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# NEW ORLEANS

&amp; the Metro area

SECTION B

SATURDAY,

A/B

APRIL 4, 1998

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## Second suspect held in daiquiri shop murder

Woman denies role in slaying, B-3

By MICHAEL PERLSTEIN  
Staff writer

After an intense two-week manhunt, one of two suspects in a March 21 killing in front of a daiquiri shop was captured Friday while sleeping at his girlfriend's apartment in Mid-City.

When officers stormed the rear apartment at 2304 St. Louis St. about 11 a.m., they found Corey Bolden, 23, asleep next to his girlfriend, a sawed-off shotgun by his side, police said. He was booked with first-degree murder in the shooting of Nathaniel Clark, 19, which was cap-



FREDERICK VEREEN  
Still at large

tured by a camera mounted at the daiquiri shop in the 3400 block of South Claiborne Avenue.

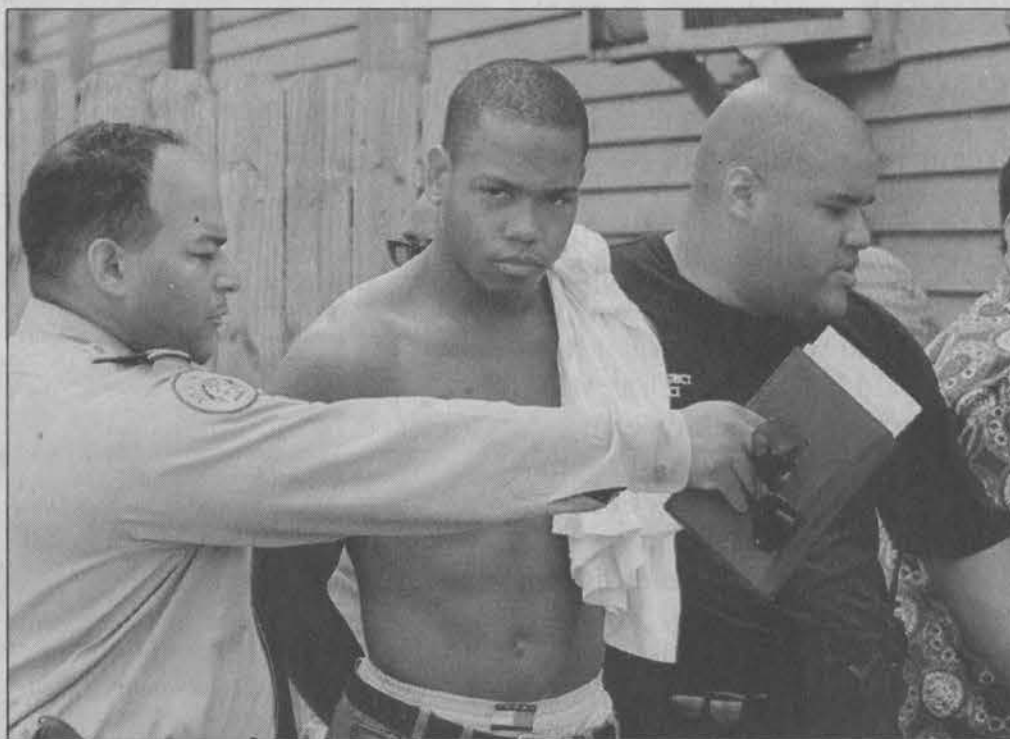
The camera provided clear pictures of three men gunning down Clark, said 2nd District Commander Capt. Louis Dabdoub III. One of the men, Keith Guss, 21, was caught nearby after a brief car chase in

which two officers were fired upon. He is being held without bond on a charge of first-degree murder.

A third suspect, Frederick Vereen, 21, remains at large. Vereen's sister, Amanda "Rena" Vereen, was arrested March 27 and booked as a principal to murder in Clark's killing. She allegedly had had a relationship with Clark and got into an argument with him at the daiquiri shop, Dabdoub said.

"She certainly had a part in it," Dabdoub said. "She pointed him out."

See DAIQUIRI, B-3



New Orleans Police Department officers take Corey Bolden into custody Friday after capturing him at his girlfriend's Mid-City apartment. Deniece Nixon was booked with harboring a fugitive. Nixon's 10-month-old son was taken into protective custody.

STAFF PHOTO BY ALEX BRANDON

## Algiers housing bias suit settled

Complex was divided by race

By PAM LOUWAGIE  
West Bank bureau

After a year of living at the Algiers apartment complex, Shawn Walton grew tired of what she saw as a pattern of racial discrimination.

Black residents lived on one side of the Riviera Oaks complex, with an often-closed swimming pool and management-controlled air conditioning in apartments, she said. The other side, where white residents lived, had a clean pool available only to them, and individual thermostats, she said.

So in January 1996 she complained to a housing rights group and filed a lawsuit against the owner of the complex, Favrot Realty.

The \$325,000 settlement of that suit was hailed as a victory Friday by housing-rights advocates in New Orleans and Washington, who called it an example of extensive work that still needs to be done.

U.S. Housing Secretary Andrew Cuomo announced the settlement during a celebration of the 30th anniversary of the federal Fair Housing Act.

"It is absolutely unbelievable ... that what had occurred at Riviera Oaks could occur in 1998," said Gregory Hamilton, director of community planning and development for the Louisiana HUD office. "We've got to do something about it here and now."

Walton, honored at a luncheon in New Orleans Friday, had complained about unequal treat-

See HOUSING, next page

Alma Williams, a public schools recruiter from Shelby County, Tenn., interviews Xavier University education major Charletra Hayes. Elizabeth Hernandez, next to Hayes, waits for her interviews.

STAFF PHOTO BY ELLIS LUCIA



## Novice teachers at job fair get free agent treatment

By LITTICE BACON-BLOOD  
Staff writer

There's nothing like the anxiety of trying to land that first job after graduation, and for hundreds of education majors those butterflies were intensified Friday during a job fair at Dillard University, which attracted more than 100 recruiters.

In sometimes dizzying fashion, representatives from school systems as far away as Rochester, N.Y., and Hobbs, N.M., paced the aisles, jockeying for position as they made their sales pitches.

"I feel like a free agent," said Matthew Young, an elementary education major at

Southern University at New Orleans. "It's definitely interesting."

Young found out early on that being an African-American male makes him a hot commodity. Everyone seemed to be tugging at his hand or pushing applications toward him.

"They're offering this salary or that position," he said with a shrug. "There's a shortage of men teachers, especially black men."

The annual job fair is sponsored by Dillard, Loyola, Tulane, Southern and Xavier universities and Our Lady of Holy Cross College to give their students an opportu-

See JOBS, B-3

## AMERICAN ODYSSEY



Members of this year's 'Majic Bus Civil Rights Tour' enjoy a pep talk from Maxine Holtry Daniels at New Zion Baptist Church Friday. The 18 high school juniors and nine teachers represent five Louisiana parishes.

STAFF PHOTOS BY G. ANDREW BOYD

The Southern Christian Leadership Conference, a moving force behind the civil rights struggles of the 1960s, was born in New Orleans at the New Zion Baptist Church. There, at a meeting Feb. 14, 1957, the Rev. Martin Luther King Jr. was elected president of the small group of Southern activists. On Friday, in commemoration of the 30th anniversary of King's assassination, a historic marker was unveiled at the church, which has been declared a state historic site. Singer Richie Havens performed at the event, sponsored by the Eisenhower Center for American Studies at the University of New Orleans. Maxine Holtry Daniels and state Rep. Avery Alexander, D-New Orleans, both of whom were present at the creation of SCLC, spoke to the group. The event also marked the kickoff of the Eisenhower Center's 1998 Majic Bus civil rights tour, taking 18 students and nine teachers from Louisiana to sites in the South that were important in the civil rights movement.



Musician Richie Havens performs for 'Majic Bus' participants at New Zion Baptist Church Friday. Havens, who lives in New York, made a special trip with fellow musician David Amram to perform songs from a variety of cultures.

## River posing no risk of flood

Levels remain below last year's

By CHRIS GRAY  
Staff writer

A mild winter up north and reduced rain in the Ohio Valley mean that New Orleans won't be threatened by an overly swollen Mississippi River this spring, Army Corps of Engineers officials said Friday during their annual high-water inspection tour.

The river is expected to crest at 14.5 feet at the Carrollton gauge Tuesday, said Col. William Connor, New Orleans district engineer for the corps. That's several feet below the river's level last year when the corps, in a controversial move, opened the Bonnet Carre Spillway to prevent flooding in New Orleans, he said. Flood stage at Carrollton is 17 feet.

Though their fears proved overstated, environmentalists and commercial fishers fought the move on grounds the river water diverted into Lake Pontchartrain would wreak havoc with salinity levels and aquatic life.

"Right now I have no expectation we will open it" again, Connor said.

Record-setting rains in New Orleans caused the river level to spike in January and meteorologists expect a wetter-than-average spring, thanks to El Nino. In anticipation of local flooding, nonprofit organizations and city agencies have waged public relations campaigns aimed at clearing storm drains in low-lying

See RIVER, next page

## Ministries may buy N.O. mall

By COLEMAN WARNER  
Staff writer

The 12-acre Gentilly Woods Shopping Center at Chef Menteur Highway and Louisa Street will be bought by Faith in Action Ministries if the nonprofit group can assemble a financing package.

Faith in Action, which is led by the Rev. Marshall Truehill, a Baptist minister, has been serving residents of New Orleans public housing complexes for more than 20 years.

The group plans facade and landscaping improvements but no sweeping changes to the mall, and it hopes to keep the dozens of businesses that rent space there.

The group wants to renovate a closed theater complex at the

See MALL, next page

METRO  
BRIEFS

NEWS FROM AROUND THE REGION

Florissant  
has new levee

Flood-weary residents of Florissant finally have a tidal levee that loops around their small, rural community in eastern St. Bernard Parish. Parish Public Works Director Robert Turner conducted final inspections of the new levee Friday and started the two pumping stations. "I've got the keys," Turner said Friday morning, which means the parish now owns the levee and pumping stations and must maintain them. Construction of the levee cost \$2.05 million, with about \$1.2 million of state money contributed by the Lake Borgne Basin Levee District and about \$850,000 in local money. Workers dug a canal, then used that dirt to build the levee, which will settle to 6 feet above mean sea level. Burk-Kleinpeter Inc., an engineering consulting firm, designed the levee and provided an inspector during construction.

## EAST JEFFERSON

## Man dies in hit-and-run

A 54-year-old homeless man died Friday morning after a hit-and-run driver struck him on Veterans Memorial Boulevard in Kenner. The man was trying to cross the thoroughfare's 2300 block Thursday about 9:20 p.m. when a motorist in a white or beige Toyota smashed into him, witnesses told police. The driver continued westbound. Another car hit the man as he lay in the street, but that driver stopped. He was not cited, police said. The man was taken to Kenner Regional Medical Center, where he died of his injuries. His name has not been released because his family has not been notified. Anyone with information about the incident may call Kenner police at 466-7270.

## WEST BANK

## Drum explodes at Evans plant

A 55-gallon drum exploded as workers rolled it from a truck at a Harvey container plant Friday, creating a blast that shook windows across the street and sent one man to the hospital. The 3:30 p.m. explosion marked the second accident at Evans Industries this week, though fire officials said the two were unrelated. On Tuesday, a yellow-and-white cloud from a burning chemical sent seven workers to the hospital and caused more than 100 others to be examined. Friday's injured worker, whose name was not released, was treated for foot injuries at West Jefferson Medical Center, hospital officials said. Two other men were badly shaken, officials said. The blast blew the top and bottom off the drum, which was supposed to be empty but may have contained fumes from the solvent Hephane or alcohol, said Terry Thibodeaux, assistant fire chief for the Harvey No. 2 Volunteer Fire Department.

## Appeal court judge to step down

A second judge on the Louisiana 5th Circuit Court of Appeal has announced his retirement, meaning there will likely be two court openings on a special election ballot this fall. Judge Tom Wicker said Friday that he has notified the Louisiana secretary of state and Gov. Foster that he will step down from the bench Aug. 1 because he will have reached the mandatory retirement age of 75. Gov. Foster recently called a special election for Oct. 3 to fill the seat of 5th Circuit Judge Fred Bowes, who will reach 75 April 14. Wicker's notification of state authorities this week should allow the governor to add a second race to the October ballot, said Trey Williams, a spokesman for Foster.

## ST. TAMMANY

## Couple booked with cruelty to child

A woman and her boyfriend were booked Friday with cruelty to a juvenile after authorities found the woman's 2-year-old daughter wandering the street near their Slidell area home. Amanda Davis, 19, and her boyfriend, John Banner, 20, were arrested and the child was released to the custody of the state Office of Child Services pending the outcome of an investigation. Deputies said later the couple told them they had fallen asleep and the girl managed to get outside and wander away. Deputies were notified Friday at 9:30 a.m. by residents who said a child wearing only a shirt was walking along Rio Street near Almonaster Street near Slidell. Deputies spotted the child and began canvassing the area trying to find parents but were not successful. The girl was taken to the Sheriff's Office Slidell area annex and turned over to juvenile detectives. About 11:50 a.m. Davis called 911 to report her daughter missing from her Rio Street residence.

## Three arrested in drug bust

Three people were arrested and State Police recovered 35 pounds of marijuana in a hidden compartment after pulling over a vehicle for an illegal lane change Thursday night west of Madisonville. Booked with possession with intent to distribute marijuana were Rosa R. Bernal, 42, Wauchula, Fla.; Magali A. Zentano, 43, of Agua Dulce, Texas; and Alisandra M. Lozano, 24, Edinburg, Texas. A trooper pulled over the 1997 Chrysler driven by Bernal eastbound on Interstate 12 three miles east of the Tangipahoa Parish line. While writing up a traffic ticket, the trooper said the three acted suspicious and he was given permission to search the car. In a hidden compartment, he said he found the marijuana with an estimated street value of \$38,000.

## RIVER PARISHES

## Ory will become magnet school

After at least two years of study and debate, John L. Ory Elementary School in Lakeview will officially open in the fall as a communication arts magnet school, officials said. The St. John the Baptist Parish School Board approved the proposal Thursday after discussing for nearly two hours how the school's population will be selected. Board members voted 9-2 in favor of the recommended magnet school design. Leroy Mitchell, Felix LeBouef, Gerald Keller, Aleitha Bardell, Dovie Gendron, Charles Watkins, Richard DeLong, James Madere and Russ Wise voted for it; Clarence Triche and Matthew Ory opposed it. Magnet schools attempt to bring about desegregation by offering new and special courses to attract students from throughout the parish. Principal Terri Noel and her staff chose communication arts because while Ory students are considered academic leaders in the parish, they are weak in reading comprehension and analyzing information. And because language arts is the common element, they decided a program rich in reading and writing would be the best choice for a magnet curriculum, she said.

Much work still remains to be done on the levee. The levee and its tributaries will be reduced by \$16 million in fiscal 1999, from \$296.2 million to \$280 million, said Maj. Gen. Phillip Anderson, president-designee of the commission. The cutbacks are part of the administration's attempts at balancing the federal budget, he said.

Several Louisiana officials urged the corps to focus on improving the levees around Angola

## Mall: Job-training center planned

From B-1

mall for use as a center for job training and other services for people who are being cut from welfare rolls, officials said.

Mall profits would help pay for social services, which also could include van pools to give workers rides to jobs not on Regional Transit Authority bus lines.

"I'm not a real estate person or a mall manager or anything like that," said Truehill, who grew up in public housing. "I just have a vision to see people be self-sufficient. Now that welfare-to-work is moving over us, we just felt like it's time to make some bold moves."

The four-square-block shopping center is just off Interstate 10, about a mile from the Desire public housing complex.

Faith in Action has offered \$4.2 million for the center to the Gentilly Woods Shopping Center Partnership, Truehill said.

The purchase would be the latest of a series of commercial-property purchases by churches in eastern New Orleans in the

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## REV. MARSHALL TRUEHILL

past few years. Christian Faith Ministries bought the old Comeaux furniture store next to the Kenilworth Mall on Morrison Road in 1994, and Greater St. Stephen Full Gospel Baptist Church bought an office building on Lake Forest Boulevard in 1996.

While some of its board members have real estate expertise, Faith in Action has little experience with property ownership. Its offices are in a shotgun double near the Fair Grounds.

The group would sell that building and move into part of the converted theater if the shopping-center deal goes through, deputy director Debra Harvey said.

People close to the deal said

Faith in Action has assembled a team of consultants to advise it on the purchase, and the group plans to hire a management firm to run the mall, whose tenants include jewelry, clothing and music stores, a grocery and a cafeteria.

Financing details aren't settled, but possible sources of money include equity partners, bank loans, the sale of tax credits to investors and private grants, Harvey said. The group also is applying for a \$300,000 city grant.

The city recently provided a \$50,000 low-interest loan through its Neighborhood Commercial Revitalization Program for the new Community Supermarket in the Gentilly Woods center.

Faith in Action's inexperience in real estate does not pose a

major obstacle to getting financing because another entity could well become a part-owner with the ministry and many banks are eager to support community-redevelopment projects as long as they make business sense, a consultant close to the deal said.

Mayor Marc Morial recently appointed Truehill to the City Planning Commission, and Morial has given the minister a letter supporting the shopping-center venture. The center is near the Pontchartrain Park subdivision, where Morial once lived.

"I grew up in that neighborhood and am pleased to see local initiatives that join the efforts of nonprofits, neighborhood civic groups, business owners, resident councils, churches and government in an effort to create a win-win scenario for all participants," Morial wrote.

The purchase will benefit from a fund-raising banquet and concert Faith in Action will hold this month. Morial is expected to be one of the speakers at the banquet April 23 at the Radisson Hotel on Canal Street.

## Housing: Tenant 'treated differently'

From B-1

ment at the complex to the Fair Housing Action Center, prompting the group to file the suit.

"I just got fed up. I was tired," Walton said. "I was getting treated differently because of my skin color."

For seven months, the Fair Housing Action Center sent pairs of black and white prospective tenants to the complex on Garden Oaks Drive.

The group found a pattern of segregation, with management systematically steering African-Americans to one side of the complex, said Stacy Seishnayre, the nonprofit organization's executive director. In some cases, African-Americans would be told there were no apartments available, and whites would apply minutes afterward and management told them something was available, she said.

In a taped statement played at the New Orleans gathering, Cuomo congratulated Wilton and the center, saying the case represented a problem that is still widespread.

"It's discrimination with a smile," he said. Management "told them politely, gently but falsely that there were no apartments available."

Fair Housing Action Center investigators found that on the side where more than 180 African-Americans lived in Riviera Oaks, the paint-chipped and debris-filled swimming pool was

often closed, and management controlled the air conditioning in apartments. On the white side, the swimming pool was clean and open to residents of that side only. Residents there had control of their own air conditioning and heat, investigators said.

Favrot Realty Partnership, which owned the complex at 3401 Garden Oaks Drive once called Riviera Oaks, fired the on-site manager after the complaint and sold the complex this week. It is now named Skyview Terrace, officials said. The new owners are not involved in the settlement.

Favrot's attorney, Richard Traina, said his clients agreed to the settlement to avoid the expense and inconvenience of litigation.

Cuomo said the Housing and Urban Development office has received 34,000 complaints of discrimination in the past four years. The department's proposed 1999 budget is the largest in history — 73 percent higher than last year — HUD officials said, and the department plans to apply a large portion of the increase to public awareness and fighting housing discrimination.

Residents of the Algiers complex this week said there is more of a mixture of black and white tenants throughout the complex now. But the stigma of it being a segregated complex still exists, they said.

"There's still a white side and a black side," said Anisa Nesbitt,

who has lived in the complex with her family for nearly a year. "Neighbors pointed it out to me. It doesn't bother me."

Resident Michelle Stuart said a friend asked her why she moved into the complex after the discrimination lawsuit.

"But I just needed a place to live," Stuart said. "I haven't had any problems. Everybody's been real nice."

Seishnayre celebrated the settlement, saying it should give

hope to others who face discrimination.

"This settlement should help send a message that fair housing is the law and that for violators, there is a heavy price to pay," she said.

Walton said she's happy she complained.

"This is 1998. We're free, we're not living in a cage. Everybody has equal opportunity," Walton said. "I'm glad I did it. I'm glad it's over."

**AD REPORTER**  
By Martin Covert

**LANCÔME**  
YOUR GIFT OF CHOICE

Lancome beauty advisors Kim Kramer and Leslie Davis flank Lancome Macy's Esplanade counter manager Pat Ferlitta as they promote an April giveaway, also in effect at Macy's New Orleans Centre.

## From Lancome

Lancome Cosmetics at Macy's Esplanade and New Orleans Centre wants you to "jazz up your spring makeup look" with a free "Accents" gift offered through April 18. Spend \$18.50 or more on Lancome products and receive lipstick and eye shadows in a choice of colors, plus Definitives mascara and eye makeup remover — in a Lancome cosmetics case.

Pat Ferlitta, Lancome counter manager at Macy's Esplanade, says the spring collection can make a visible and immediate difference in the way your skin looks and feels. More details: 465-3917 or 529-5917. Gifts are available while supplies last.

## For seniors

Entergy will hold its third annual Seniors' Day Tuesday from 10 to 2 at the Kiefer UNO Lakeside Arena. Publicist Debbie Koehler says the free event will include more than 85 informational booths, showing everything from health care and beauty tips to financial and travel planning.

Free refreshments and a lunch of red beans and rice, entertainment and door prizes are also promised. At the Entergy booths, seniors can pick up tips on meter reading, installing energy-saving shower heads, home-insulation suggestions and more. Musical performances, clogging and square dancing demonstrations and other activities will also be included, says Koehler. More information: 840-2620.

## Plant Gallery

The Plant Gallery has opened a new gift shop at Canal Place, Canal Street near the river. The first-floor location is loaded with spring and Easter plants, including hydrangeas, Gerber daisies, gladioli, mums, Easter lilies, caladium, etc. Owner Kenny Balaiss said this is The Plant Gallery's first experience as a retail shop in a shopping mall. Other locations are on Airline Highway between Carrollton and Causeway, St. Claude Avenue and at the French Market, where landscaping design and plant rental are also available. More details: 524-3716.

POLICE  
REPORTS

These incidents were reported by law enforcement authorities:

## New Orleans

## Armed robbery

**3100 St. Claude Ave.** A man with a gun entered a McKenzie Bakery on Wednesday at 3:25 p.m. and demanded the cash in the

register. An employee handed over \$126 and the gunman fled.

**1100 block of Frenchmen Street.** A 34-year-old man was walking Friday at 1:45 a.m. when he was approached by two men who beat him with a board. They robbed him of \$30.

**3351 Kabel Drive.** As a man and woman closed a Video Plus store Thursday about 10:20 p.m., a man with a blue-steel revolver ran up and said, "Give me everything." They handed over a bank bag containing \$400, a pager valued at \$90 and a wallet with a

driver's license. The robber then ran away.

## Aggravated burglary

**2700 block of Cleveland Avenue.** Two men with handguns and dark cloths over their faces entered a home Thursday at 9:50 p.m. They forced a woman to leave her bedroom and go into the kitchen, where her son pointed a gun at one of the intruders. The robber grabbed the woman around the neck and ordered her son to put down his gun. He complied. The man ordered the woman, her husband and their son to lay on the

kitchen floor, then demanded money. The husband gave them \$43. The robbers then went through the house, taking two rifles, a revolver and a scope valued at a total of \$1,600.

## Residence burglary

**7500 block of Means Avenue.** Sometime on Thursday, a burglar or burglars broke into a house by prying security bars off a window and took property valued at \$2,015, including \$160 cash, a diamond ring valued at \$500, costume jewelry, clothes, a CD player, a cellular phone and computer games.

Tale of revenge  
hurts family,  
suspect says

## Child featured in T-P Death series

By LITTE BACON-BLOOD  
Staff writer

Speaking from Orleans Parish Prison in a voice harsh with anger, Rena Vereen vehemently denied she had anything to do with the recent shooting death of a teen-ager.

But police, who have charged Vereen as a principal to murder, are convinced she is in the middle of a deadly tempest that could get worse.

Vereen, 20, was arrested in the March 21 killing of Nathaniel Clark outside a South Claiborne Avenue daiquiri shop.

Earlier this week, police sources speculated that Vereen, who survived nine gunshot wounds in a 1996 shooting that took the life of her boyfriend, sparked Clark's killing when she pointed him out as one of the shooters. Officials said Friday they are backing away from their initial suspicion that revenge was the motive.

Wednesday, in a brief telephone call from the prison, where she is being held without bond, Vereen disputed police reports that she directed the hit.

"I didn't have anything to do with this," she said stridently. "I don't know where they are getting that. I didn't point anybody out."

And Vereen said the revenge theory has put her family and friends in peril.

By reporting the police theory, the news media have worsened the risk, Vereen said. "My family and a whole lot of other innocent families are in danger because of you all saying this was revenge," she said, near tears. "That's not right."

Friends of the family are taking care of Vereen's 2-year-old son, Paul, who was featured in The Times-Picayune series called "Life After Death," about children who have lost their fathers to homicide.

In the series Vereen spoke about her fears that her son was traumatized by the grisly events of that night in 1996. He was asleep in bed with his parents when three gunmen burst into

the house, killing his father and spraying his mother with bullets. Vereen said she worries that he could grow up to emulate the violent behavior he witnessed.

The friends who are keeping Paul said the child is unaware of the current turmoil.

"He misses his mama though," said a friend who didn't want to be named.

They also expanded on Vereen's version of recent events. She was outside the daiquiri shop talking to friends when she heard gunshots, she told them. She ran away, but returned a few minutes later searching for her brother, Frederick, 21, who is now wanted by police.

"Until she saw the news, she didn't realize what had happened," the friend said. "They showed the car on TV and she said, 'Oh my goodness, oh my goodness, that's my brother's car.'"

While police are backing off their revenge theory, they still maintain that Vereen played an active role in the recent killing.

In their revised scenario, police say the incident may have started with an argument in the daiquiri shop between Vereen and Clark, who may have dated. As the argument escalated, Vereen enlisted her brother.

Two other suspects have been charged with murder, and police are requesting that Frederick return himself in.

Meanwhile, the Vereens' mother, who asked that her name not be used, is trying to come to terms with the horrifying events of the past two weeks. Her only son is a fugitive and her only daughter — whom she nearly lost two years ago to gunfire — is in prison.

"I really don't know what to say," she whispered. "I really believe that whatever happened wasn't planned."

She described Frederick as a loving son with an easygoing manner and a close relationship with his sister.

"I'm just asking God to help me," she said, "help me because He knows all about this situation. He knows the right and the wrong because He's the man who sits high and looks low. He knows."

At one point, investigators thought Bolden was hiding near Atlanta. But a tip to the department's Crimestoppers hotline on Friday pinpointed his whereabouts, Daboud said. Crimestoppers, at 822-1111, is offering up to \$1,000 for information leading to the arrest and indictment of Frederick Vereen.

"We have every facet of the Police Department looking for this guy," Daboud said.

Detectives are trying to link the suspects to other crimes, police spokesman Lt. Marlon Dillio said. So far, Guss has been booked with an armed robbery of Rally's Hamburgers on Crowder Boulevard and an attempted armed robbery of Rally's on Chief Menteur Highway.

"The likelihood of nailing them with additional crimes is very strong," Dillio said.



Jordan White, a third-grader at Isidore Newman School, is dressed as Marie Ducaquet, an owner of Pitot House in mid-1800s. Marie and Felix Ducaquet were farmers, raising and selling pigs, poultry and produce from their Moss Street farm, which has had many owners in its long history. Third-graders from Newman, dressed as 19th-century characters associated with Pitot House, related the home's history to visitors Friday.

STAFF PHOTO BY MATT ROSE

## 3 arrested in Chili's robbery

Murder charge  
may be added

By VICKI HYMAN  
Kenner bureau

Kenner police Friday arrested a former Chili's Grill & Bar employee and two other men on charges of conspiring to rob the restaurant in December just two hours before its manager was killed in an apparent holdup that was botched.

But investigators stopped short of directly linking the men to the murder of Jennifer Luttrell, 24, who was shot in the head after the restaurant closed Dec. 21. Chief Nick Congemi called

the men "prime suspects," but he said investigators don't have enough evidence to book them with murder.

"We're still piecing that together," said Sgt. Steve Caraway, a police spokesman.

Police identified the suspects as Kenner residents Nathaniel Culverston, 23, 3033 Lexington St., Houston Jackson, 21, 537 27th St., and Samuel Kelly III, 22, of 2428 Music St., New Orleans. They were booked with conspiracy to commit armed robbery.

A fourth suspect, whom the police would not identify, is at large.

The arrests were based largely on statements from witnesses who told police that the suspects

talked about robbing the restaurant at 1325 W. Esplanade Ave. and that they tried to get a second gun, officials said.

"They actually sat down and planned the robbery approximately two hours before this robbery and murder," Congemi said. "They knew there would be a lone female present."

Kelly's grandmother, Louise Kelly of Kenner, said her grandson had told her he was being investigated in connection with the murder but that he denied any involvement.

Jackson's family would not discuss his arrest, and efforts to reach Culverston's family were unsuccessful Friday night.

Culverston is a former Chili's kitchen employee, and police said

he had argued with Luttrell the night of her murder.

He is awaiting trial on a charge of attempted armed robbery of the Burger King at 1000-C W. Esplanade Ave. on Nov. 24. He allegedly entered the restaurant, went into a restroom and donned a ski mask, then approached the counter armed with a pistol. He fired a shot and demanded money but fled without getting anything.

Culverston was arrested in the Burger King robbery attempt three days after Luttrell was killed. A search of his home failed to turn up a weapon, police said.

A Chili's spokesman said the company is grateful for the arrests and believes its \$10,000 reward helped play a part.

## Officer pulls over RV full of stolen goods

By RICHARD BOYD  
St. Tammany bureau

Three men were arrested and more than \$50,000 in stolen items were found in a recreational vehicle pulled over for a traffic violation in Slidell early Friday, police said.

Also found was a stack of pawnshop receipts from Florida and Louisiana indicating that several thousand more stolen items had been pawned by the

men, police said.

Slidell Police Chief Ben Morris said they are suspected of more than 100 burglaries at self-storage units in Hammond and Baton Rouge.

Booked with possession of stolen property and possession of drug paraphernalia were Rewben C. Albin, 18, Springfield; and John C. Byers, 22, and William Knox, 18, both of Ponchatoula.

More serious charges are anticipated after Baton Rouge and Hammond detectives question

the men and try to match incident reports with recovered items.

A state trooper noticed the cream and brown recreational vehicle on U.S. 11 south of Slidell and spotted it again a short time later, about 1 a.m., at Sgt. Alfred Drive and Erlanger Street in Olde Towne. He pulled it over because it did not have a license plate.

Slidell Sgt. John Gallaher arrived to assist, and he and the trooper found the vehicle crammed with merchandise.

"What really got my attention were obvious burglar tools in clear view," Gallaher said.

Police displayed the vehicle and stolen property, which included boxes of CDs, clothes, speakers, two guitars, tackle boxes filled with fishing lures, a vacuum cleaner, toolboxes filled with tools, jewelry, electronic keyboards, videos, video games, computers, radios and a box of individual packets of Community coffee.

"We know for a fact that he was taking Vereen back and forth in his car, getting him food," he said.

Daboud said detectives had set up surveillance outside Carter's house but were unable to get their hands on Vereen.

"We had a good tail on him, but we lost him" after Carter's shooting, he said. "He's probably still local and he probably has people helping him out."

"It's really sad," Hernandez said. "Jefferson Parish is like \$23,000, and you go to another place out of state and it's like \$28,000."

Many of the students said they are looking for a city where they can be comfortable and safe and make a difference. The starting salary, which was prominently displayed on some recruiters' tables, is important but not the bottom line, they said.

"We're not selling used cars, but a lifestyle," Spikes told two students. "We want you to come into the community and be a part of it. It's an area where you'd want your children to grow up."

Across the gymnasium, recruiter Terry Smith, who represents 27 school systems in the San Antonio area, was making his pitch.

"Hey, you want to come to San Antonio?" he asked Leanne Bart, who was browsing.

"I don't know, maybe," she said.

"Just in case, here's an application, job salary, list of positions," Smith said, handing over the forms. "What's your field?"

nity to interview with many school systems at once.

Some students said they were flattered but a little overwhelmed by all the attention.

"If I were a senior, I wouldn't be able to focus on all this," said Moya Hines, a junior at Tulane.

"I'll be able to narrow them down a little."

Jahia Spikes, personnel manager at Cypress-Fairbanks Independent School District in Houston, said he always encourages students to visit schools before deciding where to live and work.

"You don't want to be some place where they pay a few dollars more, but you don't feel safe," said Elizabeth Hernandez, a senior at Tulane. "Or where the classrooms are overcrowded."



# The Times-Picayune

Founded in 1837

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## YOUR OPINIONS

### Consider the individual in mental health plan

This is in response to Yvonne Guerrini's March 23 letter ("Help make state mental health plan a reality"). She is chairman of the Louisiana Mental Health Planning Council.

While it is true there are many mentally retarded individuals who can benefit from living in the community and the state has fallen short financially to provide for those who choose to do so, there is another side to this story.

Some mentally retarded individuals need the protection and support an institution provides. Most people's first reaction to that statement is to question the abuse and neglect found in the institutions. To this, I have two statements.

1. If employees reprimanded or fired could not easily have the "punishment" rescinded by claiming unjustified actions, and if the mentally retarded individual were properly represented at these hearings, then the employees would not return to their old job to intimidate and harass those who turned them in. In all honesty, I must say the State of Louisiana is doing its best to correct this problem, but people only seem to know about the abuse and neglect reports — not why it continues to

happen or what steps are being taken to correct the problem.

2. Prove that less abuse and neglect occurs in the community homes and what safeguards will be in place to guarantee our loved ones will not be abused or neglected.

The second reaction most people have is to say we are violating citizens' rights by "keeping them locked up in an institution." This is not completely correct.

If my brother chooses to walk off from his cottage, he will be found wandering safely on the institution's premises. If, however, my brother chooses to walk off from his group home, he will be found either dead or wandering the streets without the ability to understand what it is to cross the street safely or to be wary of strangers. You cannot convince me he is safer anywhere else than where he is now. As far as his happiness goes, my brother is happy to see us when we visit and he is happy when we bring him back to his cottage. I know this because I see it.

The government promises to provide for these mentally retarded citizens. Tell me who will guarantee they will always be provided for? Who will guarantee they will have properly prepared

food, clothes to wear and a roof over their heads when the family members are not available to check in on them? What happens if, God forbid, a caregiver just does not show up?

Ms. Guerrini says it is cheaper to keep the people in the community instead of the institutions. One wonders if she has seriously checked into the cost of caregivers 24 hours a day, transportation for the handicapped, doctors skilled in dealing with adults who have the mind of a 2-month-old or 2-year-old, special medication or trained registered nurses.

Please do not take this as a bashing of the community homes. There are many mentally retarded individuals who are happier in the community; who can be active participants and who can obtain their required services less expensive than in the institutions. All I am saying is that both sides need to be examined for each individual. I applaud the State of Louisiana for trying. I encourage them to keep trying. Do not let one special interest group speak for all mentally retarded citizens. Consider the individual and listen to their family members.

Mary Kay Cowen  
Metairie

## Let organ donors decide

On March 28 your newspaper again reported the controversy over new federal regulations regarding who gets human organs donated for transplants. Your story (like the others I've seen) focused on the differences between the old system and the new regulations: previously organs were first offered locally, then regionally, and finally nationally, but now they are only offered nationally.

Proponents of the old system say that more recipients live this way, but proponents of the new system say it ensures the sickest people get the organs.

Perhaps there are provisions of which I am unaware, but this whole debate seems to ignore the most fundamental issue. Why should the government have the power to regulate who gets the organs? The organs are donated. Let's allow the donors to specify how the recipients should be chosen. Let the donors decide whether they would prefer people in their own states to get the organs, or whether they want their organs to go to the sickest people.

Organ transplant coordinators should follow any reasonable directions the donors give. For example, a donor might reasonably prefer to donate his organs to someone who has young children over someone who does not. In this day of sophisticated computer databases, it would not be a problem to have donors specify how their organs should be used, and to have matches and priorities determined accordingly.

Would this take some medical decisions out of doctors' hands? To some extent, yes — but it would put the decisions in some of the patients' (that is, the donors') hands. Society has no problem with charitable gifts with restrictions attached in other areas, such as gifts to universities to endow library collections or history professorships. Let's give organ donors the same opportunity.

Dave Redmann Jr.  
New Orleans



Bill and Hillary Clinton during their African trip: How many tax dollars did they promise to give away?

## Giving tax dollars away again

How much of the taxpayers' money did President Clinton give away during his trip to Africa?

Whenever Bill and Hillary travel, they leave behind a trail of millions of dollars bills — reminding one of the little flower girl in the wedding procession scattering rose petals far and wide. They are very generous with someone else's money.

Starting with the Marshall Plan, our nation has donated billions (which we did not have and had to borrow) to large and small countries all over the world, including some who hate us but love our money.

Billions have gone to some, such as Israel, making the Arabs our enemies, and millions to such

as Russia which still possesses numerous nuclear weapons and whose troops have been allowed to train with our forces at our military bases, where they learn our methods and possibly our military secrets. In the last Russian election the Communist Party received 40 percent of the votes. Think about it.

We now owe trillions of dollars on which our country pays billions of dollars in interest each year and the stupidity goes on and on. Only a politician could be so naive that giving someone the money with which to buy our products makes a profit. Anyone else would consider it insane.

George Indest Jr.  
Kenner

## Behind the Jonesboro tragedy

The Jonesboro, Ark., tragedy and other similar events have a simple cause. The cause is the fact that in most states we cannot impose the death penalty on children under the age of 13.

If we could only get our legislators to enact a death penalty statute for toddlers and pre-teens, the deterrent effect would set our minds at ease, and America's parents could stop worrying about kidnappers and get back to enjoying the important things they really deserve, like personal fulfillment, career development and the innocent pleasures of modern American life: attending a

gun and knife show, cheering on the head-bashing at a hockey game or catching a little wrestling on the tube.

What sort of a society is it that responds to the horror of children shooting children with powerful firearms in the schoolyard by discussing whether the attorney general can find a legal way to kill more children?

Our idols have an insatiable appetite for devouring our children, but they're our idols. Let's keep them fat and happy — bring on the next course!

Bruce E. Naccari  
New Orleans



"When I asked for a bailout plan, that's not what I had in mind!"

## OUR OPINIONS

### Try again on budget fix

Maybe the fourth time will be the charm.

It must be getting frustrating for Jefferson Parish public schools Superintendent Elton Lagasse. He's offered three solutions to a projected \$4 million budget deficit, and so far the School Board has flunked them all. Now he has to give it one more try.

The first try, to cut elementary school librarians and campus security guards, was shot down before he ever presented it to the board. The second idea was to ask voters to renew an expiring millage — not a pleasant prospect with re-election looming.

As for the third plan, there were good reasons to give it a failing grade, the main one being its reliance on the system's dwindling surplus fund. Mr. Lagasse wanted to take \$4 million from reserves and garner another \$1.7 million in savings through attrition and moving teachers from over-staffed schools to vacancies.

That would have erased the deficit and given the system a little breathing room. But it's obviously bad fiscal policy to eat up emergency money to pay operating costs. The operating costs will continue, but the surplus won't — and then there won't be enough money for either operations or an unexpected emergency.

We wish we could say that all School Board members were unwilling to raid the rainy day fund. But even though some members objected to touching the surplus, others said it's the least of all evils.

That's hardly surprising. With the School Board facing re-election Oct. 3, it was easy to predict that some members would find it expedient to avoid the hard work of making budget cuts that might prove unpopular with voters.

## Music, audience in harmony

The Louisiana Philharmonic Orchestra has passed a nationwide test and won a significant prize: a \$400,000 grant from the John S. and James L. Knight Foundation of Florida. As befits a creative arts group, it did it through creative ideas for bringing its music and its audience closer together.

The Knight Foundation has a grant program called Magic of Music "to encourage and reward the risk-takers who understand the need to strengthen the bond between musicians and audiences," in the words of the foundation's vice president, Penelope McPhee.

In December 1996, the LPO was one of five symphonies nationwide to receive grants from the foundation — \$50,000 to devise ways to do that. It put together "Connections," an experimental program to enhance performances and audience appreciation.

The foundation was so impressed by the concept and success of "Connections" that this year it gave it the full grant. Denver's Colorado Symphony, which also got a \$50,000 grant in 1996, still needs work; this year, it got another \$50,000 to keep trying.

How much nicer to postpone the tough choices until after the election when everyone's safely ensconced.

But that's misleading and hardly the least evil for Jefferson Parish parents who will have to live with the outcome of those bad choices. The fact is, students and parents are already living with ill-advised choices that school officials have made.

There's the 5 percent across-the-board raise that the School Board handed out to support staff last summer, even though a study showed that such workers were not underpaid compared with their private sector counterparts. Administrators got the same raise. And then there was the \$8.2 million raise for teachers that the School Board approved — to be paid out over three years — without nailing down how to pay for it.

The school system can't afford that kind of fiscal management any longer.

The alternative, cutting the budget, certainly won't be easy. Mr. Lagasse says that he'll come up with a list — one that will include cuts that the board already rejected. Board members Laurie Rolling and Libby Moran have said that the first place to look for cuts is in positions that are not mandated by either the state or federal government. And at Wednesday's meeting, School Board members insisted that Mr. Lagasse cut more from the \$7.8 million, 200-person headquarter staff.

But the School Board members need to keep one important fact in mind. They can't keep sending their superintendent back to the drawing board forever. At some point, they'll have to say where the ax will fall. That's their job, and they should be judged on how effectively they do it.

## Music, audience in harmony

The LPO, already fine-tuned musically, turned to techniques to draw the audience into it. One device was a video screen that projected close-ups of the conductor, soloists and members of the orchestra during performances. This, said Robert Stiles, the LPO's executive director, "gave the audience a look at the musicians' world up there" and the interplay among the principals.

Another idea was color-coding the sections of the orchestra with different-colored polo shirts for a "Beethoven and Blue Jeans" performance.

According to Mr. Stiles, the orchestra's special efforts have indeed improved both audience pleasure and audience size. Not all the ideas tried out during the shake-down period worked well enough to retain, but those that did will continue and others to come will get their trial.

It seems clear, however, that our unique 7-year-old orchestra — a musicians' cooperative rather than the traditional organization — is making its way both locally and nationally.

# Sad search for evidence — a missing hand and body

It would almost be laughable if it weren't so sad.

There are people in New Orleans Corner Frank Minyard's office, perhaps even as you read this, actually searching the premises for a right hand that might or might not have been saved from an autopsy some four years ago.

It's important that they find it, because with it, investigators searching for clues in 26 murders attributed to a serial killer think they will be able to put a name to one of the victims. Right now that victim is identified coldly and clinically as "Victim No. 14."

The woman was found dead in Tangipahoa Parish in February 1994. She had been raped and

strangled. And the medical investigation found signs that she struggled mightily against her attacker.

An awful way to die. And now, heaped upon that, comes the indignity of what appears to be several bureaucratic blunders in the medical investigation of her body.

Everybody believes the woman may be Patience Jupiter. Certainly her sister, Zina Toye of Greensboro, N.C., who last talked to Jupiter about a week before Tangipahoa Parish authorities made the grisly discovery off Interstate 55 near Manchac.

That day Jupiter told her sister she was leaving New Orleans to go home to Maryland.



BOB WARREN  
Suburban Report

She never made it.

During their investigation, authorities discovered that the body, through surgery long ago, was missing an ovary and fallopian tube. That's precisely the surgery that Patience Jupiter had undergone, her sister says.

So it would appear investigators had a great lead in finally identifying victim No. 14. A little DNA taken from the victim, then matched against some from Jupiter's children would put the matter to rest.

Now that might never happen, what with the missing hand and all.

But it's not just the hand that's missing. Perhaps even worse, the body of the woman, which was buried in a pauper's field in eastern New Orleans, also has been lost.

Lost, as in gone.

Searching for more evidence in their quest to tie the woman's murder to Russell Ellwood, the former taxi driver recently indicted in two of the 26 killings, authorities went back to the graveyard. And using a crude grid charting where bodies are buried in unmarked graves, they began digging.

More than 100 disturbed graves later, there's still no sign of the body in question. And authorities have, for all practical purposes, given up on finding it.

So let's take a minute here for some accounting. That's one missing hand; one missing body.

A sister can't put her grief to rest, and potential evidence that might be used to help convict a killer is gone, maybe forever.

Right about now you're probably asking, "How does something like this happen?"

Good question. Appropriate question.

Don't hold your breath waiting for an answer.

The manager of the cemetery where the body was buried says it could just be a matter of simple human error, that perhaps the body was charted incorrectly on the grid or put in the wrong place.

That's reassuring. Minyard thinks the body might have decomposed in the south Louisiana muck it was buried in. After all, he says, the poor and unclaimed are typically buried in simple pine boxes that are no match for such unique ground conditions.

Of course, that does very little to explain the hand.

Minyard initially told reporters that nothing had been saved from the autopsy for future use as evi-

dence. He blamed Tangipahoa Parish authorities, saying they didn't ask and that in doing autopsies for cases outside New Orleans, his office doesn't save things unless specifically requested.

That made sense. Then Tangipahoa Parish detectives produced a copy of the autopsy report showing that the hand had been saved.

So now the search is on for the missing hand. And Minyard has vowed that his staff will search through thousands upon thousands of other samples to find it.

The stakes are potentially enormous. Just the identity of a murder victim and possible evidence that might be used to some day help convict the person who did it.

Bob Warren is River Parishes bureau chief.

## HOW OTHERS SEE IT



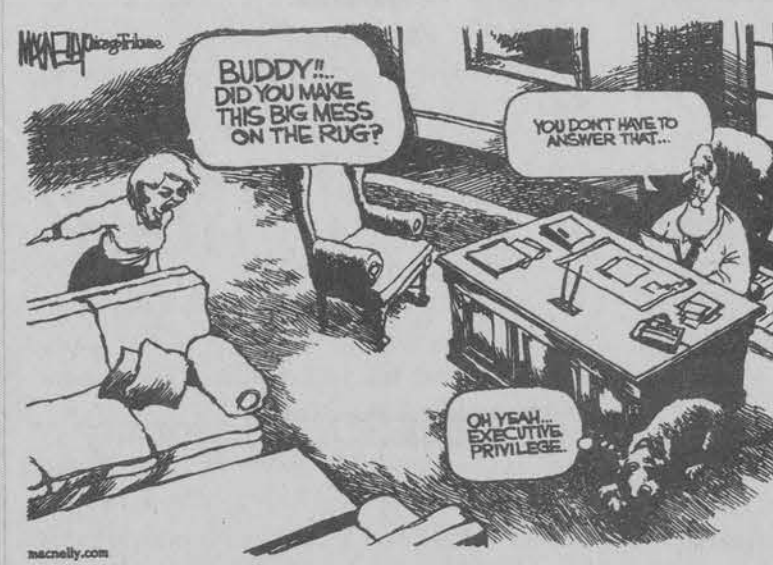
DON WRIGHT of the Palm Beach Post



MIKE PETERS of the Daily Dayton News



DICK LOCHER of the Chicago Tribune



JEFF MACNELLY of the Chicago Tribune

# Sex harassment law needs reshaping

WASHINGTON

Two things about Judge Susan Webber Wright's dismissal of Paula Jones' sexual harassment lawsuit against President Clinton.

First, I'm happy about the outcome.

I thought the Supreme Court was wrong to allow the civil suit, based on allegations dating from years earlier and against a state official, to be brought against a sitting president.

The court seemed almost naive in its notion that defending the suit really wouldn't take much of the president's time, since his lawyers would be doing all the work.

It seemed obvious to me that whatever actual time the president might spend on his defense — including time for depositions, consultations with counsel and so forth — the career-threatening, reputation-threatening, place-in-history-threatening nature of the specific case would force him to take time and attention away from the nation's business.

This was not some piddling property dispute or a contract disagreement.

Further, it seemed plain to me, even before Judge Wright made it plainer, that Jones was having great difficulty producing evidence of any injury suffered as the result of alleged "harassment."

How else could one explain her desperate-sounding claim of being left flowerless on Secretary's Day or her last-ditch allegation of post-traumatic "sexual aversion" syndrome?



WILLIAM RASPBERRY

sexual harassment law.

Is the judge saying — can she be saying — that a supervisor can come on to a subordinate as crudely as he chooses, so long as he's careful not to leave physical or emotional scars?

Can she mean that no boorish behavior is actionable criminally or civilly — as long as the perpetrator takes no on an answer and then neither retaliates nor tries again?

Things are confusing enough already.

The main trouble with sexual harassment law is that no one knows for sure what behavior the law prohibits — or ought to prohibit.

Most people, I imagine, would not want to eliminate the possibility of men and women meeting and falling in love on the job, or of doctors marrying their nurses.

Many of us think it might be a bad idea for higher-ranking employees to date lower-ranking ones in the same firm, and indeed many companies have rules against it. But do we want to make it against the law?

And besides all that, I never doubted that the real motive behind the suit was political. I'm glad to see it thrown out.

But there's another thing about the decision that bothers me a lot: its implications for sexual harassment law.

I don't think so, and I don't think we want to make it a court case for a guy to ask a gal a second or third time for a date.

Isn't it our romantic notion that the persistent swain wins the fair maiden?

There's another, trickier aspect of this sexual harassment business.

On the one hand, we are asked to accept that women are the equals of men in the workplace — as ready for leadership as their male counterparts, whether in schoolhouses, government offices or military barracks.

At the same time we are expected to believe that women are such defenseless and fragile things, physically and emotionally, that an off-color joke or a crude sexual advance can give them an attack of the vapors.

The problem is that the easier it is to believe the vapors — emotional distress resulting from sexist behavior — the

harder it is to imagine the victims as potential leaders.

But we need to be careful not to trivialize harassment, either. Some might find helpful an analogy to racial harassment.

Imagine a black or Hispanic guy who, though he makes good money on his loading-dock job, has to endure racist crude or insensitive remarks from a foreman.

He can complain to the foreman and risk being thought a crybaby, he can quit and seek work elsewhere or he can endure the situation as best he can.

Should that be the entire range of his choices? Shouldn't there be the possibility of a grievance process that protects him against retaliation, provided he can document the bad behavior? As it happens, there is.

Shouldn't women treated the way Paula Jones was be treated have similar recourse?

It's one thing to say (as I do) that I don't quite believe the story. It's quite another to say (as Judge Wright appears to have said) that even if her story is the absolute truth, she has no legitimate legal complaint.

A boorish boss can drop his pants in a subordinate's face and there's no, well, redress? How can that make sense?

William Raspberry is a syndicated columnist for The Washington Post.



MARTIN LUTHER KING JR.

He had a dream, but do we?

Whites Only water. The year 1998 brings us children with guns and homes without hope, brings us mothers in poverty, sisters in labor, brothers in prison and fathers in pain. We stand in the shadow of a distant mountain on a road to the Promised Land, bearing witness to an implosion of families and a death of dreams.

Aren't we tired yet? Tired enough to return to the lessons of a life ended 30 years ago? Tired enough to say no? Or have we forgotten how to be that brave?

It's easy to give in, to duck your head and pretend you don't see. Easy to raise a violent hand and die bleeding where you stand. It takes courage to drink the water.

Leonard Pitts Jr. is a columnist for the Miami Herald.

## Grand Isle votes on pair of seats

By SANDRA BARBIER  
West Bank bureau

About half the registered voters in Grand Isle are expected to turn out today to choose two members of the town's Board of Aldermen.

A higher turnout probably would be predicted if more races were being decided, but expected numbers are still high for a special election, said Jefferson Parish Deputy Clerk of Court Don Conino, the parish election supervisor.

"They love to vote down there," Conino said.

The parish received 33 mail-in absentee ballots and 51 voters cast absentee ballots in person.

The winners will fill the unexpired terms of former Seat D Alderman David Camardelle, who was elected mayor in October, and former Seat E Alderman Robert Collins Jr., who resigned after pleading guilty to illegal red snapper trafficking. Their terms will expire in 2000.

The candidates for Seat D are Leoda Bladsacker, Phillip L. Bradberry Jr., Ron Mitchell and

## ELECTION 1998

Gail Terrebonne. The candidates for Seat E are Carroll Allemand, Tommy Marullo and Carl T. Santiny. Residents can vote at Grand Isle Volunteer Fire Company Number 1 on Chighizola Lane.

Major issues in the race are getting a waterline to the island, improving recreational opportunities for young people and better services for senior citizens.

Camardelle became mayor after a recall of former Mayor Rob Rosiere and a bitter battle between Rosiere and his predecessor, Andy Valence, over alleged illegal voting by non-island residents.

The town's voter rolls were purged three times as a result of challenges against residency and other voter qualifications after the election, a Jefferson Parish Registrar of Voters spokeswoman said.

There are 1,216 voters registered for today's election, compared to 1,531 registered for the April 20, 1996, mayor's race, she said.

Last year, the state Legislature also closed the door on non-resident voting by requiring voters to register in the community in which they claim a home-stead exemption.

Grand Isle elections have "really cleaned up a lot," Camardelle said. "It needed to be done."

## Singleton: Fix amusement tax

By FRANK DONZE  
Staff writer

New Orleans City Councilman Jim Singleton thinks he has come up with a solution to the legal problems that have plagued the city's efforts to collect its unpopular amusement tax.

Singleton wants to lower the tax from 5 percent to 2 percent and eliminate all exemptions except those required by state law. His ordinance to implement those changes could come up for a vote at the council's April 16 meeting.

The changes wouldn't take effect until June 1 to allow time for notifying businesses that would have to collect the tax.

Lifting most of the exemptions, Singleton said, should address the issue of unfair application of the tax, which a judge cited recently in declaring it unconstitutional. The state Supreme Court has suspended that ruling pending its own review of the tax.

Over the past several years, the council has expanded the list of exemptions to the tax, including most large concert halls and auditoriums. As a result, bars and small clubs that offer live music, movie theaters and video rental outlets are among the few remaining businesses that are subject to the tax.

By applying the tax to a wider range of venues, Singleton said, the 2 percent tax should yield the same revenue as the 5 percent levy, about \$2 million a year.

While the tax has been under

### City Hall Notes

court challenge, many of the affected businesses have paid it under protest, with the money going into an escrow account.

Singleton's proposal would retain only those exemptions mandated by state law, including events at the Superdome, church fairs and charitable events such as concerts where the proceeds are dedicated to a specific cause.

Under Singleton's plan, the 2 percent tax would apply to tickets for a variety of formerly exempt attractions and venues, including the Jazz and Heritage Festival, the Audubon Zoo, the Aquarium of the Americas, Municipal Auditorium, the Theatre of the Performing Arts, UNO Lakefront Arena, the Saenger Theater and the Orpheum Theater.

Critics have long held that the tax has been applied unfairly, making it difficult for some of the affected venues, particularly small music clubs, to survive.

In siding with the critics and declaring the tax unconstitutional, Civil District Judge Robin Giarrusso said in January that it is inconsistent with state law. Because the Legislature enacted certain exemptions and did not authorize the city to enact others, she said, the exemptions authorized by the City Council are illegal.

The Supreme Court suspended that ruling in February.

While the tax generates only a tiny fraction of the city's \$500

million operating budget, the \$2 million it brings in is dedicated to social programs such as the Milne Boys Home, an emergency assistance program and the Youth Study Center, the city's detention unit for juveniles awaiting trial.

Singleton said his proposal is designed to maintain the financial status quo and not to generate additional revenue.

"If we don't do this, where do we get the money to fund welfare programs?" he asked. "Some people say just cut spending elsewhere. But what do you cut? Who do you cut?"

### Glapien bounces back

Councilman Roy Glapien returned to the council chamber Thursday for the first time since he was diagnosed with cancer last month.

Glapien, 62, has been resting at home since he was released from the hospital March 21 after surgery to remove a malignant tumor from his colon.

Since Monday, he has been working in his City Hall office for a few hours a day. He attended the first half of Thursday's council meeting before heading home after lunch. At the meeting, Glapien thanked everyone who has called, written or visited him since he became ill.

"I am grateful for the outpouring of love and support," he said. He also thanked his colleagues for standing by him.

### Morial takes a break

Mayor Marc Morial is out of

town on vacation until after Easter, and as usual, his office is mum on his whereabouts.

"He's taking a well-deserved vacation," spokeswoman Denise Estopinal said. "That's all I have to say."

Last July, Morial took off about two weeks for what Estopinal called a "family vacation." Although his office refused to say where he went, the word around City Hall was that he went to France with his teen-age daughter, Kemah, who lives in Ivory Coast in Africa with her mother.

### 4 task forces gear up

Task forces appointed by Morial to examine what he has said will be four main areas of concern during his second term began meeting Friday.

Morial has asked the panels to prepare individual plans of action and submit their reports to him before his May 4 reinauguration.

The task forces' areas of concern and leaders are:

► Improving New Orleans International Airport, led by 1st District Assessor Pat Johnson and Paul Buckley, general manager of the New Orleans Hilton Hotel.

► Infrastructure needs, led by former Entergy Corp. executive James Cain.

► Jobs and workforce development, led by developer Roger Ogden and former School Board member Cheryl Cramer.

► Creating a regional rail transportation system, led by Aviation Board Chairman Revis Ortiq and Chamber of Commerce Chairman Sam LeBlanc III.

## Mother identifies victim of shooting

From staff reports

The body of a man who was found shot March 27 in the B.W. Cooper housing complex was identified Friday by his mother, the Orleans Parish coroner's office said.

Benny Jones, 34, of New Orleans, was last seen March 27 about 11 p.m. leaving his girlfriend's house in the next block, his mother, Verna Jones, said Friday.

He was shot before midnight,

police said. He died the next day at Charity Hospital.

Verna Jones said that, since her son had his own home, she had not worried about his whereabouts until Tuesday, when his girlfriend said she had not heard from him since Friday.

Verna Jones reported her son missing after he could not be found in the jails or hospitals. She then visited the coroner's office and identified his body, she said.

Police do not have a motive or suspect.

## Church sets reward in priest's death

By PETULA DVORAK  
Staff writer

The Archdiocese of New Orleans is offering a \$5,000 reward for information leading to the arrest and indictment of the person who killed the Rev. Ramon Martinez more than a week ago.

Police suspect a gray-haired man masquerading as a redhead stabbed Martinez dozens of times in a fifth-floor room of the Holiday Inn Chateau Le Moyne on

Dauphine Street on March 25.

Hair follicles in the room indicated the killer's gray hair was dyed red, and blood evidence pointed to a man, police spokesman Lt. Marlon DeFillo said earlier this week.

There was enough blood to make investigators think the attacker was seriously injured, tried to bind his wounds and may have sought medical attention.

DNA tests, which may give investigators information about the killer, are expected to be completed within several weeks.

Martinez, 37, pastor of St. Patrick Church in Port Sulphur, checked into the hotel alone March 25 about 10:30 p.m. His beige Mitsubishi was parked around the corner on Bienville Street.

He was found the next day about 11 a.m. by a housekeeper who discovered his nude body on the floor between twin beds.

There was no forced entry, and investigators think Martinez let his killer into the room. No motive has been established.

Crimestoppers, 822-1111, is also offering a \$1,000 reward. Callers do not need to identify themselves or testify to receive the reward.

## Parts of I-10 will close for repairs

Parts of Interstate 10 will be closed Sunday morning and Monday night while workers repair damaged sign trusses, the contractor said.

Westbound traffic on part of I-10 in eastern New Orleans will be detoured Sunday from 7 to 11 a.m. Traffic will leave the interstate at the Crowder Road exit and be allowed to return to the interstate at Morrison Road.

The Tulane Avenue exit from I-10 eastbound will be closed Monday from 10 p.m. to 2 a.m.

## Veterans to discuss benefits

West Bank bureau

A town meeting for veterans to discuss benefits that may be in danger will be held Saturday at 2 p.m. at VFW Post 3267, 1133 Hickory Ave., Harahan.

Benefits including health care and disability compensation are not adequately financed in the president's budget, said Charles Guimaraes, commander of the Department of Louisiana of the AMVETS.

Bruce Kent, president of the Paralyzed Veterans of America in Louisiana, said, "The administration has all but forgotten the men and women who have served and sacrificed to keep this country free."

Veterans groups have compiled a report that says the Veterans Affairs health-care system will have a \$1.1 billion shortfall next year.

Leaders of veterans groups sponsoring the meeting said members of the Louisiana congressional delegation have been invited to attend.



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While the elderly population of Florida is overwhelmingly white, the student body at schools such as Forest Hill High in West Palm Beach is diverse. America has seen an explosive growth of a younger-than-average minority population, a consequence of immigration that originates in Latin America and Asia. NNS PHOTOS

## 'Racial generation gap' predicted in next 30 years

By JONATHAN TILOVE  
Nauhouse News Service

America is graying. America is browning.

And in their interplay, these two phenomena are creating a 21st-century America in which an elderly population of unprecedented size will be dramatically whiter than a youth and working-age population of unprecedented diversity.

It promises a future in which increasingly divergent generational profiles seem destined, in the words of University of Michigan demographer William Frey, to create a "racial generation gap" on issues from school financing to Social Security.

Seen through this lens, the political history of California (demography's Tomorrowland) in the past two decades can be crisply encapsulated as an aging white electorate saying "no" to spending on an increasingly minority school-age population.

And from his vantage point teaching Chicano studies at California State University, Northridge, scholar and activist Rodolfo Acuna says payback is inevitable and in order.

"There's a growing feeling, 'Why should we pay for all these senior citizens if the majority of them are white and all they were willing to pay for was prisons?'" Acuna said.

But from the other coast belwether, Florida, Ralph Guarino, a white retiree in West Boca Raton who will turn 75 New Year's Eve, says his generation is legitimately wary of tax and crime rates it cannot and should not have to bear, burdens he says are in part imported from abroad.

"Illegal immigrants are a sore point," said Guarino, a decorated veteran of World War II and an electrical engineer who worked on weapons systems at Westinghouse. "They come up in droves and upset the tranquility of people trying to enjoy life in their twilight."

"We worked hard," said Guarino, speaking for his generation. "We really deserve to have a decent existence, and anyone or any group that wants to interfere with that is going to face trouble with us."

America in the 1990s is a nation in which there is a conspicuous correspondence between old and white. But, according to Frey's analysis of Census projections, in the next 30 years, it will become unmistakable.

In 2025, according to Frey's analysis, there will be fewer white Americans under age 65 than there were in 1995, even as the under-65 population of Hispanic and Asian-Americans doubles. The under-65 population of black Americans will increase by a third.

But, in the same 30 years, the white elderly population will swell by two thirds, to 47 million.

More white Americans will be

over 65 than under 18, in contrast with the Hispanic, black and Asian populations, which will remain overwhelmingly more young than old.

By 2025, more than three quarters of the elderly, but barely half of the children in America will be white.

"I'm not going to worry about 30 years from now," said Jay Slavin, an elder activist, who is white. But from her vantage point, at the intersection of aging and immigration in Delray Beach not far from where Guarino lives in south Palm Beach County, Fla., Slavin knows what it's going to look like.

"The country will be tan," she said, ticking off immigration, higher black and Hispanic birthrates, and, ultimately, intermarriage as the reasons why. "We won't have white and brown and Hispanic Americans. Everybody will be tan."

In fact, the new racial/generational landscape is being shaped by two seismic demographic shifts.

One is the explosive growth of a younger-than-average minority population. That is a consequence of immigration, which for the last 30 years, and in all likelihood the next 30 years, originates in Latin America and Asia. Also, as white women have on average fewer than two children each, Hispanic women on average have three children each, and black women, a little more than two.

The second big event is the aging of the baby boomers, those born between 1946 and 1964, into the largest, longest-lived and most politically potent elderly population in history. It will create a retiree generation even whiter than the boom itself because average black life expectancy is seven years shorter than white, with black male life expectancy still shy of 65.

The net effect is that by 2025, retiring baby boomers will be dependent on a proportionally smaller but ethnically and racially more diverse work force to foot the bill for what are essentially pay-as-you-go programs such as Social Security and Medicare.

The number of workers paying Social Security taxes per beneficiary will have gone from 16.5 in 1950, to 3.3 today to 2.2 by 2025, by which time 38 percent of the working-age population will be black, Hispanic or Asian.

The intertwining of these trends could, of course, yield a karmic convergence, in which older white people invest until it hurts in the lives of youngsters of all colors, realizing their fate and that of their children depends on it.

Ben Wattenberg has hailed immigration as the easy answer to the Social Security dilemma: "Not a bad deal: someone else's children paying for our parents' pensions."

But Wattenberg's remedy is Peter Brimelow's prescription for

disaster. "What happens when the immigrants retire? — more immigrants?" Brimelow asks in his book, "Alien Nation." "And the spectacle of poor young workers of color being taxed to support rich old white retirees is a social San Andreas Fault in English, Spanish or anyone's language."

Or, as California political scientist Frederick Lynch, author of "The Diversity Machine," puts it, "Blade Runner" meets "Cocon."

Look at Florida. In 2025, according to Frey's analysis, the United States will have almost precisely the same proportion of old and young that Florida has today, and almost precisely the same size gap between the whiteness of its older and its younger populations.

"The issue is between aid to older people and aid to little children," demographer Harold Hodgkinson said. "It's Sophie's choice."

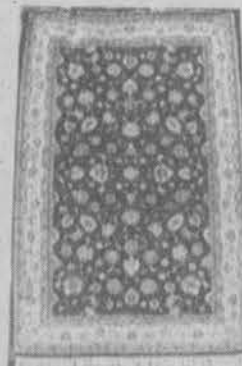
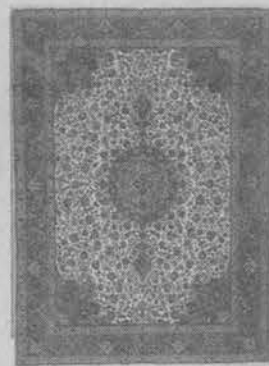
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# Lawsuits force closer look at Clean Water Act

## New strategy's focus on watersheds

By JOHN H. CUSHMAN JR.  
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WASHINGTON — A wave of lawsuits brought by environmentalists is compelling state and federal authorities to enforce a long-dormant provision of the Clean Water Act, opening a new front in the struggle over pollution and requiring the government to make new assessments of whether water standards are being met.

Environmental advocates, in lawsuits in about half the states, are demanding that regulators move from controlling individual points of pollution, such as factories or wastewater treatment plants, to improving the overall quality of larger watersheds.

This river-by-river, stream-by-stream approach may be a powerful legal tool for environmental advocates to influence many kinds of economic activity, from logging in national forests to spreading manure on cornfields, that were not rigidly controlled before.

"This is like the Tet offensive," said Oliver Houck, director of the environmental law program at Tulane University's law school, referring to the 1968 uprising by Communist forces that shocked the American military establishment during the Vietnam War. "All the old assumptions are challenged."

In a federal court case in Manhattan, plaintiffs are demanding that the Environmental Protection Agency force the state to set pollution limits in upstate watersheds at levels strict enough to protect New York City's drinking water. The plaintiffs also are demanding that citizens groups be allowed to participate in setting pollution limits.

Similar lawsuits involving 13 other states are on the federal dockets, according to the EPA's count, and more suits are expected in the months ahead.

Already, federal courts have ordered the EPA to establish pollution limits in nine states — Alaska, Arizona, parts of California, Delaware, Georgia, New Mexico, Oregon, Pennsylvania and West Virginia — if the states do not impose acceptable ones.

All but two of those court orders were imposed last year. Environmental litigants have lost in only a handful of states.

The 1972 Clean Water Act required states to issue permits telling polluters what technologies to use to keep from fouling the water at specific discharge points.

But in a provision routinely disregarded, the law also told states to measure the local water quality more broadly to determine if the system of permits was working, and to impose across-the-board limits on pollution from all sources until clean water standards were met.

But 25 years later, many watersheds are still polluted, often by runoff from farms, cities and enterprises that are not required to have pollution permits. In about two dozen states, plaintiffs have sought to force state or federal authorities to list these polluted waters, and to clean them up.

The environmental advocates have embarked on a new legal strategy in which they ask the federal courts to force the EPA to intervene where the state governments have not acted to meet broader pollution standards.

In some states, the courts have ordered profound changes. Last year, Judge Marvin Shoob of the U.S. District Court in Atlanta imposed strict and detailed cleanup schedules on Georgia and on federal environmental agencies. He threatened that unless they complied, no new pollution permits could be issued on streams where the new limits were not being enforced.

The ruling is tantamount to holding economic development hostage until the state corrects its longstanding violations of the law.

"He threw down what we call the nuke, which was telling EPA that he would order them to take the whole clean water program back from the state of Georgia," said Doug Haines, executive director of the Georgia Center for Law in the Public Interest, one of the plaintiffs.

The EPA would rather leave enforcement up to the states, and it has recently increased pressure on the states to produce acceptable cleanup plans. By April 1, every state is supposed to present the agency with a new list of polluted waters and a schedule for fixing the problems.

All over the country, local environmental groups are scrutinizing those lists and preparing

*The EPA would rather leave enforcement up to the states, and it has recently increased pressure on the states to produce acceptable cleanup plans.*

to challenge inadequate ones, said Jessica Landman, a lawyer with the Natural Resources Defense Council.

Correcting these problems will take time. About 1,000 watersheds around the country, close to half, are expected to show up on those problem lists, according to the EPA. The agency has said it expects corrective actions to take eight years or more, and the courts have been accepting cleanup schedules from the states that are of the same timeframe.

And while the pollution limits

are supposed to address polluted runoff from farms and city streets as well as the discharge pipes of factories and sewage treatment plants, it is much harder for the agency to enforce controls on runoff.

Still, EPA Administrator Carol Browner said that the new approach is becoming "the cornerstone of how you deal with pollution watershed by watershed, and it is the centerpiece of the president's clean water action plan." The White House recently proposed a five-year, \$2.2 billion federal program intended

to improve watershed quality across the country.

Several elements of that plan, from issuing grants to the states to imposing water-quality rules on lands owned by the federal government, are linked to the new stream-by-stream pollution limits.

The limits are called total maximum daily loads, or TMDLs, a phrase that most of the public has never heard but which increasingly rolls glibly from the tongues of water-quality specialists who used to speak little about this part of the Clean Water Act.

Basically, a total maximum daily load is a quantitative assessment of water quality

problems and those sources contributing to pollution. It specifies how much each pollutant needs to be reduced to meet water quality standards, and allocates pollution control responsibilities among all the sources of pollution in a watershed.

Under the law, the states identify specific waters where problems exist or waters that are protected, and make all the main decisions, subject to approval by the EPA.

Congress viewed this approach as an insurance policy that would guarantee continuing progress toward cleaning up the nation's waters, while leaving maximum power in the hands of the states.

On page 4 of our March 1<sup>st</sup> newspaper insert, the Xerox WorkCenter 450C (sku#167546) is incorrectly priced. The correct price is \$399<sup>99</sup>. We regret the error and apologize for any inconvenience.

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# Pan Am rejects first bailout offer

By BRENDAN FARRINGTON  
Associated Press writer

MIAMI — Pan Am rejected a \$15 million bailout offer Saturday, saying it would run charters and seek other means to raise enough money to resume commercial flights.

The airline ran out of cash and canceled its weekend flights Thursday, claiming \$50 million in assets and \$147 million in debts.

Rothschild Recovery Fund, a New York investment group specializing in bankruptcy rescues, made a bailout offer Friday that would have included \$10 million to put the planes back in the air and \$5 million for future operating expenses.

But Pan Am did not want to jump on the first loan offer simply to get planes back in the air quickly, said John Kozyak, the company's attorney.

"(Pan Am President David) Banmiller wants to make sure not only do we get back in the air, but we stay back in the air," Kozyak said at a U.S. Bankruptcy Court hearing Saturday. "We know that passengers are stranded, but we don't want to do that again. We know that there are employees out of work, but we don't want to bring them back for two days."

Banmiller said Kiwi International Air Lines will use one Pan Am jet for daily charter service. Pan Am also plans to charter flights for other travel companies.

The Rothschild offer was also contingent on the lender jumping to first in the line of creditors to be paid if Pan Am had to liquidate its assets.

NationsBank, which Pan Am owes \$25.6 million, said it is now Pan Am's primary creditor and would not agree to terms in which Rothschild would be paid first, said K. Rodney May, NationsBank's attorney.

The airline has canceled all flights through the middle of next week. Banmiller said Pan Am

## Flights canceled until midweek

could begin flying again within two days of finding acceptable financing.

Banmiller said he does not think passengers will be scared off by the shutdown if Pan Am does restart.

"Passengers recognize this process can produce a better run, economic airline in the future," Banmiller said.

All of Pan Am's 1,450 employees were terminated and the air-

line is hiring back the staff needed to run charter flights, Banmiller said. At least 25 people, including pilots, crew and mechanics, will be needed to operate one charter plane.

U.S. Bankruptcy Judge A. Jay Cristol said it is imperative Pan Am and creditors work quickly and cooperatively "to make this a success story instead of one of those sad footnotes in the history of Chapter 11."

Pan Am has reservations for 260,000 flights over the next year, including 50,000 reservations for March, Banmiller said.

Cristol said Pan Am will continue to spend \$60,000 a day to lease 10 jets and will spend about \$550,000 to continue employee health insurance benefits for the next month.

Pan Am has about \$500,000 to \$1 million in cash available and will receive about \$210,000 a week from charter revenue, Kozyak said.



Tonya Wilson, a New Jersey public school teaching assistant, got quite a surprise when she took two of her father's books to school to teach her students about black history. In the rare books, she found inscriptions by Harlem Renaissance poet Langston Hughes to famous cabaret dancer Josephine Baker.

## Old inscriptions found in books by Langston Hughes

By AMY WESTFELDT  
Associated Press writer

NEWARK, N.J. — Tonya Wilson was searching through her late father's rare book collection to find a way to celebrate Black History Month when she found another piece of history.

Inside the cover of Langston Hughes' "One Way Ticket," Wilson found these words: "For Josephine Baker, who brings beauty, laughter, courage and lasting kindness to our troubled land. Sincerely, Langston Hughes, Christmas, 1951, New York."

Inside the second book, "Langston Hughes: Montage of a Dream Deferred," the famed Harlem Renaissance poet penned another inscription to Baker, the cabaret dancer famous for her Folies Bergeres performance in Paris.

"To Josephine Baker with all good wishes for a very merry Christmas this year in Harlem, Sincerely, Langston Hughes, New York, Christmas, 1951," the inscription reads.

"I was in awe. I was in shock," said Wilson, a teaching assistant, who found the inscriptions after taking the books to the New Jersey Regional Day School to help her special education students learn about black history.

The books sat in Wilson's bedroom for a decade until she came across them two weeks ago. Now they are in Christie's auction house in New York, where they will be sold May 29.

The auction house estimated the books together are worth

*The auction house estimated the books together are worth \$4,000 to \$6,000. The books are not in good condition, Christie's spokeswoman Vredy Lytsman said.*

\$4,000 to \$6,000. The books are not in good condition, Christie's spokeswoman Vredy Lytsman said.

"They look pretty tattered," she said.

Wilson has no idea how her father, Jerome, acquired the books. He died in 1981.

Hughes and Baker were among several American black artists who made Paris their home in the 1920s. Hughes, who died in 1967, was one of the most important writers of the Harlem Renaissance, a surge of black writing and other arts in 1920s New York. His most famous works include "The Weary Blues," "One-Way Ticket" and "Shakespeare in Harlem."

Baker, a St. Louis dancer, had become a sensation three decades before Hughes signed the books, performing in the Folies Bergeres. Baker ultimately became a French citizen, although she returned frequently to the United States. She died in 1975.

"It's like Hemingway inscribing a book to Fitzgerald," said Don Stine, a rare book dealer in Ocean Township. "You're talking about two of the most famous black people of the era."

## Mexico denies it is set to deport priests

By The Associated Press

MEXICO CITY — Mexican officials denied press reports Saturday that the government is investigating 40 foreign Roman Catholic priests in violence-plagued Chiapas state and may deport them.

"There is no warning or threat against foreign religious personnel" in Chiapas, said Guillermo Jimenez Morales of the Interior Ministry. "We don't know of any investigations against foreigners at this time."

On Thursday, French priest Michel Chanteau, a parish priest in Chiapas for more than 30 years, was deported after he was accused by immigration officials of being involved in political activities.

Mexico's constitution prohibits foreigners from interfering in domestic politics. The Mexican government interprets the prohibition broadly, especially in Chiapas where leftist Zapatista guerrillas staged an armed uprising in January 1994.

Newspapers quoted unidentified sources Saturday in the Interior Ministry as saying that immigration agents will begin asking parishioners in Chiapas whether foreign priests are engaged in political activities.

Conservative politicians in Chiapas have frequently accused the church, particularly foreign priests, of supporting the rebels.

In the past three years, the government has expelled more than 200 foreigners suspected of sympathizing with the Zapatistas.

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# Gap: Needs of groups conflict

From preceding page

And Sophie has chosen.

The Annie E. Casey Foundation each year ranks the states on a range of indicators of child well-being and Florida consistently has among the very worst composite scores. This year it ranked 47th, propelled by its high percentage of teen dropouts, violent juvenile crime, child death and child poverty.

Former Commerce Secretary Peter Peterson said that nationally, young children are now three times more likely than the elderly to fall below the poverty line. He calculates the federal government spends 12 times more per capita on those over 65 than on those under 18.

All this need not bear the imprint of malevolent or greedy old people, merely politically powerful ones with expensive needs.

According to the state Department of Elder Affairs, there are more than 350,000 Floridians with some stage of Alzheimer's disease, more than the population of Tampa. Florida's annual Medicaid nursing home costs have gone from \$200 million in 1985 to \$1.1 billion in 1996. The "moderate" estimate has costs reaching \$8 billion by 2010.

Slavin and Bobbe Taffel, who serve together in the private, Florida Silver-Haired Legislature, argue that, as Taffel, a 40-year-old resident of Palm Springs, puts it, "Senior citizens support schools more than anyone else. They know children are the future. It's their children and grandchildren."

But Palm Beach County is 85 percent white, and the public school population is only 55 percent white. Portable classrooms are a permanent fixture at routinely overcrowded schools. And last year only half of the county's black high school students, and only 7 of 10 Hispanic students, passed a competency test required for graduation. Nine out of 10 white students passed. It is a statistic, echoed across the country, with extreme peril for the future work force and social peace.

That's an issue familiar to Clemencia Ortiz, executive director of the Latin American Immigrant and Refugee Organization in West Palm Beach.

"The people who have the most children in the schools are the Latino families," said Ortiz, a Colombian immigrant. "But this is also the land of the retirement. They don't have children in the schools; they don't really have a stake in the schools and they are the ones in power."

"I have attended community meetings," Ortiz said. "They are very adamant. They are very, very angry. They say we do not want our tax money educating illegal children. That's their voice. That's what they say."

Moreover, the elderly are powerful beyond their numbers.

In 1994, the last year for which a complete national breakdown is available, only 6 percent of Hispanic men between the ages of 18 to 20 reported voting (37 percent



Ralph Guarino, 74, a retiree in Boca Raton, Fla., says: 'Illegal immigrants are a sore point. . . . We worked hard. We really deserve to have a decent existence, and anyone or any group that wants to interfere with that is going to face trouble with us.'

of Hispanic men that age were not citizens), compared with 69 percent of white men between 65 and 74.

The elderly are clearly the most powerful voting bloc in Palm Beach County, where even a false rumor about infidelity to Social Security can prove fatal.

Even infirmity is barely an obstacle when the voting precinct is right in the senior citizen complex. "You can get there on a bad walker," said Jim Kane of Florida Voter.

A recent study by Massachusetts Institute of Technology economist James Poterba examining school spending in all 50 states between 1960 and 1990 found there was a sharp correlation between an increasing elderly population and diminished per-pupil spending, a correlation that spiked even higher when the student population was not white.

It is a pattern that conforms with school financing votes in Florida and California, and in national attitude surveys.

In one particularly telling case, University of Houston political scientist Kent Tedin examined last year's defeat of a \$390 million school bond for the Houston Independent School District, which has very few white students. Only 6 percent of all adults voted, and elderly white people, who were a third of the electorate, were the most opposed to the bond. Elderly black people were the most supportive of the bond but minority turnout was not sufficient to overcome the older white vote.

Clearly, as the population ages, education spending will face an increasingly resistant electorate.

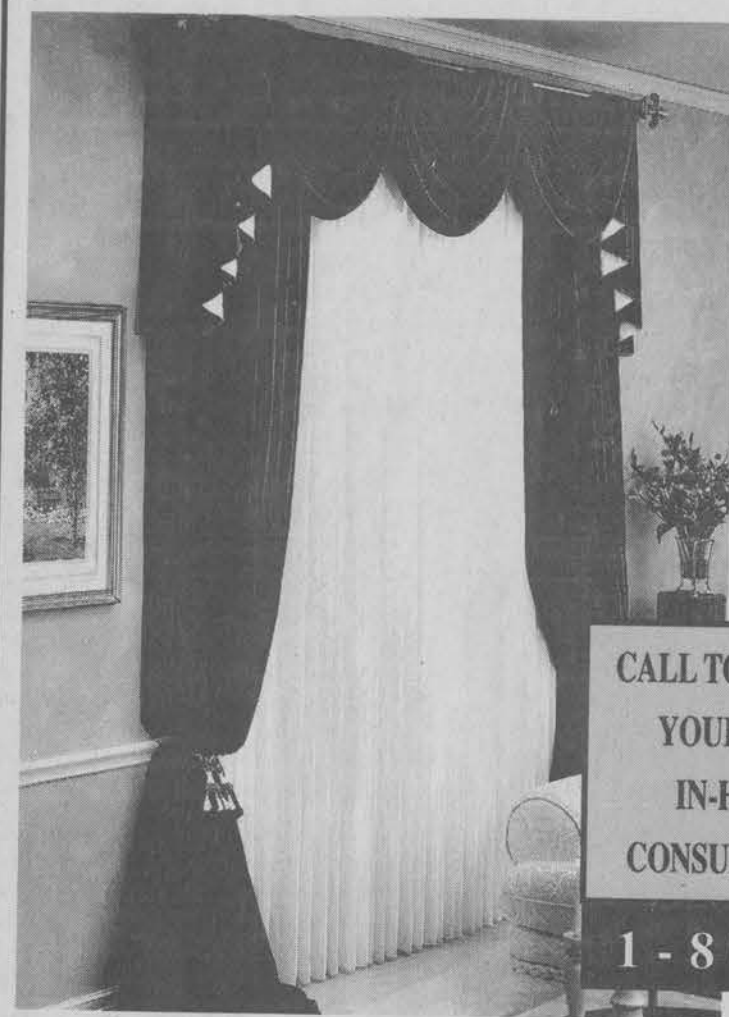
But Mary Wilkerson, a black woman who directs the reading program at Belle Glade Elementary, a mostly minority school in the poor sugar-cane country at the west end of Palm Beach County, offers some compelling "what-goes-around-comes-around" images.

"If you don't want them breaking into your house, you better invest in their education," she said.

Then, noting how frequently black and Hispanic people work

the low-wage jobs taking care of old people, many of them white, in hospitals, retirement communities and nursing homes, she reasons that it would be better to have someone serving lunch, emptying the bed pan or wiping the dribble off one's chin who did not feel they had been "grudgingly" educated on account of their color.

Wilkerson has a warning: "We've got to educate people now and do it in such a way they won't begrudge having to turn around and do these things for the elderly."



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## NATION &amp; WORLD

## NATION BRIEFS

## Tamer twister strikes Florida

DEERFIELD BEACH, Fla. — A tornado uprooted trees, knocked down power lines and caused minor damage north of Fort Lauderdale Saturday. The twister was not nearly as severe as tornadoes that swept through central Florida Sunday and Monday and killed 40 people. On Saturday, rescuers gave up their search for a Kissimmee man believed to have been killed with his roommates when a tornado demolished their mobile home.

## Couple splits after jail term

HUNTINGTON, W.Va. — A couple split up for nine months while they were jailed on murder charges in the Caribbean have decided to stay apart. James and Penny Fletcher were freed from jail in St. Vincent in August after the charges against them were dismissed. Fletcher, 50, filed for divorce in Cabell County court on Feb. 17, and Ms. Fletcher filed a countersuit. "I think when something like that happens, it either makes you closer or drives a wedge between you," Ms. Fletcher said. "In this case, it drove a wedge between us." They were charged with killing a man who was last seen alive ferrying them to their yacht off the island of Bequia in October 1996. The man was killed by a .22-caliber bullet and the Fletchers had registered a .22-caliber handgun when they arrived at the island on a round-the-world cruise. They said the weapon was stolen.

## Estate seized; standoff over

HAMILTON, Mass. (AP) — U.S. marshals on Saturday seized a 14-acre estate where a couple had been holed up in a fight over an unpaid \$1.6 million bank loan, ending a nine-month standoff. Marshals removed John Sweeney from the main house of the estate where he had been barricaded since June and took control of a 300-year-old cottage and a barn. The estate once belonged to Sweeney's great-grandfather, who was a secretary of the Navy, postmaster general and an ambassador. Sweeney and his wife, Rhett, contend that they were misled by the bank that granted the original loan, and that the federal government does not have jurisdiction to foreclose on or seize the estate. Last week, Rhett Sweeney slipped off the property and went to Washington where she lobbied lawmakers for help in the dispute. Instead, she was served with a court order barring her from returning to the estate.

## Teen parents to trade blame

WILMINGTON, Del. — A teen-ager accused of killing her newborn son and dumping his body in a trash bin will blame the child's father, according to court documents. Amy Grossberg never intended to hurt the infant and was not responsible for getting rid of the body, according to defense filings asking that she be granted a separate trial from co-defendant Brian Peterson. "Amy's defense will show there was no plan to harm the baby, that it was dead at delivery and she played no role in its disposal," defense lawyers stated in documents filed Friday. The lawyers indicated they expect the same tactic from Peterson's lawyers.

## Marchers say, 'Let Iraq live'

NEW YORK — Chanting "Let Iraq live" and carrying signs saying "End the Sanctions," about 1,600 protesters marched from Times Square to the United Nations Saturday to oppose military action against Iraq. "We have to be the peacemakers," former U.S. Attorney General Ramsey Clark told a crowd gathered under Times Square's giant fashion billboards. While an agreement signed by U.N. Secretary-General Kofi Annan and Iraq averted any immediate action last week, Clark and more than a dozen other speakers rallied against the continuing sanctions against Saddam's regime.

## Racial divisions widening, study says

By DEB RIECHMANN  
Associated Press writer

WASHINGTON — Thirty years ago, at the height of America's civil rights movement, a report concluded that the nation was being divided into two societies: "one black, one white — separate and unequal." On the anniversary of that Kerner Commission report, a private urban-policy group says that's exactly what has happened.

Released this weekend, the report called "The Millennium Breach" says the economic and racial divide in the United States not only has materialized, it's getting wider.

"While leaders and pundits talk of full employment, inner city unemployment is at crisis levels," said the Milton Eisenhower Foundation. "The rich are getting richer, the poor are getting poorer, and minorities are suffering disproportionately."

The foundation's report was issued to coincide with Monday's anniversary of the National Advisory Commission on Civil Disorders' release of the Kerner

## Rich getting richer, poor poorer, it warns

Commission report, named after its chairman, then-Illinois Gov. Otto Kerner.

"People need to become aware that things are getting worse again," said the new report's co-author, Fred Harris, a former Democratic senator from Oklahoma and member of the Kerner Commission. "They need to see their own self-interest in this — that it doesn't make sense to have these underutilized regions in the country and these underutilized people whose lives are being wasted."

Not all black leaders were impressed with the findings. Robert Woodson Sr., a black conservative who heads the National Center for Neighborhood Enterprise, said Friday the report rehashes earlier Kerner Commission updates and offers recommendations too general to be useful.

He accused the authors of being "stuck in the '60s" and seeing the world only through a "prism of race."

The report says an estimated

\$56 billion would be needed to carry out its recommendations: Expand financing for successful programs such as Head Start, reduce investment for ineffective programs and cut corporate welfare and military spending.

"Polls show that typical Americans want to do more for the truly disadvantaged and the inner city but think that the major obstacle to doing more is 'lack of knowledge,'" the report said. "But we already know what doesn't work, what does work and how to replicate what does work."

What does work?

The report includes Head Start, after-school youth centers, urban school reform and school-to-work programs as things that work. Other successes, the report says, are programs that focus on job training, placement and retention, inner city economic development and crime and drug prevention.

What doesn't work?

The report scoffs at supply-side economics — the idea that

tax breaks for the rich and corporations will stimulate investments and benefits that will trickle down to the middle class and the poor. The report denounces enterprise zones, the federal job training program for out-of-school youth and prison construction. It also cites the ineffectiveness of boot camps, which the Clinton administration has supported. And it says volunteer work — something the administration promoted at a 1997 summit in Philadelphia — can't be expected to single-handedly rebuild poor neighborhoods and individuals.

The report cites mountains of statistics as evidence: While the national jobless rate is below 5 percent, unemployment rates for young men in places such as south-central Los Angeles have topped 30 percent; the child poverty rate in America is four times the average of western European countries; the incarceration rate of black men in the United States is four times higher than the same rate in South Africa under apartheid; and 43 percent of mi-

nority children attend urban schools, usually where more than half the students are poor and more than two thirds fail to reach even basic levels of national tests.

Woodson, of the National Center for Neighborhood Enterprise, disagrees with the report's premise that the United States has had the most rapid growth in wage inequity in the Western world, with racial minorities suffering disproportionately.

The number of black families earning between \$35,000 and \$75,000 doubled between 1970 and 1990, Woodson said. During the same 20-year period, the number of black families earning less than \$15,000 also more than doubled, he acknowledged.

"Racism and discrimination still exist. But they aren't the biggest problems facing blacks in America today," Woodson said. "The real issue is the growing economic rift within the black community."

"If we keep banging the drum of racism, we will never find a way to close this economic rift. After all, if racism were the culprit, why haven't all blacks been affected in the same way?"



Pall bearers carry the coffin of one of three members of the Hall family Saturday in Apopka, Fla. The father, mother and daughter were killed when a series of tornadoes tore through central Florida early Monday. AP PHOTO

## Families bury victims of Florida tornadoes

By PAT LEISNER  
Associated Press writer

APOPKA, Fla. — Penny Hall and Kevin Taylor planned to be together in marriage. Instead, they were united in death, buried side-by-side Saturday, less than a week after they perished in a fierce night of tornadoes.

More than 300 mourners attended the funeral for the couple and Hall's parents, Ed and Debra, who also were killed when a twister demolished the family's mobile home early Monday morning.

Penny Hall's 5-year-old daughter, Ashley Himes, the only survivor in the house, is hospitalized in stable condition with a ruptured spleen and bruised lung.

Another funeral service was held Saturday in nearby St. Cloud for 9-month-old Niles David Bourke, who was sucked from his father's arms and dumped 300 feet from his mobile home.

He lay in a white casket, trimmed with blue lace. The white "Sesame Street" socks he wore had the words, "Why? Why? Why?" printed on them. A new brown teddy bear sat beside him to replace the one he lost in the storm.

Karen and Guy Bourke wept quietly for their son.

"As I tried to close the (closet) door, the floor lifted up and threw me against the wall and slapped me against the ceiling. When I woke up a half hour later, Niles was gone and my jaw was just hanging there covered with blood," Bourke said.

Karen Bourke's brother found Niles' body under a pile of debris 14 hours later.

Heavy sobs punctuated the hourlong service for the Hall family, which opened with the song "The Rest of Mine" by country artist Trace Adkins:

"There is no guarantee we'll see tomorrow, Heaven only knows how long we have."

The Rev. Robert Welch, pas-

tor of Orlando Church of God of Prophecy, said that he stopped earlier in the day to visit Ashley Himes at the hospital. She told him her mother and grandparents had died and were in heaven.

"She's handling this perhaps a lot better than us," Welch said, asking for silent prayer for the brave little girl who was found wandering dazed in the woods after the tornadoes hit.

Will Frost knelt and cradled his arm around his wife, Barbara, Debra Hall's only sister.

State officials said 40 people died when the tornadoes swept through central Florida late Sunday and early Monday. Rescuers in Osceola County gave up the search Saturday for a missing man in Kissimmee. He's believed to have been killed with his roommates when a tornado demolished their mobile home.

Several families buried their dead in services Friday and Saturday. Others spent the day trying to secure belongings as heavy rain moved into the area for the first time since the tornadoes.

## Oil-for-food hampered by disrepair, Iraqis claim

By EILEEN ALT POWELL  
Associated Press writer

BAGHDAD, Iraq — Iraq cannot take full advantage of the increase in the U.N.-approved oil-for-food program because its petroleum industry is in disrepair, Iraq's oil minister said Saturday.

Lt. Gen. Amer Mohammed Rashid also said if the Organization of Petroleum Exporting Countries calls an emergency meeting to deal with plummeting oil prices, Iraq "most probably" will attend.

Rashid said the chief U.N. weapons inspector, Richard Butler, would be welcome on his next visit to Baghdad, expected early in March, to discuss the agreement worked out by U.N. Secretary-General Kofi Annan on inspections of presidential sites.

Still, he railed at the United States, which had threatened a military strike against Iraq over the inspections issue.

He accused the United States of "a hidden political agenda" and said: "They want to undermine the sovereignty of Iraq. ...

They don't want an independent leadership in the area."

The U.N. Security Council approved Feb. 20 an increase to the oil-for-food program that will allow Iraq to sell \$5.2 billion of oil over six months to buy food, medicine and other necessities for its 22 million people. The current program allows sales of \$2 billion every six months.

But Rashid said the country would be able to export just \$4 billion every six months — and this only after spare parts and special chemicals are provided for its ailing industry.

He put Iraq's current crude oil production capacity at 2.3 million barrels a day and said that with the investment of "a few hundred million dollars," this could be increased to 2.65 million in about three months. This, he said, would provide about 650,000 barrels daily for domestic consumption, leaving the balance of 2 million barrels a day for export.

"We have not had any revenues to compensate for the attrition of our oil fields," Rashid said.

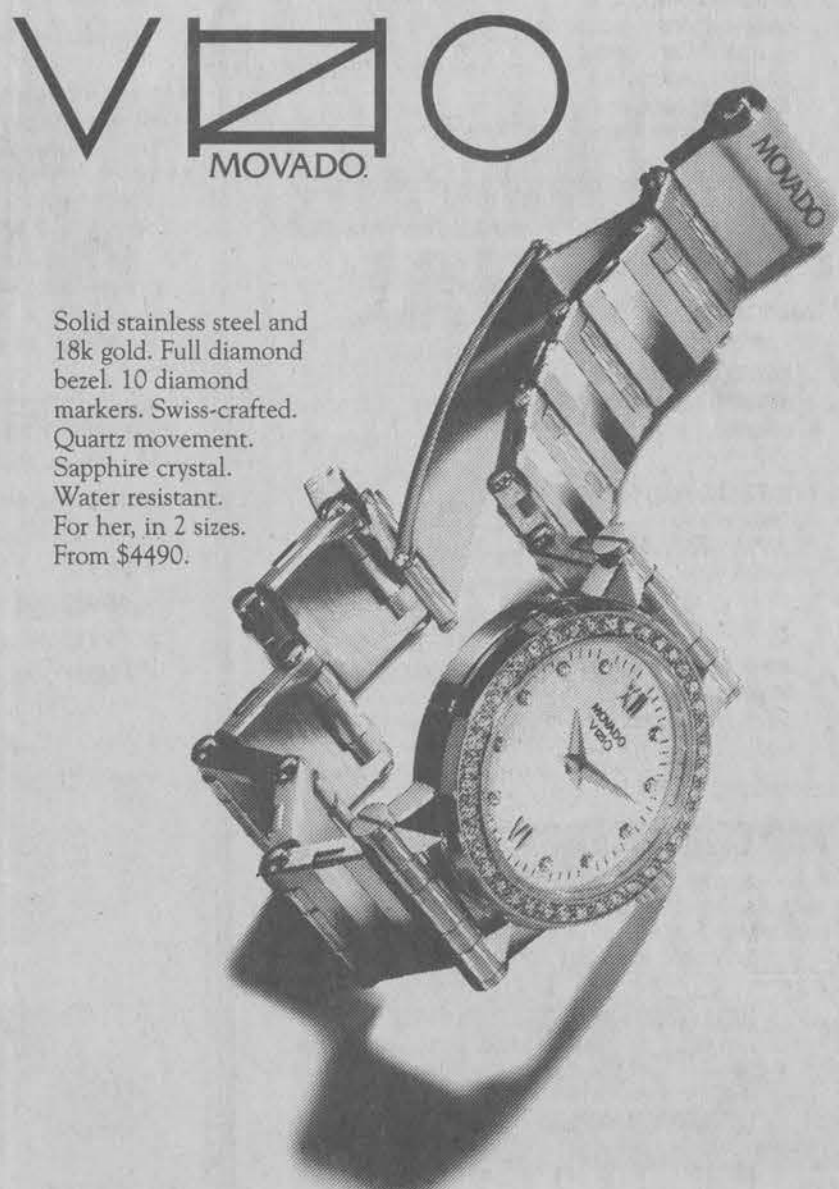
Denis Halliday, the U.N. humanitarian coordinator in Iraq, said a U.N. team would be in Baghdad soon to assess the oil industry's need for spare parts.

Rashid estimated that it would take about a year to raise Iraq's production to its pre-Persian Gulf War level of 3.5 million barrels a day.

The agreement on weapons inspections signed Monday by Annan and Iraq's deputy prime minister, Tariq Aziz, would create a special committee of U.N. diplomats and inspectors to look at eight presidential compounds that had been declared off limits.

The inspectors must certify that Iraq has eliminated its chemical, biological and nuclear weapons as well as long-range missiles before punishing trade sanctions imposed after the 1990 invasion of Kuwait can be lifted. The oil-for-food program is an exception to the sanctions.

Rashid said he expected Butler's U.N. Special Commission, which oversees the inspections, to act more professionally under the new Annan-Aziz accord.



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## LOUISIANA

## Nonpartisan primary must go

*La. officials just trying to skirt law*

BATON ROUGE — It's beginning to sink in with state officials that they're not going to get out of their difficulties with the federal courts over the open, nonpartisan primary issue as easily as they thought.

The U.S. Supreme Court has ruled that the way we conduct elections for federal offices — U.S. senators and members of Congress — is illegal, and will have to change before this fall's voting.

In essence, the court doesn't care whether Louisiana has nonpartisan primaries or not. All the justices are interested in is assuring that we elect our federal officials on the first Tuesday after the first Monday in November, as required by a federal law dating to the 19th century.

Many, including state Rep. Charles Lancaster, R-Metairie, chairman of the House and Governmental Affairs Committee, thought the court ruling would give us the opportunity to rethink the whole concept of nonpartisan primaries, the system installed by former Gov. Edwin Edwards in 1975.

But Gov. Foster, a great fan of the nonpartisan primary, is in charge of drafting the call for the special legislative session opening March 23, and he said he won't

## Louisiana Politics



Jack Wardlaw

permit a debate on changing the system, just one on changing election dates to meet the high court guidelines.

Foster's original intention was to propose holding the primaries on the national Election Day in November and the runoffs a month later.

That, in theory, would have met the court's objection, because historically most of our federal elections are settled in the primary. But some unforeseen difficulties have arisen.

Sheri Morris, chief counsel to Secretary of State Fox McKeithen, said the problem is that more than 1,650 elections at the district, parish and local levels — including school boards, judgeships and Public Service Commission — are tied by state law to the congressional ballots. No one wants to shift all those elections into the Christmas season.

One suggested solution is to pass legislation at the special session that would in effect separate the state and federal elections. We would hold the state and local races as we do now, then elect members of Congress and U.S.

*All of these arguments seem to center on what the state can legally do to get around the court decision. As this column often tried to tell Edwards, there's a big difference in what is technically legal and what is good public policy.*

senators on a new November-December schedule.

The problem: That gets us back to an expensive three-election system, something the nonpartisan primary was designed to avoid.

Another plan floated recently would hold the congressional primaries in October as usual, and put the top two vote-getters on the November ballot, even if one got a clear majority in the primary.

That sounds goofy to me. It would send every contested election into extra innings. Candidates and voters alike would hate it, though political consultants would enjoy making the extra money.

All of these arguments seem to center on what the state can legally do to get around the court decision. As this column often tried to tell Edwards, there's a big difference in what is technically legal and what is good public policy.

It would be unwise for Louisiana to get into the business of holding runoff elections in December. Here's why:

► In the rest of the nation, where party primaries still prevail, elections would be over and done with no later than Nov. 8. In Lou-

isiana, we'd be settling them as late as Dec. 8.

► In December, voters spend their Saturdays in the shopping malls, not in the voting booths. Someday, with the new advances in voting machine technology, you'll be able to vote at the Lakeside or Esplanade malls, but not in 1998.

► Other states' newly elected senators and representatives would be in Washington by December, getting their orientation, committee assignments, etc. Ours would still be on the campaign trail in places like Waterproof and Dry Prong.

► If things are close between Republicans and Democrats in Washington, the national parties and national press would have a field day with the late Louisiana elections. National money would pour in to influence races that, in my view, are nobody's business but our own citizens'.

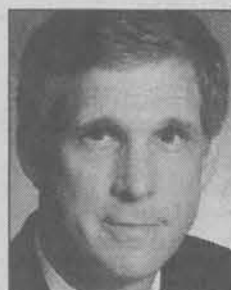
Frankly, I don't see any proposed solution that works.

I know this is a radical idea, but maybe we should revisit Lancaster's suggestion and think about doing things like they do in the other 49 states: Have a November election between the voters' favorite Democrat and the voters' favorite Republican.

What a concept!

## LOUD &amp; CLEAR

## People, politics and policy



Sen. Randy Ewing, 54, a Democrat from the small north Louisiana town of Quitman, has served in the state Senate since 1998 and has been Senate president since 1996. He is preparing for a special legislative session scheduled to start March 23 and

a regular session starting April 27 that will be restricted to fiscal matters. Here are Ewing's thoughts on the upcoming sessions:

**Q.** What would you most like to see accomplished at the upcoming special session?

**A.** I would like to see us put together a really effective system for vocational education and community colleges.

**Q.** The Legislature has always had difficulty in dealing with the governance of higher education. Do you think things will be any different with the community college issue this time?

**A.** I really don't know. I do fear that we need to step carefully in dealing with governance. There needs to be coordination. We do not need to create another level of bureaucracy or another capital expense. The question should be, is a community college a concept and a program, or is it a place? There may be situations where it is both. But we ought to use the tools we have to put a program in place rather than go out and build another expensive level of dormitories and buildings.

**Q.** Do you think the Senate will ratify the Harrah's casino contract? Why or why not?

**A.** The votes are not currently there in the Senate to ratify the contract. It would not surprise me, however, because I've been disappointed before, that gambling interests will prevail. There is no question that the gambling issue once again overshadows things that I think are of greater importance to the state, such as the community colleges and vo-tech schools, or the reconstruction of the highway department. I can see right now that the focus is once again on gambling.

**Q.** There seems to be some growing sentiment to avoid the issue of renewing the 4-cent gasoline tax for the Transportation Infrastructure Model for Economic Development program and deal with it at some future date. Do you think that's what we should do, or should we go ahead and vote on it now?

**A.** There just doesn't seem to be a level of comfort with the TIME program. The concept was good; the money fell short. Either the TIME program or something that will keep the four pennies in place to build our roads needs to be adopted. We have time on the TIME program. It's not necessary to rush to judgment.

**Q.** The Legislature is going to have to take some action to deal with a U.S. Supreme Court decision that Louisiana's open primary election system is in violation of federal law with respect to the election dates. What do you think will happen?

**A.** The issue has become more complicated. We've now discovered that it's not just about our congressional elections, it's about a lot of other elections that are tied to them. We met on that last week and basically decided we don't have the answer yet. We're working on it. Most of us (in the leadership) agree that we like open primaries. The question is how to maintain them in a way that doesn't cost us an enormous amount of money. We have to meet the mandate that the courts put on us. The devil is in the details.

— Jack Wardlaw

## Grambling president search narrowed

By The Associated Press

GRAMBLING — The list of candidates for the vacant presidency at Grambling State University has been pared to seven.

The shortened list includes the interim president of Grambling, Leonard Haynes III, and two men who were finalists in a previous attempt to fill the post — Merlin Augustine of Fayetteville, Ark., and Steve Favors of Washington, D.C.

Haynes was named interim president after trustees forced the school's fifth president, Raymond Hicks, to resign Oct. 13. Hicks had hired Haynes, a Boston native, as provost and vice president of academic affairs.

Augustine and Favors, vice president of student affairs at Howard University, applied in 1995 to replace the school's fourth president, Harold Lundy, who was fired by trustees in June 1994. They were named finalists, but Hicks got the job.

A national search drew applicants from 40 states, Bermuda and Italy. Of those 42, four are Louisiana residents. Haynes is the only Louisiana resident still being considered.

The University of Louisiana System Board of Trustees committee emerged from a three-hour closed session Thursday having slashed 35 applicants from consideration.

The seven semifinalists will tour the Grambling State campus and talk with faculty and staff

members, alumni, students and community leaders at a reception March 16, said trustee spokeswoman Dawn Wilson.

The Grambling State University National Alumni Association has named Augustine as its choice for the post. "I am proud that Dr. Augustine made the final seven," said James Bradford, president of the alumni association. "We felt that Dr. Augustine

should have made the final cut based on his qualifications."

The search committee will interview the semifinalists March 17, then choose three to five finalists. The finalists will be interviewed by the full Board of Trustees on March 25 in Baton Rouge.

The new president will be announced when trustees meet March 27 in Bossier City, Wilson said.

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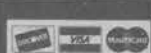
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## Tips for Study Circle Leaders

A study circle leader does not need to be an expert (or even the most knowledgeable person in the group) on the topic being discussed, but should be the best prepared for the discussion. This means understanding the goals of the study circle, being familiar with the subject, thinking ahead of time about the directions in which the discussion might go, and preparing the discussion questions to aid the group in considering the subject.

Solid preparation will enable you to give your full attention to group dynamics and to what individuals in the group are saying.

### **Set a relaxed and open tone**

- Welcome everyone and create a friendly and relaxed atmosphere.
- Well-placed humor is usually appreciated.

### **Establish the purpose of the study circle and help the group establish ground rules**

At the beginning of the study circle, remind everyone that the purpose of the study circle is to deliberate on the issue at hand in a democratic and collaborative way. Also remind them that your role as leader is to remain neutral, keep the discussion focused, and guide the conversation according to the ground rules.

Suggest a few basic ground rules, and ask participants to add their own ideas. Some basic ground rules include:

- All group members are encouraged to express and reflect on their honest opinions; all views should be respected.
- Though disagreement and conflict about ideas can be useful, disagreements should not be personalized. Put-downs, name-calling, labeling, or personal attacks will not be tolerated.
- If someone says something that offends another member of the group (even if inadvertently), people should feel free to explain how the comment affected them.
- It is important to hear from everyone. People who tend to speak a lot in groups should make special efforts to allow others the opportunity to speak.

### **Stay aware of and assist the group process**

- Always use your "third eye": you are not only helping to keep the group focused on the content of the discussion, but you will be monitoring how well the participants are communicating with

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each other — who has spoken, who hasn't spoken, and whose points haven't yet received a fair hearing.

- Consider splitting up into smaller groups to examine a variety of viewpoints or to give people a chance to talk more easily about their personal connection to the issue.
- When wrestling with when to intervene, err on the side of non-intervention. Don't allow the group to make you the "answer person."
- Don't talk after each comment or answer every question; allow participants to respond directly to each other. The most effective leaders often say little, but are constantly thinking about how to move the group toward its goals.
- Occasionally give participants a chance to sum up the most important points that have come out in the discussion.
- Don't be afraid of silence. It will sometimes take a while for someone to offer an answer to a question you pose.
- Don't let anyone dominate; try to involve everyone.
- Remember: a study circle is not a debate but a group dialogue. If participants forget this, don't hesitate to ask the group to help re-establish the ground rules.

### **Help the group grapple with various points of view**

- The best way to help people grapple with a range of views is to keep your own view out of the fray. Your role as facilitator requires that participants see you as neutral and fair, not favoring any one point of view.
- Make sure the group considers a wide range of views. Ask the group to think about the advantages and disadvantages of different ways of looking at an issue or solving a problem. In this way, the trade-offs involved in making tough choices become apparent.
- Ask participants to think about the concerns and values that underlie their beliefs.
- Don't allow the group to focus on or be overly influenced by one particular personal experience or anecdote.
- Either summarize the discussion occasionally or encourage group members to do so.
- Remain neutral about content and be cautious about expressing your own values.
- Help participants to identify "common ground," but don't try to force consensus.

### **Ask open-ended questions that don't lend themselves to easy answers**

- What seems to be the key point here?
- What is the crux of your disagreement?
- Does anyone want to add to (or support, or challenge) that point?
- Could you give an example or describe a personal experience to illustrate that point?

- Could you help us understand the reasons behind your opinion?
- What experiences or beliefs might lead decent and caring people to support that point of view?
- What do you think people who hold that opinion care deeply about?
- What would be a strong case against what you just said?
- What do you find most persuasive about that point of view?
- What is it about that position that you just cannot live with?
- Are there any points on which most of us would agree?

**Close the discussion with a summary, looking ahead to the next meeting, and evaluation**

- Give participants a chance to talk about the most important thing they gained from the discussion. Or you may wish to ask participants to share any new ideas or thoughts they've had as a result of the discussion.
- If you will be meeting again, remind the group of the readings and subject for the next session.
- Thank everyone for their contributions.
- Provide some time for the group to evaluate the group process, either through sharing aloud or through a brief written evaluation.

**Be aware of the dynamics of cross-cultural communication**

Awareness of cross-cultural dynamics is always useful in a study circle setting, but this is especially true when diversity issues themselves are the subject of conversation.

- Sensitivity, empathy, and familiarity with people of different backgrounds are essential qualities for the leader.
- Even though some of the conversation inevitably revolves around differences, set a tone of unity in the group. After all, we have more similarities as human beings than differences as members of particular groups. Having co-moderators from different demographic groups can help establish unity. For example, the co-leaders could be a man and a woman, a white person and a person of color, an adult and a young person.
- Help people to appreciate and respect their own and others' communication styles. People's cultural backgrounds affect the ways in which they communicate. For example, some cultures tend to be more outspoken and directive, while others are more reserved. Some cultures value listening more than speaking. In other cultures, taking a stand is of utmost importance. Help group members to realize there is no "right" way to communicate, and that understanding one another takes practice! Your leadership should demonstrate that each person has an important and unique contribution to make to the group.
- Don't let participants' awareness of cultural norms lead to stereotyping. Generalizations don't necessarily apply to individuals within a culture.

- Remind the group, if necessary, that no one can represent his or her entire culture. Each person's experiences, as an individual and as a member of a group, are unique and valid. As one African-American woman said of black-white communication, "When you have some African-Americans in your group, the whites shouldn't think they are getting 'the black perspective'; but, without African-Americans in the group, whites won't hear any black perspectives."
- Encourage group members to use their own experiences as they attempt to empathize with those who have been victims of discrimination. Many people who have been in a minority group have experiences that make this discussion a very personal issue. Others, particularly those who are usually in the majority, may not have thought as extensively about their own culture and its effects on their lives. To aid this, you may want to encourage people to think about times in their own lives when they have been treated unfairly, or to think about times when their own cultural group as oppressed. For those study circle participants who are currently at the receiving end of mistreatment, this could seem invalidating unless you explain that you are trying to build empathy and understanding among all members. Remind people that no one can know exactly what it feels like to be in anyone else's shoes.
- Encourage group members to talk about their own cultures, rather than other people's cultures. In this way, they will be less likely to make inaccurate generalizations about other cultures. Also, listening to others recount their own experiences breaks down stereotypes and broadens understanding.

The Community Circle Collaborative

Facilitator Training Registration Form



Name \_\_\_\_\_

Phone: Day \_\_\_\_\_ Evening \_\_\_\_\_

Fax \_\_\_\_\_ e-mail \_\_\_\_\_

Sponsoring Organization (if applicable): \_\_\_\_\_

Check which session you attended: \_\_\_\_\_ Sat. February 15th

\_\_\_\_\_ Thurs. February 20th

Please check all that apply:

\_\_\_\_\_ I am representing a sponsor organization and have a group that I will be facilitating.

\_\_\_\_\_ I would like to facilitate a group, please assign me to a group that needs a facilitator.

\_\_\_\_\_ I consider myself an experienced group facilitator.

\_\_\_\_\_ I would be interested in attending a second training session where I can practice my facilitation skills.

If you haven't selected a group to facilitate, would you like one that is close to your home or work area? What is the address? \_\_\_\_\_

Any other concerns or suggestions: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## ESSENTIALS OF THE ISSUE ANALYSIS EXERCISE

Purpose: To involve people in the essential aspects of analyzing a public policy issue in the sense so that they better understand how the essential characteristic of connecting choices to what people value as deepest motivations. This understanding is important to developing a forum or study circle so that choice work creates public knowledge, public judgment, and common ground.

### Steps:

1. Start with a "concern":
2. "Brainstorm" silently and individually possible actions.
3. Share in round-robin fashion without comment except for clarification; list possible actions on poster paper.
4. Check for reality. Has any significant possible action been omitted? Would the range of possible actions as stated reflect a true situation in public discussion?
5. Identify "reasons for" each of the proposed actions. Probe for deepest motivations without getting much involved in definitions re: values, interests, social norms, opinions, and attitudes.
6. As "deepest motivations" are identified, list each with its corresponding action.
7. Cluster (perhaps using smaller groups) the proposed actions/motivations in seemingly coherent groups. Several different possibilities may emerge. The key is to avoid "business-as-usual" liberal-conservative frameworks.
8. Once a possible pattern of choices has been identified, title the real issue those choices are about.
9. Remind participants that this exercise is an abbreviation of what is involved in actually developing an issue for discussion.
10. Reflect on what people have experienced in the exercise and what they have learned from it.

## NAMING THE PROBLEM: UNDERSTAND THE PROBLEM AS PEOPLE EXPERIENCE IT

---

Here are some questions that you may want to use in your conversations to uncover as many perspectives about the situation as possible and to think through how people understand the problem. [The answers to these questions will also provide the information you will eventually need to frame the issue so that citizens can consider choices and trade-offs.]

**A. What is it all about?**

- When you hear the word or phrase (insert a word or phrase that identifies a problematic situation) what comes to mind?

**B. Why does it matter?**

Why is this such a problem?

- When you think about \_\_\_\_\_, what's most important to you?
- Why is that important—why is it a concern?

**C. Is it the same for everybody?**

- Would others in the community feel differently? What do you think they would say is important about this situation?
- What is underlying *their* points of view—what do you think is their real concern?

NOTE: It is a good idea to write people's responses to these questions on poster paper or a flip chart so that you can "walk out the door" with the common concerns already on paper.)

### What to Listen For

Here is what you need to learn from your conversations so that you can reach a shared definition of the problem:

- **How people understand the problem**—how do people define the problem?
- **How people talk about the problem**—how do people talk about the problem? Is the language they use different from that of officeholders and the media?
- **What connections people make**—what issues do people seem to link together with this problem? How does this compare to how professionals might approach this problem?
- **What people value**—what is really important to people on this problem? What motivates these concerns?
- **Different points of view**—what are different points of view on this problem? How do some people who are often missing from public discussion think and feel about the problem?

#### D. Naming the Problem

To name the problem is to define it in a statement that captures all the concerns brought out in the previous section. The statement should be one that everyone in the community can buy into.

**What is the real problem that we are facing?**

- What is it that we're really talking about when it comes to this situation?
- Can we describe the problem, in a short sentence, to reflect everybody's main concerns? For example, if you put this problem on a poster, what would you write?

(NOTE: Although giving a problem a name, that name may not be the same as the way you will, in the next exercise, describe the issue you think the public needs to discuss. Let the name of the problem inform but not dominate framing the issue.)

### Test the Statement Against All the Factors Identified

Go back to the list of common concerns, and ask if the statement reflects all of them or only some.

## FRAMING THE ISSUE: FRAME THE ISSUE FOR CHOICE DISCUSSIONS

---

You now need to think about how you are going to present the problem so that people can come to a decision about dealing with it together. We must understand all our options for addressing the situation and the nature of the choices we have to make if we are going to act on the problem together.

Here are some steps and questions that we need to work through to create a framework for public discussion of the issue.

Keep in mind what we learned in our initial discussions as we named the problem—how we and others understand the problem, what concerns we have, and what's important to all of us.

(NOTE: You are now going to cluster all the suggested actions into three or four groups that suggest distinctively different directions to take in handling the problem. Each group of actions should represent a distinctive way of perceiving the problem and should be driven by a different set of priorities or values in regard to the problem. When grouping actions, focus on broad directions for action that you can pursue to address the problem, rather than specific solutions or ideas.)

### A. Laying Out All of the Possible Actions

(NOTE: Here are two important points to keep in mind as you lay out a range of actions for addressing the problem. (1) Do not develop a list of actions that only support the interests of one group of people or another. (2) Avoid debating specific solutions. (You start by listing specific actions, but you will need to think through what you really are concerned about, what impulse leads to each action.)

- What actions do people think will address their concerns?
- What are some actions that people who aren't here might suggest? What would they say needs to happen?

### B. Identifying the Concerns Behind the Actions

- What is really important to people who want to take these actions? How do the actions relate to the deepest concerns you identified earlier?

### C. Clustering the Actions Around Different Concerns

- Which actions fit together because they reveal a different cast of mind, a different set of concerns, or a different cause of the problem?
- Can we now group the actions into three or four distinctly different "approaches" ("approaches" are actions driven by a set of concerns)?

### D. Presenting Policies Which Implement the Broad Approaches

- From the clusters, translate the broad approaches into policies that will set directions for the community. (Policies implement the approaches; they describe what you want to happen.)

### E. Presenting the Pros and Cons

- What are the best 3 or 4 arguments *for* and the best 3 or 4 arguments *against* each policy option?
- What are the contradictions or conflicts among the options?

#### Checking the Framework

(NOTE: The aim now is to ask ourselves what, if anything, do we need to change to ensure that the framework we have decided on will lead to a productive dialogue, that is, to serious choice work and not just a repeat of the usual debate?)

- Is the framework clear about what's at issue *and* is the issue compelling?
- Is the framework presented in a language—with examples—that people can relate to?
- Does the framework outline *directions for action*, as opposed to specific solutions for addressing the problem?
- Does the framework present the different points of view that people have on the problem and how to act on it?
- Does the framework reveal what people value, the motivations that underlie their different points of view?
- Is each option for action in the framework driven by a different perspective about what is most important?
- Does the framework create tensions for citizens to wrestle with; does it disrupt the polarized debate?
- Does the framework put the "best foot forward" for all options *and* convey "cons" for each choice, too?

### F. Framing the Question

Now that we have laid out all the options for action—and arguments for and against each option—we must frame the overarching question that people have to make choices about. We must capture what is really at issue in the problem that is before us. For example, if the problem is, "The health care system is in crisis because we can't afford to pay for all the care we want," the issue or question may be, "How can we contain costs while ensuring expanded coverage?"

- What are the conflicts or tensions—e.g., more coverage with contained costs—that people need to work through in order to begin moving toward solving this problem?
- What is the overarching dilemma we are facing? Or, what is the "nub" of the matter?
- What has to be decided?

# MODERATING FOR DELIBERATION

Many people who attend deliberative forums may not know what to expect. If they've attended a public meeting before, it's probably taken the form of a hearing about proposed governmental action, a political debate involving candidates, or a general discussion about some problem that has surfaced in their community.

When these people enter a deliberative forum, they find something altogether different. The purpose of this kind of forum is for citizens to make, or at least work toward, a decision about how they will act on a problem or what policy they think is best for their community or the country. Deliberation is weighing the costs and consequences of a variety of possible actions or discovering (1) that the various things that are valuable to them pull them in different directions as they consider their options, and (2) that these conflicts have to be worked through. Deliberation doesn't result in absolute agreement, but it can reveal the general direction in which people want to move, the range of approaches to a problem that would be acceptable, and what people are or are not willing to do to solve a problem.

**Consistent with what deliberation is, moderators ask four basic questions in a forum:**

**1 What is valuable to us?** This question gets at why making public choices is so difficult: the options turn on things that people care about very deeply. This question can take many forms:

- How has this issue affected you personally? (Usually asked at the beginning.)
- What things are most valuable to people who support this option?
- What is appealing about this option?

- What makes this option a good idea — or a bad one?

To uncover their deeper concerns, moderators will often ask participants how they came to hold the views they have and to ground what they say in their experiences, and not just in facts or rational arguments. They might ask these questions:

- How do you see this option?
- What experiences have led you to this perspective?
- Could you tell a story illustrating that view?
- How might others see this option?
- Does someone have a different experience, another perspective?

**Notice that throughout, in every series of questions, the moderator will try to draw out different perspectives in an effort to ensure a complete and balanced discussion. That is the only way that a forum can do its job — to examine fully and weigh carefully all the possibilities.**

**2 What are the costs or consequences associated with the various options?** This question can take any number of forms as long as it prompts people to think about the likely effects of various options on what is valuable to them. Examples include:

- What would result from doing what this option proposes?
- What could be the consequences of doing what you are suggesting?
- Can you give an example of what you think would happen?
- Does anyone have a different estimate of costs or consequences?

**Deliberation requires weighing the "pros" and "cons" of different options so it is important to be sure that both are fully aired. A "pro" is simply a positive consequence, a "con" a negative one. Questions to ensure a fair and balanced examination of all potential effects include:**

- What would be the argument against the option you like best?
- What would someone say is good about the option that you oppose?
- Can anyone think of something constructive that might come from this policy?
- Is there a downside to this course of action?

**3 What are the tensions or conflicts in this issue that we have to work through?** As a forum progresses, moderators will ask questions that draw out conflicts or tensions that people have to work through. They might ask:

- What do you see as the tension between the options?
- Where are the conflicts that grow out of what we've said about this issue?
- Why is this issue so difficult to decide?
- What are the "gray areas"?
- What remains unresolved for this group?

Throughout the forum, a moderator will intervene with questions that move the deliberations toward a choice but always stop short of pressing for a consensus or agreement on a particular solution. The objective of a deliberative forum is to chart a direction or articulate shared purposes that can be the basis for specific programs or detailed policies.

**4 Can we detect any shared sense of purpose or how our interdependence is grounds for action?** In the very first few minutes of a forum, the moderator should remind people that the objective is to work toward a decision. Then, as the tensions or conflicts become evident, as people see how what they consider valuable pulls them in different directions, the moderator will test to see where the group is going with questions like:

- What direction seems best, or where do we want to go with this policy?
- The moderator can follow up to find out what people are or are not willing to do or sacrifice to solve a problem with such questions as:

- What trade-offs are we willing to accept?
- What trade-offs are we unwilling to accept?
- What are we willing to do as individuals or a community to solve this problem?

**At the heart of deliberation is the question of whether we are willing to accept the consequences of our choices. That might lead to a question like this:**

- If what we seem to favor had some of the consequences several of our colleagues worry about, would we still favor this policy or course of action?

## Ending a Forum

Before ending a forum it is usually a good idea to take a few minutes to reflect both individually and as a group on what has been accomplished. Questions like the following have been useful:

- How has your thinking about the issue changed?
- How has your thinking about other people's views changed?
- Tell the rest of us how your perspective changed as a result of what you heard in this forum.
- What didn't we work through?
- What do we still need to talk about?
- How can we use what we learned about ourselves in this forum?

**These questions prompted enough testimonials to demonstrate one of the most powerful effects of deliberation: It changes people's opinions of others' opinions. Those changes in perception create new possibilities for acting together, generating the political will to move ahead.**

*"At the heart of deliberation is the question of whether we are willing to accept the consequences of our choices."*

## Ways to spot deliberation

What does it look and sound like? Here are a few tips:

1. The discussion is taking into consideration several points of view – a range of views – not just a highly polarized debate.
2. People are talking about what is really valuable to them – what matters most – the underlying values.
3. The group is recognizing, acknowledging that the issue is complex.
4. People are talking about pros and cons of each option, each “choice” – weighing the consequences.
5. People are struggling within themselves, as well as with each other.
6. People move from “I” to “We” when talking about what can be done.
7. The discussion is civil. (Remember this is not synonymous with polite or unemotional.)

Deliberation is a different kind of talk than debate.  
The result will almost never be unanimity (full consensus.)

If you listen carefully, however, you can often hear a sense of shared concerns and areas where people with conflicting values are willing to work cooperatively or in a complementary fashion.

---

## HARVESTING A PUBLIC VOICE

Think of "Harvesting a Public Voice" not as concluding, but as giving meaning to what you are doing. Participants describe the experience they just had, not report results.

At the end of your Forum, you may want to ask yourselves these questions to reveal the results of your efforts:

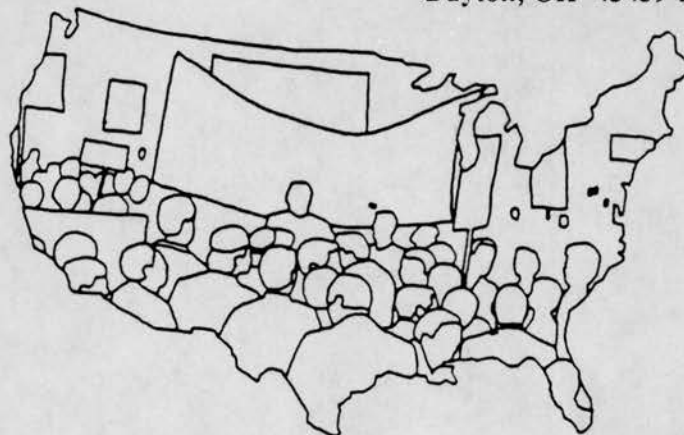
1. Is there a **shared** understanding of the problem?
2. How does this issue affect what people care about every day? What worries them?
3. What makes this issue so difficult to decide? What is really at issue?
4. What trade-offs are people willing to make to get what they want? What consequences are unacceptable? What are people not willing to give up?
5. Is there enough common ground for action? Is there a shared sense of purpose and direction? What is unresolved?
6. Where is our community or country, in the process of resolving this issue? Is the current political debate likely to resolve the issue? What have we learned in the Forum that we can carry back into the political debate?

## HARVESTING IS INTERPRETIVE MORE THAN SUMMARY.

## BALLOT (Post-Forum)

The Post-Forum Ballot is a way to face the conflict found within ourselves. Often we discover aspects of each choice we hold most valuable. Yet, the things we deeply care about are often in conflict. The ballots, along with other information, are important in discovering a PUBLIC VOICE.

Send both Pre- and Post- Ballots to:      **National Issues Forums**  
100 Commons Road  
Dayton, OH 45459-2777



- Can anyone envision how their life/community/family would change if this choice became national policy? What motivates that view?
- What's your sense now? What new insights?
- If one holds that position, what are the gains and what does one give up?
- If we followed this course of action what would be the consequences of that action on your life? Other lives?
- How would you make judgments about that?
- Suggest a policy and some specifics to that policy.
- Can someone suggest areas that we seem to have in common?
- How might your concerns differ if you were poor, wealthy, an employee in an affected industry, a government official, a resident of a particular area, etc?
- What are our insights, understandings. . . ?
- Who all should we be talking with? Policymakers? Neighbors? Professionals?

#### Closing/Harvesting a Public Voice

- Post-Forum ballots

#### Questions for "Harvesting" a Public Voice

Here are suggestions for questions that will help Forum participants identify the public perspective, public judgment, and common ground they have achieved, and hence articulate their "public voice" on the issue they have deliberated:

- Now that we have considered this issue, how do we see the problem?
- Given that each of us has a somewhat different personal perspective on the problem, can we restate it in a way that takes account of each of our perspectives?
- What are the understandable concerns we have about the consequences of resolving this issue one way rather than another? What are the downsides to each of the choices open to us?
- Given that each of us is motivated by things we attach great importance to, can we redescribe the issue in a way that highlights what each of us values? What are the things we care about deeply that pull us in different directions, that make this such a hard choice? What are the values we believe a widely accepted public policy ought to respect as far as possible?
- What consequences do we consider unacceptable? Are there ways of resolving the issue that we can reject because the consequences are unacceptable?
- Is there any general way of proceeding that would address everyone's most serious concerns and protect the things we care about most deeply?

#### **C** Choice work is done by:

1. **DELIBERATION**, talk in which we explore and weigh carefully the views of others and all possible options.
2. **WORKING THROUGH**, the feelings that come from facing the costs of any decision — and working through the contradictions between what we value and the way we act.

#### **D** Choice work results in:

1. **A PUBLIC DEFINITION OF THE PUBLIC'S INTEREST**, a sense of common purpose.
2. **COMMON GROUND**, a shared frame of reference or sense of direction that delineates the range of actions the public would support — a basis for giving public direction to governments.
3. **A basis for COMPLEMENTARY ACTIONS** in a community, actions that are mutually reinforcing because they are guided by a sense of common purpose and direction.

*“ The moderator is the key to a successful Forum. Be sure it is someone who understands how to ask questions and allows the questions to be answered. Having someone who is ‘known’ to the public is great, but beware of ‘ego.’ Sometimes this becomes the ‘moderator’s show.’ It happens in the best of places. ”*

Valaria McCabe  
Athens, Ohio

- This disagreement shows the diversity of feeling. Let's ask others to comment. I'm not sure that Mrs. \_\_\_\_\_ got to make her point; let's have her finish this point.

#### Checklist of Signs That Participants Are Not “Working Through” an Issue

- Denial — “There is really not a problem, everything is okay.”
- Staying with early answers.
- The other side is evil.
- Personal tales, rather than identifying the choices. Or just airing grievances with an attitude of “Now you know what concerns me. Do something about it.”
- Overcomplicate the issue. “You cannot solve the immigration problem until you solve the economic and social problems of Latin America.”
- Simple answers such as: “Everything would be okay if there were not so much waste.” “If we cut back defense, there would be no problem.”

#### Getting to a Public Voice

As a guide refer back to “The ABC’s of NIF.” Choice work results in:

1. A public definition of the public interest, a sense of common purpose.
2. Common Ground, a shared frame of reference or sense of direction that delineates the range of actions the public would support — a basis for giving public direction to the governments.

#### Public Voice

The “public voice” is a statement that:

1. Summarizes what “We, the public” — in our full diversity — hold to be true, what we value, and what we prescribe as the basis for public policy *after* we have deliberated together. In other words, the “public voice” is a summary that encapsulates the (a) public perspective, (b) public judgment, and (c) common ground achieved through deliberation by citizens representing the full range of perspectives, experience, and value priorities that exist in our society.
2. Conveys a sense of the political process — public deliberation — by which we, the citizenry, have reached our conclusions.

## SOME GENERAL PRINCIPLES OF COMMUNICATING BETWEEN CULTURES

Karima N. Bushnell

1. People often think of 'culture' in terms of things like folk music and dance, colorful costumes and distinctive foods. This is only the tip of the iceberg. The far greater hidden part of culture--the part of the iceberg under the surface--affects everything about how people view the world, how they do things and what they believe in. At its basic level, culture includes geography, history, language, religion and science, but it also includes values, beliefs, attitudes, assumptions and context. From these influences come the particular behavior and conduct that we attribute to any given culture. An individual may not be aware that these influences are at work, shaping and molding him or her.

2. A culture is a grouping, large or small, where there are shared behaviors, values and assumptions. Cultural groupings can be based on many different factors such as nationality, ethnicity, religion, participation in organizations or community groups, shared interests, and membership in networks of family and friends. In some cases people help to choose and define their own cultural affiliations, and they sometimes move in and out of cultures, or participate in several of them at once. Also, cultures themselves do not stand still. While there may be time honored and accepted values and beliefs, things may change in reaction to different outside influences and internal pressures.

From childhood on, people learn how to interact with others based on the cultural beliefs, attitudes, values, assumptions and context they see acted out around them by family, friends and community members.

3. When people who have learned opposing definitions of what is 'polite' or 'normal' behavior interact, misunderstandings result. Suppose I have been taught to talk with a lot of energy, expression and enthusiasm, gesturing with my hands. Nobody told me to do this, but most people around me always did it.

Now suppose you have been taught to stand quietly with your hands at your sides, listen respectfully and carefully, and to express yourself very subtly, in little ways. It's quite possible that you'll think I'm rude, noisy, insensitive--maybe even angry (because I'm loud) or stupid (because I don't notice the small signals you're giving me.)

On the other hand, I may think you're cold, boring, only half alive--maybe even angry (because you seem so withdrawn) or stupid (because you don't seem able to express yourself.)

If I have been taught it's respectful to modestly look down and you've been taught it's honest to look people in the eye, you'll think I'm sneaky and evasive, and I'll think you're aggressive and rude. Even if we're both good people with good intentions, these kinds of misunderstandings make working together very difficult.

**4. Not only ways of behaving, but goals and values vary from culture to culture.** According to the 'modern', westernized values many are taught in school, people should help themselves, control their time, see change as positive, compete, be individualistic, look toward the future, be informal, and be practical and efficient.

Other world cultures and many diverse U.S. cultures teach otherwise. We should depend on family and friends and help them in turn, give more importance to people and what's actually going on than to following a strict schedule, honor our rich traditions, work together cooperatively, be ceremonious and polite, and center on the spiritual and the ideal.

These differences create the same kinds of problems as the differences in manners, causing one group to look down on the other as lazy, dependant and impractical, while to the others they seem soulless and machine-like, without sensitivity to beauty or meaning, without concern for others.

**5. Injustice, oppression and bigotry are *real*.** They range from a lynching to a sneer, from denial of education, housing and good jobs to an unspoken judgment that the other person isn't quite a full human being. These things need to be exposed and challenged, but removing the communication problems makes it easier to see what is real evil and what is only misunderstanding.

**6. If you notice that you're having intercultural communication problems you can try *mirroring*.** Make your style a bit more exuberant or tone it down a bit to match the style of your conversation partner. If they seem to want to stand closer or further away than you're used to, try it. Keep it subtle, and see how it feels. Of course if you're from a so-called minority group, you may already be an artist at this, and pretty tired of it! As you know, you must balance the demands of the situation with your right and duty to be true to yourself in a process that is very individual, and can be complex and painful. But for those who *haven't* experienced altering their style in response to another person, make the stretch and give it a try. It can reveal sides of yourself that you never knew were there.

**People can rise above cultural misunderstandings to form wonderful, deep friendships and working or family relationships.** They can do this both by understanding and avoiding the intercultural traps shown above, and by finding common goals. In India, Hindu and Muslim musicians (whose cultures are often embattled) have played wonderful music together and mixed freely, joined by their skill and love of music. Goals like saving the environment, honoring the Divine, or bringing peace and justice for all our children can bring us all together, but it helps to know where the pitfalls are.

## CULTURE CLASHES

1. PERSON A: Oh, hi. I've been thinking about the last board meeting . . .

PERSON B: Hello, it is very good to see you. How are you?

PERSON A: I'm fine. About Paragraph 10 of the proposal . . .

PERSON B: You're fine, I am so glad. And how is your family?

PERSON A: They're fine, too. But I really wanted to talk to you about Paragraph 10.

PERSON B: Perhaps we can have coffee and discuss it . . .

PERSON A: (Looking at watch) Oh, sorry. Got to run!

PERSON B: (to self) I wonder why she never has time to talk. Doesn't she know that you can't do business with a person until you get to know them and trust them?

PERSON A: (to self) I wonder why he never wants to get down to business. Doesn't he know people with busy schedules have to get right to the point?

People first orientation vs. task first orientation. 'Traditional' vs. 'modern' culture. Relationship building vs. time saving

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2. PERSON C: (loudly) Hi, how you doin'?

PERSON D: I'm fine, thanks. And you?

PERSON C: Oh, I have had such a day, you wouldn't believe it! First the dog threw up all over my coat and I didn't have time to change, and then I almost fell in a puddle getting off the bus. And then going out the door I had a big fight with my husband. Well, just one of those days, I guess.

PERSON D: I guess so.

PERSON C: But on the other hand I got a letter this morning and I'm going to have a chance to exhibit some of my paintings. So it's not all bad news.

PERSON D: That's nice.

**PERSON C:** Well . . . bye.

**PERSON D:** Bye.

**PERSON C:** I wonder why he won't relax and be friendly. He never has anything to say for himself. And I really try to open up and be honest with him so he'll feel safe opening up to me!

**PERSON D:** I wonder why she talks so much. It's embarrassing. I don't want to know her personal business. And she doesn't stop between sentences. I never have a chance to say anything.

**Formality vs. informality. Self-disclosure vs. dignity and reserve. Talking valued vs. listening valued. (Figuratively speaking, for example, American culture has small ears and a big mouth and Japanese culture has a small mouth and big ears.)**

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**3. PERSON E:** Well, I guess you have all the facts now. Are there any questions?

**PERSON F:** (loudly) Yes, I sure do have some questions! Do you realize what's happening in my neighborhood? What happens every day? Yesterday my father was shoveling the driveway and a big car came by and . . .

**PERSON E:** Now calm down. Let's not get excited.

**PERSON F:** (Standing) I'm not excited, I'm just trying to tell you a few plain facts. You'd be "excited" if you'd been there. Anyway, my father picked up a shovelfull of snow and . . .

**PERSON E:** Well, this isn't really the time for stories. As you pointed out, we're trying to stick to facts here. And we have so much to cover, we need to follow the agenda.

**PERSON F:** I see.

**PERSON E:** (To self) I wonder why people like her always tell these long, pointless stories. And she got so emotional, too. We're all grown-ups here. That's no way to act in a meeting.

**PERSON F:** (To self) I wonder why people like him never want to hear what's really going on. They care more about a piece of paper than they do about real people.

Time-saving and task orientation vs. attempt to understand the whole picture. Compartmentalized worldview (emotion is out of place in a meeting) vs. wholistic worldview (passion is a valid part of any meaningful discussion.) Linear style ("just the facts") vs. circular style (sometimes a story makes the point best.)

---

**4. PERSON G:** (enthusiastically): We're really going to make some changes here!

**PERSON H:** This is a place of ancient traditions. We'll have to go slowly. Many things need to be considered.

**PERSON G:** Well, you can't turn the clock back. We at the company have a whole new vision for this place. When our plans are in place people will really be able to compete in the modern world!

**PERSON H:** There's a very strong community ethic here. We all work together and the families are very close. And as you know we're a very spiritual people.

**PERSON G:** Well, that's very nice, but we have to be practical.

**PERSON H (to self):** Those people seem to have no heart and no soul!

**PERSON G (to self):** Those people live in a dream world!

Progress and change seen as good vs. continuity and tradition seen as good. Practicality and utility vs. idealism. Materialism vs. intellectual and spiritual values.

**ALL TOGETHER:** I just can't understand them. They act so weird, and they have such bad manners!

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**ICW**

Intercultural Communication Workshops

**Karima N. Bushnell**

(612) 827-4424

4604 Columbus Ave. S., Minneapolis, MN 55407

**BEYOND BUSING**  
**COMMUNITY CIRCLE TRAINING WORKSHOP**  
**FOR CONVENORS AND FACILITATORS**  
**February 20, 1997**  
**Marshall Room, Christenson Center, Augsburg College**

**I. Introduction**

- A. Introduction to the Project - Dick Little
  - 1. What is the "charge" of each community circle?
  - 2. Responsibilities of being a convenor/facilitator
- B. Facilitator Conferencing Service offered by Twin Cities Freenet - Nolan Venkatrathnam
- C. Introduction to the 'Community Circle Discussion Model' - Bruce Vandel
  - 1. Overview of the differences between Dialogue and Debate, between deliberative discussion and unfocused discussion
  - 2. Developing Ground Rules - small group exercise & large group debriefing

**II. Issue Framing and Analysis**

- A. Introduction to the issues and review of the Discussion Guide & Worksheet critiquing policy options - Darcy Seaver and Kristy Greenwalt
- B. Issue Analysis Process - Roy Taylor

**III. Deliberation**

- A. Deliberation Process & Techniques - Roy Taylor
- B. Cross Cultural Communication - Karima Bushnell

**Break**

- C. Role Play - small group exercise & debriefing with large group

**IV. Public Voice**

- A. Developing "Public Voice" - Roy Taylor
- B. Model Group Demonstration - followed by questions and discussion

**V. Action Steps**

"How does my participation make a difference?" An exploration of possible action outcomes - Jim McDonough



## **Guidelines for Study Circle Participants**

The goal of a study circle is not to learn a lot of facts; the goal is to deepen understanding and judgment, and to think about ways to make a difference on a community issue you care about. This can occur in a safe, focused discussion when people exchange views freely and consider a variety of views. The process — democratic discussion among equals — is as important as the content.

The following points are intended to help you make the most of your study circle experience.

- Make a good effort to attend all meetings. The comfort level and depth of conversation depend upon familiarity with other participants.
- Think together about what you want to get out of your conversation.
- Help keep the discussion on track. Make sure your remarks are relevant.
- Speak your mind freely, but don't monopolize the conversation.
- Listen carefully to others. Try to really understand what they are saying and respond to it, especially when their ideas are different from yours. Try to avoid building your own arguments in your head while others are talking. If you're afraid you'll forget to make a point, write it down.
- Be open to changing your mind. This will help you really listen to others' views.
- When disagreement occurs, don't personalize it. Do keep talking, and explore the disagreement. Search for the common concerns beneath the surface.
- Don't waste time arguing about points of fact. For the time being, you may need to agree to disagree and then move on. You might decide to check out the facts together before your next meeting.
- Value one another's experiences. Think about how your own experiences have contributed to your thinking.
- Help to develop one another's ideas. Listen carefully, and ask clarifying questions.

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# Dialogue vs. Debate

Collaborative

Common Ground

Listen for Agreement

Enlarges\Changes  
One's Point of View

Evaluates  
Assumptions

Open Minded

May Lead to New  
Solutions

Many People of Parts  
of the Solution

Oppositional

Winning

Listen for Flaws

Affirms Our Own  
Point of View

Defends Assumptions

.

Close Minded

One's Position is the  
Solution

There is a Right  
Answer

# Deliberation vs. Discussion

Considers Several  
Points of View

People Are Talking  
About is Really  
Valuable

Recognize  
Complexity

Weighing Pros and  
Cons

Struggling with  
Themselves and Each  
Other

Use “We” When  
Looking At Solutions

Civil

Share Our Point of  
View

People May Not Go  
Beyond the Surface

....

Look At Only One  
Point of View

Critical of Opposing  
View

Merely Representing  
Our Viewpoint

.....

Use “I” When  
Sharing Solutions

Polite\Unemotional



## A comparison of dialogue and debate

Dialogue is collaborative: two or more sides work together toward common understanding.

*Debate is oppositional: two sides oppose each other and attempt to prove each other wrong.*

In dialogue, finding common ground is the goal.

*In debate, winning is the goal.*

In dialogue, one listens to the other side(s) in order to understand, find meaning, and find agreement.

*In debate, one listens to the other side in order to find flaws and to counter its arguments.*

Dialogue enlarges and possibly changes a participant's point of view.

*Debate affirms a participant's own point of view.*

Dialogue reveals assumptions for reevaluation.

*Debate defends assumptions as truth.*

Dialogue causes introspection on one's own position.

*Debate causes critique of the other position.*

Dialogue opens the possibility of reaching a better solution than any of the original solutions.

*Debate defends one's own positions as the best solution and excludes other solutions.*

Dialogue creates an open-minded attitude: an openness to being wrong and an openness to change.

*Debate creates a closed-minded attitude, a determination to be right.*

In dialogue, one submits one's best thinking, knowing that other peoples' reflections will help improve it rather than destroy it.

*In debate, one submit's one's best thinking and defends it against challenge to show that it is right.*

Dialogue calls for temporarily suspending one's beliefs.

*Debate calls for investing wholeheartedly in one's beliefs.*

In dialogue, one searches for basic agreements.

*In debate, one searches for glaring differences.*

In dialogue, one searches for strengths in the other positions.

*In debate, one searches for flaws and weaknesses in the other position.*

Dialogue involves a real concern for the other person and seeks to not alienate or offend.

*Debate involves a countering of the other position without focusing on feelings or relationship and often belittles or deprecates the other person.*

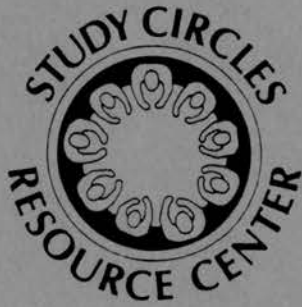
Dialogue assumes that many people have pieces of the answer and that together they can put them into a workable solution.

*Debate assumes that there is a right answer and that someone has it.*

Dialogue remains open-ended.

*Debate implies a conclusion.*

*Adapted from a paper prepared by Shelley Berman, which was based on discussions of the Dialogue Group of the Boston Chapter of Educators for Social Responsibility (ESR). Other members included Lucile Burt, Dick Mayo-Smith, Lally Stowell, and Gene Thompson. For more information on ESR's programs and resources using dialogue as a tool for dealing with controversial issues, call the national ESR office at (617) 492-1764.*



## Dealing with typical challenges

Most study circles go smoothly because participants are there voluntarily and have a stake in the program. But there are challenges in any group process. What follows are some of the most common difficulties that study circle leaders encounter, along with some possible ways to deal with those difficulties.

A

**Problem:** Certain participants don't say anything, seem shy.

**Possible responses:** Try to draw out quiet participants, but don't put them on the spot. Make eye contact – it reminds them that you'd like to hear from them. Look for non-verbal cues to see if they want to speak. Frequently, people will feel more comfortable in later sessions of a study circle program and will begin to participate. When someone comes forward with a brief comment after staying in the background for most of the study circle, you can encourage him or her by conveying genuine interest and asking for more information. And it's always helpful to talk with people informally before and after the session.

B

**Problem:** An aggressive person dominates the discussion.

**Possible responses:** As the leader, it is your responsibility to restrain domineering participants. Once it becomes clear what this person is doing, you must intervene and set limits. Start by reminding him or her that you want to hear from all members of the study circle. Next, you might ask him or her not to talk until everyone else has had a chance to talk. Interrupt if necessary: "Charlie, we've heard from you, now let's hear what Barbara has to say." If a participant goes into a lengthy digression, you may have to interrupt: "Joan, we are wandering off the subject and I'd like to give others a chance to speak."

C

**Problem:** Lack of focus, not moving forward, participants wander off the topic.

**Possible responses:** Responding to this can be a hard call – after all, the discussion belongs to the group members. Yet it is the leader's job to help the group stay with the subject at hand. The leader must give some leeway to participants who want to explore closely-related topics. However, if only a few participants are carrying the discussion in a new direction, the others are likely to feel frustrated, resentful, and bored. The leader should try to refocus the discussion, perhaps by asking, "How does your point relate to \_\_\_\_\_?" or stating, "That's an interesting point, but I'd like for us to return to the central issue." If, on the other hand, most or all participants are more interested in pursuing a different topic than the one planned – perhaps one that has just become prominent in

current events – the leader should be sensitive to that and bring it to the group's attention in order to give them a chance to reconsider their goals.

D

**Problem:** Someone puts forth misinformation which you know to be false. Or, participants get hung up in a dispute about facts but no one present knows the answer.

**Possible responses:** Ask, "Has anyone heard of conflicting information?" If no one offers a correction, offer one yourself. And if no one knows the facts, and the point is not essential, put it aside and move on. If the point is central to the discussion, encourage members to look up the information before the next meeting. Remind the group that experts often disagree, and there may be no generally accepted answer.

E

**Problem:** Lack of interest, no excitement, no one wants to talk, only a few people participating.

**Possible responses:** This does not happen often in study circles, but it may occur if the leader talks too much or does not give participants enough time to respond after posing questions. People need time to think, reflect, and get ready to speak up. It may help to pose a question and go around the circle so that everyone has a chance to respond. Occasionally, you will have a group of people who are tired or who have had a bad day. Another possible reason for lack of excitement in the discussion may be that the group seems to be in agreement and isn't coming to grips with the tensions inherent in the issue. In this case, the leader's job is to try to bring other views into the discussion, especially if no one in the group holds them. "Do you know people who hold other views? What would they see as the strongest criticism of the views that you have expressed?"

F

**Problem:** Tension or open conflict in the group. Perhaps two participants lock horns and argue. Or, a participant gets angry, yells at another, or puts another person down.

**Possible responses:** If there is tension, address it directly. Remind participants that disagreement and conflict of ideas is what a study circle is all about. Explain that, for conflict to be productive, it must be focused on the issue: it is acceptable to challenge someone's ideas, but it is not acceptable to challenge them personally. *You must interrupt personal attacks, name calling, or put-downs as soon as they occur.* You will be better able to do so if you have established ground rules that disallow such behaviors and that encourage tolerance for all views. Don't hesitate to appeal to the group for help; if group members bought into the ground rules, they will support you.