

Lighting The Road To The Future

New Orleans

# Data

News Weekly

"The People's Paper"



**Crystal Magnolia Annual Halloween Costume Party**

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November 9 - November 15, 2019 54th Year Volume 28 [www.ladatanews.com](http://www.ladatanews.com)

A Data News Weekly Exclusive

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# Moving Towards a Greener New Orleans

*New Orleans pushes for 100% Renewable Energy by 2040*



**Darrien Smith**  
Data News Weekly Contributor

The implementation of renewable energy sources in homes and businesses was the second largest growing industry in America in 2019. This year, Louisiana also ranked number five in the country for pollution

through emissions from the burning of fossil fuels, according to the U.S. Energy Information Administration. Only Texas, California, Florida and Pennsylvania ranked higher for total state carbon dioxide emissions coming from residential, commercial, industrial and transportation sources. Renewable energy advocates say they want New Orleans residents to know how

they can contribute to reducing the state’s carbon footprint, which impacts climate change, of which the City of New Orleans remains most vulnerable.

“Right now, for the first time, we can generate electricity to Louisiana and around the world, in a way that doesn’t produce pollution and does not harm children and families, and that’s tremendous,” said Attorney

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### DATA NEWS WEEKLY

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Please call 504-309-9913 for subscription information or to obtain a back issue of the paper ONLY.  
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Cover Story, Continued from page 2.



"Right now, for the first time, we can generate electricity to Louisiana and around the world, in a way that doesn't produce pollution and does not harm children and families, and that's tremendous," said Attorney Monique Harden, the Assistant Director of Law and Policy and the Community Engagement Program Manager for the Deep South Center for Environmental Justice.

Monique Harden, the Assistant Director of Law and Policy and the Community Engagement Program Manager for the Deep South Center for Environmental Justice.

On March 28, 2019, the New Orleans City Council's utility, cable, telecommunications, and technology committee proposed a solution to the problem of the city's emissions levels. The idea was to establish rules and standards for the City of New Orleans under a Renewable Portfolio Standard Resolution that the city must be held accountable to. It would also require all new power sources to come from renewable energy. The city would become the first in the Gulf South to set such standards.

"New Orleans is on the frontline of climate change and it requires urgent action," said New Orleans City Councilmember Helena Moreno in a statement. Moreno chaired the utilities committee that introduced the RPS. "Through collaborative action with our partners in the public and private sectors and an assertive policy direction like an RPS, we know that New Orleans can extinguish its reliance on carbon-intensive generation."

The Deep South Center along with Audubon Louisiana and the Energy Future New Orleans Coalition kicked off a campaign to educate residents about the effort to shift the city to renewable sources by 2040. The city's proposal and other plans were presented by the Deep South Center and its partners to residents in the city on Sept. 18th at the Broadmoor Arts and Wellness Center and on Sept. 23rd at the Norman Mayer Public Library in Gentilly.

The Energy Future New Orleans Coalition announced the plan of slowly cutting the usage of fossil fuels in New Orleans and installing



"New Orleans is on the frontline of climate change and it requires urgent action," said New Orleans City Councilmember Helena Moreno in a statement. Moreno chaired the utilities committee that introduced the RPS (Renewable Portfolio Standard)

solar, wind, and electrically powered devices to meet the needs of the standard of living for traditional homes, as well as businesses and government buildings. Hence, the group set the 2040 date for the public-private coalition to at least hit this margin.

The Renewable Energy Coalition discussed how highly polluted areas of New Orleans also happen to be around low-income housing and areas with majority African Ameri-

can residents. Bringing awareness to this issue gave residents more insight on how they are most impacted, organizers said.

"I think that we will have to move to renewable energy... It's inevitable, doing it earlier is better for a number of reasons, as well as allowing one of the most polluted cities like New Orleans, to actually set an example. It's kinda cool," said Angie Torres, a Field Organizer with Audubon Louisiana.



Cancer Alley is an area along the Mississippi River between Baton Rouge and New Orleans, in the River Parishes of Louisiana, which contains numerous industrial plants. Locations in this area with clusters of cancer patients have been covered by the news media, leading to the "Cancer Alley" moniker.

New Orleans is number two in the nation for the cost of utilities paid by low-income households. Analysis conducted on the proposed cost statement of the Energy Coalition Proposal brought residents to the attention that energy bills will become cheaper with renewable changes and could also bring in a new job for renewable installation, maintenance, and services.

"I think it's getting harder and harder to ignore the effects that cli-

mate change is having on the planet, for example the frequency of tropical storms. I as well think that money talks, so the fact that Renewable Energy Technology is getting cheaper, is very helpful," Torres said to address what it would take for residents and not just the private sector to adopt a renewable approach and to start thinking about how humans impact their environment.

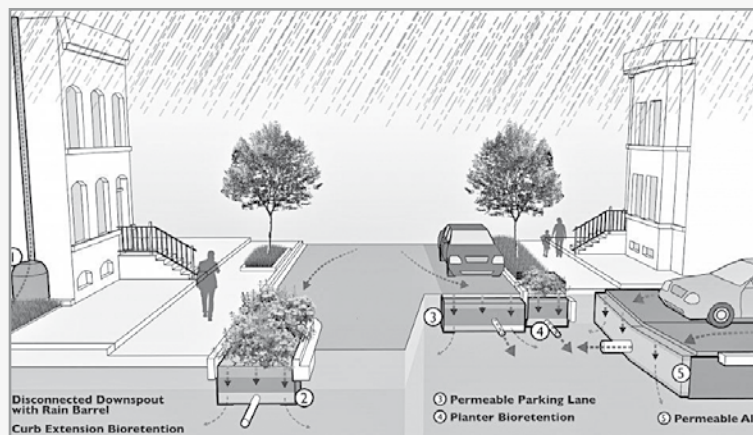
## African Americans Behind on Environmental Issues

**Muhammad Yungai**  
Data News Weekly  
Contributor

How many people reading this know what "green infrastructure" is? What about "LID"? How about "FOG"? MS4? BMP? LEED? Are you lost? Yes! This is exactly my point. Although everything I listed are acronyms, they are common to the industry that I previously worked in.

And these terms are becoming part of the common lexicon. They are a part of the much larger concern about "saving the planet". Of course, there is considerable hyperbole in the idea of "saving the planet" as we may have passed the point of no return in terms of toxic pollutants. This is not to mention that there are still powerful world leaders out there who are foolish enough to conduct wars. If a nuclear conflagration ever breaks out, we can kiss the earth goodbye.

Meanwhile, though, on a micro level, we can attempt to keep our environment as clean and healthy as possible. Unfortunately, there



is not enough interest in these types of things in our community. It's a sad fact that someone visiting almost any city or town can identify many of our African American communities by the amount of litter there.

We are disproportionately poor and are disproportionately renters in many urban communities, which of course, impacts the quality of life. Homeowners and more prosperous communities have more of a stake in keeping their communities viable. Yet, none of this excuse the fact that in too many cases, we treat the streets

butlers and maids who will come along and clean up after us when just the reverse is true.

Our neighborhoods are the least likely to have the Sanitation Department pick up litter and clean the streets. Much of our lack of concern has to do with more immediate, pressing issues like avoiding shootings, making the rent and the everyday grind of a job, childcare or some other responsibility. But let's be real. We've all seen people walk right past a garbage can and throw something on the ground. Or even worse, at least in my eyes; throw trash right out of a moving car window.

Let's admit it. Much of this lack of concern is also just slovenliness and sheer laziness. Some of us won't bother to bend over and pick up litter from in front of the house.

Of course, there are many other life or death issues deserving discussion, such as nuclear vs. renewable energy. I hope to address some of these and other issues affecting the environment and African Americans in my four-part series.



**Environmental Racism is a big problem in African-American communities that need to be addressed to ensure the safety of its citizens.**

as giant garbage cans or treat our neighborhoods as if we have



# City and State Leaders Sign a Five-Year Extension in Contract with Essence Fest

E. Benjamin  
Data News Weekly  
Contributor

At City Hall leaders from across the City and State were on hand to announce a five-year extension in the contract between Essence Fest, the City of New Orleans and the State of Louisiana.

New Orleans Mayor LaToya Cantrell spoke at press conference remarking on the Fest and being part of history as the first Female Mayor of the City.

"It really is an honor and privilege to be Mayor of the City of New Orleans. And you know we made history with electing the first female mayor of the city. And of course, embarking upon 25 years of Essence; it's always been a part of me as a woman and as an African American woman, some-



L-R New Orleans Mayor LaToya Cantrell, Louisiana Governor John Bel Edwards and Essence Communications President Michelle Ebanks at the signing of a five-year extension that keeps Essence Fest in New Orleans.

The Governor also praised how Black Women Leaders are important voices helping grow Louisiana's economy. Additionally, he spoke of how in a state as diverse as Louisiana is a great asset.

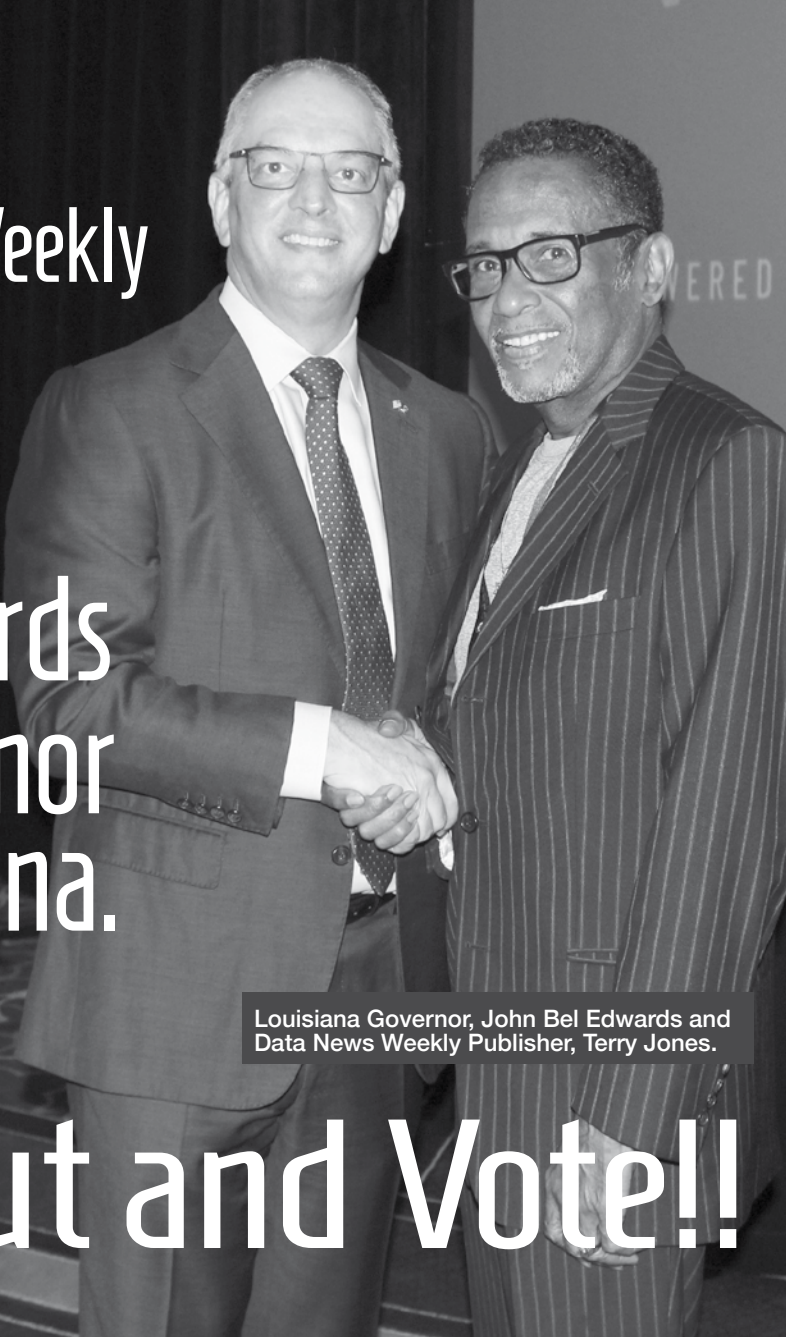
"Our Progress as a state would not be possible without the African American leaders in my administration, in our legislature and in the communities all across the great State of Louisiana. And leaders like my partner, Mayor LaToya Cantrell who is certainly taking the City of New Orleans to the next level."

"You know, I believe diversity is one of Louisiana's greatest strengths and I am proud to serve a state with so many rich beautiful cultures."

President of Essence Communication Michelle Ebanks says that because of the leadership of Mayor Cantrell and her team there will be more community engagement as well as a focus on local entrepreneurs feeling some of the economic impact that Essence Fest brings to New Orleans.

"You have helped chart a new course for this Festival. We now will go deeper into the community, to drive further economic impact for entrepreneurs. We know that the Essence Festival creates economic activity," she says as Essence wants some of those dollars getting into the hands of more local businesses and people who live in New Orleans.

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for Governor  
of Louisiana.



Louisiana Governor, John Bel Edwards and Data News Weekly Publisher, Terry Jones.

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thing to be proud of."

Also, on hand was Governor John Bel Edwards, who is seeking re-election. He gave remarks on the impact of Essence Fest over its quarter of a century existence.

"It is great to be here at the announcement of the extension of the partnership between the State of Louisiana, the City of New Orleans and Essence. This is a 25-year partnership and one that we believe will continue for at least another 25 years."





# Community Book Center Sponsors Event featuring Best Selling Author Ta-Nehisi Coates

Data News Weekly Staff  
Edited Report  
Photos by Eric Waters

Community Book Center (CBC), sponsored an intimate book club event featuring bestselling Author Ta-Nehisi Coates on Wednesday, October 30, 2019.

This gathering was hosted by Beverly McKenna and was held at LeMuseum de f. p. c. on Esplanade Ave. The book club discussion was moderated by local Writer Maurice Carlos Ruffin, author of *We Cast a Shadow*.

Mr. Coates was in New Orleans as part of a national tour to promote his latest book and debut novel, *The "Water Dancer."* During the Q&A Ta-Nehisi shared some of his inspirations and motivations as a writer. Throughout the discussion,



Author Ta-Nehisi Coates and Beverly McKenna.

participants shared the impact the story had on them and the influence his work has had on young readers and audiences.


Although a story about slavery *"The Water Dancer"* has a different focus.

This slave narrative chose to highlight the value of the Black family through its characters and plot. However, he draws attention to how this sacred institution was destroyed during slavery; and furthermore, how the effects continue to plague its descendants and the Black family today. Following the discussion Ta-Nehisi autographed copies of the book for attendees.



Copies of *"The Water Dancer"* and his other books are available at Community Book Center @ 2523 Bayou Road, New Orleans, LA.




Author Ta-Nehisi Coates is on a national tour to promote his latest book and debut novel, *The "Water Dancer."* During the Q&A Ta-Nehisi shared some of his inspirations and motivations as a writer.



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Website



# Crystal Magnolia Annual Halloween Costume Party

Photos by Michael McClain

Owned by Nekitha and Jerome Johnson, Crystal Magnolia Country Club, located in New Orleans East is known as the place where grown folks go to have a good time.

This year they held their Annual Costume Party, where people came out in costume to party and have fun. DJ Captain Charles, kept the dance floor packed and Singer Gina Brown rocked the crowd as she always does with a great performance.

The MC for the event was Oliver Thomas. And what is a Halloween Party without a costume contest? It was a great night for all.



Crystal Magnolia Country Club Owners Nekitha and Jerome Johnson.



Visit [www.ladatanews.com](http://www.ladatanews.com) for more photos from these events



# Hunny Pot Live Halloween Party

## Dionne "Diva" Character Entertainment Columnist

Partygoers came out in full Halloween garb to celebrate with Hunnypot Live at The Mint LA for its Annual Halloween Costume Party on Monday, October 21st, hosted by Hot Tub Johnnie, who has given Los Angeles 19 years of spinning on and off stage. One of LA's favorite DJ's who has proven to be very influential in the world of entertainment, we can count on Johnnie and his crew to get the party started every other Monday Night of the week, bringing us a lineup of new artists who are making noise in and out of Los Angeles.

Tonight, New Orleans was in the building with my fam, Jordan Character a/k/a J. Character Music, who after releasing his hit song "Ariel" on iHeart Radio in Atlanta, GA, during the A3C Festival, is taking his career to the West Coast.

Character is a part of the new generation where artists are now earning college degrees while pursuing their dreams in music. He graduated Magna Cum Laude earning a degree in International Studies/Chinese. His career as a rapper took off after performing his music in Chengdu while pursuing a modeling career in Shanghai. Character's music has proven to be diverse with collaborations

with artists from China, London, and Africa. Breaking language barriers, Character is intertwining English and Chinese in his lyrics, creating his own sound like those from New Orleans seldom do, setting themselves apart when it comes to music. Tonight's line up also featured: Munii Mu who collaborated with Character, Binx, and Bonavega.

Seems the front-door has been left wide open for this new generation of music, as New Orleans artists are on the rise, taking their home-grown Southern roots to the spotlight introducing the birthplace of Jazz and Funk to more genres such as Bounce, Rap, and Soul. With recognition from BMI and BET, the City of New Orleans embraces it's culture of music featuring 5thWard Weebie, Dee 1, Big Freedia who are changing our sound on a global level, bringing us closer to the bright lights of Hollywood-CA with collaborations with big names like Beyonce' and Drake proving that we bring that Gumbo to all platforms and stages when it comes to music.

For more on J. Character Music visit Instagram: @JCharacterMusic or www.jcharacter.com. Check out Hot Tub Johnnie on Instagram: @Hunnypotlive.

Dionne Character can be reached on Instagram: @Dionnecharacter or characterinhollywood@gmail.com.



Jordan Character A-K-A J Character Music, rocking the mic and representing New Orleans at The Mint L.A.



Entertainment Writer Dionne "Diva" Character (middle) and the Mint staff.

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## To Be Equal #42

# Automation Threatens the Future of Black Workers in America



**Marc Morial**  
President and CEO  
National Urban League

“Black America’s collective response to emerging technology will determine whether it is an opportunity – or an existential threat” – George H. Lambert, Jr., President, and CEO, Greater Washington Urban League

NEW YORK - A new report about the future of work in the United States casts a somber outlook about the effects of artificial intelligence on African-American employment – particularly for African-American men.

According to a recent headline: Artificial intelligence is slated to disrupt 4.5 million jobs for African Americans, who have a 10% greater likelihood of automation-based job loss than other workers.

The report, titled “The Future

of Work in Black America,” was produced by the management consulting company McKinsey & Company.

African American men are over-represented in the jobs most likely to be lost, such as food services, retail workers, office support, and factory workers.

Many fast-food restaurants, for example, have implemented self-serve kiosks, reducing the need for workers at the counter. McDonald’s has even acquired an artificial intelligence company focused on speech recognition which could displace workers on the drive-through lines.

African American men also are under-represented in the jobs least likely to be lost to artificial intelligence. These include educators, health professionals, legal professionals and agricultural workers.

According to the report, “Only half of the top ten occupations that African Americans typically hold pay above the federal poverty guidelines for a family of four (\$25,750), and all ten of those occupations fall below the median salary for a US worker (\$52,000)

(Exhibit 2). Many of these occupations are among the top 15 occupations most at risk of automation-based displacement and are also projected to affect young African American workers without a college degree.”

Geography plays a role, too. African Americans are underrepresented in the areas of the country where job growth is predicted to be the highest: places like Seattle, Washington; Sarasota, Florida, or South Bend, Indiana.

“Distressed Americana showed negative net job growth from 2007 to 2017 and is projected to show negative job growth through 2030,” according to the report. “African Americans in these distressed areas may disproportionately feel the negative effects of impending economic and technological changes, see fewer new opportunities, and face additional challenges in transitioning to the economy of the future.”

The National Urban League addressed these concerns in our State of Black America® report, “Powering the Digital Revolution,” shining a spotlight on African Americans’ underrepresentation in the kind of

jobs that are least likely to be displaced by artificial intelligence. We calculated a Digital Inclusion Index – a variation on our traditional Equality Index™ that measures the relative economic and social status of Black Americans as compared to whites. We found a Digital Inclusion Index of 74.1 percent, with 100 representing true equality between Black and white Americans.

African Americans are far less likely than whites to be employed in social media and technology companies – less than 5% of the workforce, vs. more than 50% for whites. Less than 6% of total Black employment in 2017 was in the tech industry, vs. 8.5% for whites.

Black families continue to remain less likely than white families to have dedicated internet access at home, yet African Americans are the second-largest multicultural group, after Asian Americans, for mobile device ownership, with 91% owning smartphones. Black millennials are influential, leading users of mobile technology and platforms, and voracious consumers and creators of digital content, but lag be-

hind in tech employment.

The McKinsey report included recommendations to avert a crisis, including:

- More economic investments into high-skilled jobs in cities and markets where blacks are currently overrepresented can directly pave a path of job stability.
- Mobility of black workers into new geographical markets with higher projected job growth.
- Focused initiatives by university/collegiate education to recruit and retain black students
- Financial investment into Historically Black Colleges and Universities (HBCUs)
- Employer investment in re-skilling programs and training courses can meaningfully help offset skill gaps among under-represented groups.

These recommendations reflect the long-standing positions of the Urban League Movement. Elected officials, business and community leaders, and educational institutions must be mindful of the risk to the African American workforce and work together to ensure that the job opportunities of the future are available to everyone.

## #PutsHousingFirst and Lower Utility Bills



**Andreanecia Morris**  
Executive Director,  
HousingNOLA

Entergy New Orleans is undergoing its rate case this year. This is an important opportunity for the City Council and stakeholders to have a say in how much electricity costs in the city, and how Entergy recovers those costs. At the City Council Utility Committee Meeting on Wednesday, October 30th the committee voted to recommend to the full council a lower Return on Equity (ROE) for Entergy and limit the amount of money they could

make. This will be decided at the November 7th City Council meeting and Entergy has asked the full council to disregard the committee recommendation and allow for a higher ROE.

According to a study comparing green initiatives across all US states, Louisiana had the highest energy consumption per Capita in the US. We must continue to incentivize energy efficiency through programs like Energy Smart, which met 162% of its energy savings goals for multi-family buildings and to reduce our energy-burdened and demand for excess energy. Higher minimum bills make it harder for customers to save money on their bills through energy efficiency, as larger fixed bills disincentivize efficiency and self-generation.

Citizens are working with advocacy organizations like the Deep South Center for Environmental

Justice and the Alliance for Affordable Energy to do the kind of research necessary to educate elected officials and community members on real and viable alternatives. We are in an Affordable Housing Crisis and utility bills are a large part of the equation.

As of 2015, half of the low-income families in New Orleans spend 9.8% or more of their income on energy bills, and a quarter of them spend 18.9%. The national average of income spent on energy bills is 2.3%. Additionally, the HousingNOLA Report Card was released in September and the City of New Orleans received a “D.” We live in a majority renter city with 63% of our renters being cost-burdened due to housing costs, and not only that, affordable housing opportunities were during the past year.

It is also imperative that the City Council keep the approval of cost-recovery of the New Orleans

East Gas Plant separate from this rate case. While the gas plant is currently under construction, it is still technical in litigation and Judge Griffin ruled in favor of the plaintiff on the open meetings lawsuit and that the paid actors undermined last year’s approval process. The people of New Orleans overwhelmingly disapprove of the gas plant and should not be expected to pay for it. Residents pay bills based on 1) a minimum bill and 2) volumetric kWh usage. With more investments in housing and energy efficiency, there’s less demand and need for peaking power plants. Documents prepared by Entergy show that, after the rate is decided, Entergy plans to charge customers nearly \$700 million for the gas plant it is building in New Orleans East. Entergy does not explain why it did not disclose the nearly \$700 million cost when it sought Council ap-

proval for the gas plant. In the application to the City Council, Entergy claimed the gas plant would cost \$210 million. At \$210 million or \$700 million, this plant is not something that the residents of New Orleans can afford.

With increasing property taxes, burdensome water bills, and high insurance rates, the council must #PutHousingFirst, act to lower electricity bills and not include a hidden rate hike through the gas plant. The City Council should be taking the next step and developing a Renewable and Resilience Portfolio standard for the City of New Orleans. New Orleans must do more than elevate homes and build more infrastructure, we have to do our part to address climate change. Reaching 100% renewable energy by the year 2040 is not only a laudable goal—it’s a necessity for New Orleans to survive.



# U.S. Census Bureau is Hiring

## NNPA Newswire

It's time for that once-every-10-years job opportunity! If you are looking to earn extra income for your household, you may want to consider becoming a U.S. Census worker. To prepare for the 2020 Census, the U.S. Census Bureau is hiring thousands of recruits to work temporary jobs across the nation.

Working for the census will allow you to help out your community and earn money at the same time. The U.S. Census helps determine each state's representation in Congress, how funds are spent for schools, hospitals, and roads, and provides information to guide many decisions made by government agencies, private businesses, and institutions.

Jobs within the census vary from working in the field canvassing, updating maps, doing follow-up interviews with citizens in your community, or working in an office as a clerk doing administrative tasks or office operation supervisor who oversees the field staff.

The Census is recruiting now



due to the process of getting future employees through training and other screening processes. The majority of these

jobs begin on April 1, 2020, and end in December of 2020.

To be able to work for the census you must:

- Be 18 years old
- Have a valid Social Security number
- Be U.S. Citizen
- Complete an application and answer assessment questions
- Register with the Selective Service System
- Pass a Census-performed criminal background check
- Commit to completing training
- Be available to work flexible hours

Many older Americans take on Census jobs after formal retirement from a full-time career.

But if you already have a job, you can still work for the Census. Your current job cannot clash with the hours you work for the Census or create any conflicts of interest. If you're a veteran who served on active duty in the U.S. military, you may be eligible for veterans' preference.

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# Tiger Woods Ties PGA Record for Most Wins

**Stacy M. Brown**  
NNPA Newswire Senior  
Correspondent

Tiger Woods' fantastic year continued in Japan, where he set another record.

The 43-year-old captured the Zozo Championship in Japan with a dominating wire-to-wire victory and tying Hall of Famer Sam Snead for the most career PGA Tour wins with 83.

Woods also became just the 5th player to win a major championship plus an additional PGA Tour event in the same calendar year at age 43 or older.

Woods shot -19 under par to claim a three-stroke victory over Japanese favorite, Hideki Matsuyama on Monday, Oct. 28.

His record-tying victory was no easy feat.

Woods and the rest of the field had to endure rain and wind throughout the week, forcing golfers to play 29 holes on Sunday.



Tiger Woods also became just the 5th player to win a major championship plus an additional PGA Tour event in the same calendar year at age 43 or older.

The Zozo Championships didn't conclude until early Monday, but Woods, who has endured multiple

back and knee surgeries, never let up. "Five days at the top of the board is a long time, man," Woods told re-

porters after his stunning victory. "It was definitely stressful."

In May, after an 11-year drought,

Woods finally won his 15th major championship. He came back from a 2-shot deficit to defeat frontrunners Dustin Johnson, Brooks Koepka, and Xander Schauffele to win the Masters.

In Japan, Woods made 27 birdies and finished among the leaders in fairways and greens hit and putts made per green in regulation.

"This was big. Hideki made it tight," Woods told a CBS Sports reporter. "It was a lot closer than what people probably thought. Hideki did what he needed to do to put heat on me. It came down to the last hole."

Commentators for CBS Sports, which broadcast the tournament, stated that the match wasn't "Woods simply getting hot with the flat stick for a week, it was a legit win against a loaded field that will undoubtedly result in Woods picking himself for the President's Cup team at the beginning of next month."

Woods is serving as captain of the team this year.

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# Mitch Landrieu launches E Pluribus Unum with release of Report on Race and Class in the American South

*The Honorable Bill Clinton, Congressman John Lewis  
Among Members of National Advisory Council*

Data News Weekly Staff  
Edited Report

NEW ORLEANS - Today, former New Orleans Mayor Mitch Landrieu officially launched the E Pluribus Unum Initiative with the release of its first report, *Divided by Design: Findings from the American South*. The findings on how residents of the American South experience issues of race and class in their communities follow nearly a year-long qualitative and quantitative research phase in which the E Pluribus Unum Team traveled to 28 communities across 13 states. The team met with over 800 people in one-on-one interviews, small groups, and random-sample focus groups to learn how southerners are impacted by race, equity, economic opportunity, and violence. E Pluribus Unum also commissioned a 1,800-person survey conducted earlier this month on attitudes on race and class across the 13-state region.

*Divided by Design: Findings from the American South* provides an unparalleled look at the lived experiences in the region and identifies 15 key insights, which will be used to build a more inclusive South.

"Bringing people together to find common ground requires listening, learning, and having tough, honest conversations," said Mitch Landrieu. "For the past year, the E Pluribus Unum Team has been on the road, listening and learning. It was clear that barriers were put up purposefully and that we remain divided along racial and class lines by design. Though we found that tremendous, unaddressed challenges remain in most Southern communities, I also have hope because there was a sense of strength, pride and resolve that shone through in nearly every place we visited."

Incubated at Emerson Collective and led by Landrieu, E Pluribus Unum is an initiative created to fulfill America's promise of justice and opportunity for all by breaking down the barriers that divide us by race and class.

Landrieu added, "I founded E Pluribus Unum, to help find common ground and seek new solutions. We can only fulfill America's



Former New Orleans Mayor Mitch Landrieu officially launched the E Pluribus Unum Initiative with the release of its first report, *Divided by Design*.



Education and inequality go hand-in-hand.



Honest and fact-based conversations about the depth of the challenges presented by racism and classism seldom take place and rarely lead to action.

promise of justice and opportunity for all if we break down the barriers that divide us. This report is the culmination of our first year and provides us a roadmap for tackling the vestiges of Jim Crow that are still

impacting our shared lives, making a case for creating an inclusive, new South. Through this work, we will ultimately prove our American motto, E Pluribus Unum, 'out of many, one' and we are better for it"

## KEY INSIGHTS

- Many White people lack an understanding of the scale of racism in America, including our racial history and how it still permeates today's institutions.
- Education and inequality go hand-in-hand.
- We continue to lead deeply segregated lives.
- The legacies of the Confederacy and Jim Crow are still widely felt by residents in the South, but the degree to which there is a contemporary impact is not agreed upon.
- Political leadership and media have power, and some are setting a permissive tone for racist behavior and reinforcing stereotypes.
- Communities of color, low-income individuals, and those living in the margins have seldom been in control of telling their own stories.
- Honest and fact-based conversations about the depth of the challenges presented by racism and classism seldom take place and rarely lead to action.
- Rapid population growth, changing economies, and shifting demographics in some thriving Southern cities have reinforced stark racial and economic divisions between people — exacerbating long-standing issues related to inequality of opportunity, tension between groups, and distrust of local government and institutions.
- People want financial security, but the barriers to accessing good work look different in every city. It is often the unfair influence of the "who-you-know" economy, and the numerous effects of racial discrimination and exclusion in the workplace that diminish access to true economic opportunity.
- Many attribute poverty to laziness or individual failings and decry those who receive government assistance, rather than asking why or taking to task the systems that perpetuate and benefit from poverty.

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