Quote of the Week: "This is totally acceptable." William A. Johnson, Jr., after he convincingly won the City of Rochester Democratic mayoral primary.

Gossett Launches Campaign Seeks To Assist African-American Men

Academy Award-winning actor Louis Gossett, Jr. is participating in a yearlong educational program aimed at increasing prostate cancer awareness within the African-American community. Gossett has teamed up with the American Foundation for Urologic Disease, the National Prostate Health Council and the National Medical Association to deliver the "We're in this Together" campaign's important messages about early detection of prostate cancer - a disease that is 2/3 times more likely to strike African-Americans than any other group of men.

"That's an alarming statistic and it shows the need for increased public awareness," said Gossett, who lost an uncle to prostate cancer. "We can best prevent cancer. The key is early diagnosis."

As part of this educational effort, a public service announcement has been produced featuring Gossett that urges African-American men over 40 to visit a physician annually for a prostate examination. For more information call 1-800-242-2383.

Essence Hosiery
New Lines For African-American Women

New York, NY - Essence Communications, Inc. (ECI) Chairman and CEO Ed Lewis announced the newest addition to the company's licensing division, ESSENCE Hosiery, designed expressly for African-American women.

Mr. Lewis says, "We are pleased to make this exceptional line of hosiery available to African-American women. It has always been the ECI goal to address the needs of black women and to provide them with viable options - be it career, lifestyle or fashion options. We also understand that choice is the core of empowerment, and the mission of ESSENCE is to offer Black women the many choices they deserve."

"ESSENCE Hosiery will be moderately priced and made available in stores nationwide, as well as through Essence-By-Mail, the ECI mail-order catalog. The ECI licensing division currently offers Eyewear and the Essence Collection by Butterick, a collection of versatile home-sewing patterns."

ECI Vice President Elaine P. Williams, head of the licensing division says, "We have worked diligently ... in conducting focus groups with Black women across the country in order to meet their specific hosiery needs. ESSENCE Hosiery offers the shades, sheerness and fit that African-American women have been unable to find until now."

Essence Communications, Inc., is a privately held corporation founded in 1970 with offices in New York, Chicago, Atlanta and Los Angeles. ECI is the publisher of ESSENCE - the preeminent lifestyle magazine for today's Black woman, which has monthly circulation of 950,000 and a readership of more than 5 million.

Garth Fagan Dance
First Stop On National Tour

The Eastman Theatre will host the opening of the Garth Fagan Dance National Tour. The September 23 performance will be the first time the Fagan rooted-and-setting evening length collaboration with Wynton Marsalis, his septet and Martin Hawthorne's band, will be seen in its entirety with live music and is presented in Rochester.

"...a slow-motion duet in which Mr. Fennell and Valentina Alexander looked like Adam and Eve enjoying an Eden without temptation." - Jack Anderson, NY Times

Fagan was recently awarded the Lillian Fairchild Award in recognition of his choreography. This is the second time Fagan has won the award which is administered by the University of Rochester. The Fairchild award is given to the Rochester area resident who during the past year had produced the best visual, literary, or musical work of art. The award was given for Fagan's critically acclaimed work Great New York.

Commissioner Bowman Weds


Dancers Valentina Alexander and Norwood Pennewell performing in 'Girl New York.' Photo by Steve Labuzetta

Dancers Valentina Alexander and Norwood Pennewell performing in 'Girl New York.' Photo by Steve Labuzetta

Memorial A.M.E. Zion Church was the setting for the exchange of marriage vows between Loreta C. Bowman and Timothy Scott on Friday, August 27, 1993. The nuptials were officiated by Rev. Bray Prior. Maid of Honor was Doris Coleman. Best Man was Charles Lurry. Bridesmaids were Charmine Adams, Marita Bonham, Pleasheete Bonham, Jeanette Scott and Valerie Wheatley. Groomsmen were Eddie Hamilton, Jimmy Scott, Gerald Scott and Jeffrey Scott. Jr. Bridesmaids were Tashara Bonham and Javona Scott. Jr. Groomsman was Brandon Jenkins. Erica Bonham and Candid Scott were Flower Girls. and Deann Bonham was Ring Bearer. Ushers were Andre Crockton and Frederick Crockton. Music was provided by soloists Thomas Green and Lidell Vernon. The wedding reception was held at the Diplomat Party House. The couple plans to move to South America to hold the reception.

Police Officers Start Over After Trial

August 18, 1993. The City of Rochester has announced the following actions relating to the three current police officers who were involved in the recent federal criminal trial. Officer Gregory Raggi has agreed to retire, effective September 20, and to waive his lifetime health benefits. His charges, as well as further disruption of the police department.

Officer Michael Mazzeo will be allowed to return to duty following extensive remaining.

The three officers, along with two other former officers, were acquitted of all charges in the federal trial on March 26, 1993. However, at that time, Chief living indicated that a review would be conducted to determine whether it was still feasible to proceed with the departmental charges.

In the last four months, the City has obtained and reviewed the investigatory files previously in the custody of the U.S. Justice Department, has obtained and reviewed the transcript of the federal trial testimony and the Grand Jury proceedings, and has retained William Gandy, Esq., to be special prosecutor for the departmental charges.

The aforementioned personnel actions are a result of this review as well as discussions with Officers Raggi and Harloff and their attorneys. The actions are designed to ensure the separation of Officers Raggi and Harloff from the Police Department and to avoid the time, expense and risk associated with prosecuting the departmental charges, as well as further disruption of the police department.

New York Funds to Reinvest

New York's city and state pension funds - which were at the forefront of divestment from South Africa in the heyday of the sanctions era - are due to open a joint South Africa office soon. New York State Assembly Speaker Saul Weprin said his presence should open the way for the pension funds of other cities and states to begin reinvesting in South Africa. New York Mayor David Dinkins and the city's financial controller Carl McCall told Weprin that they had been given the go-ahead by ANC (African National Congress) President Nelson Mandela to set up the South African Office and invest in South Africa. He said the states of Connecticut and Massachusetts were likely to follow New York's example.

News from the South African Media courtesy of the South African Consulate General.

A Prayer for a Woman, Thanks and Strength

Brooklyn, N.Y. - DanceAfrica Elders recite a libation prayer for spokesman of danceAfrica National Council and co-founder of the Brooklyn Academy of Music, is one of the only dance festivals devoted solely to the preservation of African dance in the U.S. since its inception in 1977. For it's "Sweet Sixteen" anniversary Chuck Davis (DanceAfrica founder and director, holding microphone) brought together dance companies from all over the country and presented them in a variety of seminars, master classes, special events and educational outreach.

Palm Springs, Calif., Sept. 18 - David M. Kennedy, 21, of New York City, has been named the winner of the 1993 Jack Anderson "Young Photographer of the Year" Award. The award, which is given annually to recognize outstanding photography by students and young professionals, is sponsored by the Palm Springs Art Museum and the Palm Springs Art Center.

The exhibition of works by Kennedy, who was born in New York City and attended the University of California at Berkeley, runs through October 31 at the museum.

Kennedy's in-depth portfolio, "Las Vegas," features photographs taken in Las Vegas, Nev., where he spent the summer working as a bartender at the Dunes Hotel.

Kennedy's photographs, which range from the bustling Las Vegas Strip to the seedy backstreets, document the city's multi-faceted identity.

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Earhart.

WROC-TV and also got a fabulous new hairdo to! Chicken and rib combo dinners and on Fridays fish fries. Enjoy!

Poncho Sanchez and Joe Sample are just three of the jazz greats with a great show.

Black woman pilot who was licensed two years before Amelia Earhart. When the opportunity presents itself, check her out. She's BAD! In the meantime, please tell me the U.S. didn't really lose a $980 million spacecraft!

--Add to your list of must reads, the biography of Bessie Coleman, a black woman pilot who was licensed two years before Amelia Earhart. When the opportunity presents itself, check her out. She's BAD! In the meantime, please tell me the U.S. didn't really lose a $980 million spacecraft!

If you missed the Sadie (excuse me), Sade concert at FLPAC in St. Paul Street, just north of Main St. Big enough for a banquet, with a host of pies, noshes and other delicious items. The family and friends of Mr. Blake are family and friends.

Our Children Are
Back To School
Watch Out For Them
Drive Safely

The views expressed in material appearing in The Frederick Douglass VOICE do not necessarily reflect the views or opinion of the paper or its staff.

Bits’n’ Pieces
by Joan Howard

---Did anyone happen to notice our sister, Rhodessa Jones, ex-Rochesterian, now transplanted to San Francisco in the August issue of Elle magazine? Seems Rhodessa's MEDEA PROJECT recruits women from the San Francisco City jail and the San Bruno County jail to act in plays that dramatize their lives. "The basis of rehabilitation for any woman," Jones explains, "is raising her self-esteem. We love in an age of 'toxic shame. . . . I've seen these women and the weight on their shoulders from sexual abuse, addiction, violence, and prostitution... You've got to save your own life." Rhodessa's brother, Bill T. Jones is the renowned dancer and choreographer. We saw him a few years back on the cover of TIME magazine.

---Pleasing our readers to article on the 17th Annual Frederick Douglass Paper Awards. Information packets are the guidelines and a description of the awards process. Additional copies are available from our office or the forms may be reproduced. Also, we would appreciate it if you could "spread the word" in your community.

---We need your response by Monday, November 15th and if you have any additional questions, please call our office at (518) 473-2988.

Sincerely,
Charles T. Moses
Executive Director

OBITUARY

BLAKE, John Lewis Sr.
September 8, 1993

Funeral services were held at Zion Hill Missionary Baptist Church. Rev. Wallace T. Atkins officiating. Rev. Samuel McCreo, Jr. Pastor. Mr. Blake was born November 11, 1936 in Rochester, New York to the late Roy and Madeline (Carter) Blake. Mr. Blake is survived by three sons, Iris Major, Omari Blake, Jr. and Edward M. (Gayle) Blake; 4 daughters and sons-in-law, Barbara (John) Bedford, Peggy (Melvin) Courtney, Blake Wilcox and Delores (Benny) Johnson; 1 sister, Rachel Gooch; 9 grandchildren; and a host of nieces, nephews and other relatives and friends.

Final arrangements by Metropolitan Funeral Chapels Inc.

DADE, John Albert
August 23, 1993

Funeral services were held at Zion Hill Missionary Baptist Church. Rev. Wallace T. Atkins officiating. Rev. Samuel McCreo, Jr. Pastor. Mr. Blake was born November 11, 1936 in Rochester, New York to the late Roy and Madeline (Carter) Blake. Mr. Blake is survived by three sons, Iris Major, Omari Blake, Jr. and Edward M. (Gayle) Blake; 4 daughters and sons-in-law, Barbara (John) Bedford, Peggy (Melvin) Courtney, Blake Wilcox and Delores (Benny) Johnson; 1 sister, Rachel Gooch; 9 grandchildren; and a host of nieces, nephews and other relatives and friends.

Final arrangements by Metropolitan Funeral Chapels Inc.

O'NEIL, Calvin Blake
September 9, 1993

Funeral services were held at Bethel AME Church. Rev. Dr. W.J. Green officiating. Rev. W.E. Jones, Jr. Pastor. Mr. O'Neal was born April 27, 1922 in Charleston, South Carolina to the late Louis and Mary (Fromm) O'Neal. Mr. O'Neal is survived by his wife, Bertha O'Neal; 10 children, Calvin, Jr., Lawrence, Robert, Jean, Mark, Mary, Calvin, Jr., Dorothy, Ann, and Charles; 23 grandchildren; and a host of nieces, nephews and other relatives and friends.

Final arrangements by Rochester's Own Funeral Directors, Inc.

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Places to go
People to see

WOMEN OF THE CALABASH - Friday, September 17, 1993, SUNY Geneseo. Music from Africa, Latin America, the Caribbean and Black America. For information call 1-245-5873.

REUNITING OF FAMILY CONFERENCE - 3-day Weekend Conference. FREE. Presented by the women of Zion Hill Baptist Church, the Metropolitan Women's Network of the Council of Negro Women and the Sister for a Better Black Community. September 17, 18 and 19 call 464-8122 or 422-2722 for more information.


LES GUERVIOIRE - Friday, September 24, 1993, Nazareth College. Ivory Coast Dancers and Musicians

MAYA ANGELOU - Wednesday, September 29, 1993, Eastman Theatre.


JOSHUA REDMAN QUARTET featuring Pat Metheny, Christian McBride and Billy Higgins - Friday, October 15, 1993, Monroe Community College.

BOBBY HUTCHERSON - October 21-23, 1993, ArtPark-at-the Church, Lewiston, NY. A 'hardly ever' East Coast appearance by this great jazz vibraphonist. Bobby was seen in the movie 'Round Midnight'. For more info call 1-800-609-PARK.

LES GUIRIVOIRE - Friday, September 24, 1993, Nazareth College.


BILLY COBHAM - Wednesday, September 22, 1993, SUNY Brockport.


Blessed Event
Shelaine Lockhart Peters, former Rochester resident and husband Renard Peters, residents of Atlanta, GA are the proud parents of a baby girl. Lena Nicole Peters was born July 23, 1993. Lena's vital Statistics: 8 lbs. 13 1/2 ozs. 21" long and gorgeous.

Lena is the second grandchild of Gene Lockhart and Joan Howard.

Good News, Sad News, All News
Send to the VOICE P.O.Box 14033 Rochester, New York 14614

We'll help you spread the news.

FYI
New York State residents have a toll free Senior Citizen Hot Line to call for information about programs and services for the elderly. The Hot Line is staffed by older workers and may be reached Monday through Friday, 8:30 a.m. to 4:00 p.m. The Hot Line also has a Spanish-speaking staff person who is available Monday, Tuesday and every other Wednesday. Dial 1-800-342-9871.

FDV
We are your voice
Hugs & Kisses
Reunion Fun

Bill Doggett anchored The Fourth Annual Pythodd Reunion Saturday, August 7 at the Downtown Festival Tent. The reunion continues to draw former residents and musicians who played the Pythodd in its 1950-60 hey-days.

The music was great, the comradarie greater, the sense of family reunion the greatest. Even the weather cooperated. Rain earlier in the afternoon had ceased.

Master of Ceremony was none other than Jimmy Hendicks, who was a fixture at the Pythodd Room during its entire existence. Also featured, the Freddy Cole Trio, The Seleno Clarke Band and The Redd Holt Trio with Jimmy Heath.

STRONG MUSEUM

BE A PART OF HISTORY

We're trying to tell a story.
A story of the day-to-day lives, dreams, successes, and struggles of African Americans in the Northeast.
A story that will be part of an exciting new exhibit
— Between Two Worlds: African Americans in the Northeast—
opening at the Strong Museum on October 8, 1994. Won’t you please help us tell that story?
The Strong Museum would appreciate the temporary loan of everyday objects that you and your neighbors may have in your homes—letters, diaries, furnishings, photos, clothing, and things your grandparents and great-grandparents may have used at work and at play.

To share a part of your past, please call LiAni Lewis or Christopher Clarke-Hazlett at 716-263-2700, or ask to see them when you visit the museum.

One Manhattan Square Rochester, NY 14607 716-263-2700
**Trading Cards Highlight Black History**

Matthew Weatherby, a veteran police officer turned amateur historian, recently traded in his police car and badge for a horse and saber. Weatherby's transformation from a 1990's police officer to an 1890's Buffalo Soldier was designed to introduce the second volume in what will ultimately be a seven volume series of baseball-type trading cards entitled "On Black America."

First introduced in 1992 by Weatherby and his family, the "On Black America" card series presents American history from a Black perspective. Each volume contains 34 fact-filled photo cards that are similar in size and appearance to the ever-popular baseball card.

Weatherby believes that the real value in the cards is the positive effect they have on the self esteem of young African American children. "You should see the smiles on the faces of young children when they learn that their ancestors were with George Washington on his historic crossing of the Delaware River, guided the Lewis and Clark expedition, reached the North Pole and even rode the dusty trails in the old west."

The newly released Volume II, which is entitled "They Fought For America," looks at the African-American soldier from the Revolutionary War to Operation Desert Storm. Cards in this volume include the legendary Buffalo Soldiers, Tuskegee Airmen (America's first Black combat pilots) and Doris Miller, the World War II navy messman who shot down four enemy planes during the Japanese attack on Pearl Harbor.

For more information on obtaining "On Black America" volumes I and II, call or write MAS-5 Educational Products at P.O. Box 620711, San Diego, CA 92162, (619) 696-7502.

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**A.M.E. Zion Welcomes New Pastor**

Memorial A.M.E. Zion Church will proudly introduce to the Rochester-Buffalo-Syracuse District, their new Pastor and First Lady, Rev. Errol E. and Sis. Alberta Hunt.

A welcome reception is planned for Sunday, September 26, 1993 at the church, located at 549 Clinton Street.

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**Names In The News**

East Hanover, N.J.—Phyllis A. Anderson has been named Director of New Ventures for the Nabisco Biscuit Company.

In her new position, Anderson will be responsible for licensing and joint ventures involving Nabisco cookies, crackers and snacks.

Ms. Anderson joined the Nabisco organization in 1986 as an associate product manager and became a product manager in 1987. Previously, Anderson was with The Pillsbury Company.

A graduate of Spelman College in Atlanta, Ga., Anderson received an MBA from the Atlanta University.

---

**Shedding Light on the Dark Continent.**

It is as beautiful as Cleopatra’s smile. As inspiring as Behanzin’s poems. As wide as the land unified by Samory Toure. As fascinating as the towering pyramids. As powerful as the rumbling Nile. As rich as the diamonds of the 18th century. As precious as the rubies of the 18th century. As vibrant as the rhythms of the 18th century. As majestic as the pyramids of the 18th century. As powerful as the NILE.

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Its Great Kings.

Its Great Queens.

The Nubian Queen

Cleopatra VII

The Queen of Egypt (690 B.C. - 30 B.C.)

Nefertiti

The Queen of Egypt (1375-1358 B.C.)

Ahmose—The Pharaoh of Egypt (1525-1524 B.C.)

Ankhtefi—The Queen of Egypt (1525-1524 B.C.)

Montes—The Queen of Egypt (1394-1293 B.C.)

Zendra—The Queen of Egypt (1394-1293 B.C.)

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Can what I eat be bad for my heart? Yes, it can. We know from medical studies that people who eat foods that are high in saturated fat, cholesterol, and salt tend to have higher blood pressure and higher cholesterol. They tend to be overweight. That adds up to three major risk factors for heart disease. It is also hard to overemphasize the importance of a low-fat, low-cholesterol diet in preventing heart disease.

How is a "heart-healthy" diet different from what I would normally eat? If you're like most Americans, you eat bologna, sandwiches, hot dogs, hamburgers and fries, fatty red meat and tasty snacks like potato chips. That means your diet is high in saturated fat, cholesterol, and salt.

With a heart-healthy diet you eat lots of vegetables, fruits, beans, peas, grains like rice, pasta, and breads. Instead of French fries, you eat baked potatoes. Instead of chips or popcorn, you eat air or microwave popped corn. One serve of meat each day is allowed. Butter and oil cream are used for special occasions, and don't salt your food at the table.

Can I lose weight on a heart-healthy diet? That's likely. Since you'll be eating less fatty foods and more vegetables, you'll also be eating more food. This means you'll be eating less and losing weight. The benefits of losing weight are many.

How can I eat less fat? Here are some suggestions:

1. Drink water instead of soda or juice.
2. Use a meat substitute such as a bean burrito or a meatloaf.
3. Use olive oil instead of butter or margarine.
4. Use low-fat milk instead of whole milk.
5. Use a non-stick pan instead of a frying pan.
6. Use a food processor instead of a mixer.
7. Use a microwave oven instead of a conventional oven.

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COMMENTS SPEAK!
Critics Chair - FDV at the Movies
by Janine Kelse Langfush

Open a paper today to select a movie and you may be shocked to see the speed at which movie advertisements come and go, paralleling the speed at which movies fly off to the video market. You may have to park your local theater or the video rental instead of the large cinema centers for one or two of the movies reviewed.

What’s Love Got To Do With It ****
Adoria Basset and Larry Fishburne

Stunning, Thrilling, Sad, Triumphful! This is good acting. Based on Ms. Turner’s autobiography, “I TINA,” this movie tracks the life and times of the woman we have come to know as Tina Turner. It is carefully prepared for several audience types, one combined with black comedy and the other with rape. There is nothing more to say other than to see it today - remember it always.

The Unforgiven **
Clint Eastwood and Morgan Freeman, et. al.

Do you like Westwood? I don’t. But this movie brings home the reality of life in harsh times. In the early west, right, wrong and honor were often echoed by a bullet. Cowardice, bravery, friendship and prejudices ran unforgiven for over two hours. A female’s lot was determined by her character - a lady’s life was delicate and respected, a whore was just a commodity. This movie was dry and slow moving with a few surprisingly innocent, funny lines. It’s not for everyone.

In The Line Of Fire ***
Clint Eastwood, John Malkovich and Rene Russo

Three cheers for Clint! In a make or break bodyguard movie, it’s that good. And casting scene, teasing, long that the audience waits for patience, it’s part of the charm ending. There is no disappointment here. “The my life for yours” theme works as magnificently as is did for Keely Shaye Smith (The Bodyguard). In The Line Of Fire follows the great Hollywood tradition of great heroines. Combine a hero that the people really love with a villain the people hate to love. Add suspense for spice and a lady for love. Mix in sex, in your comedy, just a pinch of techno-babble and for two hours. Your guest will be delighted with the result.

The Firm ***
Tom Cruise and Gene Hackman

Well this film brings new meaning to the term killer deal. This is hit #1 for writer John Grisham (who also directed). This movie had to match the pace of the novel like a pin in a pocket. No one was interested in the high life when he accepts an outrageously good offer (complete with Mercedes Benz) from a small law firm in a packet given to him by a Southern town. Soon enough, he is trapped by the firm and his own greed. The twist comes from his plan to break away, keeping life and taking his new firm down as the firm is in trouble for murdering other colleagues who had to leave.

Rising Sun **
Sean Comersey and Wesley Snipes

Sean Connery fans unexpectedly approved! Wesley Snipes fans, remember the guy from “Platoon”? This movie had to have much positive promotion, it’s not surprising that it struggles to live up to its hype. The acting was good, the film was lightweight and a well done. The acting was good, in some cases very good. There was lots of character development, smart writing, and a smart looking script and an interesting plot. But somehow, this great mix notwithstanding, the movie fails a lot short of greatness. Maybe a sequel would help.

Hispanic Song & Dance
At The Strong Museum

Dance your way through Brazil, Africa, Puerto Rico, Cuba, and the Dominican Republic as Movida takes Strong Museum visitors on “A Trip Around the World” on Sunday, Sept. 19 at 2:30 p.m.

Movida will showcase five dancers and a percussionist, performing in colorful traditional costumes of each country as they present Brazilian street dance, African tribal dance, a traditional folkloric piece from Puerto Rico, the Cumbia and the merengue from Santo Domingo, Dominican Republic. Audience members are invited to make simple musical instruments to use during the performance and to join in some of the dances.

Movida, Movida’s choreographer and director, uses the Martha Graham (mother of modern dance) and Katherine Dunham (mother of African dance in the U.S.) techniques to create new works for Movida’s “Trip Around the World” is free with regular museum admission and it is part of Rochester’s community-wide celebration of Hispanic Heritage Month.

Also in conjunction with Hispanic Heritage Month: “Caribbean Rhythms,” a musical program by Salmorgio and The Arneau Dance Theatre presented on Wednesday, October 6 at 7:30 p.m. The evening performance features a blend of music, dance, and poetry that combines Spanish, African and indigenous Puerto Rican culture.

Governor Mario Cuomo’s Tip of the Week
Did you know that New York’s December of the Child program has over 50 services to help children and families in our State?

For more information, call the December of the Child Information line toll free: 1-800-345-KIDS.

Critics

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New York Falls, N.Y.

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BIG BUGS

The World of Giant Insects
Opens Saturday, October 9

Yea! They’re back! They move! And they’re invading the RMSC. These bugs are not just any bugs — they are the biggest and most impressive. The “BIG BUGS” exhibit features large insects from around the world, including the largest insects known to man. Visitors will be able to see these amazing creatures up close and learn about their unique features. The exhibit is open from October 9 to November 5 and admission tickets are available at the museum’s box office or online. Don’t miss out on this one-of-a-kind experience! For more information, please visit rmstator.org.
Minority Business Participation

by Joseph S. Brown

Minority Business Participation

As the result of the Crown vs. Richmond, VA Supreme Court decision (1989) various municipal-
ities across the United States have been forced to confront the dilemma of deciding what public policy posi-
tions they want to take as it relates to the participation of minority business firms in their contracting and procurement processes. In short, there is a real danger that mass panacea and ineffective action is the result of such processes. If the public policy position of a municipality were to be clearly defined, this could indicate that the recent trend in public policy enactments will be further eroded. This potential dilution of the effectiveness of public policy and the resulting legal consequences could be significant.

On the other hand, many municipalties have chosen to avoid the Court's challenge altogether. They have opted to institute the moratorium and implement an effective review of their current policies. This action is consistent with the recommendations of the Supreme Court decision that in order for a company to be effectively perform on the basis of a business "remedial program" there is a basic set of "remedial tasks" that must be completed.

In some cases, the municipality or governmental entity has been to eliminate their minority business participation in the local marketplace. However, the Court did not provide any specific guidelines for municipalities to follow in order to achieve such an end. Instead, it left the decision to the local authorities at the mercy of the situation and the consequences of the action. This lack of clarity has been a major problem.

In Richmond, VA, the opinions of the Court, had not proven the existence of such a discriminatory intent and they could not justify their position on the issue. The city has presented a plan of action that could withstand a court challenge. It must, from the outset, be committed to and capable of providing a substantive study effort.

Assuming both commitment and capacity it is obvious that the substantive requirements necessary to effectively launch a study effort must be made. The study must be designed to provide clarity for this model of the target the construction industry. However, it should be understood that the same general process (with some adjustments for the industry differences) could be applied to each industry targeted for study.

Paradoxically, the researcher consultant must understand the nature and operation of the construction industry. In short, what is the general grid for starting and effectively developing a construction firm? The following general model should be structured and researched: Education and training background of owner(s). Formal and informal capital financing revenue sources. Membership in professional trade associations. Average number to years for stability. Industry certifications, standards, alliances, and linkages.

The package of these factors together and individually must serve to develop a general profile of the creation of an effective construction business. Such knowledge can provide an understanding of the consequences of discriminatory policy.

More specifically, the researcher consultant must avoid the temptation to craft a model that is too general or too specific. The model must be flexible and adaptable to the particular conditions of the local market. It must be able to be modified to fit the unique circumstances of a particular community.

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There are a number of critical factors that must be considered in the development of this model. First, the particular community must be studied in detail. This includes an analysis of the current market conditions, the competitive environment, and the demographic characteristics of the target market.

Secondly, the researcher consultant must understand the nature and operation of the construction industry. In short, what is the general grid for starting and effectively developing a construction firm? The following general model should be structured and researched: Education and training background of owner(s). Formal and informal capital financing revenue sources. Membership in professional trade associations. Average number to years for stability. Industry certifications, standards, alliances, and linkages.

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In summary, the researcher consultant must understand the nature and operation of the construction industry. In short, what is the general grid for starting and effectively developing a construction firm? The following general model should be structured and researched: Education and training background of owner(s). Formal and informal capital financing revenue sources. Membership in professional trade associations. Average number to years for stability. Industry certifications, standards, alliances, and linkages.