



¡La Familia Y La Educación, Fuerza del Futuro de Nuestros Hijos!

Family and Education, Strength of the Future of Our Children!

Latinos Becoming Newest Entrepreneurs

By Félix Pérez

The number of U.S. Hispanic businesses grew 81 percent from 1982 to 1987, going from 234,000 to more than 422,000, the U.S. Census Bureau reported May 16.

The gain eclipsed the 14 percent increase for all U.S. firms during that five-year period, and it easily surpassed the Hispanic population growth during the entire decade of the '80s.

What does this phenomenon mean?

Based on reactions from Latino business leaders around the nation, it means that Hispanics could soon become recognized as the nation's new wave of entrepreneurs. And that should translate into many major educational and political, as well as economic, benefits both for this ethnic group and the nation as a whole.

"The growth is not surprising," says José Niño, president of the Washington, D.C.-based U.S. Hispanic Chamber of Commerce. "All along we've been saying that Hispanic business will grow tremendously with second- and third-generation Hispanics."

According to USHCC projections, Niño says, the healthy rate of increase can be expected to continue "at least until the year 2000."

Growing at an even faster clip than the number of Hispanic-owned businesses were receipts -- the value of products sold and services rendered. These jumped from \$11.8 billion to \$24.7 billion, a 110 percent increase.

California led the way in the number of Hispanic-owned firms, with 132,212. Thirty-one percent of all Latino firms were located there. California, Texas (99,754), Florida (64,413) and New York (28,254) were home to 76 percent of all Latino-owned firms.

Among cities, Los Angeles, with 21,819, had the largest

number of Hispanic businesses. Miami, while ranked fourth, was first in receipts. Its businesses hauled in \$1.3 billion.

Niño describes the new bread of Hispanic entrepreneur: "The typical Hispanic business person today is more educated, more astute business-wise and more willing to take risks."

He notes the surge in Latino chambers of commerce that are USHCC members. The association was founded in 1979 with fewer than 30 members; today that figure has climbed to 200.

Service-oriented businesses experienced the largest numerical increase. In 1982 there were 92,759 such firms; in 1988 there were 184,372. These accounted for the largest part of all Latino firms, 44 percent. Latino businesses engaged in wholesale trade scored the biggest percentage rise. Their increase from 3,359 to 10,154 translated to a 202 percent leap.

Hispanics in the special trade contracting industry led the way in receipts with \$2.3 billion. The industry with the second-largest receipt total was that of automotive dealers and service stations at \$2.1 billion.

Still, Latino firms have much ground to make up when compared with receipts for all U.S. firms. Their average receipts were \$59,000 in 1987, compared with \$146,000 for all businesses.

Harold Martinez, president of the Latin Business Association in Los Angeles and owner of Able Industrial Products in South El Monte, Calif., sees political and economic progress going hand-in-hand. Hispanic business people must become active participants in the political process to improve their standing and generate more jobs for the community, he says.

"Politics equals business."

FARM WORKERS FINISH FIGHT FOR RIGHTS IN FEDERAL COURT



Twenty-eight farm workers from the Rio Grande Valley finished presenting their case in federal court today, telling the court how during the 1988 pickle harvest in Plainview, Texas they were paid less than the minimum wage, and had other federal rights protecting farm workers violated.

The workers sued W.C. Gunter, the Plainview Pickle Place and the corporation under which Gunter operated his pickle shed, Gayley Managers, Inc., for not paying the workers at least \$3.35 for each hour they spent harvesting the pickles that were sorted, weighed and paid for at Gunter's pickle shed. The workers also testified about how Gunter violated their rights under a federal law, the Agricultural Worker Protection Act. The law was passed by Congress in 1982 to try to end the historical pattern of abuse and exploitation of farm workers.

"During the 1988 pickle harvest in Plainview, the pattern of exploitation repeated itself when W.C. Gunter caused these workers to travel twenty hours from the Rio Grande Valley of Texas, with promises the crewleaders made to

workers about great wages and free housing," said Rodolfo Mares, Jr., attorney with Texas Rural Legal Aid, Inc. of Plainview, who represented the workers. "When the workers got to Plainview, they found the pickle vines overgrown, the pickle vines all tangled and that they were being charged thirty-five cents for each hour that they worked for rent in housing that Gunter owned," continued Mares.

The workers testified that because the crop conditions were so bad, that during an eight hour day, a couple could only harvest three sacks of pickles per day. "The problem was they were only paying us \$1.00 a sack, even though we were working all day long," said Maria O. Aleman, a worker who made the trip from the Rio Grande Valley to present her story in court. "Then to top it off, the papers that they would give us would not show all the hours we had worked and they were taking out for the rent," explained Juan Gaona, another worker who testified.

The workers' story revealed that when the workers complained about the poor wages, they were told either accept the wages and continue working or get out of the housing.

At the end of the trial, the workers called W.C. Gunter to the stand to explain why he did not live up to the promises about good wages and free housing that the crewleaders had promised workers to get them to make the long trip from the Rio Grande Valley. W.C. Gunter justified his actions of not living up to the promises the crewleaders had made since he was not the workers employer. Gunter, however, testified that he assigned workers to pickle fields, put workers into crews of the crewleaders and paid workers when they took the pickles to his shed.

The trial ended with federal judge Sam Cummings telling the litigants that they had until Wednesday, June 7, 1991, to present the Court with briefs about the damages under the federal law protecting farm workers, the Agricultural Worker Protection Act. "These workers suffered abuses that farm workers throughout West Texas typically suffer, and the courage these workers demonstrated in pursuing their claims to the end is an inspiration to other workers," said Milo Mumgaard, another TRLA attorney who represented the workers in trial.

Latinas Need Civil Rights Protections

By Lourdes Rivera

There is ample documentation that all members of the Hispanic community face employment discrimination based on ethnicity, national origin and sometimes color. They are barred from good jobs and denied promotions strictly because they are Hispanic.

For Latinas, equal opportunity in the work place is an especially persistent and pervasive problem. Many employers still have notions that Latinas can only do limited types of work. And on the job, Latinas suffer from sexual harassment.

The fact that Latinas earn the lowest wages of any group (in 1989, they earned an average of 54 cents for every dollar made by white males) reflects the multiple barriers they face.

Passage of the Civil Rights Act of 1991, which addresses the backward steps taken recently by the U.S. Supreme Court, is particularly critical to this group of 11 million Americans.

Most significant is the need to reverse *Ward's Cove Packing Co. v. Antonio*, a lawsuit dealing with disparate impact as a basis of liability. This refers to employment practices that seem neutral on their face but have the effect of disproportionately excluding particular groups from obtaining higher-level, better-paying jobs.

Now this works is evident in a suit brought against the City of San Antonio by two Latinas.

They allege, among other things, that the city systematically and effectively denies Latinas promotions by using criteria totally unrelated to the job.

For example, a primary consideration in promotions within the city's right-of-way (real estate) department is whether an employee has handled work related to oil and gas. It is very unlikely that a Latina in Texas will have this experience because the oil and gas fields have long been dominated by Anglo males.

Under earlier law, once an employee proved that such a practice disproportionately affected a protected group, the employer was liable unless the practice could be justified by business necessity, which was directly and substantially related to the ability to do the job.

Under *Ward's Cove*, the employee not only has to show the practice has a disproportionate effect, but also that it is not justified. Because the employer probably possesses all the needed evidence, this is extremely difficult.

The "business necessity" standard was so watered down by the Supreme Court that now almost any practice with discriminatory effect can be defended as necessary to business.

The Civil Rights Act would reinstate the earlier standard.

Opponents say the disparate impact provision would force employers to adopt "quotas" to avoid liability.

The claim is a cynical political ploy.

The bill would actually reinstate law

that was in effect for 19 years.

There is no evidence of any true "quota" problem during that entire time.

The act would also provide for a damage remedy for victims of intentional employment discrimination under Title VII, the principal federal law prohibiting employment discrimination. Currently, the only remedies under Title VII are back pay, reinstatement and court orders prohibiting future discrimination.

Victims have no right to compensatory or punitive monetary damages.

Compensatory damages are monetary awards for losses such as medical injuries and emotional distress that result from the employer's intentional acts of discrimination. Punitive damages punish employers who commit particularly egregious discriminatory acts.

These are available under Section 1981, a post-Civil War statute that prohibits such discrimination on the basis of race, national origin and membership in certain religious groups. However, discrimination on the basis of gender, disability and membership in many other religious groups are excluded from its coverage.

The Civil Rights Act would assure that all victims of intentional discrimination have access to the same remedies.

Monetary damages are important, too. Latinos who suffer employment discrimination because of their sex -- rather than national origin or race -- may otherwise be denied a full rem-

edy. In a 1987 case in Virginia, for example, Virginia Delgado was fired after being sexually harassed and denied a promotion. Unable to find another job, she suffered extreme poverty, could not afford to eat properly, and almost lost her house. Delgado could sue only under Title VII and not Section 1981 because her claim was based solely on sex discrimination.

She received nothing for her substantial financial and medical losses even though the court found that she was a victim of intentional discrimination. With no worry about paying damages, her employer was not deterred from future discrimination.

Also important to the Latino community is an amendment introduced by Rep. José Serrano (D-N.Y.). It would authorize a new outreach and public information program for the Equal Employment Opportunity Commission. The program would target groups underserved by EEOC, specifically the Latino community, and would require the commission to distribute information about its services in languages other than English.

Passage of the Civil Rights Act of 1991 would have a direct hearing on the ability of Latinas and Latinos to take equal advantage of this country's opportunities in the work place.

(Lourdes Rivera is staff attorney with the National Women's Law Center in Washington, D.C.)

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Mande sus informacion tocante sus actividades de su organización, iglesia o cualquier eventos a ¿Que Pasa, El Editor P.O. Box 11250, Lubbock, Texas, 79408

Llano Estacado Media Association Sponsors Workshop

LUBBOCK -- Writers can gather tips about writing and selling articles and books during a workshop sponsored by the Llano Estacado Media Association on June 15 at the Sentinel Bookstore Meeting Room, 4835 50th St.

Registration will begin at 8:30 a.m., with the conference planned from 9 a.m. to 4 p.m.

The program includes: Mary Frances Beverly of Midland, "How to Sell What You Write"; Jodi Thomas of Amarillo, "Setting Goals for Success as a Writer"; and Deanie Francis Mills of Hermleigh, "Making Crime Pay - Writing Successful Suspense Fiction."

Cost for the workshop is \$35 at the door or \$25 for registration made by June 10. Information is available by calling 799-7346.

The Llano Estacado Media Association is affiliated with Texas Press Women and the National Federation of Press Women.

Youth Rally '91

Youth Rally '91 is scheduled for Saturday June 15th at 9:00 a.m. to 12:00 midnight at the Lubbock Civic Center and its agenda promises to be captivating for all area youth who participate. "We anticipate this years rally to be a huge success like last year; where close to 1400 Jr. and Sr. High Students attended. "Said Paul Florez director of youth ministry for the Catholic Diocese.

This Years Theme will be "How's your credit in Heaven?" with special guests including: The renowned musician Tony Melendez from Chino, California; who gained National attention when he performed for Pope John Paul II in 1987. Other guests include accomplished performer Steve Angrisano from Dallas, Texas and a local youth theatre group called "Que Hago?"

June 16th will be a day of fellowship with a volleyball tournament at Texas Water Rampage from 11:00 a.m. to 7:00 p.m. the pre-registration cost for Saturday will be \$12.00 which includes t-shirt, one catered meal, and the dance. Registration the day of the rally will be \$15.00.

Equal Opportunity Corruption

By Raoul Lowery Contreras

Political corruption wears many faces and comes in many forms. For example, when a politician helps himself to a little of the taxpayers' money, it is called embezzlement. When a politician is caught, there may be a trial, some plea bargaining, a little jail time, a fine and forfeiture of office.

This happened a while back in San Diego when a city councilman used his credit cards to entertain friends at expensive restaurants. Note-worthy was the presence at all his "dinner parties" of a certain attractive young lady.

When he was driven from office in disgrace and his family humiliated by his publicly acknowledged peccadilloes, the attractive young lady was nowhere to be seen.

This sharply contrasts the current political scandal sweeping San Diego. Apparently, \$100,000 of city money, "hush money" if you will, was secretly given to an attractive woman who carried on a dalliance with her boss, the city planning director, for almost two years.

It is generally acknowledged that the director and his attractive employee started their affair when he moved to town before his wife and family could join him. He claims it was a mutually consensual arrangement. It was an off-and-on arrangement for two years, he says.

The woman claims, in papers filed with the state of California, that she was forced to have sex with her boss regularly over a two-year period. She filed a sexual harassment complaint with the state in December, alleging that her boss made it clear that if she didn't have sex with him, her job with the city could disappear at budget time.

So far, we have simple case of a city department head claiming he had an extramarital affair with an employee of his and that she consented. Actually, he claims, she made the initial advances. On the other hand, we have an attractive city employee alleging that she had sex with her boss under threat of losing her job.

Now it gets complicated. Shortly after the sexual harassment complaint was filed with the state, someone in the city offices waved a magic wand, and the allegation was dropped. A stress-related disability settlement was negotiated with the lady by city officials. The settlement: \$100,000 and complete confidentiality for all parties.

Complete confidentiality for the lady involved was agreed to, but complete confidentiality was denied by city officials to mean that the San Diego City Council was not to be informed. How could a \$100,000 stress-related disability settlement be made and paid with taxpayers' money without the Council knowing about it?

Simple, the magic wand waver divided the settlement into two component parts. The first was a cash payment of \$19,995, and the \$80,005 second component was to be paid later.

The law requires City Council approval of any single expenditure of \$20,000 or more but allows the city manager to issue checks for less than \$20,000 on his own prerogative. That is how a check of \$19,995 was written.

The entire deal was secretly arrived at and implemented. The lady has her \$100,000; the city department head kept his job; the city manager retired to take a job with California's new administration, as Pete Wilson's director of general services; and the taxpayers got what they always get.

The whole scheme was approved by the city attorney, the only elected official involved.

Needless to say, it was splattered all over city newspapers and even received feature treatment on the nationally syndicated television program "Hard Copy."

The former city manager claims he didn't want the wandering man's family to know he was a philanderer. The philanderer claims the woman consented. The new city manager claims he knew nothing, though he was the assistant city manager when the deal was made. The city attorney? When asked why he didn't inform the City Council, he replied -- with a straight face -- "It was not my job."

For those unfamiliar with the workings and trappings of government, the procedure used by these officials to keep the lady quiet, to protect one of their own and to keep the City Council from knowing taxpayers' money was used as "hush money" is called "Cover your (fill-in-the-blank)."

For the record, the principals involved in this scandal are named Spaulding, Bray, Lockwood, McGroarty and Witt.

Remember the city councilman who was kicked out of office for using his city credit cards to entertain friends, including a certain attractive young lady?

His plea bargain: He had to plead guilty to a felony, reimburse the city \$600 and resign his office. His family was humiliated, and he had to endure the sneers and snickers of the entire city.

His name was Martinez, and he was the highest ranking elected Hispanic official in California at the time. It's a shame he didn't know what we know now. That is, if your name isn't Martinez and you have friends named Lockwood and Witt, you can rape an entire city.

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A Rough Ride Across The Pages of America

By José Armas

I don't travel well by plane. If I think about the irrational logic of 200 people in tons of steel 35,000 feet up in the air, I get very tense. Even a half-hour flight affects me like a day of hard labor. So to distract myself I devour every publication I can find. I engage in conversation only if pressed and only if I can avoid looking out the window, which is hard to do from an aisle seat.

As I boarded an airplane to return home to New Mexico from California recently, my hands began to sweat immediately. En route to my seat, I grabbed a stack of magazines. I started reading every page of every magazine, ads and all. Then I came to Newsweek. The cover read, "The New Politics of Race." It showed a picture of a white and a black man. Most press -- especially the Eastern media -- insist on categorizing people neatly as black and white. The term "minorities" tends to mean blacks.

Hispanics seem insignificant, despite the fact that we make up about 10 percent of the population and blacks 12 percent. My irritation growing (terrified of dying and angry at the magazine), I began looking for mention of Hispanics in the story. None in any of the pictures. I searched the text and -- Bingo! -- I found us on the second page: "Relations among all races -- Asian and Hispanic as well as African-American and white -- have never been easy in the United States." And then we disappear.

A survey that was included addressed all questions to blacks and whites only. The 15 pictures showed blacks and whites only. I took out a marking pen and began dotting the references to Hispanics and blacks. When the wheels banged onto the Salt Lake City runway, I looked up. The passenger next to me was gazing at my magazine blotted with blue dots. "Research," I told him limply. He ignored me.

Before deplaning to catch my connecting flight, I tallied the count. In the 10-page story, blacks were mentioned 115 times, Hispanics twice. Waiting for my next flight, I spotted a book at a newsstand called "Eyes on the Prize: America's Civil Rights Years."

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Las Latinas Tambien Necesitan Sus Derechos Civiles

Por Lourdes Rivera

Hay amplia documentación en el sentido de que todos los miembros de la comunidad hispana se enfrentan a la discriminación en el empleo, basada en la raza, el origen nacional y a veces el color. Se les excluye de los empleos buenos y se les niegan los ascensos únicamente porque son hispanas.

Para las latinas, la igualdad de oportunidades en el centro de trabajo es un problema especialmente persistente y extenso.

Muchos empleadores mantienen aún conceptos limitadores sobre las clases de trabajos que ellas pueden hacer. Y, en el trabajo, ellas sufren de hostigamiento sexual.

El hecho de que las latinas ganan los jornales más bajos de cualquier grupo (en 1989 ganaron un promedio de 54 centavos por cada dólar ganado por los varones blancos) refleja las múltiples barreras a que se enfrentan.

La Ley de los Derechos Civiles de 1991, que se enfoca sobre las pasos retrógrados adoptados recientemente por el Tribunal Supremo de los Estados Unidos, resulta especialmente crítica para este grupo de 11 millones de estadounidenses.

Lo más importante es la ne-

cesidad de revocar el dictamen recaído en el caso de Ward's Cove Parking Co. vs. Atonio, un litigio que trata del "efecto diverso" como base para la responsabilidad. Esto se refiere a las prácticas de empleo que parecen neutrales a simple vista, pero que tienen el efecto de excluir desproporcionadamente a grupos en particular de los empleos de alta nivel que pagan mejor.

El modo de que esto funciona se hace evidente en una demanda presentada contra la ciudad de San Antonio por dos latinas. Ellas alegan, entre otras cosas,

que la ciudad sistemática y eficazmente a las latinas niega los ascensos al emplear criterios totalmente faltos de relación con el empleo.

Por ejemplo, una consideración primordial en los ascensos dentro del departamento de derechos de vía (bienes inmuebles) es la de si un (a) empleado (a) ha manejado trabajo relacionado con el petróleo y el gas. Es muy improbable que una latina de Tejas haya tenido esta experiencia, porque el campo del petróleo y el gas ha sido dominado durante largo tiempo por los varones anglo-americanos.

A tenor de la ley anterior, una vez que un (a) empleado (a) probaba que dicha práctica afectaba desproporcionadamente a un grupo protegido, el empleador era responsable a menos que la práctica pudiera justificarse por la necesidad del negocio, que estuviera directa y substancialmente relacionada con la capacidad para realizar el trabajo.

Bajo el dictamen del caso Ward's Cove, el empleado no sólo tiene que mostrar que la práctica tiene un efecto desproporcionado, sino también que no está justificada. Debe a que el empleado tiene probabilidades de poseer toda la evidencia necesaria, esto resulta extremadamente difícil. La norma de la "necesidad del negocio" fue tan diluida por el Tribunal que ahora casi cualquier práctica con efecto discriminatorio puede ser defendida como necesaria para el negocio. La Ley de los Derechos Civiles restablece la norma anterior.

Los oponentes del proyecto de ley de 1991 dicen que la disposición del efecto diverso obliga a los empleadores a adoptar "cuotas" para evitar la responsabilidad. El alegato es una estrategia política cínica.

El proyecto de ley establece una ley que estuvo en vigor durante 19 años. No hay evidencia de ningún problema verdadero de "cuota" durante todo ese espacio de tiempo.

El proyecto de ley dispone un remedio por concepto de daños para las víctimas de la discriminación intencional en el empleo bajo el Título VII, que es la ley federal principal que prohíbe la discriminación en el empleo. Actualmente, los únicos remedios a tenor del Título VII son el pago retroactivo, el establecimiento del empleo y las órdenes judiciales que prohíben la discriminación en el futuro. Las víctimas no tienen derecho al otorgamiento de daños económicos por compensación ni punitivos.

Los daños por compensación son concesiones monetarias para las pérdidas tales como los diarios médicos que resultan de los actos intencionales del empleador que ocasionan la discriminación. Los daños punitivos castigan a los empleadores que cometan actos discriminatorios especialmente considerables. Estos se hallan disponibles a tenor de la Sección 1981, un estatuto posterior a la Guerra Civil que pro-

CRAZY HORSE

BY STEPHEN C. MCINTYRE

The local fighting over redistricting may be heating up. Discussions are being held by the LISD and the county commissioners will be deciding on a plan soon. Local politicians are very similar to state and national politicians. They want to get elected again and so they will push for districts that they think will enhance their ability to win again. It is a rare politician who simply looks at the Voting Rights Act and then uses his good common sense to do the right thing.

Most politicians mouth fairness and equality but usually mean is it fair to them and will it give them more than an equal chance to win in the next election.

The Voting Rights Act was passed to protect the right of the people to vote and have an equal say in our government. It was not passed to aid a particular politician. All of us should carefully look at the new lines that are being drawn and listen and remember what is being said by the politicians. And then when the lawsuits start coming because of the blatantly illegal lines being drawn, listen to the explanation of the current elected politicians for paying all the attorney's fees for their lawyers in defending the mess and then more attorney's fees to the winning lawyers who clean up the illegal mess.

It seems to me that the tax payers should be getting a little tired of paying lawyers. It might be an interesting change to see the incumbent politicians simply obey the law.

In 1947, women accounted for 27 percent of the unemployed. In 1973, 48 percent of the unemployed. Today a woman supporting a family earns half the salary of a man who heads a household. Most of the children living in poverty are in homes supported by a working mother.

This book, almost 400 pages long, should have been called the Black Civil Rights Years. The black struggle is important U.S. history. But so is the Hispanic struggle. Yet, Blackside, Inc., which produced the book, seemed not to see us.

Am I being too sensitive to expect that "scholars" be accurate about our history? Should I not feel slighted and insulted?

This book and the Newsweek story emphasize the imperative still facing Hispanics: to shatter our invisible minority syndrome.

The Hispanic population grew 53 percent in the past decade, vs. 6.7 percent for non-Hispanics. We'll soon become the country's largest ethnic group. Yet the media -- even black media -- barely acknowledge us.

There is tragic irony that Hispanics have been rioting because of mistreatment in the black city of Washington, D.C.

Who is to blame for this? I don't know that only Hispanics can change this status. We need to start being seen and heard. Until we do, our issues will not be seen or addressed.

When my wife greeted me at the Albuquerque airport, she asked sympathetically, "Another rough ride, dear?"

(José Armas writes a weekly column for the Albuquerque Journal.)

Latino From Pg 1

Unless we got out and advocate and demand participation in the legislatures, in Congress and in corporate America, we will remain at that level," he adds, referring to the difference in average receipts.

The vast majority of Latino-owned businesses, or 94 percent, operate as individual proprietorships. The share of receipts they accounted for dropped, however, to 61 percent in 1987 from 72 percent in 1982.

"Subchapter S corporations," or businesses with 35 or fewer shareholders rather than as corporations, represented 3 percent of all Hispanic firms in 1987 but doubled their share of total receipts from 15 percent to 30 percent over the five-year period.

--Latino firms, while accounting for 3 percent of all firms, generated 1 percent of all receipts.

--Latino firms with receipts of \$1 million or more accounted for 30 percent of receipts but only 0.6 percent of Hispanic businesses.

--Latino wholesale business had the highest average receipts per firm, \$214,000.

(Félix Pérez, of Washington, D.C., is editor and publisher of the national news weekly, Hispanic Link Weekly Report.)

Ella no recibió nada por sus pérdidas financieras y médicas considerables, aún cuando el tribunal halló que ella fué víctima de discriminación intencional. Sin tener que preocuparse por pagar daños, el empleador no fué disuadido de volver a discriminar.

También es importante para la comunidad latina una enmienda presentada por el Representante José Serrano (demócrata por Nueva York). Est autoriza un nuevo programa de alcance exterior e información pública para la Comisión de Igualdad en las Oportunidades de Empleo (EEOC). El programa se enfoca sobre los grupos a quienes dicha Comisión presta servicios insuficientes, específicamente la comunidad latina, y exige que la comisión distribuya información acerca de sus servicios en idiomas distintos que el inglés.

La aprobación del proyecto de ley de los Derechos Civiles de 1991 tendrá una influencia directa sobre la capacidad de las latinas y los latinos para aprovechar equitativamente de las oportunidades de estos países en el centro de trabajo.

(Lourdes Rivera es abogada que forma parte del personal de Centro Legal Nacional)

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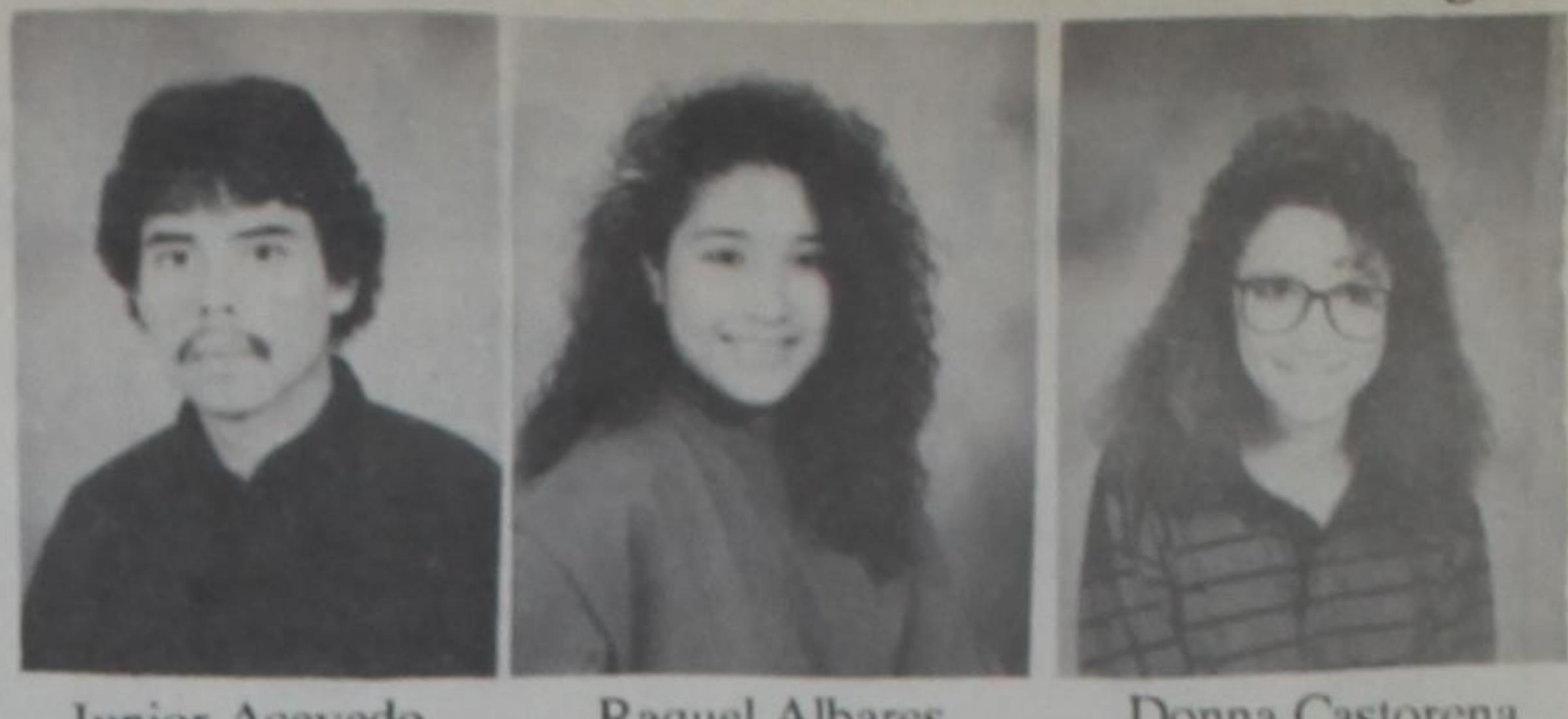
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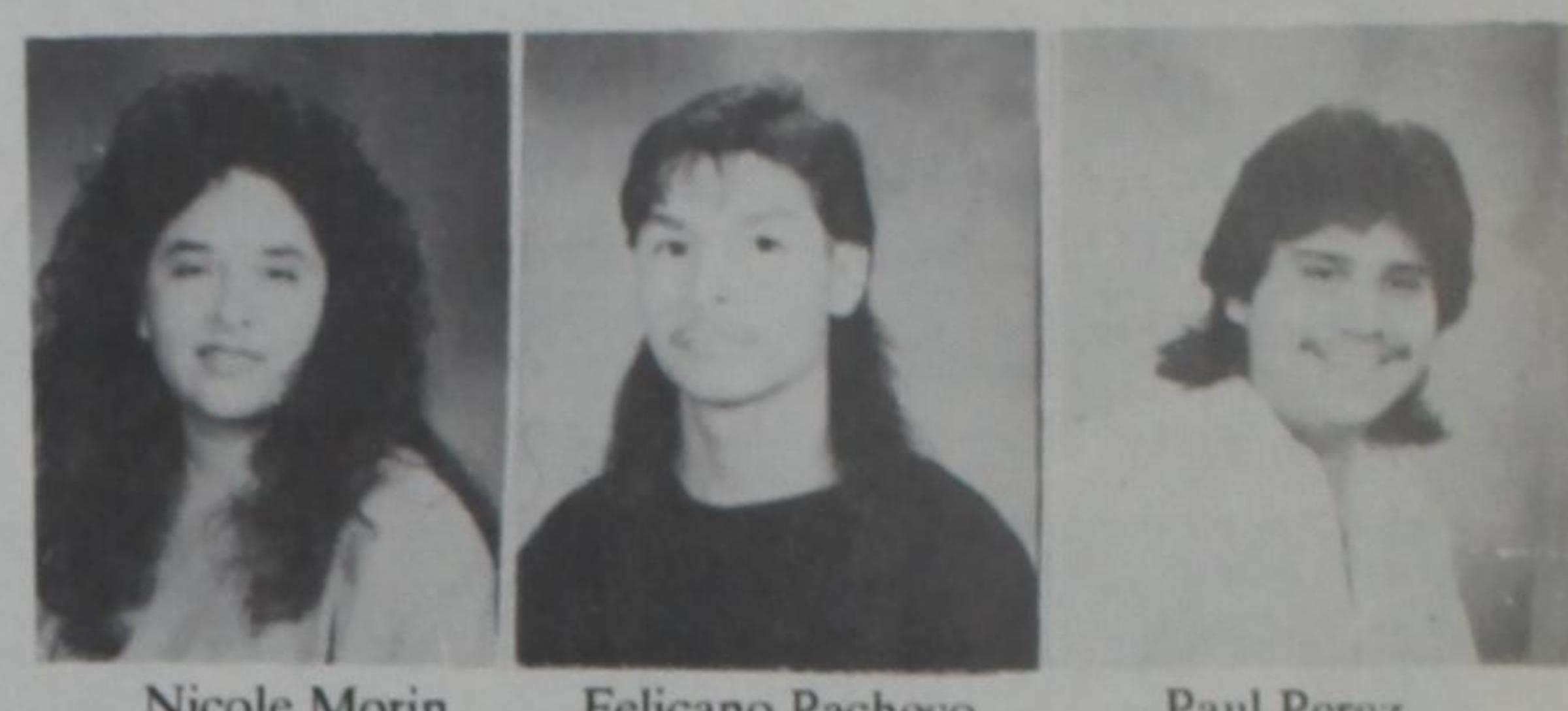
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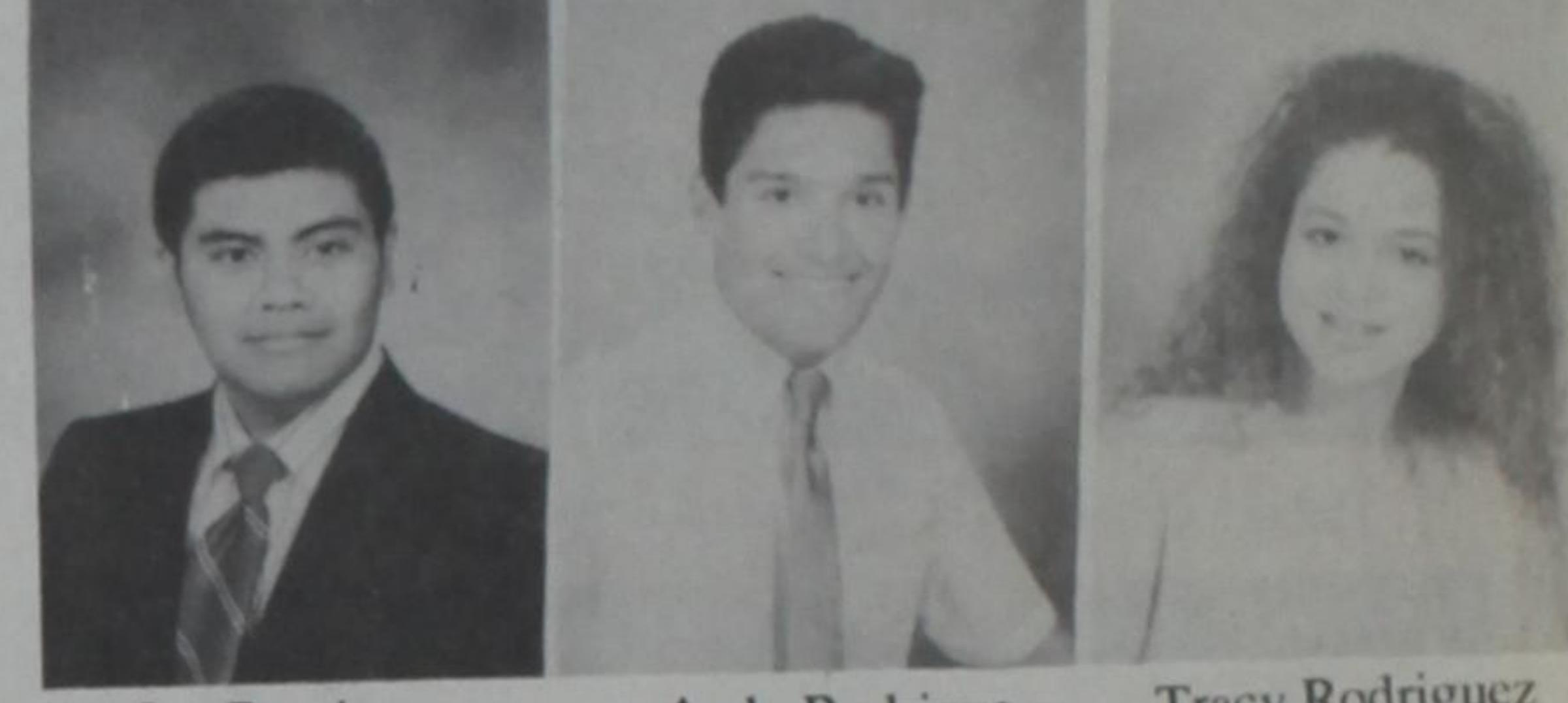
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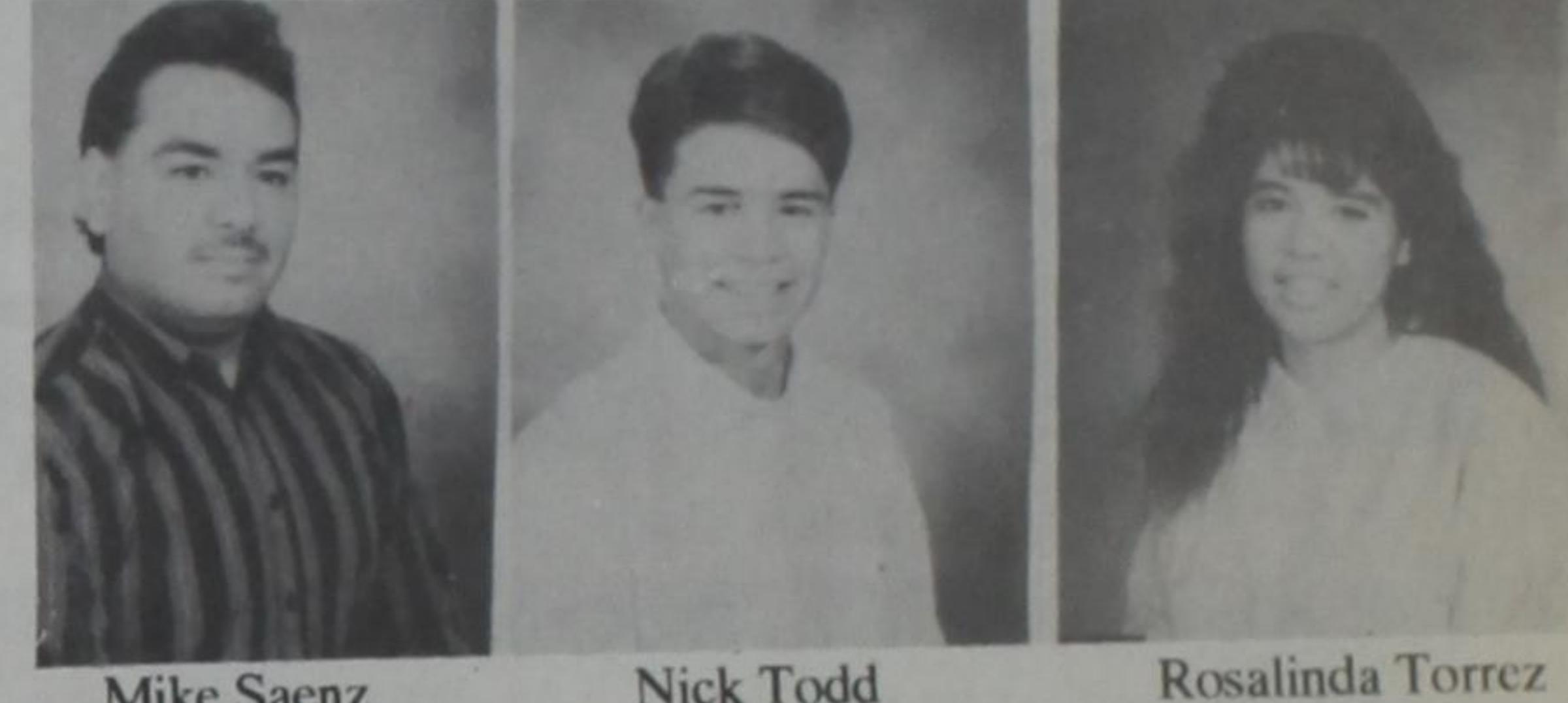
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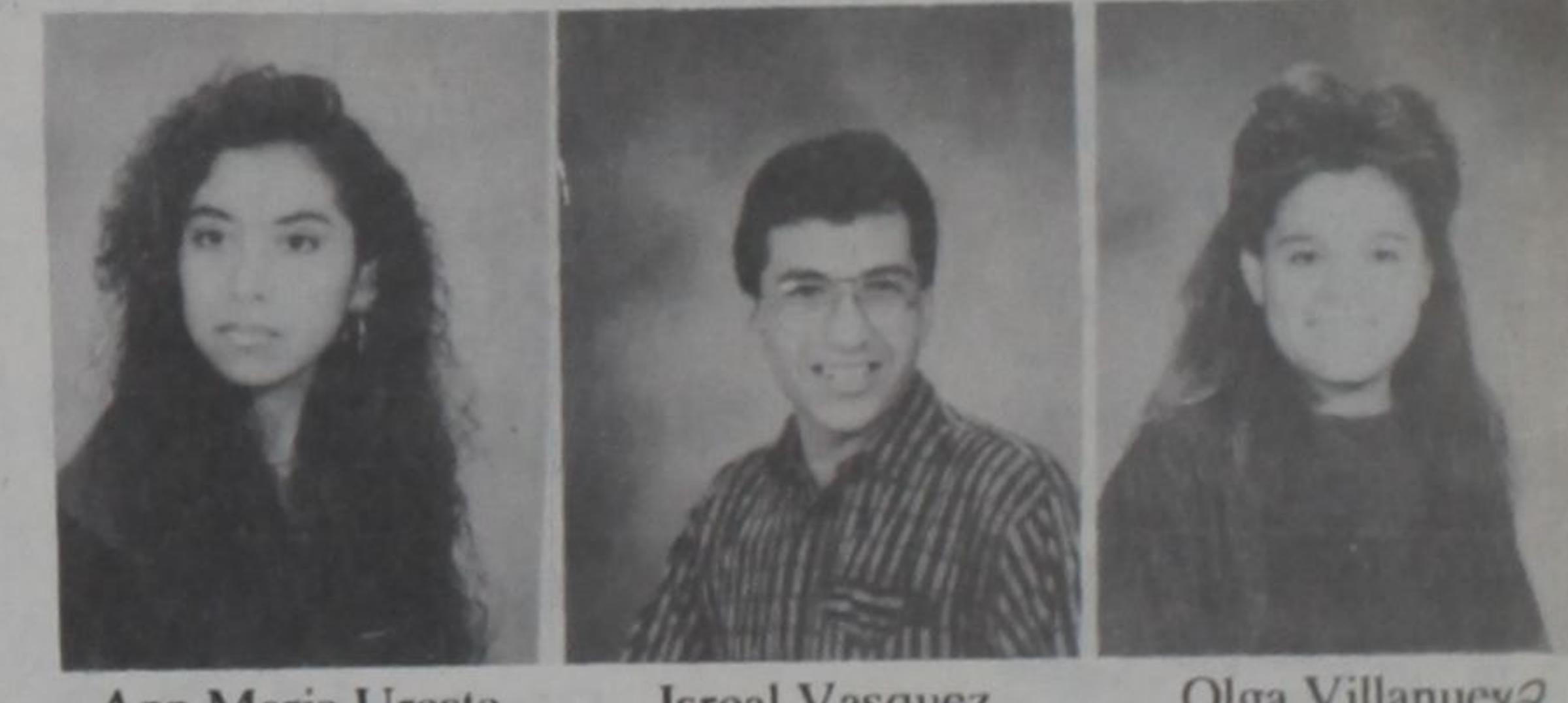
Rosalinda Torrez



Ricky Jimenez

Debby Luna

Valerie Madrid



Ann Marie Ureste

Isreal Vasquez

Olga Villanueva

Coronado Seniors 1991

**BEST OF LUCK
to the Graduates.**

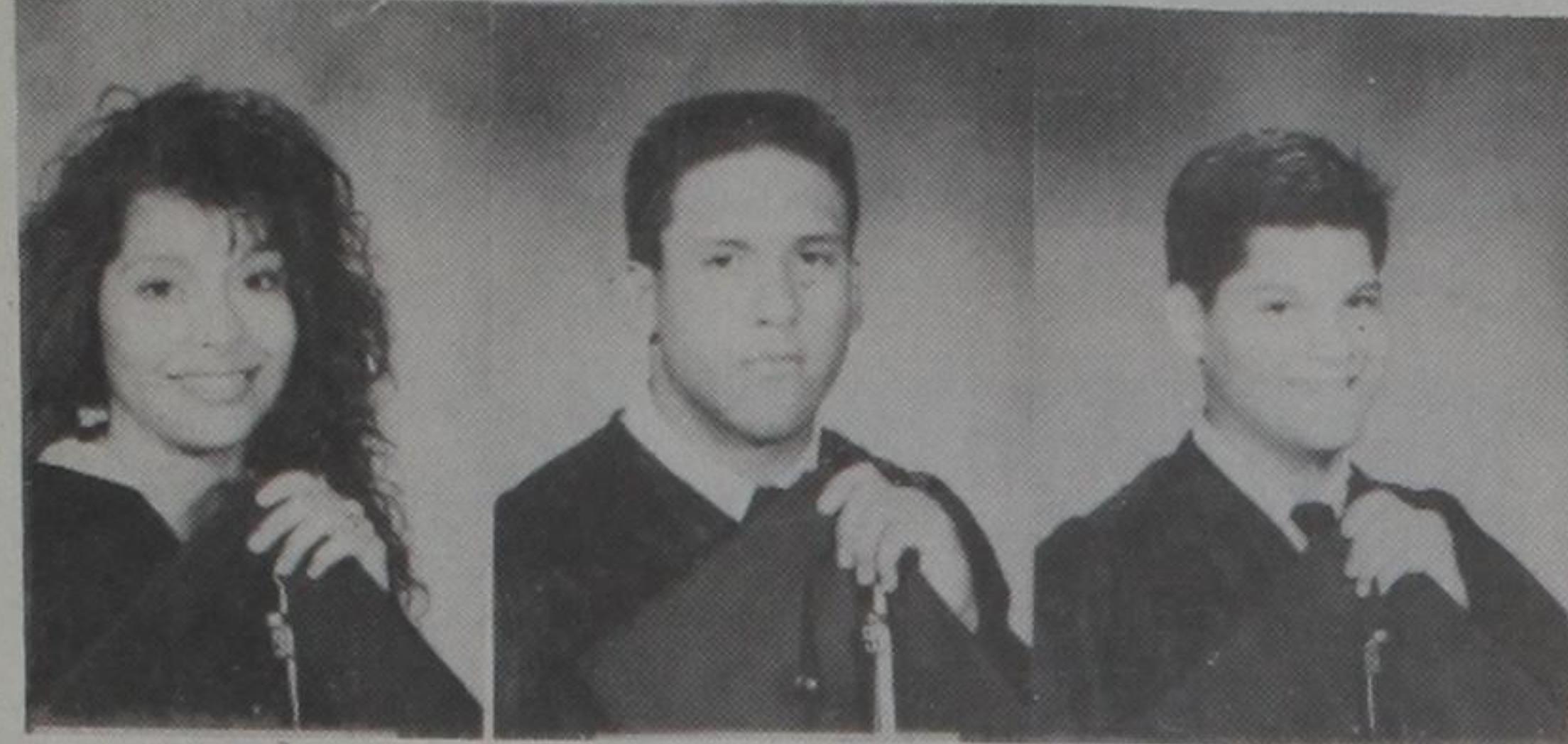
The Best
to You
Seniors
1991



May you have
Success in the Future
**Judge McKinley
Sheppard**
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Congratulations Class of 1991

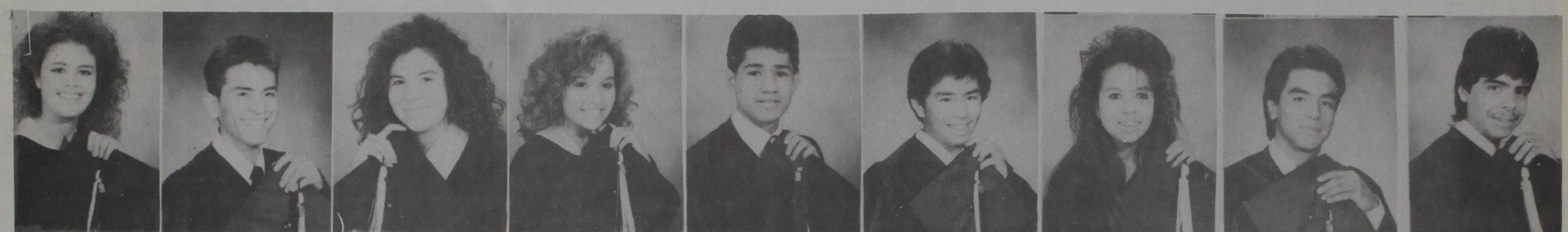
Lubbock High School Seniors



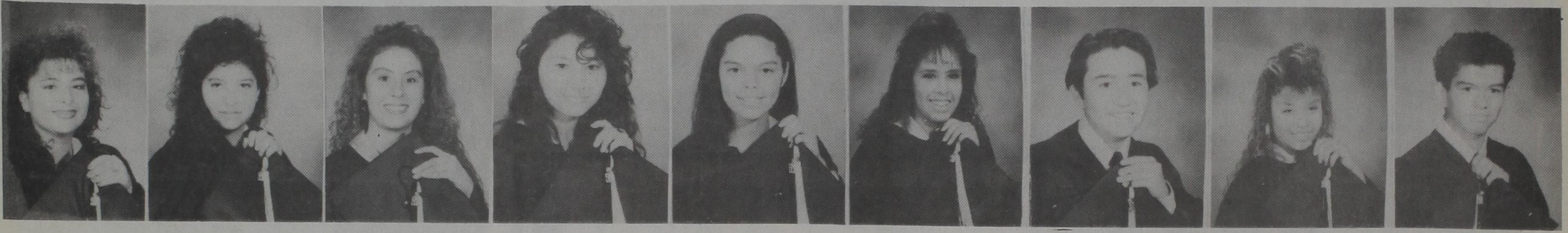
Christine Aguilar Baudilio Aguirre Adam Alaniz Irene Alvarado Rebekah Alvarado Victor Anchondo Hilda Badil Elizabeth Baiza Corrina Balderas



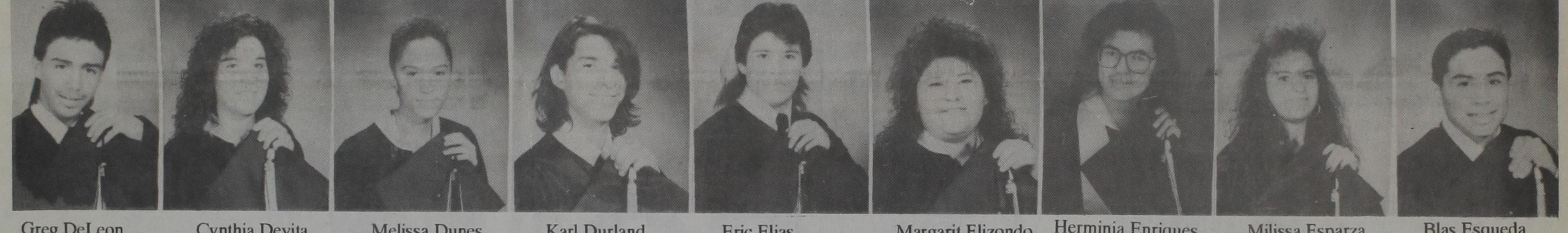
Bobby Ballesteros Andy Barboza Michelle Barrera Jonathan Bengoa Christina Brito Manuel Cadena Cynthia Calderon Katherine Cantu April Camacho



Debora Camp Victor Campos Yvonne Carrill Christine Carrizales Anthony Casias Daniel Castillo Jessica Castillo John Castillo Michael Castro



Christina Chapa Vanessa Chavez Annie Constancio Selina Constancio Sabina Contreras Danny Covarrubio Nicki Davis James DelaCruz



Greg DeLeon Cynthia Devita Melissa Dunes Karl Durland Eric Elias Margarit Elizondo Herminia Enriques Milissa Esparza Blas Esqueda



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salute the
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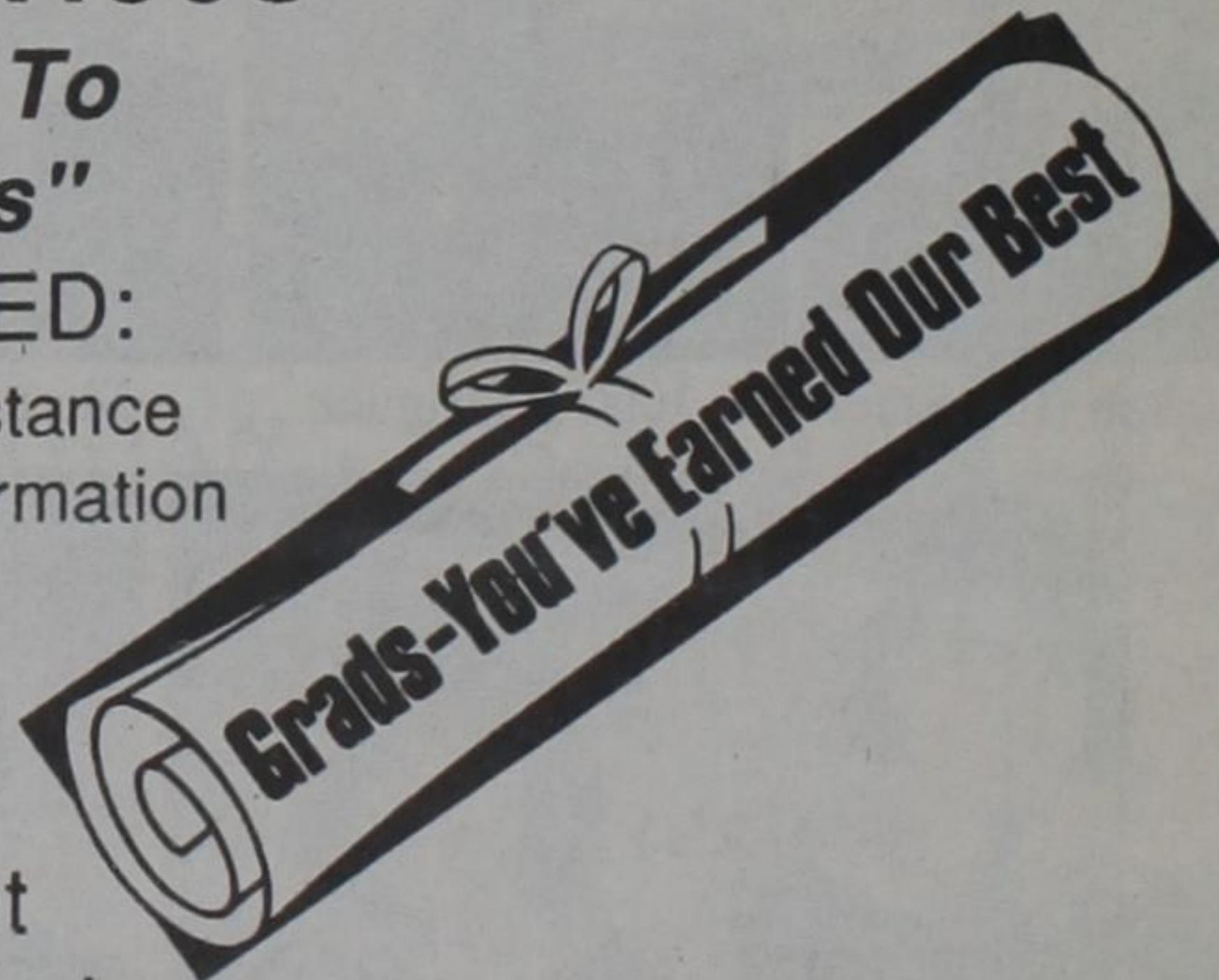
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L
H
S

Basta (Enough)

by Javan Garcia

(Writer's Note: Kid Frost, a Rapper from East L.A. produced a Rap song titled "La Raza". I didn't particularly find it educational nor entertaining. And this is my response.)

Amigo, quiero hablar contigo.
Kid Frost, you're lost.
If you're asking why? It's because you lie.

La musica es un instrumento,
que podemos usar todo el tiempo.
Y si tu puedes cantar, estirate.
Y si no puedes, than retirete.
Pero por favor don't play con nuestro corazon.
Porque estas lestimando a toda la nacion.

You say que tu 'Rap' es for La Raza.
Y yo te digo a ti que ya basta.

You cannot use us as your excuse
to make your money and to abuse.

You are being riotous,
not righteous.
Nuestros need lo positivo,
no lo negativo.

Los ninos are quick to believe
anything they hear.
That's why
we have to do better than play by ear.

They are our own future.
So their minds you cannot butcher.
Just so you can record a C.D.,
you are treating them without dignity.
And their pride you are discarding like debris.

At the expense of making a dollar,
you are sacrificing our color.

Si esta bien eso,
you deserve your peso.
Y si no esta,
than ya basta.

I know you were brought up
in a pretty tough neighborhood.
And even if I wanted to deny it,
I was to, Dude.

And since yo tambien vengo del barrio,
I don't want to hear caca en la radio.
Especially when it comes to our own kind.
Becuse we don't want to be lead by the blind.

Homeboy, we have the whole world
trying to put us down.
We don't have to help it by
being its clown.

We have a responsibility
to all La Raza.
And if we come to disgrace it,
va ver una fraca.

That's why we have to be careful
in what we say.
Otherwise, toda La Raza
will dearly pay.

Hermano, tu comprendes las cosas
porque tienes tus años.
And that is why you of all people
should not project daños.

Tu dices que you carry a piece.
Why do you not instead work for peace?
Tenemos que ver por nuestra Raza,
work together y no dividir nuestra casa.

So please do not think que
I am getting on your case.
But your lyrics, Homey,
do a lot of damage to our race.

What you have to say for La Raza
leaves me feeling a little low.
At the same time,
I am not trying to say
I am your foe, bro.
On the contrary
I am on your side.
So together let's take the carnalismo ride.

Our jefitos with all their huicio
would not want us to fight,
they would want us to come
out of the darkness and into the light.

We are the Raza to be dealt with in this decade.
So let us unite and come to eachother's aid.
Instill in our jovencitos that
there is a better mañana.
Show them responsibility y veras
que toda La Raza gana.

Solo que si le calamos
entre todos hacer la diferencia,
en el corazon de nuestra raza
quedara nada mas que pura creencia.

And at the end of each day,
on our knees let us pray.
Do not cut-off Lord,
our Raza's umbilical cord.
For it is to you we are connected to.
And God Almighty is our supernatural glue.

(Javan Garcia is a free lance writer, poet,
and an aspirant Rapper.
He is the author of "Train of Thought",
"Mañana, Mañana", "La Vida Desabrida",
and "Love Struck". © 1990

LISD Sets Summer School Schedule

Summer School classes in the Lubbock Independent School District will begin soon, most elementary offerings on June 5 and all secondary courses on June 6. A variety of offerings

will be available, some designed for students who need to reach required levels of accomplishment to begin next year on grade level and others designed for advancement and enrichment purposes.

Registration for the programs will be June 5 for those students who have not pre-registered. For programs that extend into July, classes will be dismissed for a holiday on Thursday, July 4, and Friday, July 5.

No tuition is charged for students who are required to attend summer school for remediation (e.g., those who fail a course, who fail a segment of the TAAS test, or who score more than one year below grade level in reading, language, or mathematics on the CAT test). The classes will be available to out-of-district residents on a fee basis. Also, a tuition will be charged for optional classes designed for advancement and enrichment, except for students from Estacado High School who may attend all summer school classes free.

Senior High, Grades 9-12

Extended year classes and courses for advancement will be offered at Estacado High School. Bus transportation will be provided from students' home schools to Estacado. Classes will extend from June 6 through July 25.

Extended school year classes in the areas of mathematics and English/language arts will be provided for students in grades 9-12 who failed the courses offered or have failed the related portion of the TASS test. Correlated Language Arts, English, Fundamentals of Math, Consumer Math, Pre-Algebra, and Informal Geometry will be available free for LISD students.

A number of high school courses for grades 9-12 will be available at Estacado for advancement purposes: English, algebra, geometry, U.S. history, world history, U.S. government, economics, Health I, physical science, Introduction to Physical Science, Biology I, Introduction to Biology, physical education (one semester), Typing (one semester), and Computer Math I (for Estacado students only). Tuition will be \$85 per one-half unit course for LISD residents students and \$128 for out-of-district students.

Junior High, Grades 7 & 8

Summer classes for grades 7 and 8 will be taught at Alderson, Irons, and Mackenzie. The areas of reading, English, math, science, and social studies will be offered. LISD students who are required to take a course for remediation purposes do not pay tuition. However, a tuition of \$55 per

course will be charged for LISD students who take the courses for enrichment, and \$82.50 per course will be charged for non-resident students.

Registration for non-resident students will be June 5 at the junior high closest to their home school. Alderson will serve students who live in the Matthews, O.L. Slaton, and Alderson attendance areas for grades 7 and 8. Irons will serve students who live in the Atkins, Evans, and Irons attendance areas. Mackenzie will serve students who live in the Wilson, J.T. Hutchinson, and Mackenzie attendance areas. Classes will be held June 6 through July 11.

Bus transportation will be provided for students living outside their attendance area.

Driver Education

Two Sessions of driver education will be offered at Lubbock High School, June 3-22 and June 24-July 17. Registration for these classes has already been taken, and the classes are full.

Elementary-Extended Academic School Year

The extended academic summer school program is based on the philosophy that some children need more time to master basic skills. The curriculum will focus on reading, mathematics, and writing objectives that will be tested on the new TAAS test in October of 1991.

The classes will be taught June 5 through July 11 at these Chapter I schools: Arnett, Bozeman, Brown, Dupre, Harwell, Hodges, Hunt, Iles, Jackson, McWhorter, Mahon, Martin, Parkway, Posey, Ramirez, Tubbs, Wheatley, and Wolffarth classes. The classes will also be taught at Bayless and Whiteside. The summer school will be provided free of charge to all Chapter I students. A tuition of \$20 will be charged for other students.

Elementary - Pre-

Kindergarten and Pre-First Grade

The pre-kindergarten and pre-first grade summer school programs are tuition-free and will be offered at all Chapter I schools. The pre-kindergarten program is designed to provide oral language instruction in an appropriate learning environment for the four year old. It will help provide the orientation necessary for a smooth transition between home and

school.

Pre-first grade classes will provide oral language instruction based on the vocabulary which will be needed for first grade reading. Language development will be provided daily, along with a comprehensive pre-reading skills program.

Elementary - Kaleidoscope

The Kaleidoscope program is an enrichment program designed for students who have completed any grade, kindergarten through sixth. The content is highly motivational. Students participate in 12 facets of study during the three-week period.

The facets provide opportunities to explore such things as American folklore, music dance, crafts, customs, traditions, cooking, famous sports heroes, and notable Texans.

The classes will be offered at Williams, June 10 through June 28, for a tuition of \$90.

Elementary - Summer Swimming Program

The summer swimming program will be offered at Lomax Center for selected schools. The program is designed to increase aquatic skills, acquire safety practices around all aquatic areas, raise self-esteem, and reward LISD students for attendance, good citizenship, and overall grades and/or improved grades in specific academic areas.

Elementary - Summer Library Program

School libraries will be open two or three days per week during the summer from June 3 through July 11 at all schools except R. Wilson, Bean and Parsons. The days to be open, hours of service, and story time hours will be posted at each building, and letters giving specific information will be sent to parents.

The theme for the summer library program is "Kids Who Read....Succeed!" Students who read 12 books will be listed on an honor roll and their names will be featured on a bulletin board. The same promotional program used in the country libraries will be available at school libraries, enabling students to get credit for all books read during the summer.

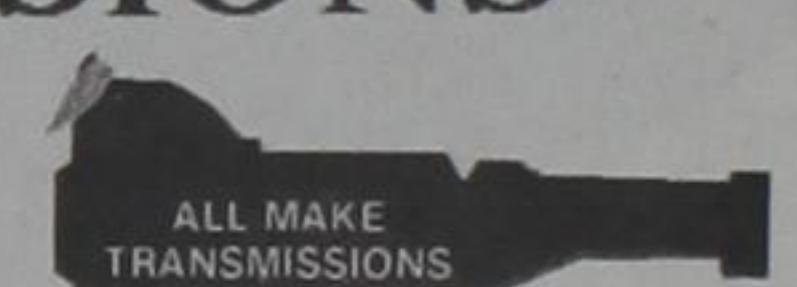
Other

A special education program at Ballenger and speech therapy at Bayless will be provided for students who qualify.

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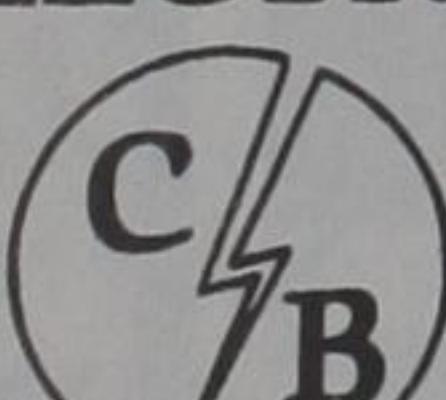
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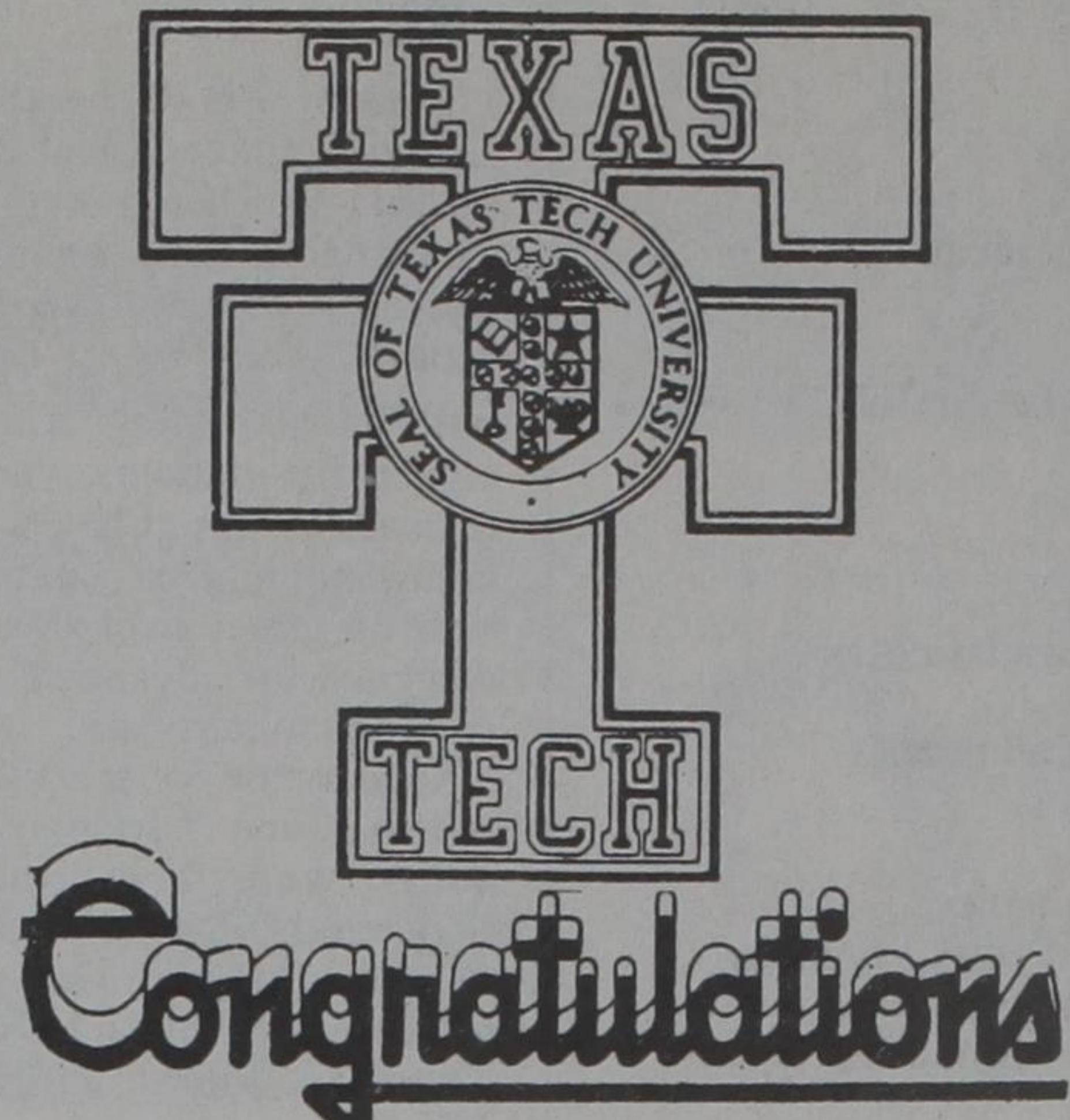
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To Pat (Pato) Lopez

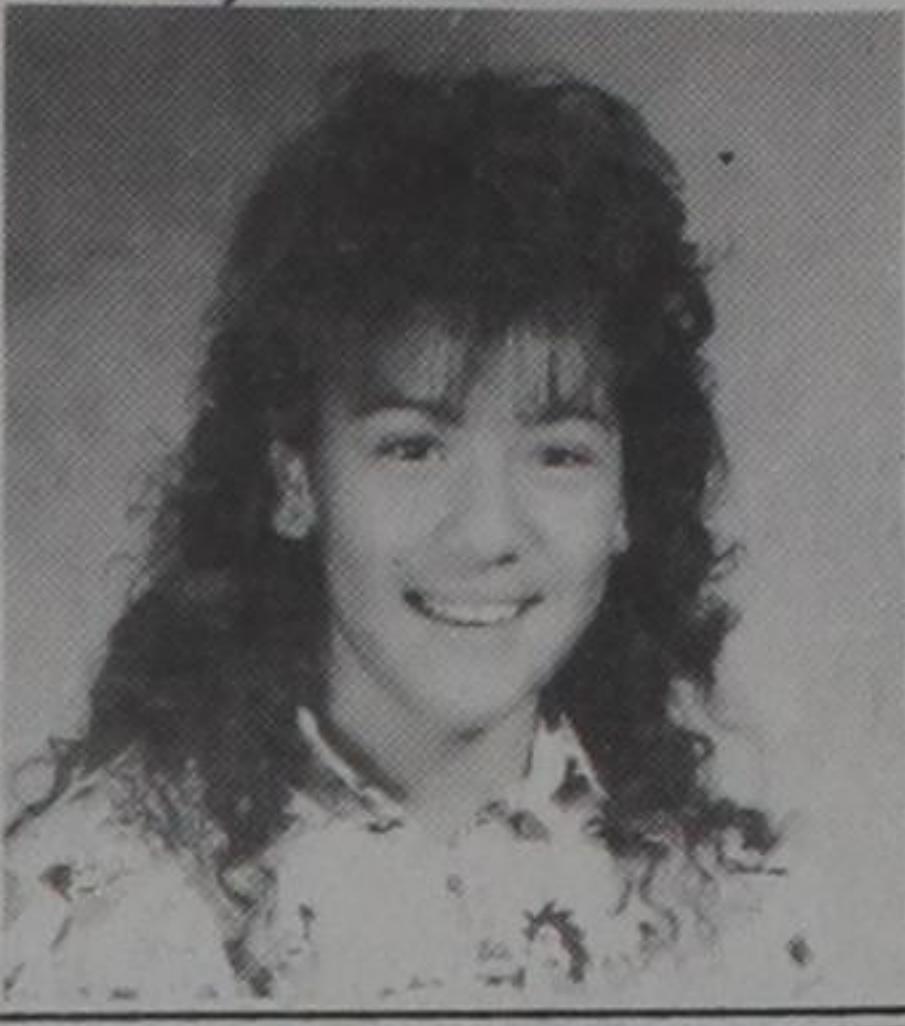
We are very happy and proud to see you finish your final high school year.

May your future be bright and your path be God's will. We pray you succeed in everything you set your mind to.

The Marines may be taking you to serve our nation, but when you come home you will still be my baby. from your loving mother, Rosemary Garcia and Family



To my daughter, Monica and to my son, James, I love you very much. From your Dad, Pat Lucero

To Nicki Ramon
Congratulations on
your success in High
School and good
luck in your college
studies.Always remember
that we are proud of
you and that we love
you very much.
From your parents, Danny & Toni and
family, Danny, Angie & DanielTo our loving daughters, Cathy &
Cynthia. May the dreams of your future be
brighter than the history of the past. From
your parents, Luis & Victoria Lucero

Hoy es un día muy importante porque Dios nos ha dado licencia de ver graduar a nuestra hija, Graciela Torres. Lo que le decimos de parte de su papá y su mama es que estamos muy orgullosos de ella. Que siga adelante y que no olvide que el estudio es muy importante. Que no cese hasta lograr ser alguien en esta vida. Y le pedimos a Dios que le de sabiduría y voluntad para que siga adelante en sus estudios.

Te quieren mucho, Angel y Carmén Torres

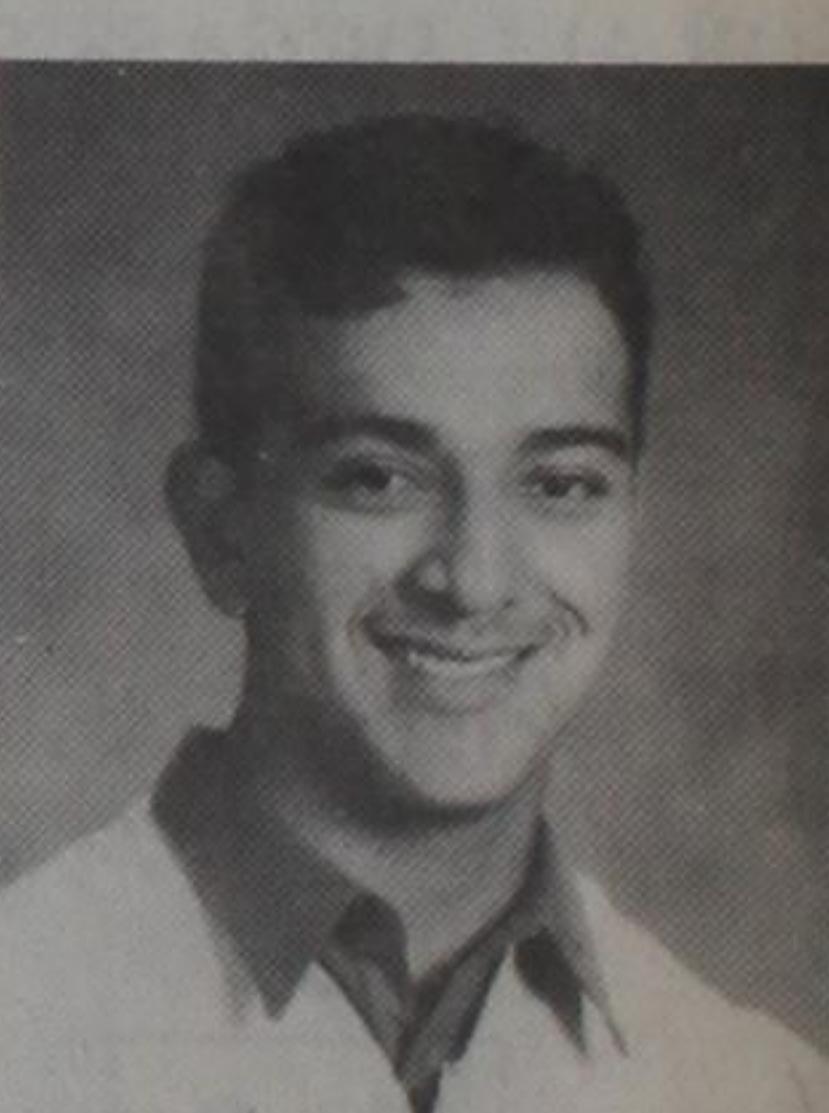
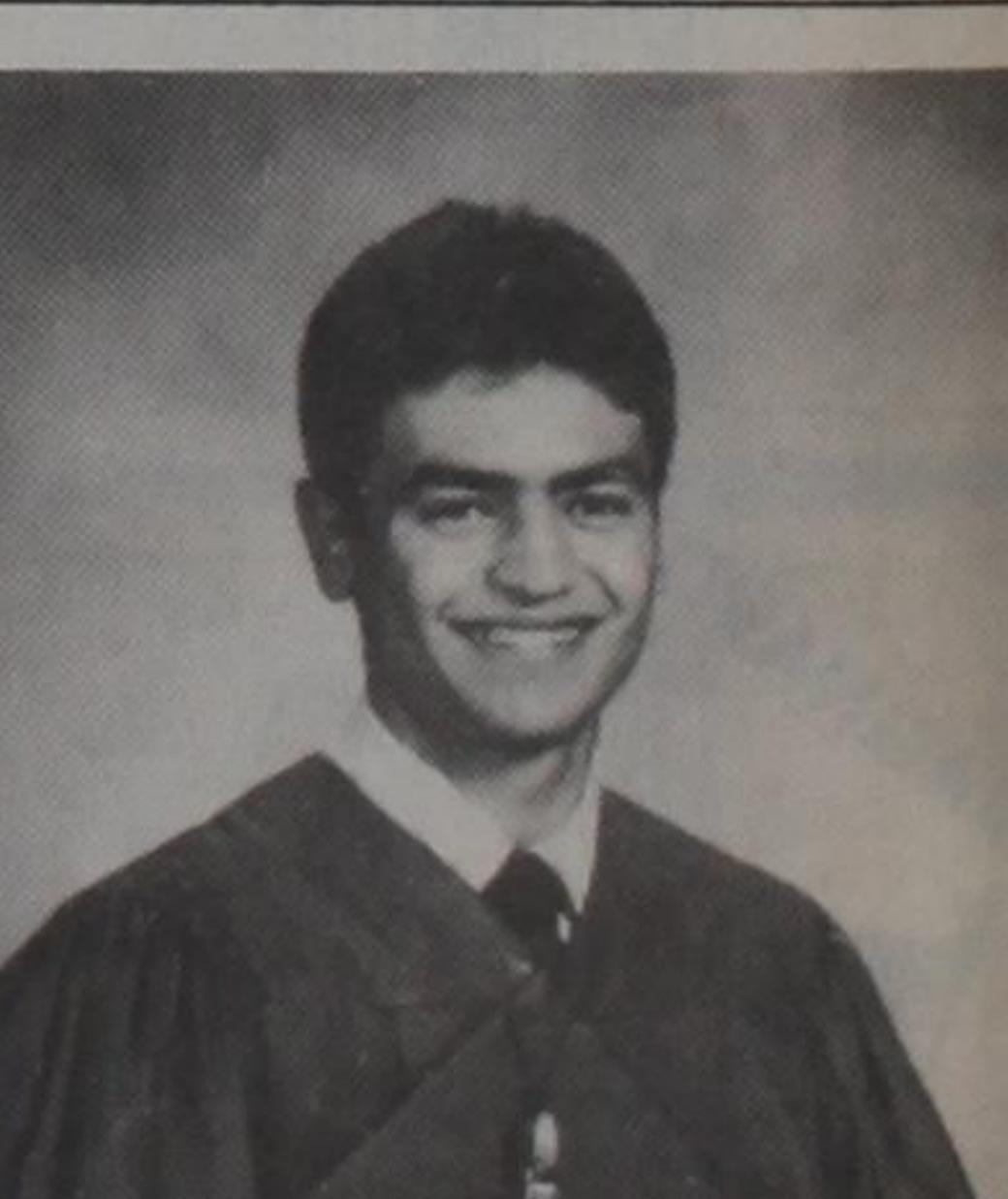
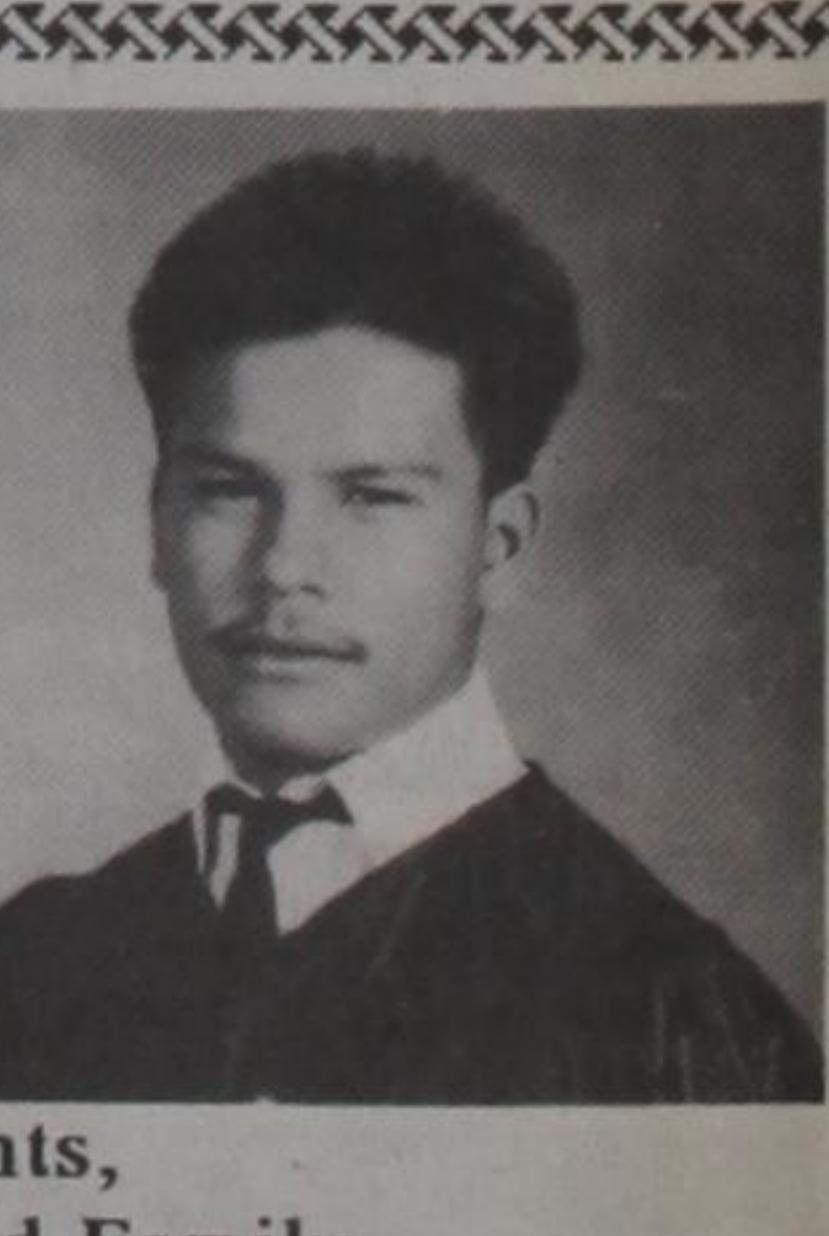


Para nuestro querido hijo, Adrian, en tu graduación.

Por 12 años has continuado tu educación y ahora empiezas una nueva época en tu vida. Ojalá que sigas tu camino y tengas éxito en tu futuro.

De parte de tus padres,
David y Ester Juarez y
tus abuelos, Sr. y Sra. Eliseo Cortez

Yvonne Denise Carrillo

13 years of hard work
and studying have paid off.We're very proud of
you. Congratulations and
God Bless you.
Love.
Dad, Mom, Mandy & SamanthaTo my loving son,
Ruben Torres Rodriguez,
on your graduation
from Estacado
High School.
Here's wishing you
much success in your
future life and education.
Love Mom and Aunt
Mary & Familia Rodriguez.Congratulations to our
son, Elias L. García, who
will be graduating from
Lubbock High School.
May this not be the end
of your accomplishment
but the beginning of new
ones.You have made us very
proud of you. May God
Bless you in anything you
decide in the future.We love you. From your parents,
Manuel & Carmen García and Family**"PENSAMOS QUE
ELLOS NO DEBEN FUMAR"**

Desde hace mucho que la industria tabacalera ha sostenido que el fumar no es para los jóvenes. Recientemente la industria ha iniciado programas agresivos con el propósito expreso de poner los cigarrillos fuera del alcance de los jóvenes. Esto es lo que estamos haciendo:

- Apoyamos leyes estatales que prohibirían la venta de cigarrillos a los menores de 18 años.
- Apoyamos legislación estatal que requeriría la supervisión de la venta de cigarrillos en máquinas frecuentadas por los jóvenes.
- Exigimos que los anuncios de cigarrillos en carteles no sean colocados a menos de 500 pies de una escuela primaria, media o secundaria, o parques infantiles.
- También limitamos la distribución de muestras del producto o premios.

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Para ayudar a los comerciantes en la aplicación de las leyes estatales que prohíben la venta de cigarrillos a los menores de edad, proveemos un cartelón como el que ven aquí, para que sea colocado donde se venden los cigarrillos.

Además, el Instituto del Tabaco proporciona un nuevo folleto para familias con niños. Se titula "Ayudando a los niños a decir No al tabaco." Sirve para que los padres ayuden a sus hijos a resistir la presión de sus compañeros que los animan a fumar. Para recibir una copia escriba a R.J. Reynolds Tobacco Company, P.O. Box 1207, Winston-Salem, NC 27102.

R. J. Reynolds cree que estos nuevos programas de la industria tabacalera ayudarán a los jóvenes a comprender que el fumar no es parte de su crecimiento.

RJ Reynolds
Tobacco Company

Roosevelt

Stacy Gaona
Chris Bocanegra
Gracie Ann Garcia
Priscilla Teresa Flores



STACY GAONA

VALEDICTORIAN

Stacy is the 17-year-old daughter of Sandra and Juan Gaona. She attended Roosevelt schools 13 years.

While in high school Stacy was involved in basketball and tennis four years and track three years. She was a varsity cheerleader and was president of the Computer Club and Spanish Club. She was a member of NHS for three years and was a representative in Student Council four years. She was also voted "Most Scholastic." Her plans for the future are undecided at this time.

CONGRATULATIONS

on a job well done

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The Phoenix Award has been established to recognize those individuals who have had to overcome the obstacles of parenthood at an early age and still complete their secondary education. Melissa Ramos had a baby in January 1990 and decided that she still wanted to continue her education. Miranda was born and this included all the ramifications of the extended family. Her parents, Melissa, Rafael and Lisa Ramos provided the atmosphere to convince Melissa (20 years old) to culminate her preliminary educational progress. She maintained her dedication and will now receive her diploma from Estacado High School. Furthermore Melissa was recognized for her accomplishment by being one of 12 mothers who overcame the challenge of motherhood and still continue her education.

Congratulation to All the Graduates from Commissioner Eliseo Solis

Check This Out

By Gregory Tijerina

We are very proud of all 1991 graduates. Congratulations on your excellent achievement. A very special person will graduate from Estacado High School. She is my 1st daughter Norma Garcia Tijerina. I remember when she used to cry because she could not read or write but with my patience I helped her learn and master all those basic elementary skills. Now she tells us "Thanks mom and dad for all your support, for being there when I needed you. I love you both." It must feel good to graduate after 12 years of school. Congratulations to all of my daughters friends that graduated. Another person who I want to congratulate personally is my nephew Vern Vasquez Tijerina. he is a Lubbock High School graduate. Good luck in the near and far future.

THOUGHT: IF YOU DRINK AND DRIVE YOU MIGHT NOT STAY ALIVE. HAVE A SAFE GRADUATION NIGHT.

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Sonia Bentancourt
Melinda Nava Tillery
Veronica Flores
Zelma Zertuche Ruiz
Irene Cardenas
Alex Castro
Ruben DeLaRosa Maldia
Jennette Escobedo Trevino
Tina Delgado
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Leticia Flores
Anel Arrendondo
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Irma Garza
Mary Ann Castillo
Nancy Herrera
Lavon Alonzo
Kenneth Hernandez
Sylvia DeLaCruz
Gilbert Torres
Mark Jimenez
Geanette Ruiz
Robert Gonzales
Mykul Frankie Davila
Gregorio A. Villarreal, Jr.
Vilia Gomez
Xavier Leyva



REBECCA SANDOVAL



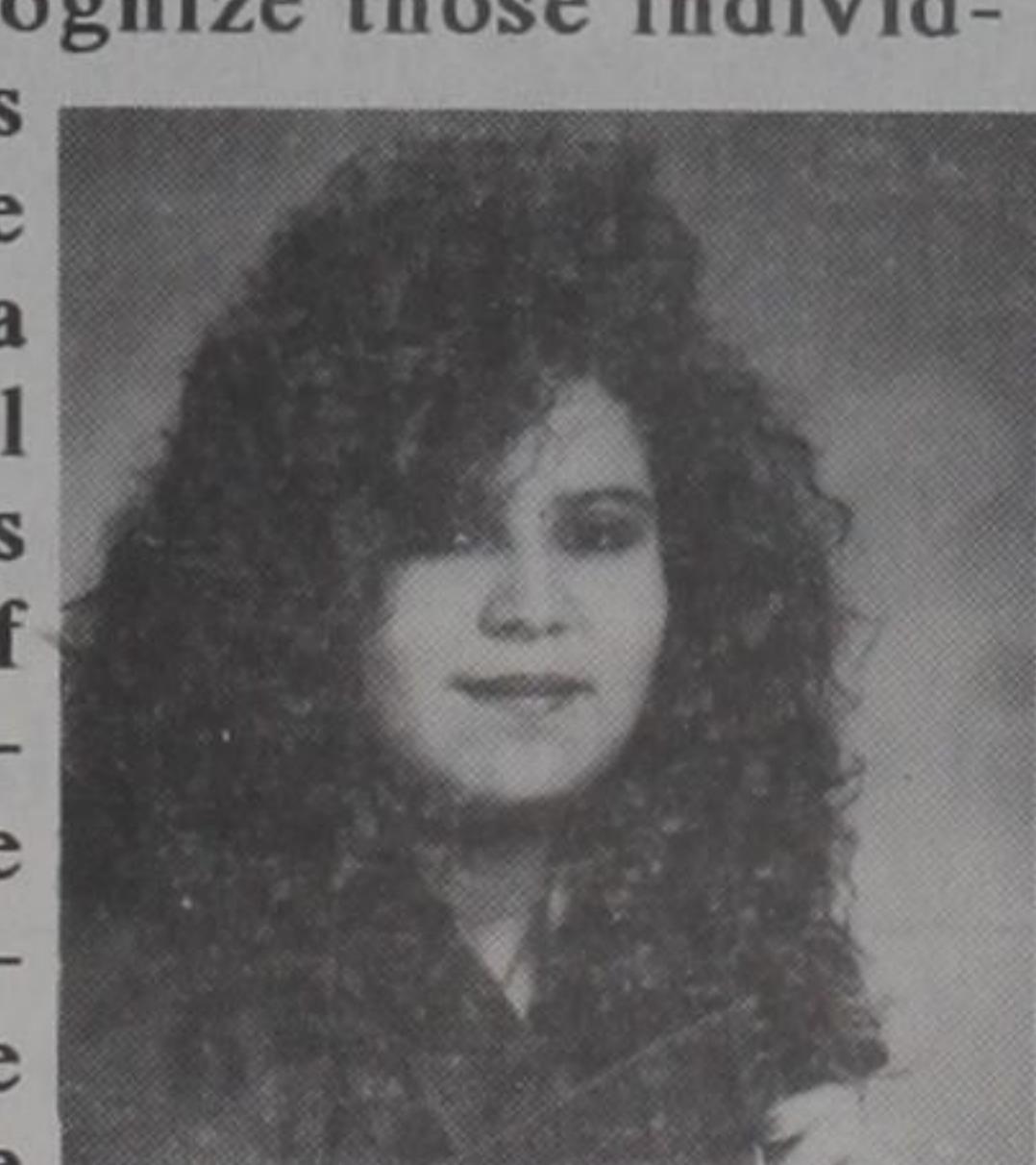
REBECCA MORALES

Felicidades Para Mi
Primas les deseo lo
mejor en el futuro!
Congratulations
cousins. The very best
in the future!
With Lots of Love,
Olga Riojas-Aguero
y Familia

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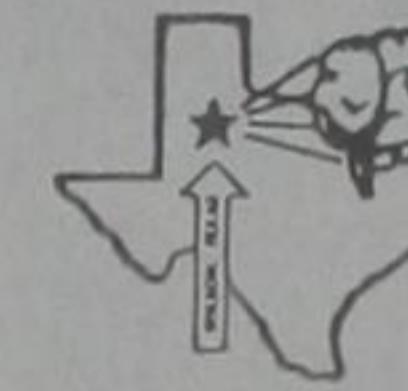
Front-Mona Massingill; Middle-Rebecca Arellano, Gale Schneider, Rebecca Sandoval, Holly McCoy, Becky Morales, Angela Young, and JoAnn Guzman; Back-Arnold Hernandez, Steve Garza, Ruben Rios, Jerry Buxkemper, and Alwyn Hatchet; Not Shown-Duwayne Rodriguez and Maribel Ramos.

CONGRATULATIONS

Lots of Success

In Your Future

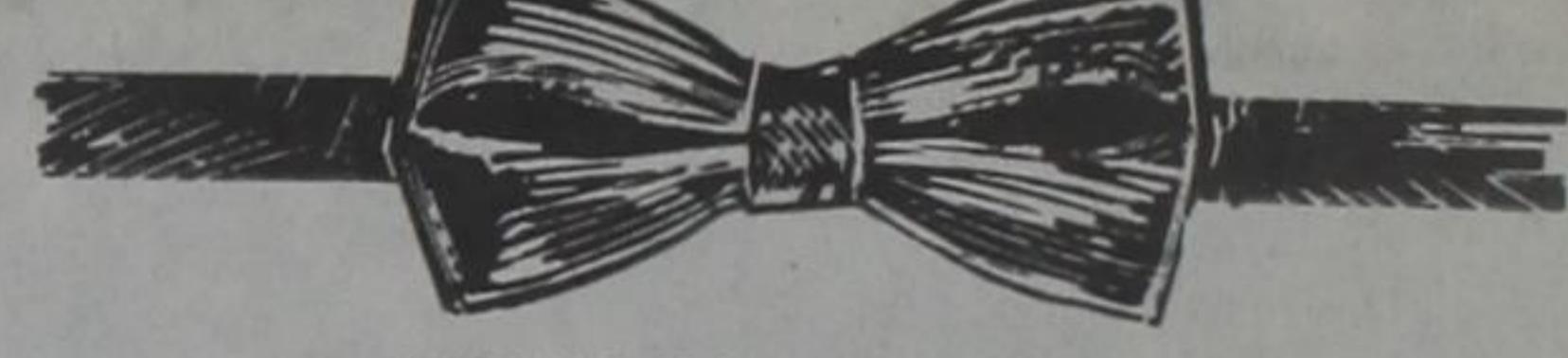
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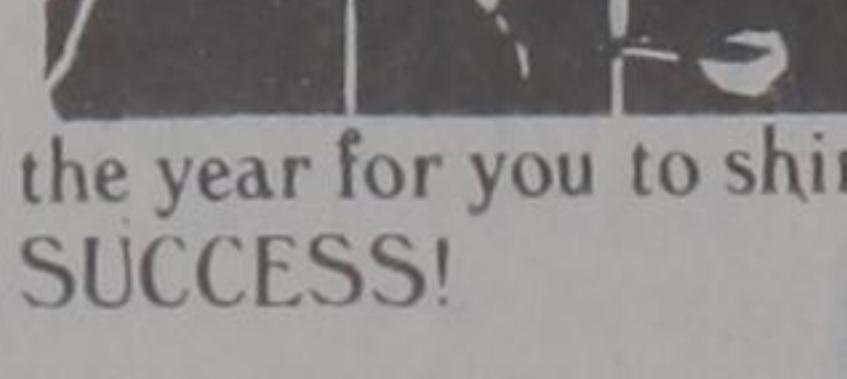
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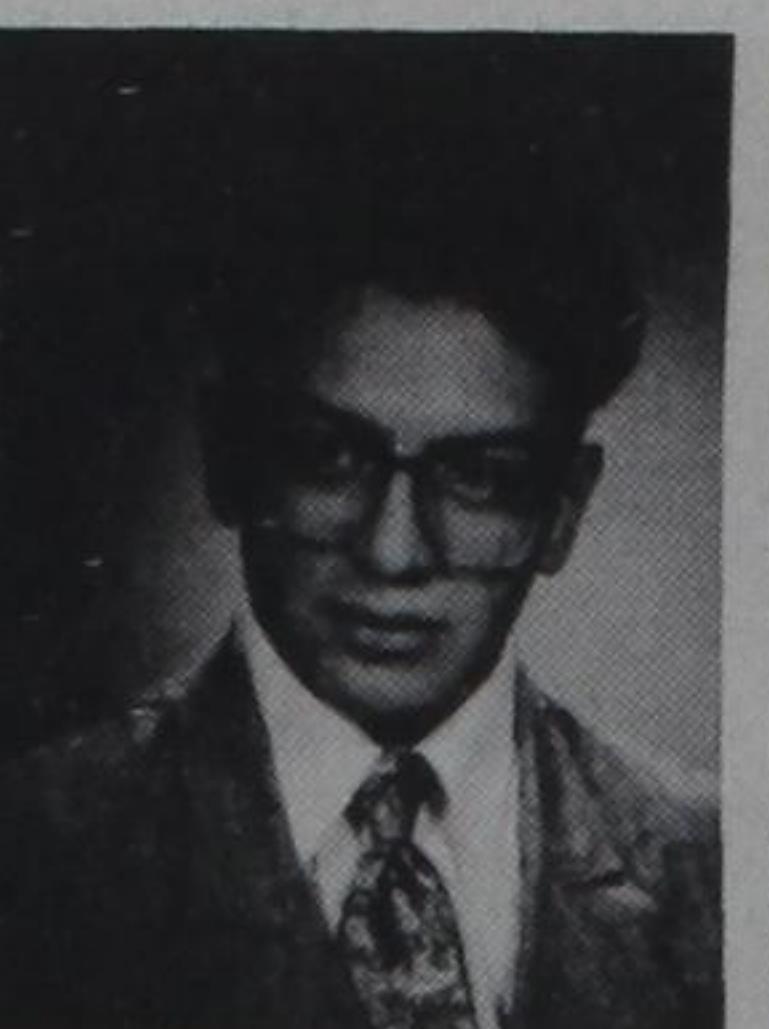
David Cervantez



Debbie DeLaGarza



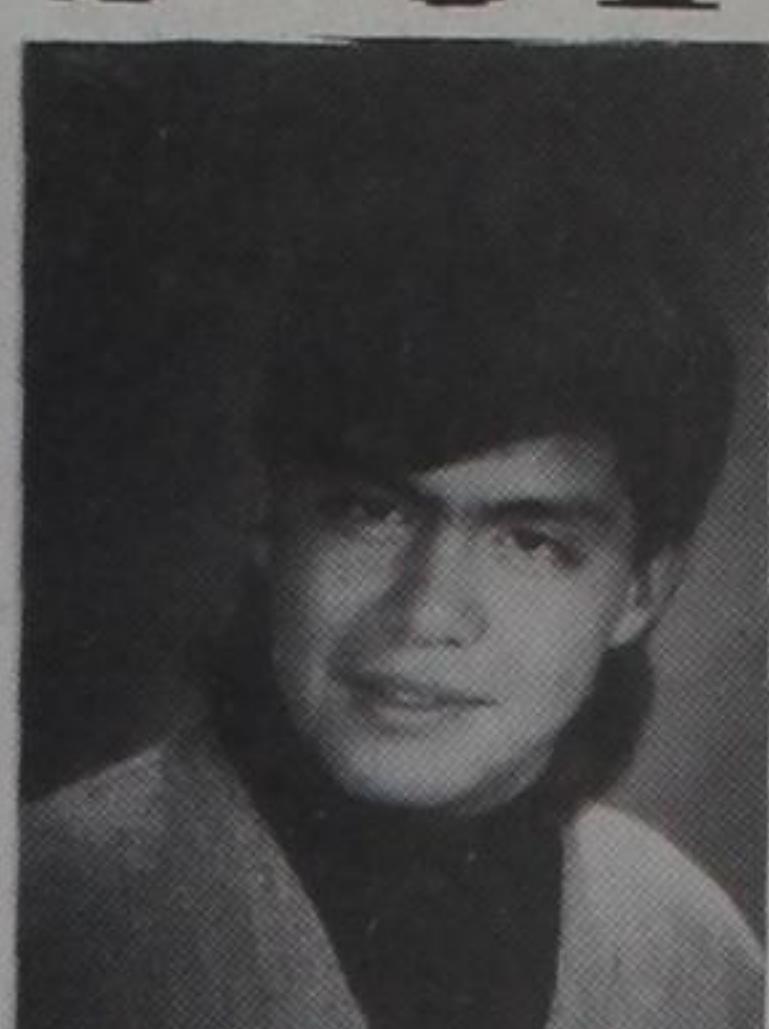
Rene Fraire



James Garcia



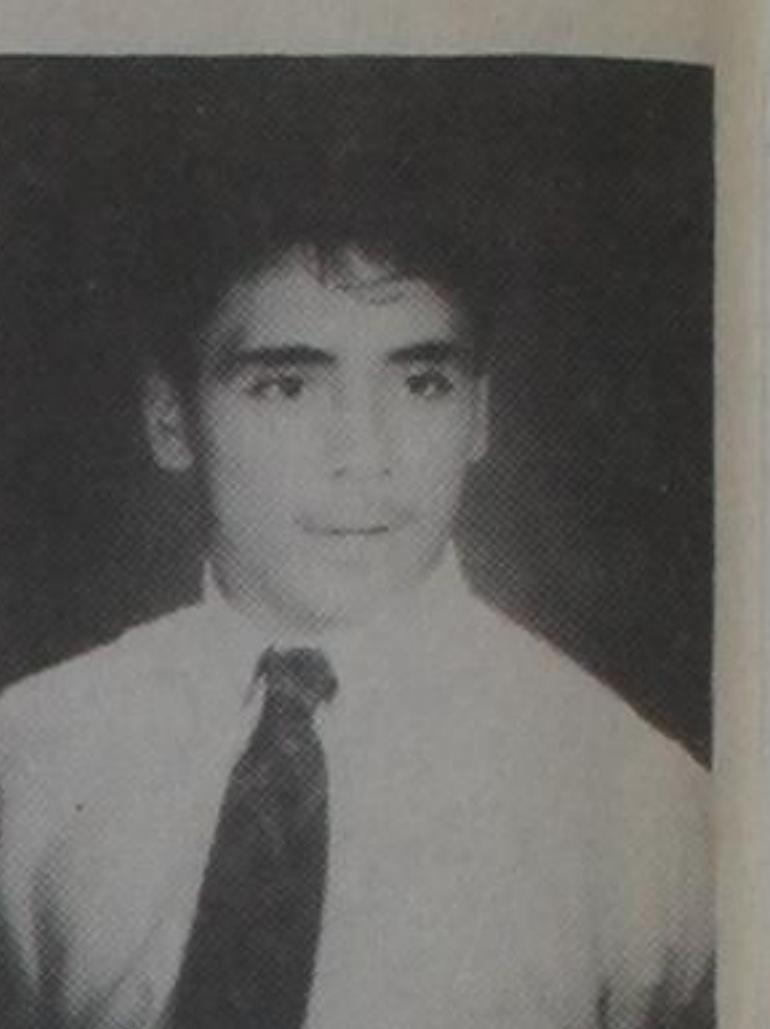
Michelle Garcia



Raul Garcia



Cyndie LeRoy



Lupe Montez

Tracy Moreno



Lidia Ramirez



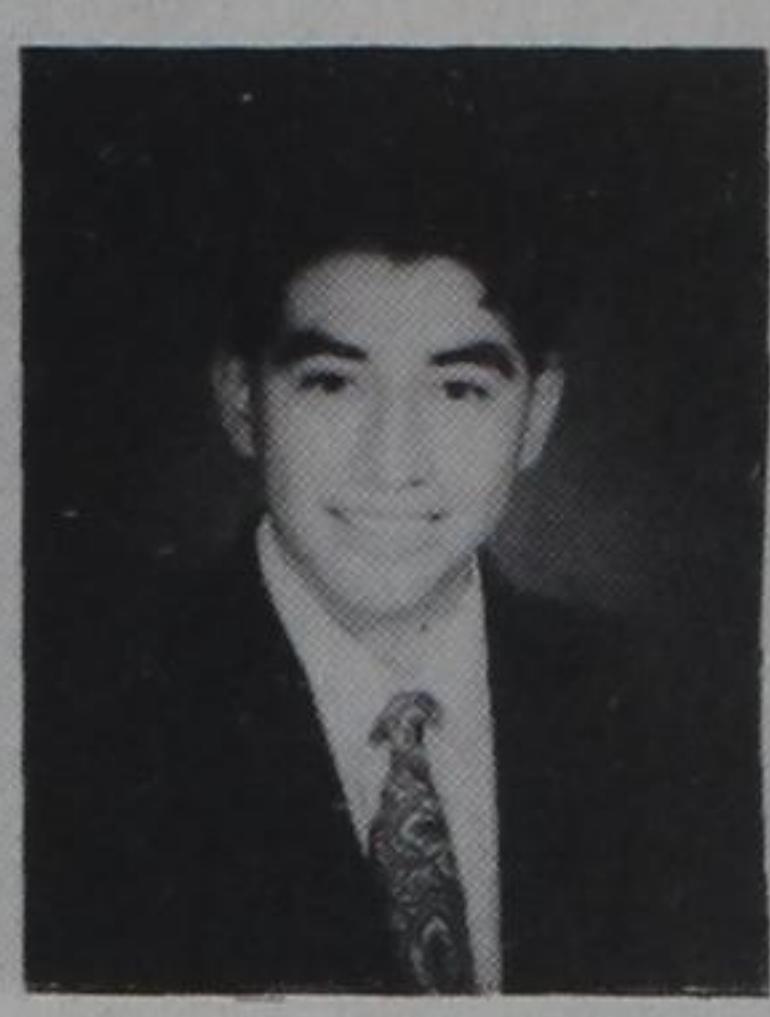
Monica Rodriguez



Margaret Salas



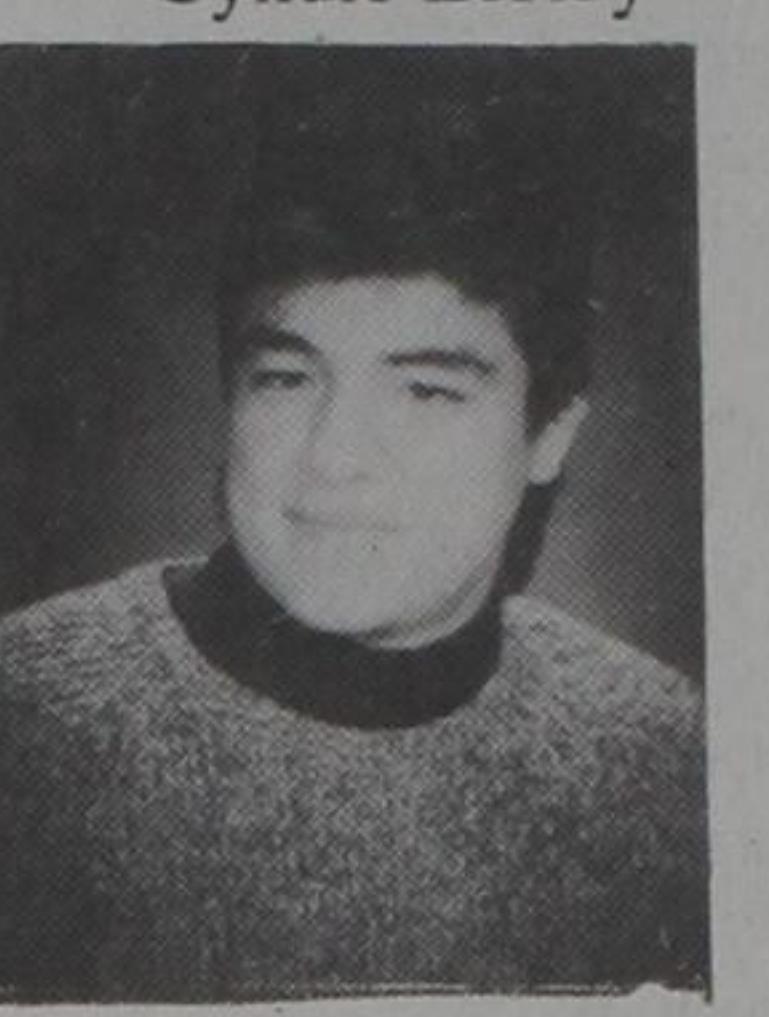
Teresa Salas



Max Sanchez



Tina Soto



Benny Vargas

Idalou
High



Dunbar-Struggs High School Graduating Class



Estacado High School Graduating Class

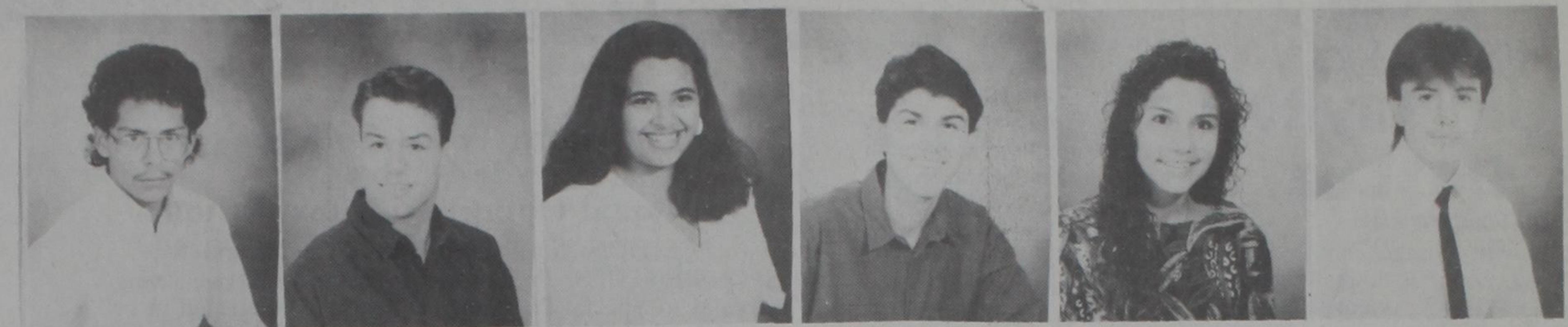
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Monterey Seniors 1991



Chris Rodriguez

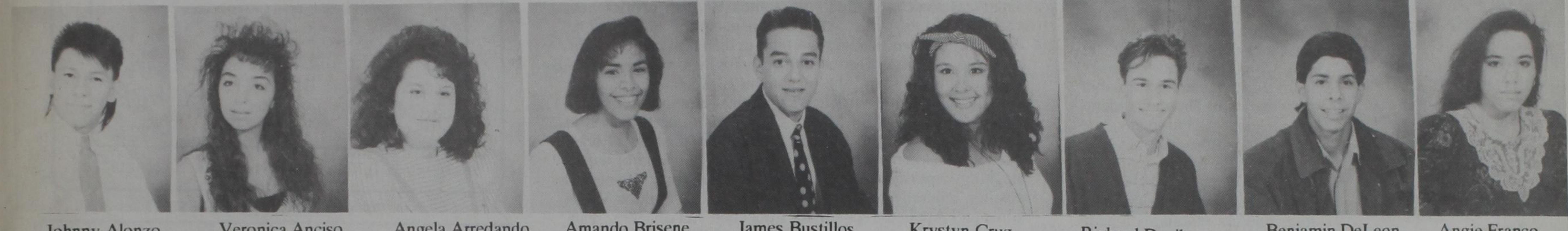
James Salinas

Cher Serrario

Gregory Solis

Monica Sproles

Daniel Trevino



Johnny Alonso

Veronica Anciso

Angela Arredondo

Amando Brisene

James Bustillo

Krystyn Cruz

Richard Davila

Benjamin DeLeon

Angie Franco



Tamara Freeman

Mike Garcia

J.G. Garcia

Heather Haley

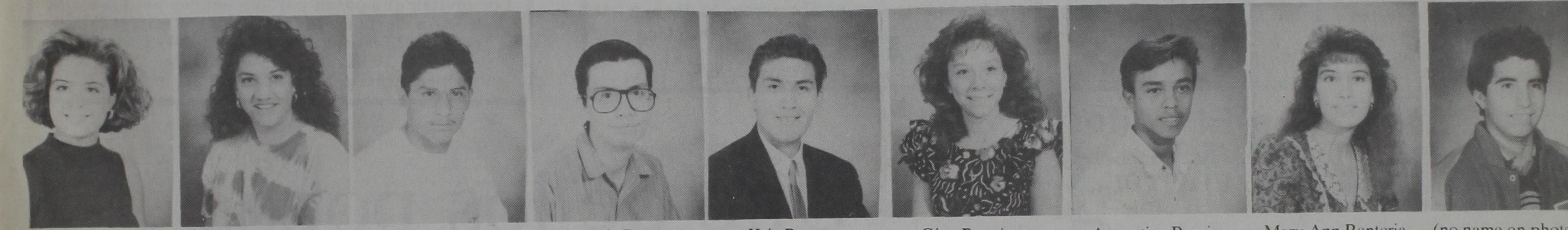
Cindy Martinez

Erik Medina

(no name on photo)

Rene Moreno

Monica Nino



Je'Mal Olivarez

Robin Ortega

Carmen Perez

Jarvis Perez

Kris Perez

Gina Ponciano

Augustine Ramirez

Mary Ann Renteria

(no name on photo)

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El Editor-Lubbock, Texas, May 30, 1991



Un Rayito De Luz

por Sofia Martinez

Nuestro amigo Antonio, o Tony, como le llamamos los amigos, es un excelente ejemplo para todos nosotros, acaba su trabajo de mecanico, y se va a los barrios de su ciudad, alla en nuestro Mexico: Primero visita unos enfermos. Despues, va al Centro Juvenil y ayuda aconseljando a los jovenes delincuentes. Los martes y los domingos se reune con ninos en unos Grupos de Oracion de su Parroquia. Para aguantar toda la semana en esa rutina; Comienza cada dia con oracion y a la hora de comer va a Misa en los primeros treinta minutos, y los ultimos 30 se come sus "burritos". El dice, y nosotros sabemos, que sin oracion Tony no podria aguantar mucho. La Oracion es el mejor combustible, para Tony y para todos los que nos guste servir a Dios como Tony, y como todas esas personas, que leemos en el Evangelio. Tal vez usted haya escuchado a alguien que dijo, como dice Tony, que depende de la oracion como fuente de energias para realizar todas las cosas buenas.

La oracion alivia las penas y aumenta la alegría. Tal vez usted ya encontro el mismo poder y el mismo consuelo de la oracion. Tambien puede ser que haya tratado de orar pero no hayaba como hacerlo. Si ha estido orando desde hace varios anos o es ahora cuando quiere comenzar, la mejor guia para orar es la vida de Jesus, que gran parte de Su mision fue enseñar a la gente a orar, eso es hablar con Dios Nuestro Padre. Millones de personas, en todo el mundo, oran con las mismas palabras de Cristo, cada dia, cuando recitan el Padre Nuestro. Pero Jesus hizo mucho mas que darles a Sus seguidores una formula; El les enseño con Su ejemplo. Todos Sus pensamientos, y Sus palabras, y Sus acciones iban dirigidas a Dios Padre. Jesus busco hacer la voluntad de Su Padre

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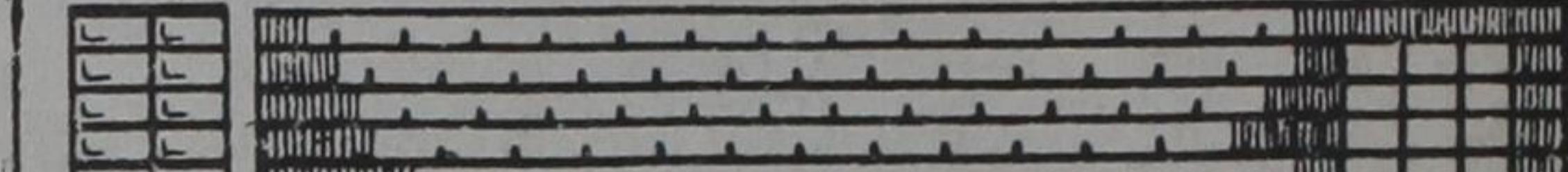
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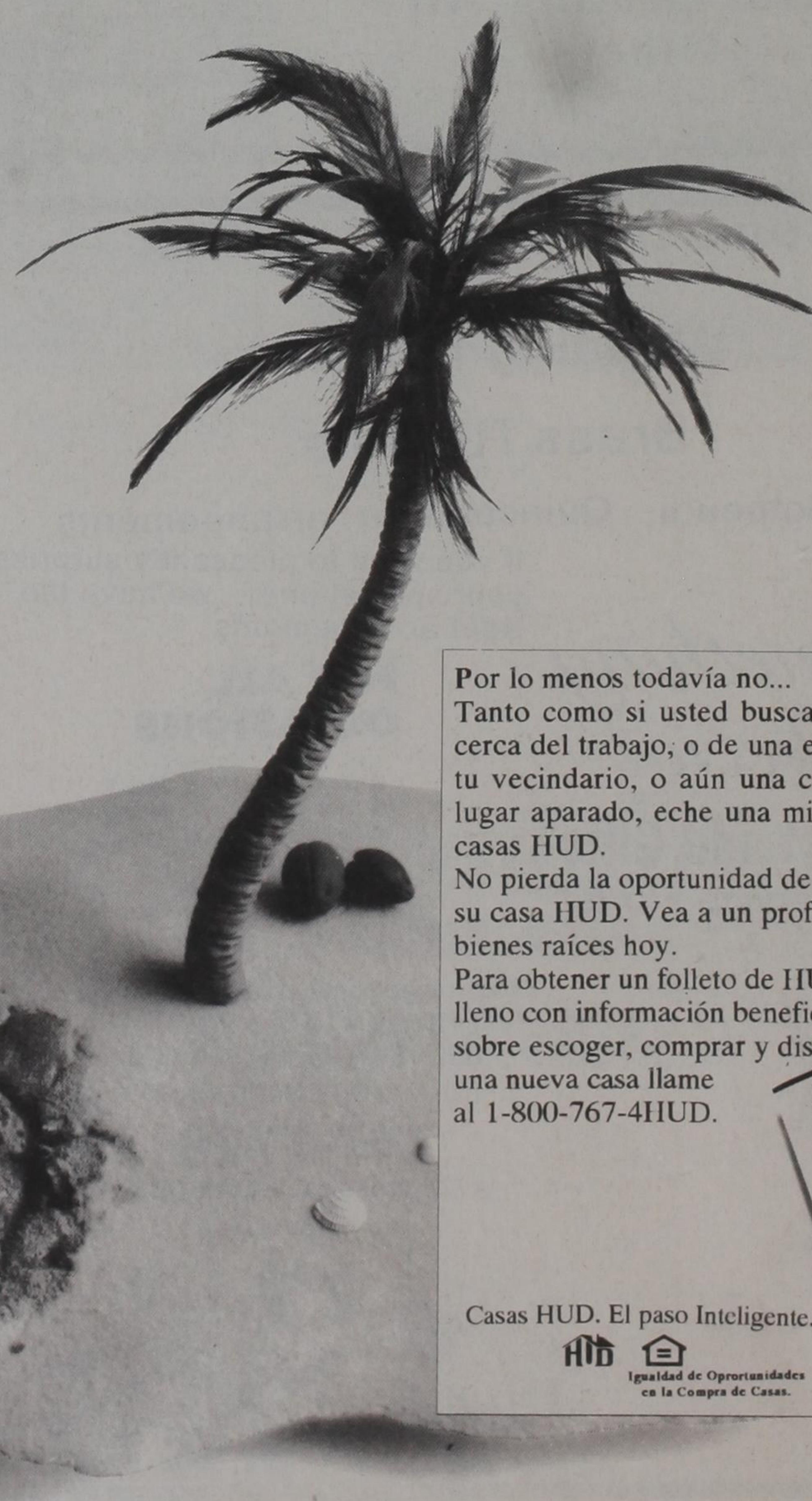
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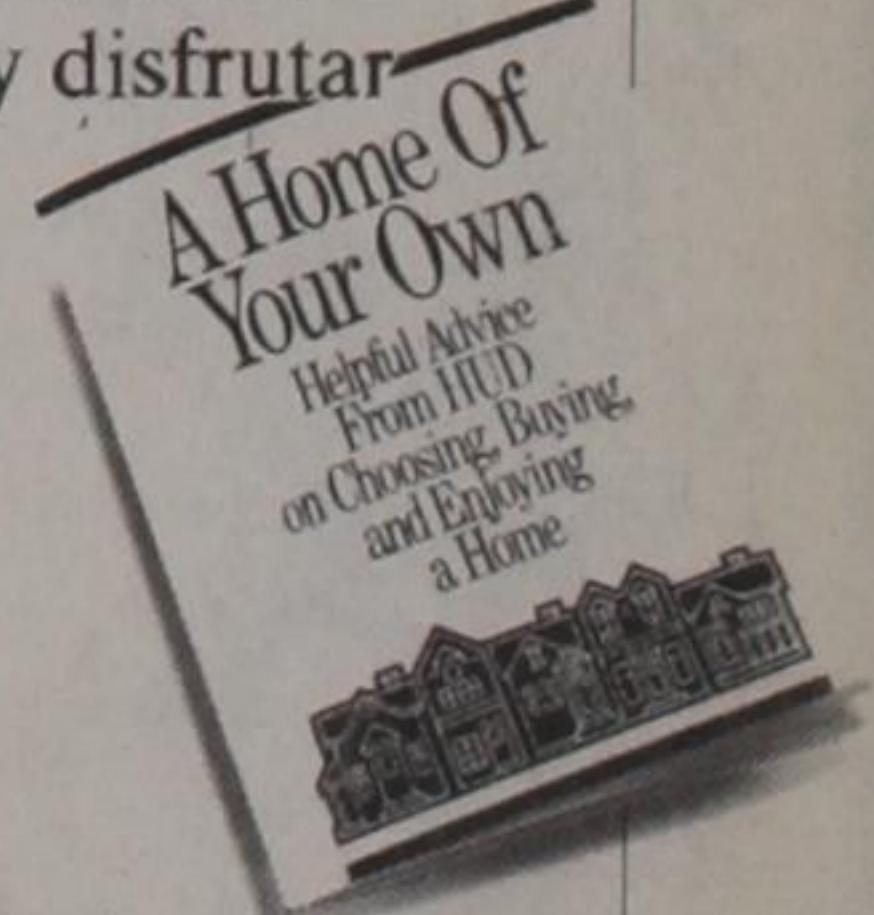


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