

Hispanic Leaders Maintain

Affirmative Action Still Necessary

By Margarita Contin

Affirmative action has benefited African Americans and women much more than Hispanics, U.S. Latino leaders agree, but nearly all stress that if such programs are eliminated, Latinos will suffer.

Fifty-three of the 58 leaders responding to a March 13-14 Hispanic Link News Service survey said terminating affirmative action now would impair the Hispanic community's chances of gaining equal access to opportunity. Of them, 39 said it would hurt Latinos a lot, 14 said it would hurt Latinos somewhat, four said it would have no effect, and one said it would help them a lot.

Lydia Camarillo, executive director of the Southwest Voter Registration Education Project, summed up: "If you eliminate affirmative action, can you guarantee that communities will be adequately represented? I don't think so. I'm not sure that people would have the integrity and forthrightness to do it on their own."

All but one respondent picked women (29) or blacks (28) as affirmative action's greatest beneficiaries to date.

"Anybody who has followed affirmative action since the Civil Rights Act is aware that African Americans have been able to capitalize on it because people saw it as a black and white thing," Juan Andrade, executive director of the Midwest Northeast Voter Registration Education Project, said.

"It has just begun to turn in the way

that it would benefit more Hispanics, particularly in contract set-asides -- and when we finally make it work for us, they try to take it away."

Which of the three groups has gained the least so far?

One respondent said blacks, eight said women, and 49 said Latinos. There was sharp difference along gender lines. Six Latinas said women benefited the least; just two Latinos agreed.

Under the mantra of "reverse discrimination," the California Civil Rights Initiative has started a campaign to place a citizens' referendum eliminating affirmative action on the state's 1996 ballot. It has become a catalyst for nationwide debate, with similar proposals introduced in Congress and several states, including Texas.

Even the Clinton administration, a strong affirmation action advocate in the past, has announced plans to conduct an extensive review of 168 such federal programs. It hinted at a possible switch to granting preferences based on economic need rather than ethnicity or gender.

"It's outrageous that the Clinton administration is buckling to right-wing pressure," said Martín Sánchez, executive director of the National Lawyers Guild. He himself would not have been admitted into his law school had it not been for affirmative action, he said.

While four respondents felt that affirmative action has neither helped nor hindered Latinos, only one said its

elimination would have a positive effect.

"For many, it has been as much of a handicap as a means to success," maintained Tony Castro, managing editor of Eastern Group Publications in Los Angeles. "They don't know if their success is because they were qualified intellectually or because of their ethnicity, which causes a potential amount of damage to their psyche."

USA Today columnist Linda Chávez, director of the Washington, D.C.-based think tank, the Center for Equal Opportunity, who was not polled, told Hispanic Link: "The idea that these programs are helping the disadvantaged is a mistake."

She said she was "constantly running into students who say they have to deal with prejudice and discrimination in the classroom, but when you get down to it, it's that they can't make the A's and they're not prepared to do the work at the same level."

Others conceded that affirmative action has not been a cure in remedying past discrimination, but refused to negate the advances it has spurred.

"The Newt Gingriches of the world will say that it has lowered standards, but it helped me and most of my peers get into professional schools such as medicine and law," argued Margaret Hoyos, senior government relations specialist for the National Education Association. "It's not a panacea, but it has helped us."

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News Briefs

Minorities Lack Health Choices

Reuters reports that a survey conducted for the Commonwealth Fund found that racial and ethnic minorities are less likely to have health insurance than white Americans.

The survey found that 31 percent of minorities aged 18 to 64 lacked insurance, compared to 14 percent for whites. Minorities tend to work at service, retail, and small business jobs, which have fewer benefits.

Minorities also reported fewer choices about where they get their medical care and are less likely to get such preventive care as blood pressure tests or pap smears even when they do go to a doctor.

The gap applies to all minority groups -- 38 percent of Hispanic Americans, 26 percent of African Americans, and 23 percent of Asian Americans were uninsured.

Experts predicted that national trends toward more uninsured people, and likely cuts in Medicaid, Medicare and public health programs aimed at under served areas, would deepen the inequities.

AmeriCorps Slated for Cuts; Elimination

The Associated Press reports that AmeriCorps is slated for congressional budget cuts that would roll back, then eliminate the program. AmeriCorps brings young people from varied backgrounds together, working side by side in community service projects - helping public school teachers, providing recreational programs for senior citizens, and helping repair shelters and community centers.

Last week the House voted to slash \$416 million out of this year's \$575 million AmeriCorps funding, part of a \$17 billion budget cut. The Senate must approve the House-recommended cuts. President Clinton has pledged to veto them.

AmeriCorps was established to promote community service. AmeriCorps volunteers earn \$125 a week, plus \$4,725 for college or job training if they complete a nine-month tour of duty.

Members say the desire to make a difference - not money - was what compelled them to join. Federal funding for the program is given to individual states to distribute to local community service programs.

"Young people who believed in their country, young people who cared deeply about their communities now find their country reneging on a commitment for which they disrupted their lives," said James Joseph, chairman of the Corporation for National Service.

Bishops Win Concessions on Welfare

The Washington Post reports that the Republican conservative agenda ran up against the politics of abortion and the chairman of the House Rules Committee yielded to the objections of Catholic leaders on proposed welfare legislation, offering concessions on a key element of the bill.

The Republican leadership has been criticized by Roman Catholic bishops and others who said that provisions of welfare legislation that would deny aid to the children of unwed teenage mothers and children conceived while their mothers are on welfare would cause an increase in abortion.

Rules Committee Chairman Gerald B.H. Solomon (R-N.Y.) said he would recommend that amendments easing those provisions be offered on the floor. He was responding to a letter from Cardinal John O'Connor, archbishop of New York, urging the committee to remove the teenage mother provisions and revise the so-called family cap, which would be "very likely to increase pressures on women to have abortions."

Many provisions attacked by the bishops because they might lead to an increase in abortions have been criticized by Democrats because they "punish innocent children."

The White House criticized the bill, saying that it would "fail to reform welfare" and would "reduce federal funding in ways that would impair the health and nutrition of children."

Cisneros Plans to Overhaul HUD

The Associated Press reports that the Clinton administration presented its plan to overhaul and consolidate federal housing programs. The plan was developed to halt a \$7 billion budget cut this year and possible elimination of the Department of Housing and Urban Development.

The proposal by HUD Secretary Henry Cisneros cuts \$13 billion from the agency over five years, and converts its 60 main programs into three block grants - for public housing, community development and affordable housing. Administrative cuts, including the elimination of 4,400 HUD jobs, would save an additional \$800 million.

Cisneros' plan would provide vouchers that families can present directly to landlords. Congress is against vouchers, they want to give local governments more control over housing programs.

HUD says the proposed voucher plan would allow some residents "to graduate to assisted home ownership as their incomes rise and creates a powerful incentive for responsible behavior and progress toward economic self-sufficiency."

Elaine Jones, director-counsel of the NAACP Legal Defense and Education Fund, said poor people would benefit more from Cisneros' phased-in changes. A swift elimination of HUD, she said, would add misery to families that would be dropped from the rolls of other social service programs, such as school lunch and food stamps.

Vouchers are unpopular with some tenants who fear they will be frozen out of the housing market by landlords who would refuse to rent to people with vouchers or decide to cancel or change leases where vouchers are used.

Republican leaders in Congress Cisneros' plans do not go far enough toward fixing what's wrong in the Department of Housing and Urban Development.

"We've gone from a brief blueprint to one that still doesn't give us any answers," said Sen. Christopher Bond, R-Mo., chairman of the Senate Appropriations subcommittee that funds HUD.

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EL EDITOR

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Lubbock, Texas

Comentarios de Bidal

by Bidal Aguero

The Republican's Contract With America is now 78 day old and according to a commentary

in this weeks Editorial page, the proposed cuts are due to take away billion of dollars for benefits to children. The bill has already passed the house and is due for debate on Friday and Monday in the Senate.

The Children's Defense Fund is asking all of us to take a little time and phone or fax our senators to vote against the bill.

For us in Texas it would probably be a waste of time to call Gramm and Hutchinson but maybe we can make their lives a little bit hectic by all of us getting to a fax machine and making them wade through a stream of fax paper. Their fax numbers are 202-228-2856 for Phil and 224-0776 for Kay Bailey. Locally you can send your faxes to 806-743-7536 for Phil. Take a few minutes and send one.

Many times people that contribute to the welfare of our kids are overlooked. Here in Lubbock one person that help many many kids was Joseph Rosendo who recently died of a heart attack. Joseph who was good friend of mine worked for many years with the Lubbock Warriors in teaching them to box and stay off the street. He needs to be commended and his family needs to be consoled. Perhaps a fitting memorial would be to rename the Optimist Boys Club to the Joseph Rosendo Boy Club.

Perhaps this column will help to start a movement.

Dirigentes Hispanos Mantienen Que La Accion Afirmativa Es Necesaria

Por Margarita Contin

La acción afirmativa ha beneficiado a los afroamericanos y a las mujeres mucho más que a los hispanos, concuerdan los dirigentes latinos de los Estados Unidos, pero casi todos precisan que si los programas son eliminados, la comunidad latina sufrirá.

Cincuenta y tres de los 58 dirigentes latinos que respondieron a una encuesta de Hispanic Link News Service los días 13 y 14 de marzo dijeron que el eliminar la acción afirmativa ahora reduciría las posibilidades que tiene la comunidad hispana de obtener acceso equitativo a las oportunidades. De ellos,

-- 39 dijeron que perjudicaría mucho a los latinos

-- 14 dijeron que perjudicaría algo a los latinos

-- 4 dijeron que no tendría efecto

-- 1 dijo que ayudaría mucho Lydia Camarillo, directora ejecutiva del Proyecto del Suroeste para la Inscripción y la Enseñanza, rsumió: "Si se elimina a la acción afirmativa, ¿se puede garantizar que las comunidades estarán representadas adecuadamente? No lo creo así. No estoy segura de que la gente tendría la integridad y la franqueza para hacerlo por su cuenta".

Todos menos uno de los respondientes escogieron a las mujeres (29) o a los negros (28) como sus mayores beneficiarios.

"Cualquiera que haya seguido a la acción afirmativa desde la promulgación de la Ley de los Derechos Civiles está consciente de que los afroamericanos han podido capitalizar de ella porque la gente lo vió como algo entre negros y blancos", dijo Juan Andrade, director ejecutivo del Proyecto del Medio-Oeste y el Nordeste para la Inscripción y la Enseñanza de los Electores. "Sólo ha empezado a funcionar del modo que beneficiaría a más hispanos, especialmente en los contratos reservados -- y cuando por último lo hacemos que fun-

cione para nosotros, ellos tratan de quitárnoslo".

¿Qué grupo tuvo las menores ganancias?

Uno dijo que los negros, ocho dijeron que las mujeres y 49 dijeron que los latinos. Los respondientes difirieron agudamente a lo largo de las líneas genéricas sobre esta cuestión. Seis latinas dijeron que las mujeres fueron las menos beneficiadas; sólo dos latinos estuvieron de acuerdo con eso.

Bajo la mantra de la "discriminación a la inversa", la Iniciativa de California por los Derechos Civiles ha comenzado una campaña para situar en las boletas estatales de 1996 un referendo de ciudadanos que eliminaría a la acción afirmativa. Se ha convertido en un catalizador para el debate en escala nacional, con propuestas semejantes presentadas en el Congreso y en varios estados, incluyendo a Texas.

Hasta el gobierno de Clinton, que fué un defensor sólido de la acción afirmativa anteriormente, ha anunciado planes para efectuar una revisión extensa de 168 programas federales de esa clase. El mismo insinuó un cambio posible para otorgar preferencias basadas en la necesidad económica mejor que en la etnicidad o el género.

"Es indignante que el gobierno de Clinton esté doblegándose a la presión de la derecha", dijo Martín Sánchez, director ejecutivo del Gremio Nacional de Abogados. El comentó que él mismo no habría sido aceptado en su escuela de derecho de no haber sido por la acción afirmativa.

Mientras que cuatro respondientes sentían que la acción afirmativa no había ayudado ni retrasado a los latinos, sólo uno dijo que su eliminación tendría un efecto positivo.

"Para muchos, ha sido tanto una desventaja como un medio para el éxito", mantuvo Tony Castro, editor administrativo de Eastern Group Publications, de Los Angeles.

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Affirmative Action Opposition Builds On False Premises

By Cruz Reynoso

Affirmative action has been good for our country and good for Latinos, including Chicanos. Its aim is to provide opportunity to all our residents, not respective of gender, race or ethnicity. When it is successfully implemented, the result will be a more self-reliant, responsible and independent citizenry.

How can it be that a concept whose goal is progress and fairness has come under attack as being precisely the opposite?

Recently, some important politicians, from Sacramento to Washington, D.C., have joined the attack on affirmative action. This issue, the political writers promise, is the next "hot button" political debate. It will be, they write, emotional and divisive.

I recall growing up in California's Orange County and migrating "up north" to the Central Valley to pick fruit and labor in the fields. I had one Chicano teacher during all my grammar and high school years, and none in college or law school.

I met few Latino merchants, lawyers or other professionals. Latino public officials were unknown. I saw my discouraged fellow students leaving school in large numbers. What a difference it would have made to have seen Chicanos and other Latinos in all walks of life.

Affirmative action is meant to provide that difference -- to encourage excellence and diversity in education, success in the workplace, and entrepreneurship in the economic life of our country.

I have read the bills and proposed constitutional amendment introduced in the state legislature, and have heard its principal proponents, local and national, explain why they have raised and elevated affirmative action as a political issue. The proponents proceed on three false premises and on a moral judgment with which most U.S. citizens, I believe, disagree.

The first false premise is that today, in 1995, there is no discrimination against African Americans, Latinos, Asians, Native Americans and females. That is, that the civil rights legislation of the 1960s cured all discrimination.

The reality is to the contrary. Recently I met with the new chairman of the U.S. Equal Employment Opportunity Commission.

He observed that today his commission has a backlog of 100,000 cases. While not all will be found meritorious and others deal with age and disability, he observed that tens of thousands deal with race, ethnicity and gender.

I have served on the United States Commission on Civil Rights for 18 months. Our hearings in Los Angeles and New York, as well as the reports from each of the state advisory committees, confirm the reality that in 1995 race, ethnicity and gender matter.

The statutory and other protections have moved our country forward but are still very much in need.

The second false premise is that white or Anglo males have been unfairly discriminated against.

The reality is to the contrary. The civil rights legislation protects any person against discrimination on the basis of race or gender. If a person has been discriminated against because he is male or white or both, the law protects him.

Indeed, I noticed that the U.S. Justice Department recently filed an action against an employer who had apparently refused to hire white males. But the stark figures speak for themselves. Most professors, politicians, police officers, chief executive officers -- are white males.

The 1990 U.S. Census provides us a reality check: of all executive, managerial and professional occupations in manufacturing, for example, 77 percent are white males, 0.7 percent are Mexican American males, and 1.6 percent are African American males. Other industries show similar disparities.

The third false premise is that affirmative action was once justified but is no longer.

The reality is to the contrary. Our future depends on the success of our schools, colleges and universities. As Chancellor Charles Young of UCLA underscored, "We have a duty to produce not just well-educated professionals, but well-educated professionals who can serve diverse populations and succeed in a multicultural society." Scores in tests, while important, do not tell us everything about a student. Affirmative action has helped us provide the type of leadership this country needs.

The final point is the most difficult, for it is a moral judgment. I have heard the opponents of affirmative action say that even if the premises are false, there is one basic notion that still makes affirmative action unacceptable. Our government, they say, should never take gender, race or ethnicity into account in any of its policies for any reason.

My answer is straightforward. It has taken many, many generations to make all of us so conscious of race, ethnicity and gender that laws had to be passed to prohibit discrimination. Laws which prohibit discrimination are not enough to bring true fairness and equality. Government and the private sector must act affirmatively to seek fairness. We are not now, nor have we ever been, a society where all racial and ethnic groups have melted into one. Rather, we must learn to respect and profit from our differences.

No affirmative action plan sets quotas, nor do I consider such plans as a preference for members of one group over another.

Rather, a good affirmative action plan will seek out members of all groups. Only then can we have the type of education, workplace and business climate which will benefit all who call the United States of America home.

(Cruz Reynoso is vice chairman of the United States Commission on Civil Rights and a law professor at the University of California at Los Angeles.)

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Day 77 of the 100 day period of the Contract With America
 "If there is among you a poor man, one of your brethren, in any of your towns, in which the Lord your God gives you, you shall not harden your heart or shut your hand against your poor brother, but you shall open your hand to him, and lend him sufficient to his need, whatever it may be. Take heed lest there be a base thought in your heart." — Deuteronomy 15:7-9

A MESSAGE FROM THE CHILDREN'S DEFENSE FUND

SENATE RESCISSION BILL THREATENS BILLIONS IN CHILDREN'S PROGRAMS THIS WEEK!
 The full Senate Appropriations Committee will consider this Friday (March 24) legislation cutting billions of dollars from this fiscal year's funding in current programs for children and families -- THE FULL SENATE MAY CONSIDER THE BILL AS EARLY AS NEXT MONDAY, MARCH 27.

- The House bill, passed last week, rescinded \$17 billion in programs, including \$11 billion in programs affecting children and the disadvantaged. The House cuts included:
 - \$1.7 billion - Summer Jobs and Training - eliminating over 600,000 summer jobs this summer alone.
 - \$37.8 million - Community Schools/FACES - eliminating after-school and summer programs.
 - \$1.3 billion - LIHEAP - ending winter utility assistance to 6 million households, including 2.8 million households with children.
 - \$25 million - WIC - denying proper nutrition to 100,000 pregnant women, infants and children.

It makes no sense to cut critical programs for children and families. Senators need to hear from children's advocates NOW.

WE ASK THAT YOU MAKE FOUR CALLS:
 CALL YOUR TWO SENATORS, AND CALL SENATOR MARK HATFIELD (R-OR, 202/224-3753) AND SENATOR ARLEN SPECTER (R-PA, 202/224-4254) -- BOTH ARE KEY APPROPRIATIONS COMMITTEE MEMBERS WHO NEED TO HEAR FROM PEOPLE NATIONWIDE.

Phone and fax numbers all 100 Senators.
 THE MESSAGE: DON'T cut children's programs. While it's important to reduce the deficit, it makes no sense to cut children's programs. If the Congress is going to reduce spending, children's programs should be the last one's cut. Please oppose any efforts to cut children's programs in the Senate rescission bill.
 If you have any questions, or would like to do more to help, please contact John Aravosis at Children's Defense Fund, 202/662-3601.

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Affirmative Action Debate Doesn't Need Extremism

By Richard Estrada

The debate over affirmative action is now full blown. Its shrillness is explained by the very real possibility that the Republican revolution in Congress now has a fighting chance to roll back preferential policies.

Here in Texas, an African American state representative appeared at a news conference this month wearing Ku Klux Klan garb. He claimed to have found it in the closet of the white state senator who was informing reporters about his plan to end preferential policies for women and minorities. Though dramatic, such theatrics are also crude and rude.

African Americans, Hispanics and other minorities should keep in mind that engaging in ad hominem attacks represents a virtual admission that they cannot engage in a serious public policy debate on its own merits. In addition to being outrageous, such an approach is also counterproductive.

Dr. Martin Luther King's vision of America was that of a society that would someday judge people "on the content of their character, rather than the color of their skin." Ensuring equality of opportunity for everyone surely means combatting traditional discrimination by whites against minorities.

But it also means challenging discrimination against whites by minorities, or white-on-white discrimination undertaken either to appease minorities or to curry favor with them. Most Americans seem to feel that giving minorities a chance is one thing; but affirmatively preferring them over substantially better-qualified white applicants is another.

In the area of minority set-asides, we should consider the point of view of Texas businessman Jesse DeAnda, Jr. In a recent letter to The Dallas Morning News, he wrote:

"My firm doesn't talk about my heritage; instead we talk about our prices and our area of expertise. When we're good enough, we get the business -- where we're not, we don't." When it comes to set-asides, Mr. DeAnda believes they are passe. "In today's business world, with companies clawing to cut costs and government entities using competitive bid procedures, set-asides are unnecessary," he says.

And how about this important, but little noted, facet of the affirmative action debate? Professor Lawrence Fuchs of

Brandeis University has underscored the need for denying affirmative action benefits to recent immigrants. Affirmative action was initially implemented to redress historical injustices committed against minorities in this country.

Why should an immigrant whose personal history is in another country suddenly qualify for affirmative action in America, at the expense of Americans? Yes, this reform would affect millions of Hispanic and other immigrants, but it is both just and long

overdue. In refining our views on affirmative action, let us not forget important related issues. The rigorous enforcement of laws against discriminatory workplace practices, for example. In recent years, some Hispanic leaders have implied that workplace discrimination against Hispanics stems from the employer sanctions law of 1986. The degree of such discrimination is open to debate, but surely anti-Hispanic discrimination in employment existed long before then.

Minority businesses must also be prepared to have their own discriminatory practices challenged. Our largest cities are rife with examples of labor-market discrimination by certain newly arrived minorities against citizen minorities. Let us also consider the consequences of cutting affirmative action and welfare in a flooded labor market where anti-discrimination laws are not being rigorously enforced.

When it comes to helping women and minorities, we must find a middle ground

between de facto quotas masquerading as "diversity" and a laissez faire policy that lets the employer off the hook altogether. The die-hard supporters of affirmative action should be prepared to see some preferential policies perish. But their opponents should acknowledge that they are currently exaggerating the message of the election last November 8.

In other words, in seeking a fair deal for everybody, the American people are not so much reactionaries as they are raging moderates.

La Oposicion A La Accion Afirmativa Se Base En Principios Falsos

Por Cruz Reynoso

La acción afirmativa ha sido buena para nuestro país y para los latinos, incluyendo a los chicanos. Su meta es proporcionar oportunidad para todos nuestros residentes, sin perjuicio de su sexo, raza o etnicidad.

Cuando se lleve a la práctica con éxito, el resultado será una ciudadanía más confiable en ella misma, más responsable y más independiente.

¿Cómo puede ser que un concepto cuyos objetivos son el adelanto y la equidad, haya llegado a ser atacado como que es precisamente lo opuesto?

Recientemente, algunos políticos importantes, desde Sacramento hasta Washington, D.C., se han unido al ataque. Este asunto, según prometen los redactores de asuntos políticos, es el próximo debate político "caliente". Será, escriben ellos, emocional y divisivo.

Recuerdo haber crecido en el Condado de Orange, California, y haber emigrado "hacia el norte", al Valle Central, para trabajar en los campos. Tuve un solo maestro chicano durante todos mis años de escuela elemental y secundaria, y ninguno en la Universidad ni en la escuela de dere-

chos. Conocí a pocos comerciantes, abogados u otros profesionales latinos. Los funcionarios públicos latinos eran desconocidos. Ví que mis compañeros de estudios, desilusionados, se iban de la escuela en gran cantidad.

¿Qué diferencia habría significado el haber visto a los chicanos y otros latinos en todos los aspectos de la vida?

La acción afirmativa está destinada a suministrar esa diferencia -- a alentar a la excelencia y la diversidad en la enseñanza, al éxito en el centro de trabajo y al espíritu de empresa en la vida económica de nuestro país.

He leído los proyectos de ley y la enmienda constitucional propuestos en la legislatura de California, y he oído a sus proponentes principales, locales y nacionales, explicar por qué han elevado a la acción afirmativa a la categoría de asunto político. Ellos proceden sobre tres principios falsos y sobre un juicio moral con los que creo que la mayoría de los ciudadanos estadounidenses no estarán de acuerdo.

El primer principio falso es que se ha discriminado injustamente contra los varones blancos o anglo-americanos. La realidad es lo contrario. La legislación de los derechos

civiles protege a cualquier persona contra cualquier clase de discriminación basada en la raza o el género. Si una persona ha sido víctima de discriminación porque sea varón, o blanco, o ambos, la ley le protege. En verdad, advertí que el Departamento de Justicia de los Estados Unidos presentó una demanda recientemente contra un patrono que aparentemente se había negado a contratar a varones blancos. Pero las cifras rígidas hablan por ellas mismas -- la mayoría de las profesiones, los profesores, los políticos, los agentes de policía y los funcionarios ejecutivos principales son varones blancos.

El Censo de los Estados Unidos para 1990 nos proporciona una comprobación de la realidad: De todas las ocupaciones ejecutivas, empresariales y profesionales en la fabricación, por ejemplo, el 77% está ostentado por varones blancos; el 0.7% son varones mexicano-americanos y el 1.6% son varones afro-americanos. Otras industrias muestran desproporciones semejantes.

El tercer principio falso es que la acción afirmativa estuvo justificada una vez, pero ya no lo está. La realidad es lo

contrario. Nuestro futuro depende del éxito de nuestras escuelas primarias, secundarias, superiores y universitarias. Como lo subrayó el Canciller Young, de la Universidad de California en Los Angeles: "Tenemos la obligación de producir no sólo profesionales bien instruidos, sino profesionales bien instruidos que puedan prestar servicios a poblaciones diversas y tener éxito en una sociedad multicultural".

Los puntajes de los exámenes, aunque son importantes, no nos lo dicen todo acerca de un estudiante. La acción afirmativa nos ha ayudado a proporcionar la clase de dirigencia que necesita este país.

El punto final es el más difícil, porque es un juicio moral. He oído a opositores de la acción afirmativa decir que aún cuando los principios sean falsos, hay una noción básica que todavía hace que la acción afirmativa sea inaceptable. Nuestro gobierno, dicen ellos, nunca debería tomar en cuenta al género, la raza o la etnicidad en ninguno de sus cursos de acción, por ninguna razón.

Mi respuesta es directa. Se ha necesitado de muchísimas

El Debate De La Accion Afirmativa

Por Richard Estrada

El debate sobre la acción afirmativa se halla ahora en su apogeo.

Su agudez queda explicada por la posibilidad muy verdadera de que la revolución republicana del Congreso tiene ahora una oportunidad de combate para retrotraer los cursos de acción preferenciales.

Aquí en Texas, un representante estatal afro-americano compareció a una conferencia de prensa llevando la vestimenta del Ku Klux Klan. El alegó haberla encontrado en el ropero del senador blanco que estaba informando a los reporteros sobre su plan para poner fin a los cursos de acción preferencial para las mujeres y las minorías.

Aunque dramáticas, esas teatrales son también crudas y rudas.

Los afro-americanos, hispanos y otras minorías deben mantener presente que el dedicarse a los ataques personales representa un reconocimiento de que no pueden enfrascarse en un debate serio de los cursos de acción públicos sobre sus propios méritos. Además de ser indignante, tal enfoque es también contraproducente.

La visión del Dr. Martin Luther King sobre este país era la de una sociedad que algún día juzgaría a las personas "por el contenido de su carácter, antes que por el color de su piel". El asegurar la igualdad de oportunidades para todos significa de seguro el combatir a la discriminación tradicional de los blancos en contra de las minorías.

Pero también significa retar a la discriminación contra los blancos por parte de las minorías, o a la discriminación de blancos contra blancos emprendida, o bien para aplacar a las minorías o para granjearse su favor. La

mayoría de las personas de los Estados Unidos parece sentir que el dar una oportunidad a las minorías es una cosa; pero el que la acción afirmativa las prefiera por encima de solicitantes blancos considerablemente mejor capacitados es otra cosa.

En el campo de lo reservado para las minorías, deberíamos considerar el punto de vista del comerciante de Texas Jesse DeAnda Jr. En una carta reciente al "Dallas Morning News", él escribió:

"Mi firma no habla de mi herencia; en vez de eso, hablamos de nuestros precios y de nuestro campo de conocimiento. Cuando somos lo suficientemente buenos, conseguimos los negocios -- cuando no lo somos, no los conseguimos".

Cuando se trata de lo reservado para las minorías, el Sr. DeAnda cree que está en decadencia:

"En el mundo actual de los negocios, en que las compañías están arañando para rebajar los costos y las entidades gubernamentales usando procedimientos de pujas en competencia, las reservaciones son innecesarias".

¿Y qué hay de esta faceta importante, pero poco advertida, del debate sobre la acción afirmativa?

El Profesor Lawrence Fuchs, de la Universidad Brandeis, ha subrayado la necesidad de negar los beneficios de la acción afirmativa a los inmigrantes recientes. La acción afirmativa se puso en práctica inicialmente a fin de reparar las injusticias históricas cometidas en contra de las minorías en este país.

¿Por que debería un inmigrante, cuya historia personal está en otro país, calificar de pronto para la acción afirmativa en los Estados Unidos, a costa de las personas que han vivido aquí todas sus vidas?

Si, esta reforma afectaría a millones de hispanos y otros inmigrantes, pero es tanto justa como excesivamente atrasada.

Al refinar nuestros puntos de vista sobre la acción afirmativa, no olvidemos los asuntos afines importantes. El cumplimiento riguroso de las leyes contra las prácticas discriminatorias en los centros de trabajo, por ejemplo. En los años recientes, algunos dirigentes hispanos han inferido que la discriminación contra los hispanos en los centros de trabajo parte de la ley de sanciones contra los patronos de 1989.

El grado de tal discriminación está abierto a debate, pero de seguro que la discriminación en el empleo contra los hispanos existía mucho antes que entonces.

Los negocios minoritarios

deben estar preparados también para que se pongan en evidencia sus propias prácticas discriminatorias. Nuestras ciudades mayores abundan en ejemplos de discriminación en el mercado del trabajo por parte de ciertas minorías recién llegadas contra las personas minoritarias que son ciudadanos.

Consideremos también las consecuencias de rebajar la acción minoritaria y la asistencia económica pública en un mercado de trabajo inundado, en el que las leyes contra la discriminación no se hacen cumplir rigurosamente.

NECESITAMOS HALLAR UN TERRENO INTERMEDIO

Cuando se trata de ayudar a las mujeres y a las minorías, debemos encontrar un terreno

intermedio entre las cuotas de hecho disfrazadas de "diversidad" y una política de "dejar hacer" que proteja al patrono en un todo.

Los partidarios aferrados de la acción afirmativa deberían estar preparados a ver que algunos cursos de acción preferenciales perezcan. Pero sus opositores deberían reconocer que ellos están exagerando actualmente el mensaje de las elecciones del 8 de noviembre último.

En otras palabras, al procurar un trato equitativo para todos, las personas que viven y votan en este país no son tan reaccionarias como son moderadas enfurecidas.

(Richard Estrada es redactor editorial del "Dallas Morning News").

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Ellos hicieron notar que los latinos, los afro-americanos y las mujeres que son graduados universitarios ganan un promedio de \$10,000 anuales menos que los varones anglo-americanos con grados semejantes, pero concluyeron que "quizás haya llegado la hora de desarrollar un enfoque que combine las características de clase y las raciales/étnicas".

Contradijo Jerry Martínez, director de la Comisión de Washington sobre Asuntos Hispanos, que recientemente combatió a una propuesta legislativa para abolir los cursos de acción afirmativa de aquel estado: "La acción afirmativa nació como resultado de mucha discriminación rampante que existía en nuestra comunidad. Si se le elimina, se está en esencia destruyendo a la diversidad".

Joaquín Avila, abogado especializado en derechos electorales de San José, California, especuló que una revocación haría más difícil el que los latinos entraran a las instituciones de enseñanza y que los negocios pequeños pudieran adentrarse en los contratos gubernamentales.

Aconsejó él: "No podemos permitirnos el sólo lamentar la defunción de la acción afirmativa. Tenemos que ser muy agresivos al apoyar a las instituciones de nuestra propia comunidad que apoyan a las personas para entrar a las escuelas superiores y a los pequeños negocios".

(Margarita Contín informa para el semanario nacional Hispanic Link Weekly Report en Washington, DC.)

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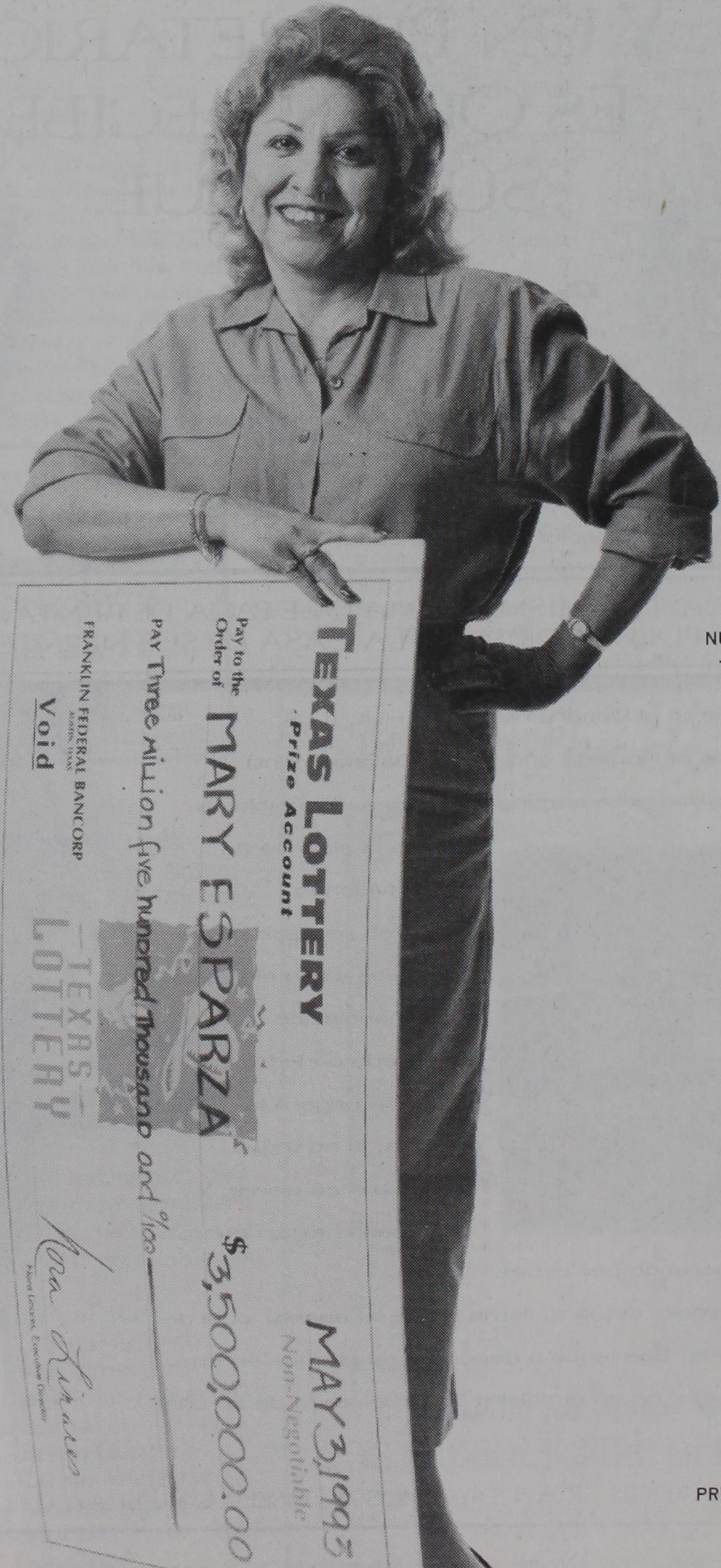
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The Search for You, Cesar Chavez

By Dick Meister

With California's new state holiday, César Chávez Day, coming up March 31, we'll be hearing many words of well-deserved praise for the late farm workers' leader.

But just as after his death in 1993, much of the praise will be hollow, self-serving and hypocritical or, at best, sincere but not backed by active support for the cause to which Chávez devoted his extraordinary life.

What's needed are not simply words honoring the man, but also deeds to raise the status of farm workers. They remain among our most important yet most exploited workers.

This is not to say that honoring Chávez the person is not important. It is very important.

As Arturo Rodríguez, his successor as president of the United Farm Workers union, noted, "At a time when so few Americans seem inclined to jeopardize their careers -- much less their lives -- on behalf of principle, the life of César Chávez stands out with even greater moral force."

President Clinton cited Chávez's standing as "an authentic hero to millions of people throughout the world" in posthumously awarding him the Presidential Medal of Freedom last fall. But like too many others who have similarly praised Chávez, he did not move to help the objects of the man's heroism.

We can expect no more from Clinton and most other politicians than lip service designed to curry favor with Hispanics and others.

Yet the need for action is

painfully obvious. Farm work is essential to all of us; it is hard, dirty and dangerous. Farm workers, many of them desperately poor immigrants from Mexico or Central America, are usually paid at or below the legal minimum wage and live in squalor.

They average a pitiful \$5,000 a year and have few of the fringe benefits and protections against health and safety hazards and arbitrary employer actions guaranteed other workers.

Hopes for bettering their lot rose in 1975 after pressures generated by the UFW's worldwide grape, lettuce and wine boycotts led to passage of the pioneering law requiring growers in California, the country's leading agricultural state, to bargain collectively with workers who vote for unionization.

The pay, benefits and working conditions of California's quarter-million farm workers improved substantially in the seven years after enactment of the law -- the Agricultural Labor Relations Act, or ALRA -- and there were moves to enact similar laws elsewhere. But the ALRA was virtually ignored after its chief sponsor, Democratic Gov. Jerry Brown, left office in 1983, to be succeeded by two anti-labor Republicans, George Deukmejian and incumbent Gov. Pete Wilson.

As a consequence, the UFW lost all but a handful of the hundreds of contracts it had won from California's fruit and vegetable growers. Its membership, once close to 100,000, fell to less than 10,000 and workers lost the higher



pay, benefits and protections unionization had brought them.

Raising funds to finance largely unsuccessful boycotts and political lobbying; merchandising T-shirts, posters, videos and other goods -- those became the UFW's main activities, conducted amid constant internal bickering over tactics.

But Chávez' death refocused the union on grass-roots organizing. Despite the lack of firm legal protection, the UFW has signed up 15,000 new members since then, won eight representation elections, negotiated a dozen new contracts and begun negotiations on contracts for more than 12,000 other workers on 37 farms.

The union has even convinced the state's Agricultural Labor Relations Board, which is charged with enforcing the ALRA, to take action against more than a dozen of the many growers who have refused to bargain with the UFW even though their employees voted for union representation.

That, however, is only a small part of what needs to be done. The union cannot do it alone. We must join in.

We must acknowledge the great importance of farm work and cease regarding those who perform it as inferior to non-agricultural workers whose tasks are not nearly as essential to our well-being.

We must guarantee them the same rights granted non-agricultural workers, the opportunity to collectively seek comparable financial returns, to have an effective voice in determining their conditions of employment, finally to escape poverty.

Nothing less will do if we are truly to honor César Chávez and his quest for social change and against social injustice. It's a quest, he reminded us, "that is never ended."

Dick Meister, a San Francisco writer, is co-author of "A Long Time Coming: The Struggle to Unionize America's Farm Workers" (Macmillan).

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News Briefs

Domestic Violence Grants to States

Reuters reports that President Clinton announced \$26 million in grants to states to fight violence against women. The grants were authorized under the Violence Against Women Act. The money was included in last year's crime bill.

Clinton said that "if children aren't safe in their homes, if college women aren't safe in their dorms, if mothers can't raise their children in safety, then the American dream will never be real."

Each state can receive up to \$426,000 to bolster law enforcement, prosecution and victims' services that address violence against women.

A White House fact sheet said violence against women is one of America's most serious crime problems. It said in the past decade the number of rapes has risen nearly three times as fast as the total crime rate.

Experts Say Welfare Reform Means Hungry Kids

Reuters reports that nutritionists, pediatricians and other child advocates said the welfare reform bill would dramatically cut the number of school breakfasts and lunches served to poor children.

American School Food Service Association (HN2911) President Vivian Pilant cautioned of "hungry children waiting outside the lunchroom while other children eat."

James Hughes, representing the American Academy of Pediatrics, said "undernourished children are susceptible to growth retardation, loss of muscle, hair loss, skin rashes, iron deficiency and a failure to thrive."

Other experts said national nutritional standards, which would be discarded in the bill, were needed to keep fast food franchises with lower standards out of schools.

Reuters reports that, Dan Glickman, President Clinton's choice for agriculture secretary, said that he would prefer to see food stamps remain an entitlement and not be turned into a block grant program. Food stamps have "done more to reduce hunger in America than anything else since the Second World War," he said.

House GOP May Scale Back Tax Cuts

The Associated Press reports that nearly half the Republicans in the House are calling for scaling back tax breaks intended for wealthier families.

The Republican tax bill approved last week in the House Ways and Means Committee, would permit families earning up to \$200,000 a year, a \$500 per child tax credit. Over 100 House Republicans are calling for a vote on lowering the cap to \$95,000.

The amendment would cover 85 percent of the families in America, however, it would also mean an additional \$12 to \$14 billion in savings for deficit reduction.

House aides and lawmakers said the Christian Coalition supports retaining the \$200,000 level. An aide said the inclusion of the \$200,000 cap in the original bill was a compromise worked out with those who favored no limitation.

Chief of Staff Leon Panetta said the proposed revision in the GOP plan doesn't go far enough. He said the proposed capital gains tax reduction favors tax breaks for corporations that would be reduction with harsh spending cuts.

The Republicans will bring the tax-cut measure to the floor at the same time as the spending cuts to pay for it.

The Dangers of Lead Exposure

Science Times in the New York Times reports that despite reductions in exposure, lead remains a danger to children.

Progress has been made in ridding the environment of lead and preventing lead poisoning in children. However, new studies suggest that despite the 1991 Federal plan to reduce to almost zero the amount of lead that can enter the bodies of unborn and young children, an estimated three million preschool-age American children still have more than 10 micrograms of lead in their bodies.

Dr. John Rosen, a specialist in the pediatric effects of lead at Albert Einstein School of Medicine in New York, says the highest prevalence of silent lead poisoning occurs in African-American children aged 1 to 5 who live in large cities and whose families have low incomes. One-third of these children have dangerous amounts of lead in their blood, while 17 percent of Hispanic American children and only 6 percent of white children living under similar circumstances have the same levels. The reasons for these differences are not known, but they could reflect genetic or environmental differences in how lead is absorbed and stored in the body, Dr. Rosen said.

"Leaded paint in residential housing continues to be the overwhelming source of lead poisoning in children, accounting for 99.9 percent of cases we see," Dr. Rosen said.

The Centers for Disease Control and Prevention in Atlanta estimated conservatively that above the costs of removing lead from children's homes, the nation would come out ahead by \$28 billion through the reduced need for medical care and special education and the increase in wages that typically accompanies a high I.Q.

The estimate did not include savings from a reduction in juvenile delinquency and, in adults, the costs of treating high blood pressure and heart disease, which can result from long-term exposure to low levels of lead.

LA GRAN DIFERENCIA ENTRE UNA PERSONA QUE RENTA Y UN PROPIETARIO ES QUIEN RECIBE SU CHEQUE.

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POR CASI LA MISMA SUMA QUE PAGA DE RENTA, USTED PUEDE COMPRAR LA CASA DE SUS SUEÑOS.

Actualmente el Departamento de HUD (U.S. Department of Housing and Urban Development) cuenta con una gran cantidad de casas disponibles a

precios al alcance de todos. Muchas requieren pagos iniciales muy bajos y son elegibles para financiación asegurada de FHA. HUD aún pagará la mayoría, si no todos, sus costos de cierre. Y estas casas están ahora mismo esperando por usted.

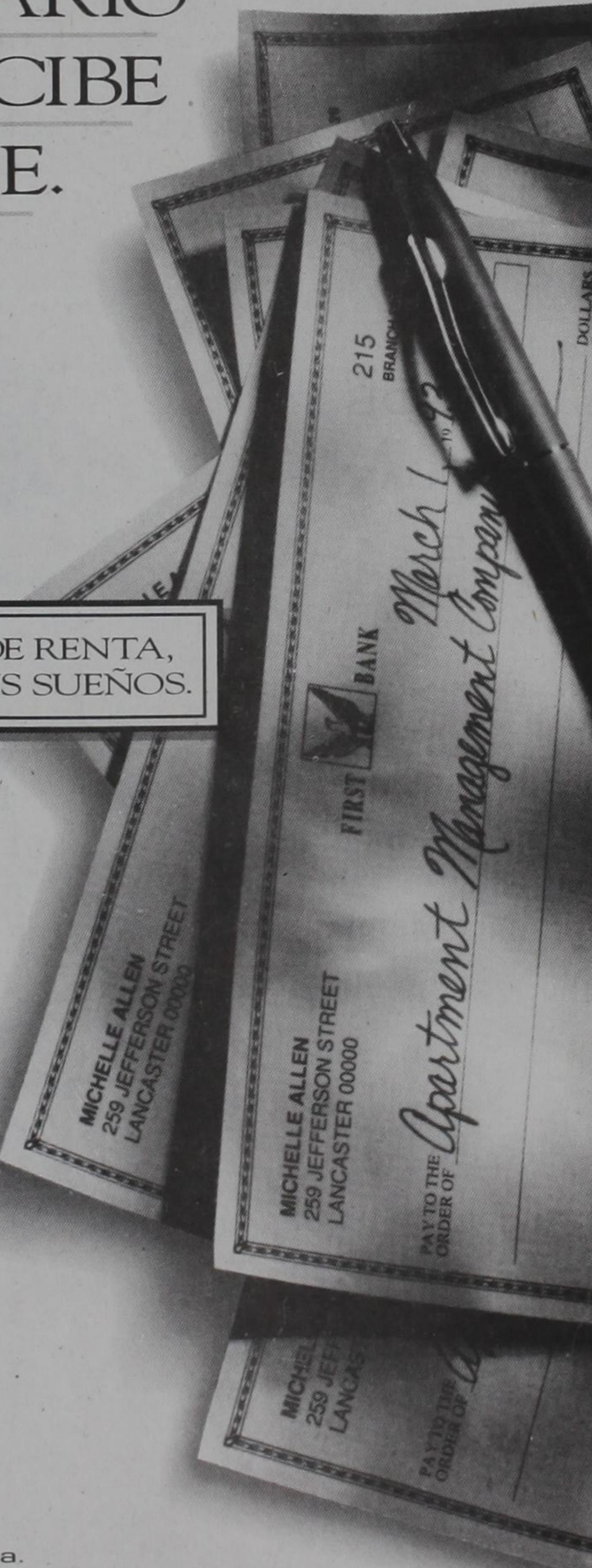
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Sports-Deportes

Holmes Says He Will Match Forman

By Richard Finn

EASTON, Pennsylvania, March 21 (Reuter) - Larry Holmes, having watched 46-year-old George Foreman win the heavyweight championship last year, knows he can do the same next month when he challenges World Boxing Council champion Oliver McCall.

"If Foreman can do it, so can I," Holmes said on Tuesday at his training camp for his April 8 bout in Las Vegas against McCall.

"I'm better than George, I've always been. I'm the last of the good fighters," said the 45-year-old Holmes.

Foreman had become champion with one hammer right hand last November, knocking out Michael Moorer to win the International Boxing Federation (IBF) and

World Boxing Association (WBA) crowns.

Holmes also believes he can deliver a similar knockout blow to become champion after a 10-year gap.

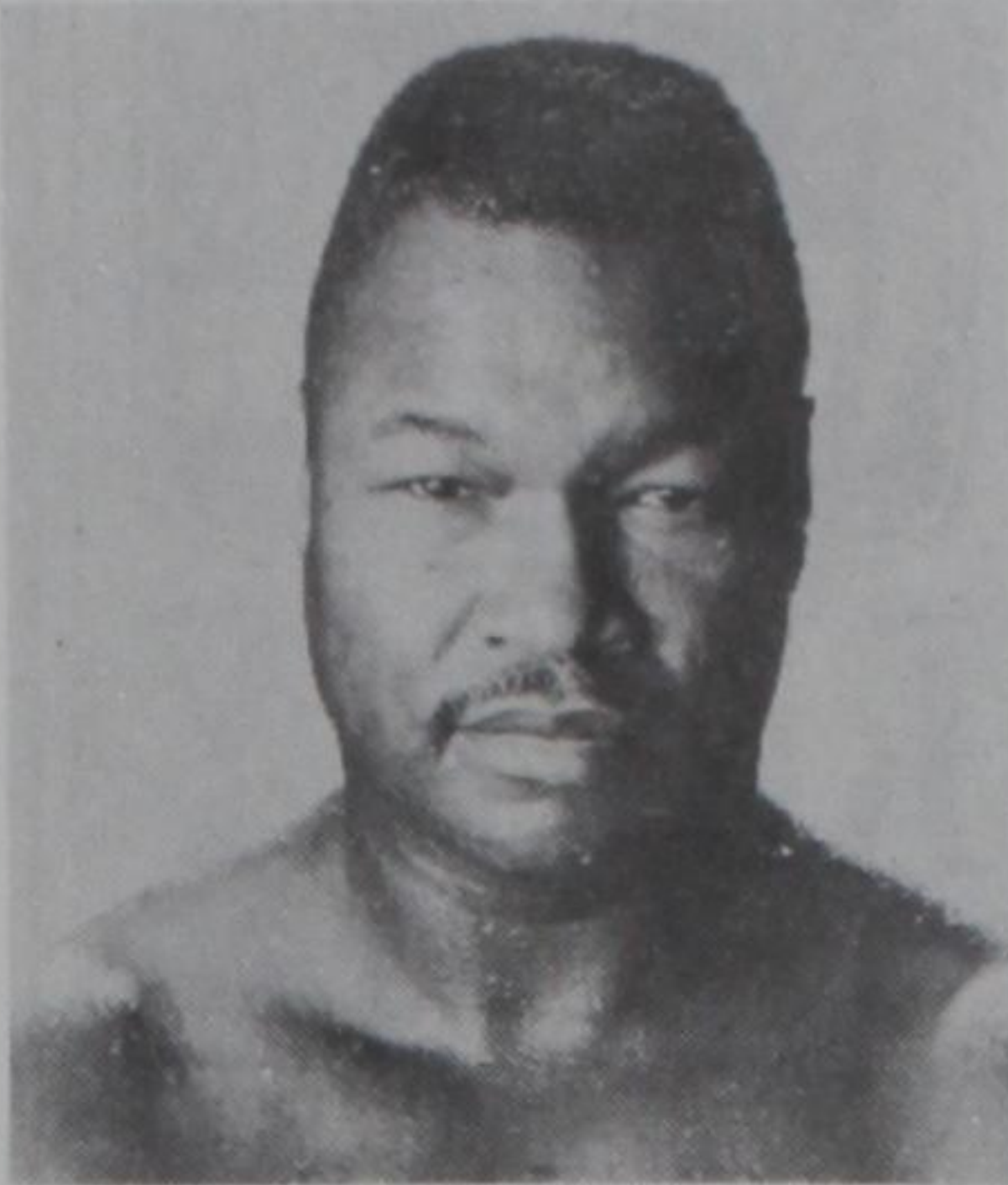
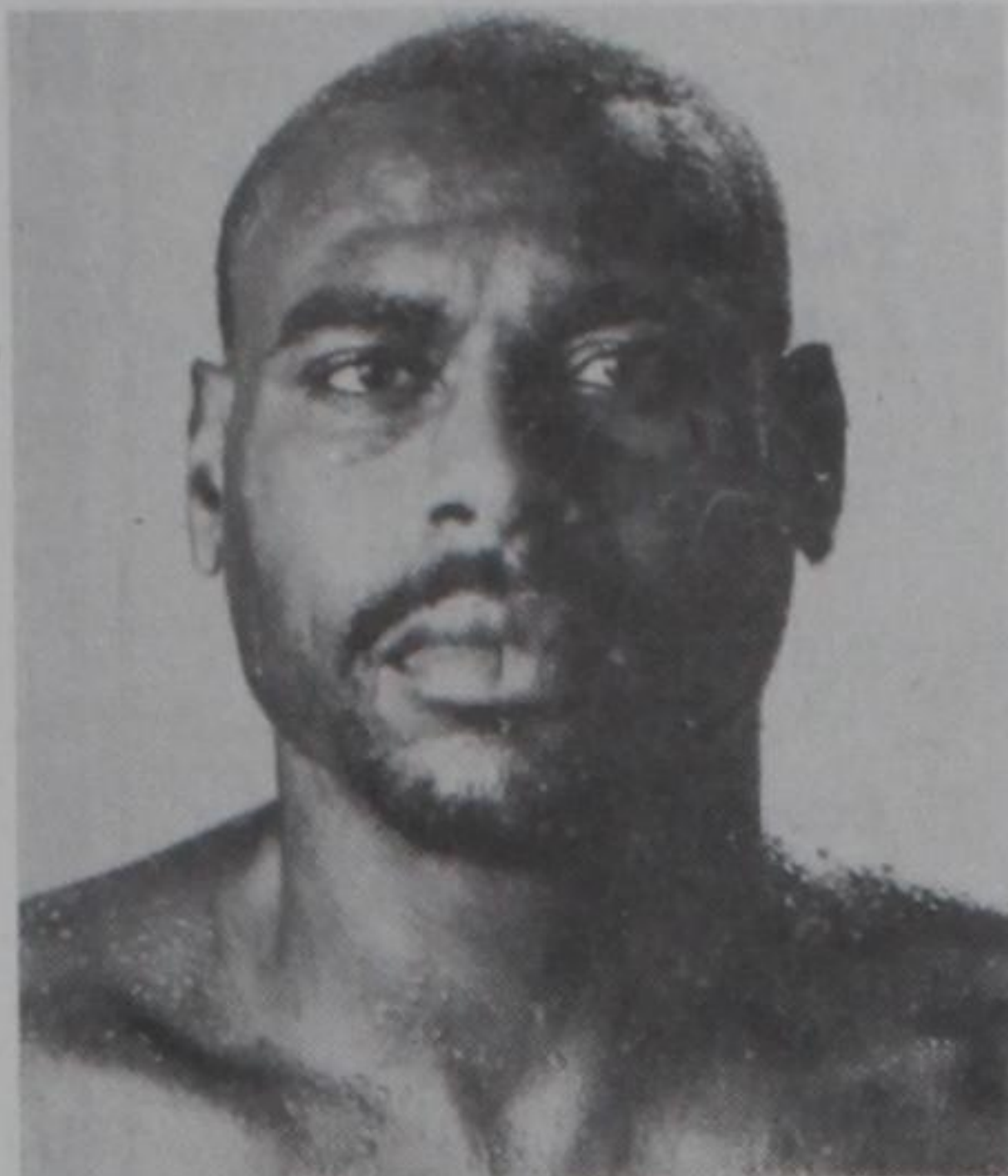
"If I throw these punches and put them in bunches, that's all she wrote," said Holmes, champion from 1978-85.

Holmes said he would like to unify the crowns with Foreman, who also fights German Axel Schulz next month.

"I'm sick and tired of hearing about this Oliver McCall," Holmes said. "He's going around saying he'll knock me out in four rounds."

"I got news for him and everyone else. I will be heavyweight champion of the world come April 8."

Holmes says his 19-year career is a strong weapon



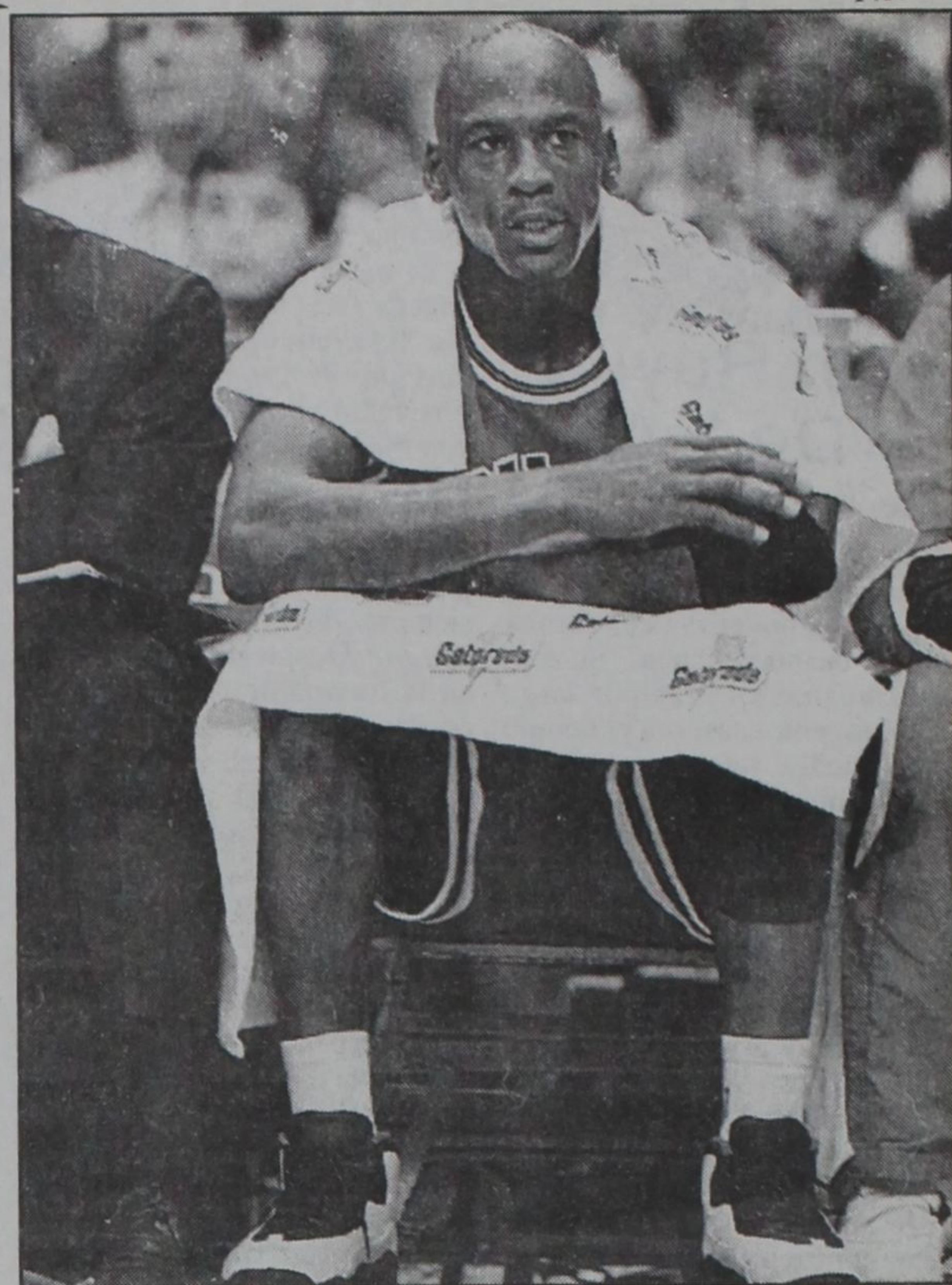
against the relatively inexperienced 29-year-old McCall, who will defend for the first time the title he won as an underdog by stopping Briton Lennox Lewis last September.

"He will try to scare me, but he can't," Holmes said of McCall, 25-2.

"There is nothing that I ha-

ven't experienced. I've been knocked down, I've faced that fighter and this fighter and there is nothing I haven't seen."

Holmes, 61-4, made 20 consecutive title defenses as champion, beating among others Muhammad Ali, Ken Norton and Leon Spinks.



Chicago Bull Michael Jordan cools his heels on the bench after picking up three quick fouls in the first half against Boston Wednesday night.

Has Tyson Gone to Renaissance Man?

NEW YORK (Reuter) - Mike Tyson is due to be paroled Saturday and if reports about his three years in prison are accurate he has become a scholar of the classics, found peace as a Muslim, expanded his expertise in the genetics of pigeons and sculpted a Mr. Universe body.

It would seem then, that prison may have been the best thing for him, giving the 28-

year-old former heavyweight champion of the world a chance to observe life from the slow lane, instead of seeing only blurred, distorted glimpses of the world as it whipped past him on his careening, rollercoaster ride through celebrityville.

But really, Homer? Mao Tse Tung? An Arnold Schwarzenegger clone?

"The guy is in awesome

shape. I'm telling you -- he is well-muscled, he's cut, he's rippling with muscles," insisted boxing promoter/manager Rock Newman last week after a recent visit to Tyson at the Indiana penitentiary where he has served three years of a six-year sentence for rape.

Of course, there is the question whether Newman is beginning the drum-roll for his ticket-selling hype of a bout he wants to stage between Tyson and Newman's fighter, former champion Riddick Bowe. Others, also perhaps with vested interests, have spread the image of a Tyson transformation from thug to Renaissance man.

Jay Bright, a long-time friend of Tyson's and a cornerman, has been trotting out that view for a long time.

"He reads a lot. We sent

him a lot of books," Bright said about a year into Tyson's prison life. "Some on Mao Tse Tung, different books on Indians, different Indian chiefs."

Bright says one of Tyson's biggest laments about prison life is that the former champion -- who once boasted that his goal in a fight was to punch his opponent's nose bone into his brain -- is not able to spend time with his beloved pigeons in the backyard of the house where he used to live in upstate New York.

Bright, who hired a caretaker for the fighter's birds, says Tyson "likes to see the results" of the mating.

"I've sent him, like, 3,000 pictures of his birds -- baby birds, birds flying and also pictures around the house," Bright said.

"He likes to see if you mate a Lahore bird and a Homer bird, you know, to see what the mixture came out, a Birmingham Roller with a Magpie and see what comes out. He likes all different kinds. He loves his birds."

Tyson also has become so enamored of Mao Tse Tung, Newman says that he has a tattoo of the likeness of the late Chinese leader -- in color, of course -- on one of his biceps.

On the other bicep are the words "Days of Grace" -- the

title of the late Arthur Ashe's book, an historical view of black athletes -- which has had a profound effect on the fighter, said Newman.

Tyson, who before prison had said he read mostly about only boxing, says he has broadened his literary horizons.

"I read a guy by the name of Homer, and he wrote about a guy, Achilles and Hector, and he wrote about that war," Tyson said in a television interview from prison.

"Even though it was so many years ahead of his time, it's been passed down, and he's told the story he says is, like, as if he was there. And I just like reading."

Tyson also occupied his time making telephone calls from prison.

"Just a couple of weeks ago he called collect to ask about (old-time) boxer Mickey Walker," said Bert Sugar, editor of Boxing Illustrated. "He also wanted to know all about who fixed the 1919 World Series. He's always been a boxing historian, and he's fascinated by gangsters."

At one point, prisoner #922335 had so many visitors that he dropped out of classes and failed a test for his high school equivalency certificate.

He attends classes from 8 a.m. to about 3 p.m. and then "we go to rec (recreation). And it's just very, I mean, mundane-type situation every day," Tyson says.

Before lights out around 11 p.m., Tyson says he finds time to run, both outside and in the gym. Before he began taking classes, one of Tyson's prison jobs was dispensing basketballs in the gym.

Getting risk-free food apparently has been a big con-

cern for Tyson since he was first imprisoned for raping a beauty pageant contestant in an Indianapolis hotel room in 1991.

Some people might raise the spectre of paranoia, but Tyson has been taking no chances on inmate-prepared food, opting instead to buy his meals, with an emphasis on canned tuna-fish, from the prison commissary, Bright said.

"You don't know who's cooking your food. You might have (a) Jeffrey Dahmer cooking your dinner," Bright said. "By the time the food is out on the table, somebody could have done whatever he wants to do in it."

Tyson, baptized a Christian not long before entering prison, said in a television interview that prison "put me in a situation to understand Islam, to become a Muslim, and be proud of becoming a Muslim."

Tyson, who was disciplined for threatening a guard shortly after entering prison, says the system "doesn't rehabilitate you, more so debilitates you."

And the people in prison, "come from hillbilly towns (and) don't have any televisions so they don't have any connection with someone of my caliber," the convicted rapist said. "If you want to see the dregs of society just come to prison and see the changing of the guards."

Tyson said in another interview "you never adjust to this. You never adjust. That's what it's designed to do ... prison is designed ... to have you adjust to being an animal"

"I mean this is a form of, if you could say, a circus, an animal-taming-like environment. And we have to adjust in order to survive."

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El Editor, Lubbock, TX, March 23, 1995



Un Rayito De Luz

por Sofia Martinez

Jesucristo quiere que "cremos siempre"...Pero, como haremos para poder concentrarnos mejor cuando cremos? Si, acaso, no puedes orar por largo tiempo, entonces, ora el tiempo que puedas, por ejemplo: unos cinco minutos, para comenzar, y le vas aumentando un minuto cada dia. A veces, lo mas dificil es dejar de hacer todo lo demas, pero, para esto se necesita "querer". No esperes tener alguna necesidad, o algun problema muy grande, o que tengas muchas ganas de ponerte a platicar con Dios, porque asi podrias pasarte toda la vida sin rezar.

Si guardas unos minutos cada dia, nomas para orar, en cuento se llegue ese momento, deja de hacer lo que estes haciendo y entregare a Dios como puedas: en espanol, o en ingles, o en cualquier otra lengua, o en silencio.

Si tu pensamiento se va de repente, por otro rumbo, y por eso dejas de orar pues, nadie puede apartarse completamente de las preocupaciones de este mundo, pero si te distress mucho, haz que en ese momento tu oracion sea "ofrecerte tu mismo, y ofrecer tus distracciones": En silencio dile a Dios que no hayas que decirle pero, en estos minutos, "aqui estoy en tu presencia"...Si Dios no te

deja tranquilo en algun momento, aceptalo, y veras que eso te dara una paz muy dulce. Reza calmadamente, No reces aprisa. Puede ser que tu oracion no sea como tu quisieras, pero es la mejor que puedes hacer. Acepta con humildad. No te preocupes, y siguele, muy pronto vas a ver los buenos resultados, y vas a orar con mucho gusto y mucho mas tiempo.

El demonio es nuestro enemigo, y no quiere que oremos, pero Dios quiere escucharnos siempre. Tu no te creas del enemigo. Despierta. No caigas en la trampa de no orar. Necesitamos orar, y orar simple. Las distracciones, y el no saber que decirle a Dios, son muy normales...En ese caso dile a Dios: Padre, aqui estoy. Y quedate calladito...

Tambien Jesucristo tuvo, algunas veces, dificultades en su oracion. Tal vez en el Desierto y en el Huerto de los Olivos. Con esto nos ensena que las distracciones en la oracion no van en contra de la santidad. Tu vas a orar mejor cuando no hagas caso de tus propios sentimientos y te dediques mas a estar agradecido con Dios, sin importarte como estas orando. Pero, estas orando...

De veras es muy facil orar, lo vas a comprobar cuando logras la tranquilidad. No hagas caso del ruido del mundo, nomas unete a Dios en el fondo de tu ser. Necesitamos tres cosas para vivir una vida santa: Unirnos a Dios. Preocuparnos de los demas. Y, ser humildes.

Se usa mas energia pensando que "Dios es amor", en vez de criticarte a ti mismo, y conseguiras que tu oracion sea mas alegre y tu seras mas feliz. (Luc. 21, 33. Marcis 1,35).

LA OPOSICION A LA ACCION AFIRMATIVA

They noted that Latinos, African Americans and women college graduates still earn an average of \$10,000 less annually than Anglo males with similar degrees, but conceded: "Perhaps the time has come to develop an approach that combines class and racial/ethnic characteristics."

Countered Jerry Martinez, director of the Washington State Commission on Hispanic Affairs, which recently battled against a legislative proposal to abolish that state's affirmative action policies, "Affirmative action was born as a result of a lot of rampant discrimination that existed in our community. If you eliminate it, you are in essence, destroying diversity."

Joaquin Avila, a voting rights attorney in San Jose, Calif., speculated that a repeal would make it more difficult for Latinos to get into educational institutions and for small businesses to get a foothold into government contracting.

DIRIGENTES HISPANOS generaciones para nacer que todos seamos tan conscientes de la raza, la etnicidad y el genero como para que hubiera que promulgar leyes que prohibieran la discriminacion. Las leyes que prohiben la discriminacion no son suficientes para producir equidad e igualdad verdaderas. El gobierno y el sector privado deben actuar afirmativamente para procurar la equidad. No somos ahora, ni hemos sido nunca, una sociedad en la que todos los grupos raciales y etnicos se hayan mezclado para formar uno solo.

Antes bien, debemos aprender a respetar y a aprovecharnos de nuestras diferencias.

Ninguna accion afirmativa fija cuotas; ni yo considero que esos planes sean una preferencia para los miembros de un grupo sobre otro. Antes bien, un buen plan de accion afirmativa procurara a miembros de todos los grupos. Solo entonces podemos tener la clase de ensenanza, de centros de trabajo y de clima para los negocios que beneficie a todos los que llamamos a los Estados Unidos de Norteamerica nuestra casa.

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9 Hole Low Ball
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Legal Notice

IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS
COUNTY DEPARTMENT, CHANCERY DIVISION

In re General Mills Oats Cereal
Consumer Litigation

No. 94 CH 06208
Consolidated With
No. 94 CH 06244

Judge Lester D. Foreman

NOTICE OF PENDENCY OF CLASS ACTION, PROPOSED SETTLEMENT AND SETTLEMENT HEARING

TO: ALL PERSONS IN THE UNITED STATES WHO PURCHASED ANY OAT-BASED CEREAL PRODUCTS MANUFACTURED BY GENERAL MILLS, INC. FROM MAY 1, 1993 TO JULY 29, 1994.

This Notice Contains Important Information That May Affect Your Rights. Please Read It Carefully.

Description of the Class Action and Court Proceedings. This lawsuit, filed by the plaintiffs on behalf of themselves and all other purchaser class members defined below, claims that General Mills, Inc. ("General Mills") and Fumicon, Inc. ("Fumicon") violated state laws in connection with the distribution and marketing of oat-based breakfast cereals containing undisclosed trace levels of chlorpyrifos-ethyl ("CPE"). Plaintiffs allege that the use of CPE on stored oats and in the manufacture of oat-based cereal products constituted a consumer fraud, deceptive practice, negligence, a warranty breach and contract breach. This is a summary of the claims and the settlement and is not intended to be all-inclusive. The claims against Fumicon have been dismissed without prejudice. The claims and factual allegations are fully set forth in the Consolidated and Amended Class Action Complaint filed on August 8, 1994, which, along with other papers filed in this action, may be reviewed during business hours at the offices of the Clerk of Court, Circuit Court of Cook County, Illinois, County Department, Chancery Division, Richard J. Daley Center, 50 W. Washington Street, Chicago, IL 60602.

Denial of Liability. General Mills vigorously denies plaintiffs' allegations and has repeatedly asserted and continues to assert that it has followed all applicable laws, rules and regulations, and expressly denies any wrongdoing or liability arising out of the conduct alleged in this action.

Class Definition. The Class consists of: All persons in the United States who purchased any oat-based cereal products ("Cereal Products") manufactured by General Mills, Inc. from CPE-treated oats during the period from May 1, 1993 to July 29, 1994, including Cheerios, Honey Nut Cheerios, Apple Cinnamon Cheerios, Multi-Grain Cheerios, Lucky Charms, Kix, Berry Berry Kix, Oatmeal Crisp with Raisins, Oatmeal Crisp with Apples, Oatmeal Crisp with Almonds, Trix, Kaboom, Booberry, Frankenberry, Body Buddies, and Reese's Peanut Butter Puffs. Excluded from the class are any claims for physiological harm.

The Proposed Settlement. General Mills will cause to be distributed in newspapers throughout the United States certificates which may be exchanged for free Cereal Products. Each certificate shall entitle the bearer to receive from General Mills (i) one coupon for one free box of Cereal Product upon submission to General Mills of one certificate and one UPC symbol from a box of Cereal Product; (ii) one coupon(s) for a total of two free boxes of Cereal Products upon submission to General Mills of one certificate and UPC symbols from three boxes of Cereal Products; and (iii) one coupon(s) for a total of three free boxes of Cereal Products upon submission to General Mills of one certificate and UPC symbols from five boxes of Cereal Products. The coupons shall not be usable with other discounts or coupons. General Mills shall ensure that the retail value of the free Cereal Products distributed shall equal at least \$10 million. General Mills also shall send a full cash refund or an adjustment of equal value to members of the class who submit to General Mills, prior to the 180th day following the day on which final judgment of dismissal has been entered and remains final with no further appeal or review possible, cereal box tops from the previously designated brands only which have a "Better If Used By" date of 18 FEB 95 or earlier (e.g. 18 FEB 95 is the code for February 18, 1995) showing that the cereal may have been made from CPE-treated oats. Members of the class should indicate the purchase price of each cereal box top(s) submitted and their complete mailing address on a 8 1/2" x 11" piece of paper. If no purchase price is indicated, an adjustment of equal value will be issued for each qualifying box top. Additional qualifying terms are: one refund opportunity per family or address; allow 8 weeks for shipment of the refund check or adjustment of equal value; refund requests must be submitted no later than November 17, 1995. Fraudulent requests could result in prosecution under federal mail fraud statutes. All refund requests must be mailed to General Mills, Inc., P.O. Box 5134, Minneapolis, MN 55460-5134. Class members may call 1-800-245-5789 to verify whether their purchase is entitled to a refund. General Mills shall pay for all costs and expense of giving notice of the settlement to the Class and all costs and expense of administration of the settlement and processing of claims including the printing, distribution and collection of the coupons and, subject to Court approval attorneys' fees and reimbursement of costs and expenses to plaintiffs' counsel, not to exceed \$1.75 million, plus interest.

If the settlement is finally approved by the Court, all Class members who do not "opt out" of the settlement (by following the steps detailed below) will be bound by all order and judgments of the Court affecting the Class, whether favorable or not.

The proposed settlement is a compromise of disputed claims and is not to be taken as an indication of liability or that damages have been or would be found against General Mills. This Notice should not be construed as an admission of liability of any kind by General Mills. Nor should this Notice be understood as an expression of any opinion by the Court as to the merits of any claims or defenses. The preceding is a summary only of the proposed settlement and is not intended to be all-inclusive.

Settlement Hearing. The hearing on whether the proposed settlement should be finally approved, and on plaintiffs' counsel's application for attorneys' fees, costs and expenses, will be held on May 22, 1995 at 2:00 pm in the courtroom of the Honorable Lester D. Foreman, located at the Richard J. Daley Center, 50 W. Washington Street, Chicago, IL 60602.

Procedure to be Excluded from the Class. Any Class member will be bound by the settlement as finally approved unless he or she timely requests exclusion from the Class. Any Class member who requests exclusion will not be bound by the settlement and will retain whatever rights, if any, he or she may have against General Mills, including the right to proceed individually against General Mills at his or her own expense.

If you want to request exclusion from the Class, you must do so by timely mailing a written request for exclusion to: Plaintiff Counsel (see Comments Regarding The Proposed Settlement for Plaintiff counsels' addresses). To be effective, such request must be received on or before May 1, 1995.

Comments Regarding the Proposed Settlement. On or before May 1, 1995, any comments or objections regarding the settlement or application for attorneys' fees, costs and expenses must be in writing and received together with notice of such person's intention to appear by the Clerk of the Court, Circuit Court of Cook County, Illinois, County Department, Chancery Division, Richard J. Daley Center, 50 W. Washington Street, Chicago, IL 60602, and mailed to plaintiffs' counsel: (i) David J. Bershad, MILBERG WEISS BERSHAD HYNES & LERACH, One Pennsylvania Plaza, New York, NY 10119; (ii) Clinton A. Krislov, KRISLOV & ASSOCIATES, LTD., 222 N. LaSalle, Suite 810, Chicago, IL 60601; (iii) Michael B. Hyman, MUCH SHELIST FREED DENENBERG & AMENT, P.C., 200 N. LaSalle Street, Suite 2100, Chicago, IL 60601-1095; (iv) Allyn Z. Lite, GOLDSTEIN TILL & LITE, 744 Broad Street, Suite 800, Newark, NJ 07102-3803; and General Mills' counsel: (v) Kevin T. Martin, SWANSON, MARTIN & BELL, One IBM Plaza, Suite 2900, Chicago, IL 60611; and (vi) James A. Johnson, SEMMES, BOWEN & SEMMES, 250 W. Pratt Street, Baltimore, MD 21201.

Do not contact the Clerk's office or the Court for further information. Any questions may be addressed to any of the plaintiffs' counsel at the above-listed addresses.

Dated: March 22, 1995