don't remember, or even know, that these companies are paid by the government to hire and recruit minorities, and must follow an executive mandate in order to remain in compliance.

"It's probably the most significant piece of legislation out there today, and if companies like Comp USA think they can just go on without adhering to it, they have to pay, one way or the other. We will use Comp USA as an example to other major corporations that break the law and discriminate against African Americans."

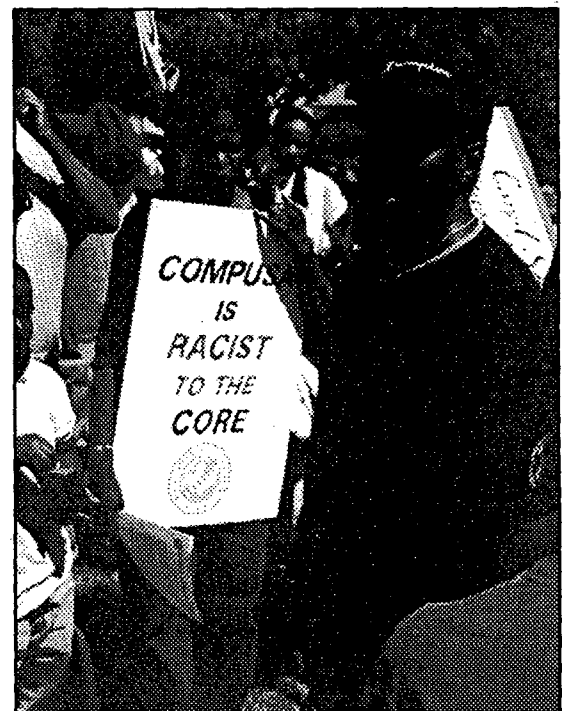
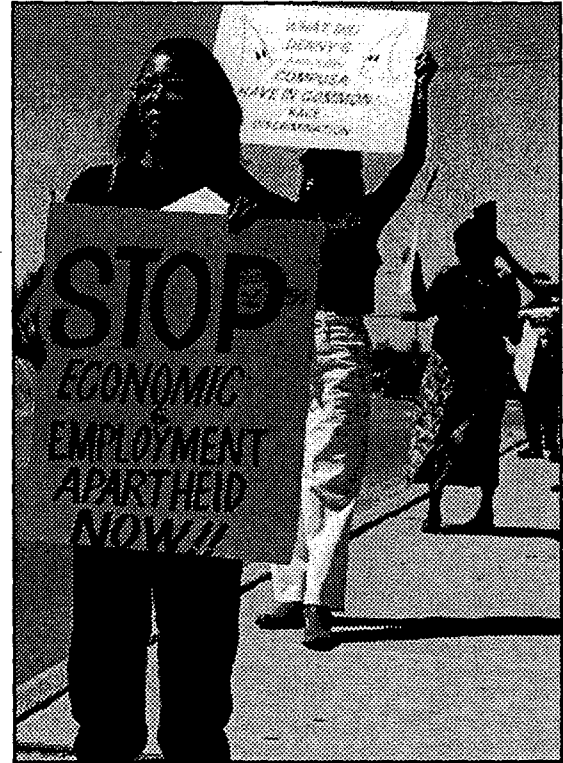
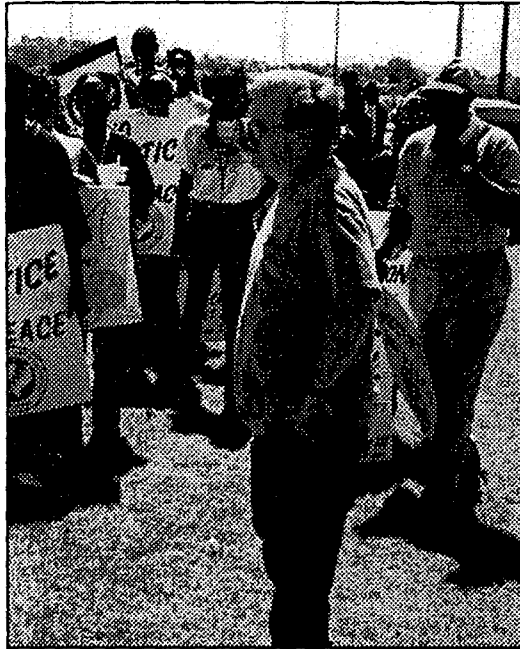
Discrimination complaints against Comp USA



Darren Reagan, founder and chairman of BSEAT, holds 400 résumés that were Fed-Exed back to him from Comp USA, tagged "unso-
-cited." BSEAT has filed a formal complaint and organized a law suit against the Dallas-based corporation.

Discrimination complaints made against Comp USA

BSEAT heads joint law suit, charges against local conglomerate



BSEAT

LONG TERM PROTESTS & BOYCOTT

NEWS

Major changes expected at CompUSA after report

By Alan Goldstein

Staff Writer of The Dallas Morning News

Major changes may be afoot at CompUSA Inc. to turn around the ailing Dallas-based computer retail chain, including shifts in the company's product mix, new store designs and some branch closures.

Wall Street analysts say they expect

Computer retailer to discuss consultant's findings soon

such moves after the release of results from a consultant's top-to-bottom review of CompUSA's operations, first disclosed by the company in early May.

CompUSA said then that it would discuss the findings within four to six weeks, making the release potentially

imminent.

"We're prepared to do anything," including closing unsuccessful stores, James F. Halpin, president and chief executive of CompUSA, told analysts a month ago. He also said CompUSA plans to diversify its product mix by adding

sections for smart toys, digital cameras and wireless phones.

CompUSA has been tight-lipped ever since on the changes under consideration and won't even disclose the name of the consulting firm. A CompUSA spokeswoman said Tuesday that the company hopes to be able to discuss the
Please see MAJOR on Page 10D.

Major changes expected at CompUSA after report

Continued from Page 1D.
report in the next 30 days.

Meanwhile, speculation has persisted that CompUSA, with a stock price trading at less than a quarter of its value in early 1998, is a ripe acquisition candidate. Staples Inc., the office-supplies superstore chain, is the rumored suitor.

Neither company would discuss the speculation Tuesday, citing policies against discussing market rumors. Analysts said a deal might make sense for both Staples and CompUSA, though it could be difficult to agree on a price.

Many of CompUSA's difficulties are being faced throughout the computer industry. Personal computer prices are continuing to drop, and software makers are not coming up with the kinds of programs that demand the very fastest machines.

Although CompUSA is the only national PC superstore chain, its competition is still fierce. Rivals include office superstore chains such as

Staples and Office Depot, consumer electronics retailers such as Circuit City and Best Buy and warehouse clubs such as Sam's Club and Costco.

CompUSA's biggest problem is that profit margins are continuing to drop in its core business, selling PCs, and the company's product and service mix is not offsetting the declines, said Arvind Bhatia, an analyst with Southwest Securities Inc. in Dallas.

"What do you do? If you want to enhance shareholder value, you've got to do something dramatic," he said.

Some analysts have said CompUSA might consider getting out of the PC business, a suggestion that Mr. Halpin bristled at in the conference call with analysts last month.

An alternative could be for the company to start selling CompUSA house brand PCs exclusively, Mr. Bhatia said.

CompUSA PCs offer the retailer higher profit margins than models from some of the chain's leading vendors, including Compaq Computer

Corp., International Business Machines Corp. and Hewlett-Packard Co., analysts said.

Moreover, the big PC makers have been turning up the heat on resellers, including CompUSA, as the manufacturers sell their products directly to customers over the Internet, borrowing a page from the successful business model of Dell Computer Corp.

Assuming CompUSA continues to sell machines from the major brand-name vendors, the company could still do more through displays and promotions to steer customers toward its own products, said David Goldstein, president of Channel Marketing Corp., a Dallas-based market research firm.

The company also may need a major redesign of its stores, analysts said.

"I would talk to the customers to find out what they are looking for that they can't get in PC retailing today," Mr. Goldstein said. "And I would design my reinvented concept to give customers what they can't get anywhere else."

CompUSA reports loss, citing lower prices

By Alan Goldstein

Staff Writer of The Dallas Morning News

CompUSA Inc. on Wednesday reported a loss for its fourth fiscal quarter, citing lower personal computer prices, delays in PC purchases by customers waiting for the Windows 98 operating system and limited availability of high-end notebook models.

"This was a challenging quarter for CompUSA, as evidenced by our disappointing financial results," said James F. Halpin, president and chief executive of the nation's largest computer retailer.

CompUSA also warned it expects gross profit margins in the current quarter to be lower than in the comparable period last year.

For the quarter ended June 27, the Dallas-based company lost \$51.4 million, or 57 cents per share, on sales of \$1.2 billion. In the same period last year, CompUSA earned \$22.9 million, or 24 cents, on sales of \$1.1 billion.

Included in the loss was a one-time charge for CompUSA's previously

Purchase delays, laptop shortage contribute to \$51.4 million decline in fourth quarter

announced investment in new computer systems. Excluding the charge, the net loss for the quarter was \$17.1 million, or 19 cents.

CompUSA had warned last month that it would report a loss before charges of between 15 cents and 20 cents. The average estimate of analysts polled by First Call Corp. was a loss of 18 cents.

The company released the report after the close of trading. Earlier, shares in CompUSA fell 31 cents to close at \$17.88 in trading on the New York Stock Exchange.

Falling prices are the biggest challenge for PC retailers, said Harry Katika, an analyst with Prudential Securities.

In a conference call with analysts, CompUSA executives said average unit prices for computers have stabilized over the past four months after a

precipitous drop that began last year with the introduction of fully featured machines priced less than \$1,000.

The company said it expects flat-screen monitors to grow in popularity, boosting the average price of transactions. Flat-screen monitors, based on technology developed for portable computers, typically cost at least twice as much as standard desktop monitors.

"We really think the significant decline is behind us," said Larry Mondry, executive vice president for merchandising.

Still, many analysts expect PCs priced less than \$500 to be prevalent by the end of the year. "There continues to be a trend toward pricing going down," said David Goldstein, president of Channel Marketing Corp., a research firm in Dallas.

The timing of the release of Microsoft Corp.'s Windows 98 operating system — several days before the close of CompUSA's quarter — hurt the retailer's financial results in the period, executives said.

CompUSA has said customers postponed their PC purchases through the spring in anticipation of the upgraded program. Although Windows 98 sales were strong initially, they have tapered off, the company said.

Now CompUSA is looking forward to the introduction later this month of Apple Computer Inc.'s iMac model, Apple has said demand is already strong for the quirky-looking machines, with their see-through plastic panels.

Top-of-the-line notebook PCs using Intel Corp.'s Pentium II processors remain in short supply, Mr. Mondry said. The shortage is a result of an inadequate supply of many high-performance components for portable PCs, including hard drives, DVD-ROM drives and batteries.

23 job applicants file complaint against Bank One

By Jim Mitchell

Staff Writer of The Dallas Morning News

Twenty-three African Americans have filed a discrimination complaint accusing Bank One of failing to hire them because of their race and ties to a group that has protested banking industry practices.

The group, the Black State Employees Association of Texas, has begun protests outside Bank One offices and vows to continue picketing until the bank addresses hiring and other issues, said Darren Reagan, the group's chairman.

The complaint — filed last week with Equal Employment Opportunity Commission officials in Dallas — accuses Bank One of denying interviews to 22 of the applicants for a job of credit analyst trainee and heavily questioning the other applicant about the Black State Employees Association.

Rodolfo Mares, the attorney representing the 23 applicants, says the questions about the group constituted "retaliation

for their association."

Chris Spencer, a spokesman for Bank One, said the bank "emphatically denies any allegations of discrimination," noting that two of six people selected for the positions were African-American. The bank is the third largest in the state with more than \$18 billion in assets.

The Black State Employees Association, which represents southeast Oak Cliff residents, has pressured area banks in recent years to hire more African Americans and to open bank branches in southeast Oak Cliff. Last year, the group's protests to federal banking regulators over lending practices delayed Texas Commerce Bank's plan to swap bank branches with Cullen Frost Bankers.

The EEOC, a federal watchdog agency, has power to informally negotiate a settlement or take legal action that could result in monetary damages being awarded to the complaining workers.

Bank officials said 13 of the 23 applicants did not meet the bank's qualifica-

for moving too slowly in expanding its Polk Street branch. Officials also want Bank One to open a free-standing, full-service branch in southeast Oak Cliff, rather than offering banking services inside supermarkets.

Ty Miller, president of Bank One's Dallas bank, said plans to expand the Polk Street location have been slowed by contract negotiations with other businesses. Plans for a supermarket branch were scuttled in March when Fiesta officials

tions. Most of the other applicants could not be contacted, and the only candidate interviewed was not hired for "reasons we deem quite valid," said another bank official.

Mr. Reagan said all 23 candidates were qualified for the job, but would only provide the name of one applicant, Tammy Chess, who is named in the complaint. At Bank One, the credit analyst job usually requires a business degree, several hours of accounting and a grade point average of over 3.0 on a 4.0 scale. The bank also prefers some finance experience.

Ms. Chess — a 1992 graduate of Paul Quinn College with a degree in accounting and courses in computer science — said she applied last year for more than 23 jobs at Bank One through job fairs sponsored by Paul Quinn and newspaper advertisements, but did not receive a response from the bank until Mr. Reagan's group forwarded her resume to the bank.

said they wouldn't have enough space in the new store to accommodate a bank branch.

Mr. Miller said the bank is evaluating its options for southeast Oak Cliff in light of increased competition in the area. NationsBank opened a branch in the area in January, and Bank of America will open a branch this month. Texas Commerce plans to open a branch early next year, and several others are scouring the area for sites.

Ms. Chess said the interviewer spent "over 20 minutes talking about nothing" but the Black State Employees Association of Texas. She said she was unable to contact anyone at the bank in the following weeks to determine the status of her application.

Bank One said 35 percent of new employees last year were minorities, and it wants to maintain that percentage in 1994. The bank also says 15 percent of employees promoted into supervisory or management positions were minorities.

The employment discrimination charge arises as the association is publicly stepping up pressure on Bank One on other fronts. It plans a public gathering this weekend to address concerns that Bank One may be wavering in its commitment to doing business in southeast Oak Cliff.

For more than a year, the association has quietly criticized Bank One officials

Bank One CRA Commitment and Hiring Practices Regarding African Americans Questioned

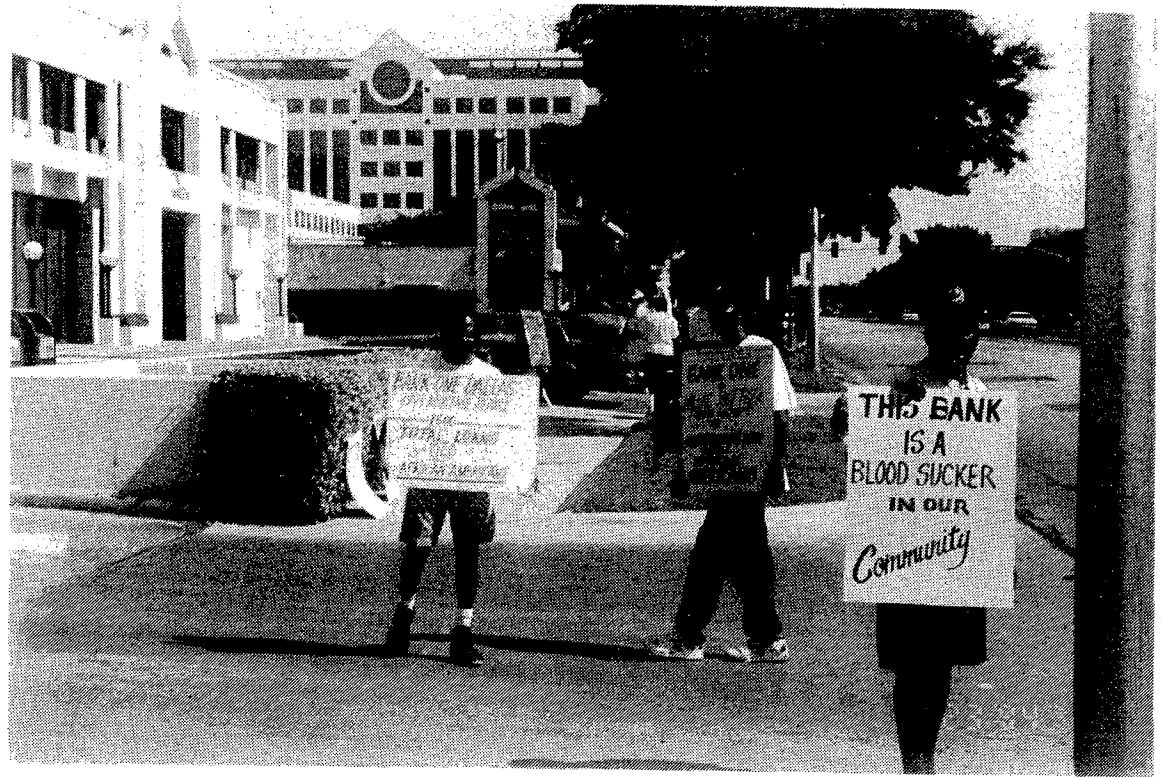




Protest continues to gain supporters.



Motorists honor picket line.



Bank One protest in University Park.



Blacks picket Dallas bank, urge boycott

By Al Brumley
Staff Writer of The Dallas Morning News



Blacks urge
boycott
of bank

Some of the protesters also said they were upset that bank chairman Sam Nelson had referred to African-Americans as "colored" in interviews this week.

Pickers brave 100 degree weather

By Yvette Blair
Dallas Weekly Staff Writer



Demanding action

The Dallas Morning News

Saturday, June 23, 1990



*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

Oak Cliff residents decry plan to close Kmart after Christmas

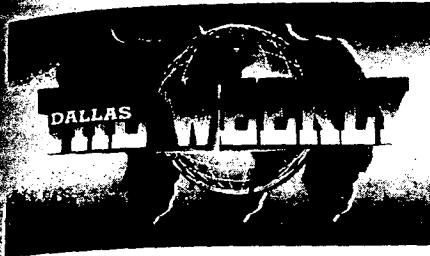
Residents concerned about job losses, urge boycott of stores

By Sylvia Martinez

Staff Writer of The Dallas Morning News



Mr. McGill, who lives nearby and is a board member of the Black State Employees Association of Texas, said Kmart officials "want to keep the store in place until Dec. 31 — until they get every last dollar from our community — and then slam the door and go."



METRO

The Dallas Morning News
Saturday, September 10, 1994

"Anytime a public figure or institution intentionally goes out and eliminates the positions of all African-American women . . . you're subject to complaints of discrimination, you're subject to protests."

— Darren Reagan,
Black State Employees

Black State Employees' chair assails reports of misconduct

by Don D. Robinson
Editor-in-Chief

Darren Reagan, chairman of the Black State Employees Association of Texas, said his organization abides by the law, consults the law, informs the law and acts according to the law.

So, according to Reagan, "excuse me if I seem somewhat irritated when someone questions our integrity and says we broke the law."

Reagan made his statements in the wake of a *Dallas Morning News* article which recounted allegations made by officials with the University of Texas Southwestern Medical Center which accused the local chapter, along with Reagan, and local chapter president Allen McGill, of harassment, intimidation and threatening behavior toward school employees of the university.

A lawsuit filed in July by university president Dr. C. Kern Wildenthal, along with his wife and mother, alleges that Black State Employees' demonstrations went beyond peaceful protests, and included demonstrations by the group at Dr. Wildenthal's University Park home where members of the association blew whistles, rang the doorbell and walked on private property carrying signs calling the university president a racist.

The suit also claims that threats were made to conduct "random, mass demonstrations" outside the North Dallas nursing home where Dr. Wildenthal's 89-year-old mother lives, and a report from a supervisor in the university's physical plant who reported to university police that Reagan telephoned him and said, "This is Darren Reagan. Listen, camel jockey, you stay out of my way. When I see you I'm going to put a bullet in you."

Dr. Wildenthal could not be reached for comments.

"Most of this stuff that was written in the article was thrown out in court," Reagan said. "The article was based on the original petitions filed, which were allegations. All that stuff was completely erroneous and bold-faced lies."

The confrontation between the African-American organization and university officials began when in July and August the group protested the proposed layoff of 13 people, who according to Reagan, "were all African American women and this was proven," in the university's 200-employee Medical Services Research and Development department.

"We sat down with them, negotiated and saw that we weren't getting



Darren Reagan

"This suit is almost laughable," Reagan

stated. "We have never been issued a citation,

received a warning or arrests at any of our

protests. If we would have done the things

that we were accused, we would have been in

jail a long time ago."

anywhere,"

Reagan said. "We decided to raise our level of activity."

Due to the lawsuit filed by Wildenthal, and later by the university, Texas State District Judge Virgil Mullanax issued an order barring the group from engaging in specific activities, including blocking access to, using loudspeakers or demonstrating outside or near the homes or workplace of UT-Southwestern employees, and harassing or harming employees or their families. It also forbids harassment through telephone calls, faxes, mailing, stalking, or loud noises.

The order does not list the university president or Southwestern Medical Center as "Protected Persons".

"This suit is almost laughable," Reagan stated. "We have never been issued a citation, received a warning or arrests at any of our protests. If we would have done the things that we were accused, we would have been in jail a long time ago."

"The problem is that they just didn't want Black folk in white University Park," Reagan added.

Reagan said the organization is celebrating this suit and decision as a victory. "The university probably spent more than \$150,000 on legal expenses, fees, and employee time off."

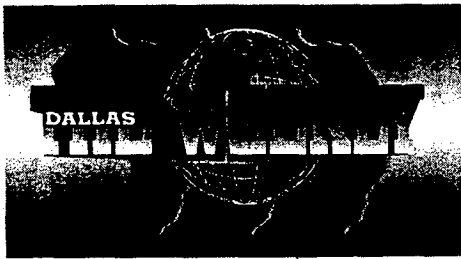
"They paraded more than 15 witnesses (employees). They even had the wives of two employees and one former employee," Reagan added.

"The money they spent on the court proceedings could have been spent retaining these women they eliminated. But remember, they didn't have the money to keep the women, but they had the money to go to court."

Reagan stated the local association of the Black employees group has decided to file a class action suit on behalf of the women affected by the lay off. He also said the Legal Committee of the American Civil Liberties Union - Dallas Chapter - has agreed to look into the case.

"It just doesn't make any sense," Reagan stated. "You try to work

with people and get them to do what's right and they have to act like this. Well, it's not over until it's over and we plan to do something concerning this wrong committed to these African American women."



METRO

WEDNESDAY, JULY 27 - AUG. 2, 1994

U.S. District Judge declares DISD fully desegregated

by Eric Spencer
Contributing Writer

A U.S. District Judge early this week concurred with a Texas Education Agency report, which declared the Dallas Independent School District completely unitary, a legal term for desegregation.

According to the TEA accreditation report, there were no more corrective actions required of the district.

Officials hailed the announcement as a tremendous turning point for the district compared to the report from TEA in 1991, when DISD was cited with a total of 75 corrective actions needed at the district and campus levels.

Sandy Kress, President of the Board of Education, said DISD has been building on gains made in the past two years, and has made significant progress.

"Today's ruling represents, clearly, the end of a sad chapter in our community," he said.

Kress said that the school board is satisfied with the outcome of U.S. District Judge Barefoot Sanders' ruling and did not anticipate any further appeals.

However, the fact that there were no African American board members present poses a question in regard to total agreement amongst the often racially-divided board members.

"All board members were invited to attend (the press conference)," Kress said, adding that Vice-president Hollis Brashear, who is African-American, was in a meeting.

Board members Kathryn Gilliam and Yvonne Ewell, both vocal opponents to declaring the district unitary, were prominently absent.

Both Gilliam and Ewell testified against the school district during hearings on the issue of complete unitary status held in May.

But DISD Superintendent Chad Woolery said while he is focusing on closing the achievement gap between minority and Anglo students, he is also committed to healing the wounds caused by the lawsuit.

"Ending the pain of many decades will not happen overnight," he said. "This is an exciting order and we are committed to see that it is carried out over the next three years."

The judge also required that a three-year monitoring plan be devised in about two months.

"Judge Sanders feels we are doing what counts most — taking proper steps to make things easier for our youngsters," said Woolery, who is beginning his second year as head of DISD. "Our total focus needs to remain on bringing resources to our schools to ensure the best possible education is provided for all students."

Activist group assails UT Southwestern for firing 22 employees

by Allen R. Gray
Contributing Writer

Sometime between June 28 and July 1, 1994, 22 African-American women were given letters of separation, causing them to lose their jobs at University of Texas Southwestern Medical Center, and the Black State Employees Association of Texas, Inc. believes it's because of racial discrimination in its local form. Arguments in what has been labeled an "egregious act" center around whether the decision to do so is due to man, money or machine.

First mention of the upcoming layoffs was in the form of a memorandum, which was sent to all Medical Service Plan functions employees, sent from Stephen E. Selby, Vice President, Patient Care Administration. The memo claimed that in response to proposed health care changes by President Bill Clinton — changes that had in no way come to pass — that UTSW had "developed specific strategies to position itself to be a more competitive and cost efficient player in this new environment" and that "MSP must become a more cost effective organization."

The Selby memo said that the MSP department had adopted several major computerization projects that would "significantly change" the way in which daily tasks are performed. He stated that in the past six months two new enhancements had been implemented, Electronic Claims and Claims Manager. Further more, it stated that Document Imaging, and Transaction Editing computer program functions would be added beginning at July 1, 1994, and a Managed Care System computer program function would be purchased later. The changes, Selby wrote, would ensure MSP's success during changing times by automating "repetitive tasks and eliminating unnecessary activities."

Finally the bomb was dropped: "The impact of these changes make it necessary for us to reduce a number of MSP positions. Specific written communications will be distributed to the departments impacted by these reductions in force shortly."

The departments affected were notified soon enough. During an MSRDP management departmental meeting, that soon followed the released of the memo, it was learned that 22 employees would be eliminated initially: 11 from MSRDP Demographics, 7 from MSRDP Revenue Application, and 4 from MSRDP Data and Charge Entry. Those departments featured employ-



Allen McGill, President of The B.S.E.A.T. talks with University Parks Police Officers. On July 9, 1994 the B.S.E.A.T. launched the "Black Men" only public protests at the home of Kern Wildenthal in University Parks.

ees who were 95 percent African-American. In fact, Demographics and Data Entry staff were entirely African-American.

On June 21, the offices of BSEAT were flooded with calls concerning the fate of the women.

Darren Reagan, BESEAT Chairman/CEO, said it is by convenient design that within the framework of a company setting there are departments that are composed of one predominate race or another. It simplifies matters when it is time to perform an act such as this. Additionally, he said that several of the women being given their walking papers were targets of a plot to get rid of them, because of past discrimination suits they had against UTSW.

According to Reagan, women that averaged 6.5 years of service are now being "dumped on the streets." What BSEAT says should have happened was to place the women in one of the other 200 or so positions now available at the facility; and that the new positions should be comparable to the old. Reagan said that funds that could have been used to train the laid-off employees for new positions have gone toward ineffective alternative evaluation programs.

"They're using them as guinea pigs for a failed and useless system of job relocation," Reagan said.

On July 9, a letter was addressed to UTSW President Ken Wildenthal, by a coalition of African-American advocacy groups — Allen McGill, BSEAT, Dr. Marshall Hodge, chairman, Dallas SCLC, Victor Smith, president, Dallas NAACP, Lee Alcorn, president, Grand Prairie NAACP. Sparked by a July 5 meeting with State Senator Royce West the Coalition wrote:

As you well know, the UTSW-CD has a long history of placing Anglos in positions without them going through a bidding/application process. Creation of new positions is commonplace, particularly when Anglos fail in not performing up to standards in their duties or because of overwhelming complaints about

their management and/or performance.

They went on to name whites that had been placed in other positions and the positions to which they had been assigned.

Wildenthal told the Coalition that they were not acting like "responsible leaders," Reagan said.

Reagan also talked to officials concerning the matter. In addition to Wildenthal, he talked to or wrote letters to Arthur Dilly, executive secretary, UT System Regents, Bernard Rapport, chairman, Regent Zan Holmes, the UT Chancellor, executive vice chancellors and others. The calls were accepted or returned, but the matter itself went unresolved.

On July 1, 1994, there was an early morning telephone conference between Regent Holmes, McGill, Reagan and two others, discussing the severity of the matter. Holmes agreed to officially include the issue on the UT Regent's agenda for August 11, 1994. But that act alone wasn't satisfactory. The women were still without jobs, and some were single parents with bills to pay.

Reagan said that it is Regent Holmes' "responsibility to protect the interests of African-Americans on (UTSW) campus — particularly African-American employees."

UTSW and UT System have maintained a history of racial inequity in all facets of its operations. Holmes had been named regent amid racial controversy.

"If Zan Holmes wanted to, he could step forward and say, 'Place those employees!'" Reagan said, sounding almost disappointed that Holmes had not been more vocal on the subject.

"The fact that Holmes has a Black wife — not to mention his Black skin — should be enough to raise his level of consciousness."

Holmes could not be reached for comment.

In their July 7 letter to Wildenthal, the Coalition came to the conclusion and alleged: 1) UTSW deliberately planned and created a reduction/reorganization and employment termination crisis, 2) UTSW deliberately and discriminatorily targeted certain individuals for reasons of retribution, and 3) Ms. Abby Freeman (herself an African-American woman who Reagan said received her current position because of a 1989 discrimination incident, and who he says is now conspiring with UTSW officials) had been "less than honest and forthright in her explanation of the staff reduction/reorganization ...

"This situation is nothing new or different," Reagan had wrote in a letter to Rapport. "With the exception that you now have African American leaders and organizations who will meet the challenge ..."

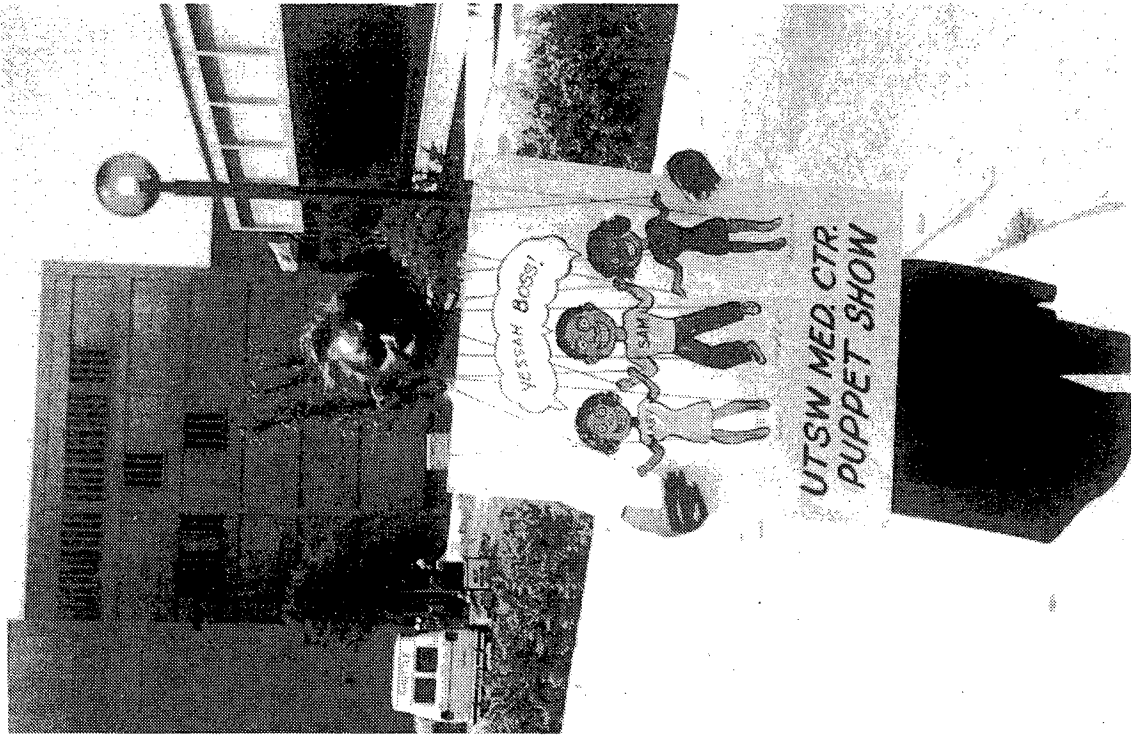
Protesters call on UT Southwestern to hire more

By Bobbi Miller

Staff Writer of The Dallas Morning News

Protesters picketed the University of Texas Southwestern Medical Center on Thursday, charging that the center has failed to hire and promote enough minorities.

"We as African-Americans are dissatisfied with the non-progress this world-class institution has not made," said Darren Reagan, executive director of the Black State Employees Association of Texas.



Black group pickets First Gibraltar Bank

By Kimberly Blanton

OF THE TIMES HERALD STAFF

A group of black state employees on Monday marched in a protest of what they called First Gibraltar Bank's poor participation in minority neighborhoods.

Carrying signs that read, "Divest in First Gibraltar — now and for years to come," about 35 members of the employee group showed up Monday at the thrift's headquarters in Irving. The group said First Gibraltar, which was rescued in a \$5 billion federally assisted bailout, has been "negligent and non-responsive" to requests for help with a variety

Please see PROTEST, B-3

Their success, in part, is due primarily to the significant percentage of the African American community, especially in the South and Midwest. The Gibraltar branch location, once the property of an African American or any other ethnic minority.

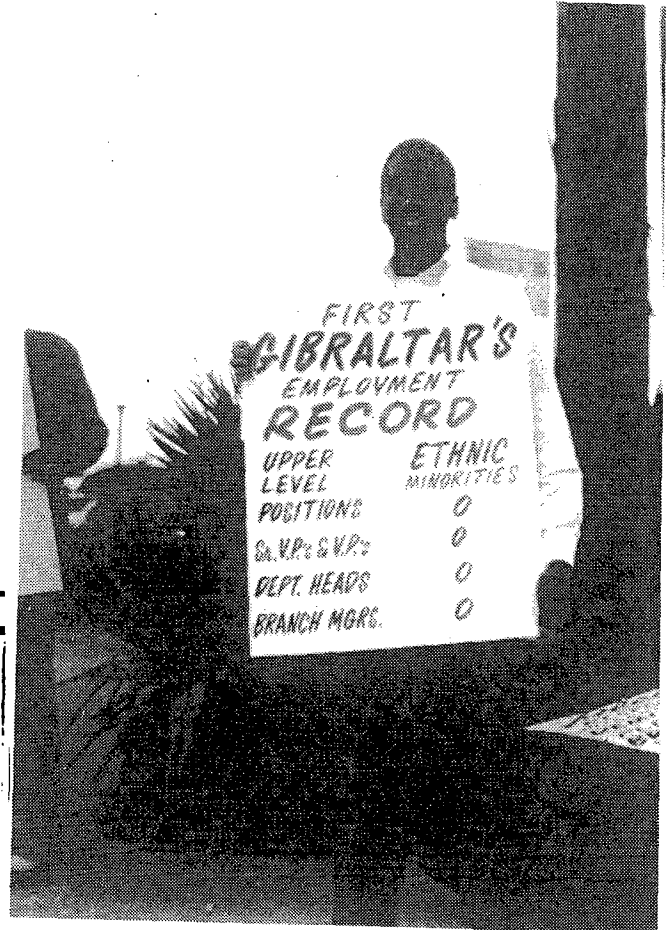
PROTEST

From B-1

METRO

Black State Employees preparing for months of demonstrations

by Don D. Robinson





Reagan is joined on the picket line by the families of seven African American females fired while on authorized sick leave.



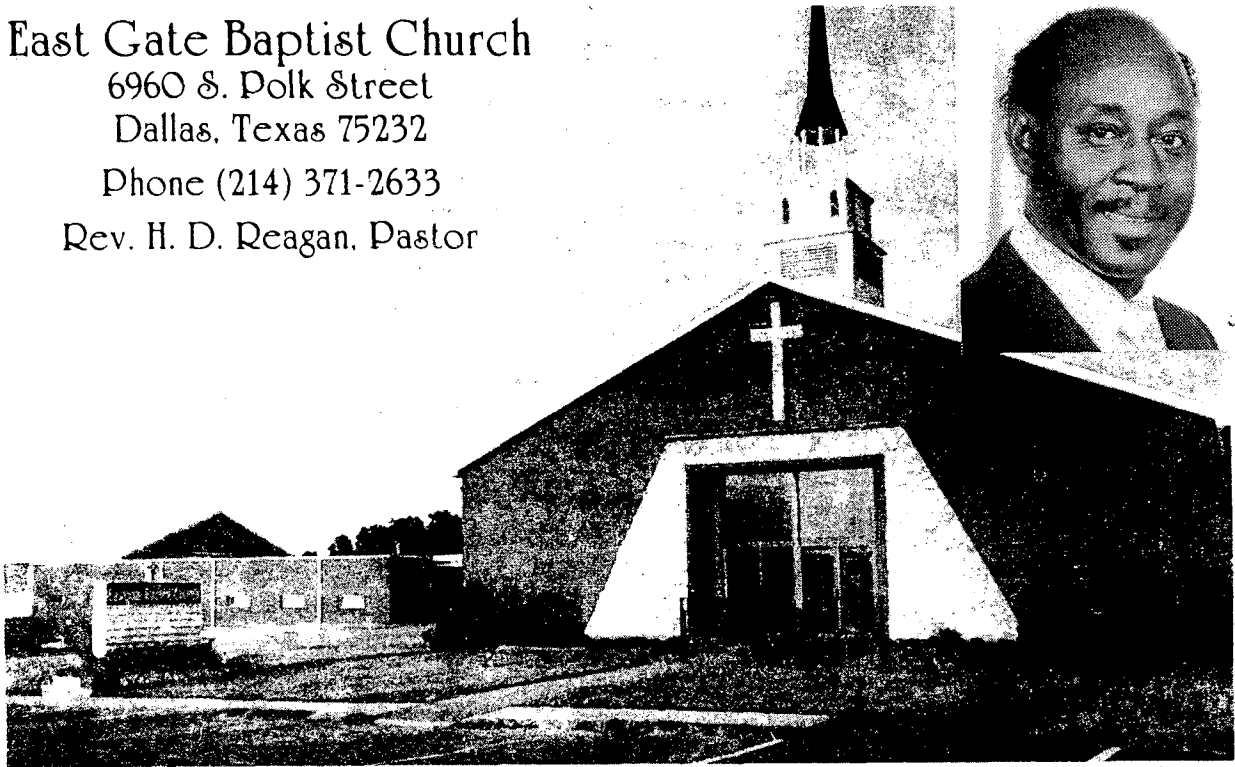
Reagan addresses motorists and others who pass by.

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Rev. H. D. Reagan, Pastor



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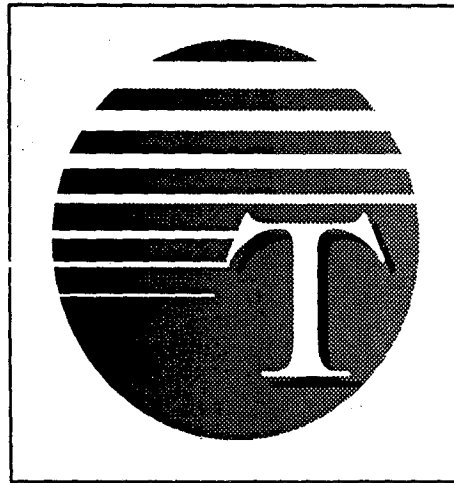
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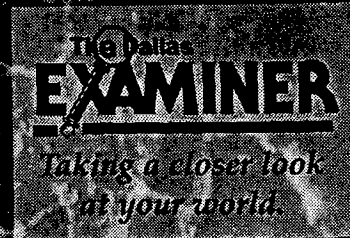
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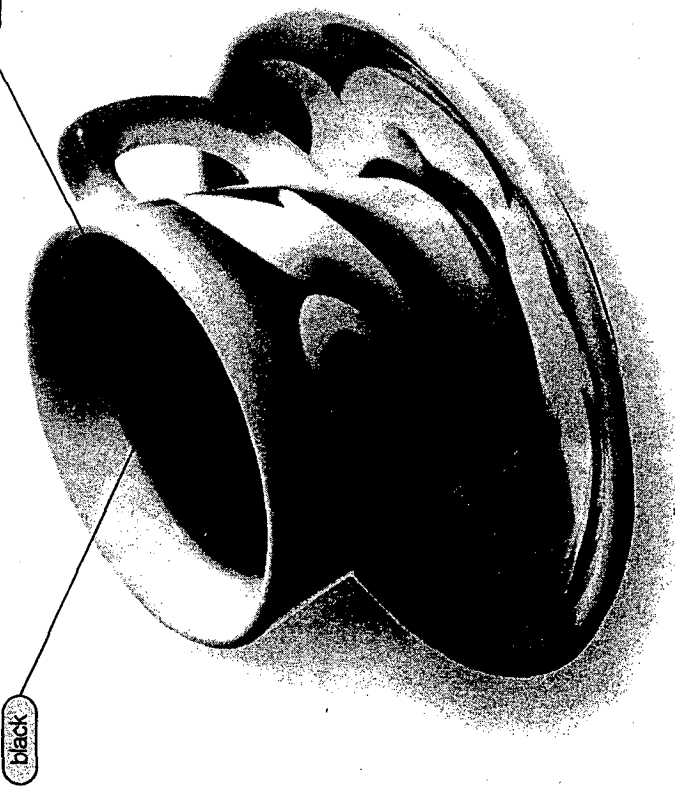
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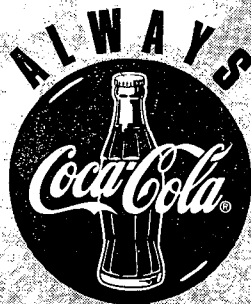
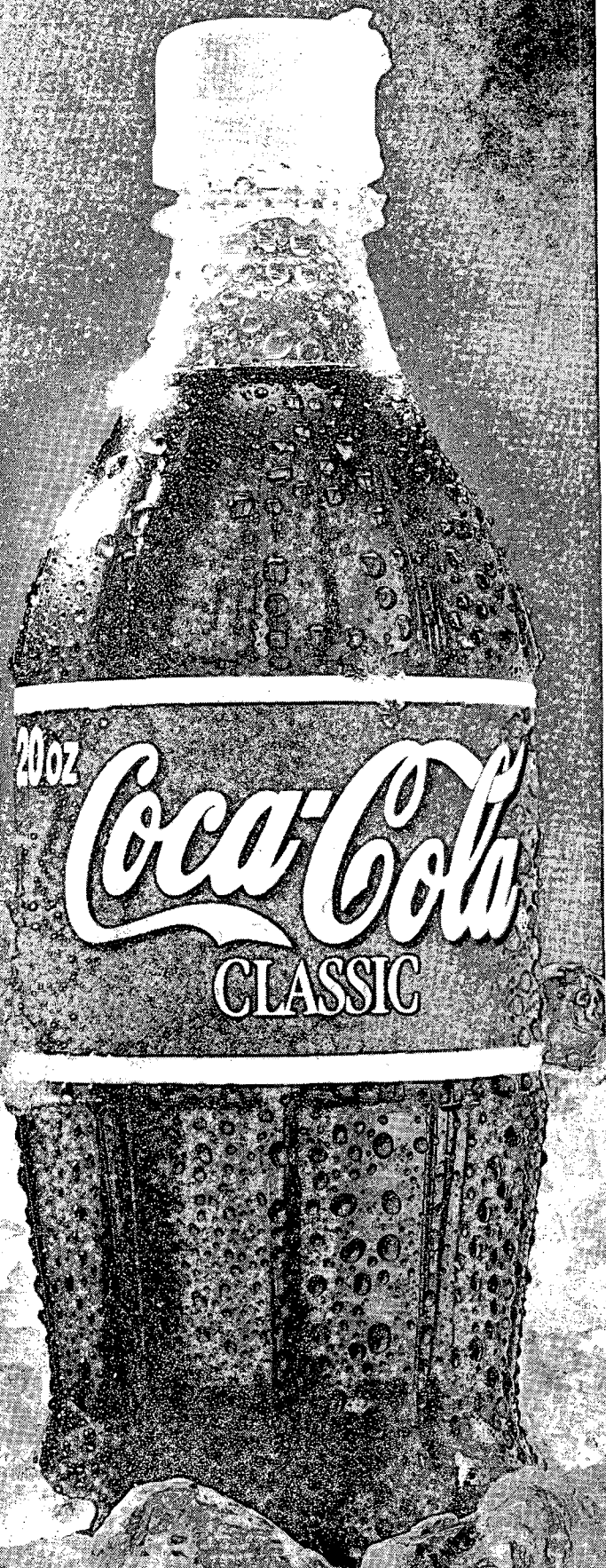
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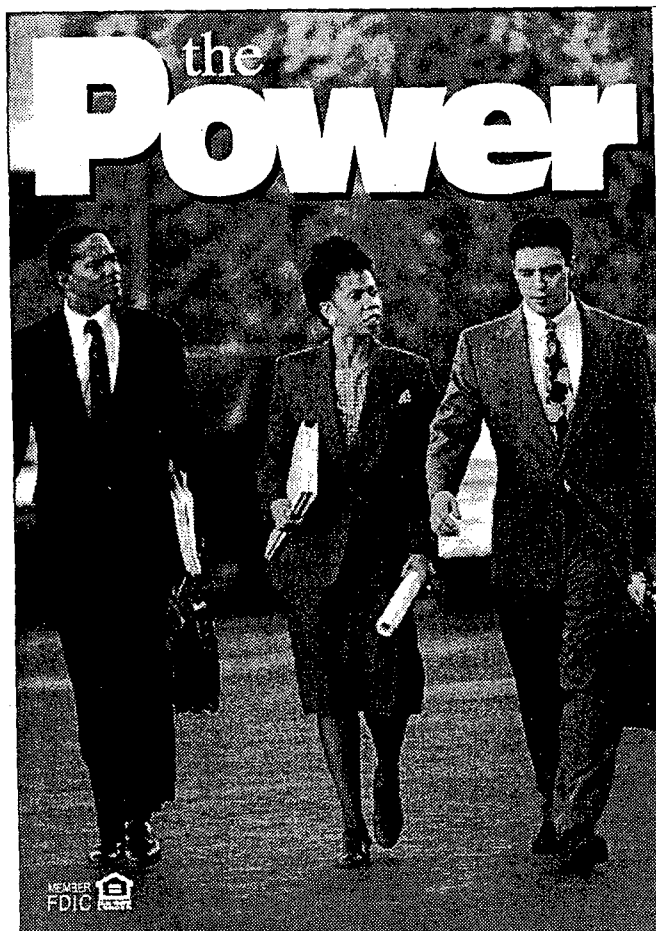
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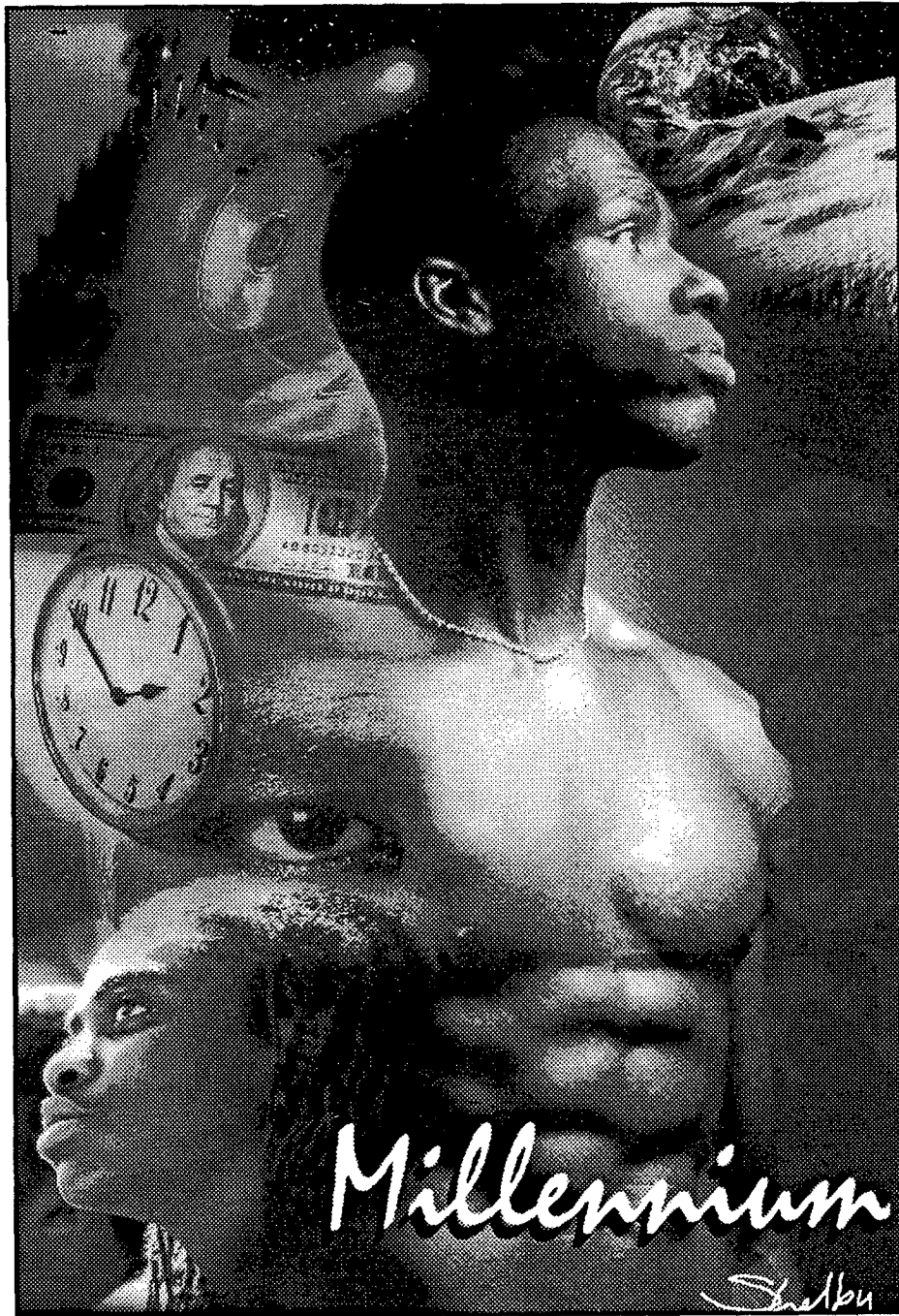
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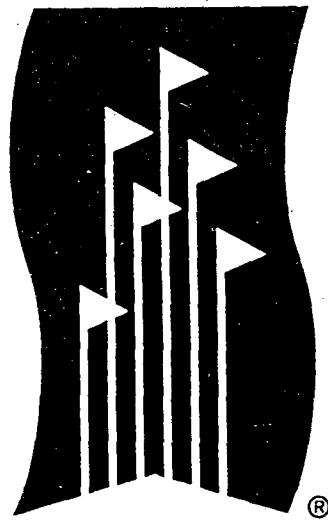
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