



1-31-78

# ACTION UPDATE

## President's ACTION Budget for FY 1979 Submitted

President Carter today requested \$226.1 million for ACTION to operate its domestic and international volunteer programs in fiscal year 1979. This represents an increase of \$18.8 million over the FY 1978 budget.

Sam Brown, director of ACTION, said the increased budget was requested to improve the quality of service to ACTION's major full-time volunteer programs. The programs are the Peace Corps, with an increase of \$7.5 million, and VISTA, with an increase of \$11.7 million.

The Peace Corps is expected to field 6,122 volunteers overseas in FY 1979, an increase of 88 volunteers over FY 1978. The 44 percent increase in the VISTA budget will expand the number of volunteers by 1,165 for a total of 5,725 in FY 1979.

A sum of \$131.0 million has been requested to operate domestic programs including VISTA and the Older Americans Volunteer Programs. In FY 1978 the appropriated level is expected to be \$119.7 million. This amount includes a \$1.4 million supplemental request for the VISTA program and a \$1.0 million supplemental request for the effects of the October, 1977 pay raise. Among the increases is a request of \$3.8 million for funding of the study of a National Youth Service program.

Slight increases are projected for the Foster Grandparent Program and the Senior Companion Program. Decreases in funding for the University Year for ACTION Program of \$4.9 million and the Retired Senior Volunteer Program of \$4.7 million are anticipated.

The Peace Corps would receive \$95.1 million in FY 1979 under the President's request. In FY 1978 the appropriated level including anticipated supplementals will be \$87.6 million. The increase is in spending for Peace Corps training. As a result, training would be extended for two weeks and additional specialized skill training would be provided to improve the quality of service performed by volunteers.

A new office of Voluntary Citizen Participation, which includes several programs previously funded as Special Volunteer Programs in the domestic and international appropriations, is planned for an increase in funding of \$3.0 million. The Office of Voluntary Citizen Participation will be ACTION's effort to substantially enlarge activities within the private voluntary sector.

ACTION has adopted a Basic Human Needs planning and programming strategy for FY 1979 and beyond. This

will permit the agency to focus on the nature, and extent of volunteer services provided to those most in need, both at home and abroad.

This Basic Human Needs approach is designed to show how ACTION's volunteer services programs together can and do help people and the communities in which they live. Eight human needs areas have been established. They are: Health and Nutrition, Food and Water, Knowledge and Skills, Economic Development and Income, Community Services, Energy and Conservation, Housing, and Legal Rights.

## Legislation Would Establish PC as a Foundation

On October 24, U.S. Representative Don Bonker (D-Washington State) introduced H/9774 in the House of Representatives. This bill would separate the Peace Corps from ACTION and establish it as an independent public corporation. Along with Representative Bonker, Representative Harrington (D-Massachusetts), Gilman (R-New York), Tsongas (D-Massachusetts), and Nix (D-Pennsylvania) co-sponsored this piece of legislation. In introducing this bill, Representative Bonker claimed that Peace Corps has lost much of its vitality since becoming part of ACTION. This action is the result of hearings of the International Development Subcommittee (of which Representative Bonker, Gilman, and Nix are members and Representative Harrington is the chairman) on the future of the Peace Corps and the recommendation of the special study of the Peace Corps by the Aspen Institute.

Basically, the "Peace Corps Foundation" would be run by a board of directors, who would choose the Peace Corps director. In addition, the bill retains the five-year rule, re-establishes the Advisory Council, calls for maximum coordination with international private and voluntary organizations and with AID and the UN and establishes an organization of former Peace Corps volunteers.

The Subcommittee will continue its hearings on the issue of the future of the Peace Corps this session.

All of the ACTION programs will have to be reauthorized and reappropriated for fiscal year 1979, which commences on October 1. During February, March, and April, our authorization and appropriation committees will be conducting hearings on our budget request.

As of January, the following hearings have been scheduled. (These dates are tentative and may change in the next few weeks. Also, additional hearings may also be scheduled).

### Domestic Operations:

Authorization: - February 9 (Senate Subcommittee on Child and Human Development)

- March 21-22 (House Subcommittee on Economic Opportunities)

Appropriations:- February 7 (Senate Subcommittee on Labor/HEW)

- February 16 (House Subcommittee on Labor/HEW)

### Peace Corps:

Authorization

& Oversight: - February 14-15 (House Subcommittee on International Development)

- Appropriations: - February 23 (House Subcommittee on Foreign Operations)
- Authorization: - Tentatively scheduled for last two weeks of February (Senate Subcommittee on Foreign Relations)

## **ACTION/HEW to Join Forces to Fight Childhood Diseases**

ACTION is preparing to join the Department of Health, Education and Welfare in an all-out campaign to immunize millions of American children against major childhood diseases.

On World Health Day, April 7, 1977, Joseph Califano, Jr., HEW Secretary, officially launched the National Immunization Initiative. It is an unprecedented 30-month drive to make people aware and concerned about the continuing and urgent need to protect children against disease.

ACTION officials see the campaign as one opportunity for the agency to fulfill its commitment to a basic human needs approach for FY 79 and beyond. That approach is designed to focus on eight areas of needs: health and nutrition, food and water, knowledge and skills, economic development and income, community services, energy and conservation, housing, and legal rights.

According to HEW, as many as 20 million of the nation's 52 million youngsters under age 15 have not been adequately immunized against the seven most common preventable diseases. These are polio, measles, rubella (German measles), pertussis (whooping cough), tetanus (lockjaw), diphtheria and mumps.

Measles, considered the most serious of these childhood nemeses, is reported rapidly increasing not only among young children, but also among junior and senior high school and college age youths. An estimated 60,000 cases of measles are expected this year, and will cost millions of dollars in hospital and medical care. Outbreaks of this disease may, in some cases, mean accompanying serious complications--ear infections, hearing loss, even pneumonia.

The National Immunization Initiative will strive to reach 90 percent of all children under 15 years, immunizing them by October 1979, and establishing a mechanism to provide 100 percent comprehensive immunization services to the three million children born in America each year.

Already involved in the early planning stages of the initiative, ACTION will now look toward involving domestic volunteers, particularly RSVP participants across the country in grass-roots efforts to reach parents and children. VISTA is now discussing the possibility of involving volunteers during the summer months. ACTION regional directors, state program directors, and RSVP sponsors and project directors were given guidance in January on how project directors and volunteers may be specifically involved.

In a memo to RSVP sponsors and project directors, OAVP Director Helen Kelley has urged participation in the drive, and has listed 63 projects set up to provide training and technical assistance to volunteers.

RSVP volunteers may be helping to increase awareness and interest among parents, public and private health care providers, and also may play an important role in establishing a broad network of volunteer programs to facilitate vaccination, set up major education campaigns, effectively reach inner-city families and obtain the commitment and involvement of state and local governments.

"While one of the major goals of the Immunization Initiative is to raise immunization levels above 90 percent for all of the nation's children under 15, RSVP should be especially concerned that the program reaches out to the children of the poor," Ms. Kelley said. She has asked regional directors and state program directors to begin developing regional and/or state plans for ACTION involvement.

## **Partnership Project Seen as Living Memorial to HHH: Martin Luther King and Senator Humphrey Honored**

ACTION employees paid tribute to two American leaders in a special ceremony at headquarters earlier this month.

Gathering on Monday, Jan. 16, to commemorate the 49th anniversary of the birth of Dr. Martin Luther King, Jr., agency staffers also took the opportunity to observe the death on Jan. 13 of Minnesota Senator Hubert H. Humphrey.

Those attending the dual ceremony at 806 Connecticut Avenue NW, heard Dr. King's powerful voice once again herald the coming of a new era of human equality as recordings of his famous speeches were played. Leading a series of personal tributes to the slain civil rights leader by Domestic Operations Director John Lewis, Peace Corps Director Carolyn Payton, and Deputy Director Mary King, ACTION Director Sam Brown noted Dr. King's ability to "take stock of situations and gain the right perspective on himself, his work and the civil rights movement."

As part of the agency's tribute to Sen. Humphrey, Patti Driscoll of Peace Corps' Partnership Program announced that the staff will sponsor a Brazilian facility for the physically and mentally handicapped as a memorial to Humphrey.

The effort, to be supported by ACTION employees as the Hubert Humphrey Memorial Project, is a particularly fitting tribute in light of the Senator's relationship with the Peace Corps (Humphrey authored the original Peace Corps legislation) and his deep concern for the mentally retarded, Ms. Driscoll said.

The Partnership Program staff is now trying to raise the \$1,000 left of the \$5,200 needed to support the project in Brazil. The monies will help to provide badly needed facilities for physical therapy and education for 70 mentally retarded and physically handicapped youngsters in Crato.

Sen. Humphrey's staff has already expressed appreciation for the effort. Mrs. Humphrey will be notified as soon as the funds are raised, hopefully within a month.

Brazil has contributed \$4,000 toward the Crato project, and only \$1,200 more is needed. The Partnership Program has raised \$200 of that amount, leaving a balance of \$1,000.

The Partnership staff welcomes any contribution, regardless of the amount, from ACTION employees everywhere.

If you have any further questions about the project or wish to send a personal check, you may call Peace Corps Partnership staff at 254-5205, or mail your contribution to them at 806 Connecticut Avenue NW, Room M-1214, Washington, D.C. 20525.

## **Statewide Office of Volunteer Services Conference Set for February**

Directors of 27 State Offices of Volunteer Services will meet with top ACTION staff in Arlington, Va., Feb 1-3 for in-depth planning discussions on domestic volunteer programming.

In a keynote address, Deputy Director Mary King will focus on new ACTION philosophies, the role to be played by the statewide offices, and the recently formed Office of Voluntary Citizen Participation.

Subsequently, John Lewis, Marge Tabankin, Helen Kelley and Irene Tinker will lead a panel discussion on "Major Directions and Philosophy of Domestic Programs."

During the three-day session, participants will develop reports on ACTION guidelines and criteria for statewide offices; future relationships between ACTION and state offices of volunteer services; and network options (from state to local) for meeting basic human needs through volunteer services. Representing ACTION field operations, nine state program directors will provide input into guidelines and criteria preparation, and report conference conclusions back to their peers.

## **ACTION Staff Invited to OAS/Pan American Foundation Film-Lectures**

ACTION staffers have been invited to attend a series of film-lectures on Latin America being offered monthly through June in conjunction with the Organization of American States (OAS), at the Pan American Union Building, 17th St. NW and Constitution Avenue.

Presented under the auspices of the Inter American Society, a program of the Pan American Development Foundation, in cooperation with OAS, the lectures will feature representatives from OAS member countries speaking on a variety of current issues.

After the first presentation on Jan 26 by Dr. Nicolas Ardito Barletta, Minister of Planning and Economic Policy, Republic of Panama, on "The Economic Impact of the New Panama Canal Treaty," the series will continue with the following lectures, all at 7:15 p.m.:

- Feb. 21: Alfred A. Rattnay, Jamaican Envoy to the U.S. and OAS, on "Alternative Development Strategies in the Caribbean: The Role of Jamaica."
- March 21: Hugo B. Margain, Mexican Ambassador to the U.S., on "The Dynamics of Mexican Economic Development."
- April 21 and May 21: Ecuadorean Ambassador to the U.S., Gustavo Yeaza, on life in Ecuador and Argentina.
- June 20: Guatemalan Ambassador to the United States, Jorge Lamport Rodil, on the "Social Impact of Rapid Economic Growth."

The fall series now being planned will feature Chile, Peru and Venezuela, among other countries.

According to Inter-American Society spokesperson Lois Lenderking, one of the aims of the lecture series is to "make available to the United States public up-to-date data on Latin America so that people may reach informed conclusions on the complex heritage of the region's natural and cultural resources."

The series is offered in English, free of charge. However, reservations are recommended. For more information or for reservations, contact Lois Lenderking at the Pan American Development Union, Tel. 381-8651.

## **Former Volunteer Project in Full Swing**

The Former Volunteer Project was established on May 16, 1977 to tabulate the response to Sam Brown's "Operation Summer Crunch" letter to former Peace Corps and VISTA volunteers. Since that time the project staff, under the supervision of a steering committee of agency employees (most of whom are former volunteers), has begun to develop a former volunteer data file and a mailing list of more than 18,000 current names and addresses.

The staff has also met with 250 former volunteers in six different cities: Atlanta, Philadelphia, Miami, Champagne, Ill., Denver and Los Angeles. The staff also interviewed and surveyed 400 former volunteers, staff and individuals with voluntary service program experience. From this, an informal network of individual and group contacts has been established. Additionally, the project is developing long-term recommendations, publishing, with the help of the publications office, a former volunteer newsletter (distribution scheduled for the week of Jan. 31), and completing an address tracing of former volunteers listed in the agency's PC/VISTA volunteer history files.

As the result of these efforts, the staff hopes to involve at least 20 percent of all former volunteers in agency volunteer programs. (Independent study data indicates that a 20 percent participation rate is probable.) The potential benefit of involving former volunteers, regardless of numbers, could have lasting significance for volunteers, ACTION and society as well.

## **OPP to Award \$1.5 Million to Develop Basic Human Needs Programs**

During FY 78, an estimated \$1,500,000 will be allocated by the Office of Policy and Planning to fund 36 grants for public and private organizations to develop model demonstration programs which meet basic human needs. All programs, which address such diverse areas as deinstitutionalization, mental retardation, and energy, have been conceived jointly by both OPP and ACTION program offices. All model demonstration programs will be tested to determine how well they meet new program and previous program needs. If models are successful, they will be replicated nationwide. Also, the Office of Voluntary Citizen Participation will show the private voluntary sector how the successful model programs can be used in the private volunteer sector to meet basic human needs.

Major grants by OPP in FY 78 will be made in the following areas:

Families/displaced spouses -- how displaced spouses can be used as volunteers.

Deinstitutionalization -- integrating deinstitutionalization concerns in existing ACTION programs relating to criminal justice, mental health/retardation, physical rehabilitation, and nursing home care for the aged.

Justice -- examining ACTION's role in the area of criminal justice.

Short-term volunteers -- how short-term volunteer service can be used as a viable development tool.

Mental Retardation -- continuing ACTION's demonstration project in 11 counties in Harrisburg, Pa. and its replication in the Salem-Eugene, Ore. area.

Fixed-income Counseling -- providing technical assistance in fixed-income counseling to communities and developing an operational handbook on the subject.

Economic development/income -- funding a planning grant to see how volunteer manpower can help local organizations provide employment opportunities.

Energy -- disseminating information on energy conservation through self-help community efforts.

## **Service Learning in Cuba: A First-Hand Account**

Now that Americans are no longer banned from entering Cuba, U.S. government officials and tourists alike are flocking to that Caribbean nation to see for themselves what life is like under the Communist regime of Fidel Castro.

Don Eberly, senior policy analyst in OPP-Washington, recently returned from such an exploratory visit--one which included 35 Congressmen and HEW officials.

Cuba's national service learning program was the focus of the study group in which Eberly participated. The group visited a number of educational institutions from day care centers to post graduate institutions.

Impressed with the Cuban system which he said is committed to "teaching the dignity of work through work experience," while offering scholastic curricula, Eberly found in it many possible applications to American education.

Similar work-study programs stripped of the Communist propaganda found in Cuba administered here by the federal government, he proposed, could be used to meet specific U.S. national needs--in housing, health, education, energy conservation. Students, he continued, could receive specific academic credit for specific types of work performed.

Eberly found that the Cuban work-study model--although irrevocably linked with meeting the "goals of the revolution"--solved real social problems. Projects there have helped reduce the national illiteracy rate from 27 to 5 percent; waged a successful war on polio; and helped build a national rail system.

"But the teachings of Marxism-Leninism appear to be at least as pervasive as the implementation of the work-study concept," Eberly noted.

Students in Cuba are indoctrinated in the work/learning experience in a graduated process, starting early in their educational careers. At day care centers children are taught to plant gardens, and other skills. As the youngsters advance through school their projects become increasingly more complex.

For example, at the secondary level, a student might be involved in a farming project, and later at a university, do research in the field of genetics. At the highest levels, the projects both provide a sophisticated community service, and help students prepare for specific careers.

The concept of service learning in America has been growing over the past 15 years, Eberly commented. And, with the pressures of today's economy, American students are viewing it more and more as a realistic way to obtain a relevant and dynamic education.

## **PCV Survey Pinpoints Activities and Perceptions of Success**

A Peace Corps Volunteer Activity Survey is scheduled to be sent in February to all PCVs currently serving in 62 countries. The survey will attempt to determine for the first time "what specific primary and secondary activities volunteers are involved in worldwide," explained Rex Costanzo from ACTION's Office of Policy and Planning, which is conducting the survey.

The survey will ascertain the types of institutions with which volunteers are affiliated and the roles they play within these institutions. Additionally, the survey will attempt to organize volunteer activities according to basic human needs areas to provide data for zero based budgeting. Survey results also will provide information on how well volunteers perceive their work and their relationship with host country people, as well as what additional support they need to do their jobs more effectively.

Based on data from the activity survey, OPP will prepare reports for Peace Corps overseas offices, as well as an overall report documenting worldwide trends.

Pilot testing of the survey took place last November in Honduras, Thailand, Korea, and Kenya. The results from this initial run helped OPP modify questions and attempt to construct a better survey.

## **New Peace Corps Staff Now in Training at HQ**

Every six to eight weeks, sometimes more often, new Peace Corps staff are taken through a comprehensive orientation and training session. Since Jan. 9, 11 Americans slated soon to take up posts in overseas offices from Cameroon to Barbados, and two host country nationals already in place, have been attending a 20-day session at headquarters in Washington.

Through group discussions, individualized work groups and sessions with counterparts on headquarters staff, these 13 staffers are getting the job-related information and opportunities they need to develop skills to enable them to function effectively at their overseas posts. And, for foreign nationals Shin Hae Park of Seoul, Korea, and Suzanne Murday of Chad, this session offers an opportunity to reinforce earlier training, to be exposed to American life, make contact with headquarters staff, and polish their English language skills.

In these informally structured seminars, country directors and clerical staff alike come together. This mixing is important both because of the closeness with which all staff must work overseas, and because any staff member must be flexible enough to step easily into another's shoes when the need arises.

Participants work as a group for the first 10 days, then branch off into specialized smaller groups for more intensive specific training.



According to trainer Roger Nicholson, a continuing exposure to resources as well as to the new philosophies and directions of Peace Corps under the new administration is an integral part of the training process.

"Trainers have to give the staff the confidence to make a lot of decisions," he continued. "Part of this is letting them know where to go for appropriate resources."

Positions are broken down into functions, what specifically each individual will be expected to do, and he or she is trained in those areas, he added. For example, if someone is going into administrative work, he or she trains in budgeting as well as in dealing with embassies, government officials and the like.

A Peace Corps staff person must be all things to volunteers--counselor, colleague, interpreter of legal matters and regulations.

"We emphasize that while it's important to have a strong relationship with the volunteers, it's also very important to allow him/her to grow. The volunteer will be working with host agencies first, but also will be looking to the staff for support," Nicholson said.

Bringing in former overseas staff and volunteers, the trainers and participants together try to anticipate all situations which may come up and discuss how best to deal with them. These questions may range from how to obtain a travel permit in Chad to generally how to handle a planeload of newly arriving Americans.

By the end of the program the participants are expected to be able to:

- describe Peace Corps goals, overseas mission and the organizational structure
- define and prepare the main elements of the Peace Corps programming and training systems
- identify and apply Peace Corps administrative procedures with emphasis on fiscal management, budget processes, legal issues (such as what to do when a volunteer is involved in a vehicle accident) and personnel policies
- demonstrate an ability to identify operating policies from the eight sections of the Peace Corps Manual
- obtain and use appropriate resource information and program support materials (Here, staff is encouraged to identify Washington personnel who might serve as a reference for each volunteer's specialty, e.g., forestry)
- develop awareness of the role of Peace Corps as an agent of development, the concepts of voluntarism and cultural aspects of Peace Corps
- clearly define and accept responsibility of his/her role/job in relation to volunteer support functions, staff-team-host country relationships
- identify areas for continued skill development

Those attending this training session are: Martha Daniel, associate Country Director in Barbados; William Dant, associate Country Director in Morocco; Rosemarie George, Country Director, Cameroon; Twig Johnson, Country Director, Brazil; Suzanne Murday, secretary-administrative assistant, Chad; Gene Neill, associate Country Director for agriculture and rural development, Ivory

Coast; Nicholas Metes; Shine Hae Park, program/training officer in public health, Korea; Rowland C. Thurlow, associate Country Director for agriculture and rural development, Cameroon; Leo Whitman, associate Country Director for training, Morocco; Percy Wilson, Country Director, Sierra Leone; Fortune Zuckerman, associate Country Director for education, Colombia; and Dague Clark, associate Country Director for agriculture and rural development, Mali.

The man behind the Peace Corps training scene, Roger Nicholson, is a native of Aberdeen, Scotland and a graduate of the University of Aberdeen.

After serving in the Royal Marines as a commando unit trainer, Nicholson turned to Outward Bound, where he became an assistant director of schools in both Kenya and Zambia. "About 10 years ago" he came to this country to train potential staff of the American version of that innovative school. He later served as assistant to the president of the Experiment for International Living, and directed its Washington office. Subsequently he served as acting director of Crossroads Africa.

For nearly three years he was assigned overseas, from Morocco to Micronesia, to help set up in-country training models for Peace Corps volunteer training.

Nicholson has been with ACTION's Staff Training Office for approximately 18 months.

## **Host Country Nationals: An Asset to Overseas Staff and Volunteers**

Binationalism among Peace Corps overseas staff has provided not only added understanding and an ability to work more effectively with host countries but, in some cases, a heightened respect for the Peace Corps as an agent of development.

Shin Hae Park, a health program training officer in Korea and Suzanne Morday, administrative assistant in Chad, both in Washington to attend a 20-day training session at headquarters, agree that the high emphasis placed by Peace Corps on hiring nationals has helped them in day-to-day dealings with government officials and agency personnel.

In Seoul, according to Ms. Park, only two out of approximately 40 Peace Corps staff members are American, and the role Peace Corps has played, particularly in bringing health and social services to the Koreans has helped to make these areas a higher priority of the Korean government, she added.

Among Korean professionals, the health programs are thought to be the best for generalist volunteers. "The volunteers are highly regarded for their sincerity and honesty, congeniality toward people and their accuracy in reporting," Ms. Park said.

Recently promoted to her present position, Ms. Park served as assistant to the program officer in health since 1971. As health training officer, she will now be developing programs for the physically and mentally disabled and for victims of tuberculosis and leprosy. Volunteers coming into these programs will be involved in all these areas, she added.

Ms. Park, who is married and the mother of two children, holds a degree in English language and literature from Ewha Women's University in Seoul. With 4,000 students, Ewha is the largest and the most prestigious women's university in East Asia, she said.

After graduation, friends and relatives interested her in the health field, and she quickly developed considerable skill through on-the-job training.

"By working with health professionals and with Peace Corps volunteers, I found that Peace Corps was the only thing I wanted to do," she said.

"The volunteers serve rural people for whom medical and health personnel and services are rare."

"I have comprehensive ideas about my own country's problems," she continued, "and I think I should work toward serving my country. I found that I could do this with Peace Corps."

Ms. Park, who has worked under five Country Directors, most recently Leo Pastore, is proud that she was the first Korean woman to be appointed to a senior staff position.

Discrimination against women is an historic and continuing problem in Korea, she explained.

"At first there was resistance from the male Korean staff, because they felt threatened," she said. "But John Keaton (former Country Director) felt that Peace Corps should set an example and took this step to end discrimination at least on his staff."

Suzanne Morday joined the Peace Corps staff in Mauritius in 1973. In 1976 "when Peace Corps closed down there" she was asked to go to Chad.

"I was supposed to be on a four-month TDY, but I stayed," she smiled.

In Chad, where the Peace Corps staff includes three Americans and six local employees, Ms. Morday helped to set up an administrative office. In addition to serving as cashier, she has been responsible for dealing personally with government and airline people. Beyond routing office duties, she counsels volunteers who seek her out for advice and conversation.

"My being a third country national doesn't really fit in with Peace Corps' goals," she commented, "but it is important. I think both my nationality and being a woman has helped in dealing with government officials--the Ministers of Foreign Affairs and Interior--whom I often go to see in person."

Her day at the Peace Corps office begins at 7 a.m., and from 9-10 a.m. and 12-1 p.m., she is cashier. During the balance of the day paperwork, appointments, errands and attention to volunteer problems are her concerns.

With her intense involvement with the Bahai Church, her life is busy and little time remains for missing home and family.

In Mauritius, she explained, the family is a close unit, and it is fairly unusual for a single young woman to leave to work in another country. But while her family felt some reluctance at her "temporary" job in Chad, they consented. The Mauritian Peace Corps staff was like a part of her family, Ms. Morday said, and this helped to ease her parents' fears.

"Living in a different country, being with other people, you mature, you see in yourself things to change, ways to grow."

"If I was an American I would be a Peace Corps volunteer," she added. "Volunteers are highly regarded if they do a good job. In Chad, well-diggers especially are really liked by the people."

Impressed, but not overwhelmed by Washington, her first American city, Ms. Morday said she now, nonetheless, has greater respect than ever for Peace Corps volunteers.

"When I see in Chad these young people--my age--leaving all they had here to come to this country where there is so little, to help, I know I want to stay with Peace Corps."

## **DO Assumes Responsibility in Criminal Justice Area**

Responsibility for developing and directing ACTION's work in the area of criminal justice will be placed in Domestic Operations, according to a recent decision by Director Sam Brown.

John Lewis, Director of Domestic Operations, is also serving as chairperson of the Criminal Justice Planning Committee, formed in January and composed of ACTION staff members. The planning committee will shortly present a document to Sam Brown, based on its findings and recommendations from an ACTION citizens review board. The citizens review board is composed of 11 citizens including women, and minorities. The citizens, selected from around the country, represent a cross-section of people and interests: judges, lawyers, community activists, academicians, and ex-offenders. Another group, a subcommittee of the planning committee, is composed of ACTION staff members, with Hulbert James (OPP) serving as subcommittee chairman. This group which reports back to the planning committee will explore program areas, policy considerations, and objectives of an ACTION criminal justice program. The group will also recommend various options that ACTION may take for a national criminal justice model as well as a review and assessment of ACTION's current criminal justice activities.

ACTION's renewed interest in criminal justice issues came as a direct result of a criminal justice conference held in Oakland, California last November with representatives from ACTION and the federal and state government and local community organizations. Some of the key participants included Dr. Karl Menninger from the Menninger Foundation, Judge David Bazelon from the District of Columbia Court of Appeals, and Rep. John Conyers, member of the House Judiciary Committee and chairman of the Judiciary Subcommittee on Crime. It was the consensus of conference participants that ACTION has a vital, and perhaps unique, role to play in criminal justice work. With this recommendation, the criminal justice subcommittee and planning committee were formed at the agency to explore that role. More specific details on the conference's findings are being included in a special conference report which will be completed by the end of January.

## **Lunches, Forums and Discussions: An Opportunity to Learn**

A series of planned meetings for ACTION employees is being conducted by the Office of Policy and Planning on issues of vital concern to the agency. These discussion meetings--Brown Bag Lunches, Director's Forums and Roundtable Discussions--are held regularly at ACTION headquarters.

Brown Bag Lunches already have been used extensively as a means of "sharing the variety of expertise that comes to ACTION" with agency staff members, stated Marie Andrews (OPP), the program coordinator. The Brown Bag Lunch discussions are held periodically at noon and have covered such areas as deinstitutionalization, criminal justice and family violence, as specifically addressed in Representative Barbara Mikulski's legislation.

The Director's Forums, which have been held since December in Room M-522, present nationally recognized leaders who speak on issues pertinent to ACTION. On December 9, Monseigneur Geno Baroni, HUD Assistant Secretary for Neighborhoods, Voluntary

Associations and Consumer Protection, discussed ethnicity and Americans; on January 6, Frances Fox Piven, who collaborated with Richard Cloward on the book, Poor People's Movements: Why They Succeed, How They Fail, spoke about how people in low-income communities can effect change in their communities when given the necessary assistance. A session on urban and women's issues, led by Rep. Barbara Mikulski, was held January 24.

Weekly ACTION Roundtable Discussions are slotted for each Wednesday at 4:00pm in Room M-408. These meetings highlight program initiatives and issues that are of interest to various offices in the agency. Roundtable discussions began in October 1977 and have explored, for example, deinstitutionalization, the National Youth Service Program, and service learning programs in Cuba. Most discussions center around ACTION program activities.

OPP staffer Marie Andrews stated that the agenda for upcoming meetings is flexible. Employees are encouraged to inform Ms. Andrews of possible speakers or to contribute any ideas on how the meetings might better serve the needs of ACTION staff. She is located in M-606, Extension 48420.

*One volunteer is better than ten forced men.  
African Proverb*

## **William E. Gaymon: Africa Regional Director**

*In the last issue of ACTION UPDATE, we announced the appointment of William E. Gaymon as Regional Director for all Peace Corps programs in Africa. In this issue, we would like to present a more in-depth look at Mr. Gaymon, the responsibilities he has assumed, and his hopes for the Peace Corps in the days to come.*

William E. Gaymon, 48, a social psychologist by training, served from 1967 to 1971 as Country Director in both Niger and Liberia. In his new position, as Africa Regional Director, he oversees a staff of 235 persons in Washington and abroad who develop and carry out Peace Corps programs in 23 developing African countries. (Approximately 2,400 volunteers are serving throughout the Continent in education, agriculture, health and conservation projects).

Gaymon first joined the Peace Corps in the selection division as chief field assistant officer at the Peace Corps Training Center in Arecibo, Puerto Rico in March 1965. One year later, he became regional director of selection for Africa in Washington. In July 1967, he was posted to Liberia as Peace Corps Country Director, and in January 1970, became Country Director in Niger.

In 1971 he became associate director of the Organizational Effectiveness Research Program in the Office of Naval Research, Arlington, Va. Then from 1974 to 1977, he was a senior research fellow with the American Institute for Research in Washington.

Explaining his return to Peace Corps service, Gaymon said, "The reason I came back to the Peace Corps is really the challenge, the attempt to restore the visibility and the vitality of the Peace Corps. Interestingly enough, when I told people I was coming back to the Peace Corps, they asked me if it still existed.

"We need to re-establish the Peace Corps as an American institution. The Peace Corps represents the best that America has to offer, and our own institutions are much better

off because people have had international experience."

Gaymon recently returned from Ouagadougou, capital of Upper Volta, where he and the Peace Corps' Africa staff met with representatives of the International Committee to Combat Desertification in the Sahel (CILSS). The committee is composed of the eight countries which comprise the Sahel desert region.

"These countries have developed their own organization for analyzing problems and projecting their needs," Gaymon said. "They have a more enlivened attitude and are more oriented toward achieving self-sufficiency than many countries were 10 years ago..."

Gaymon sees a wide future for Peace Corps in Africa. He anticipates additional volunteers and mentioned that the Peace Corps is exploring the possibility of programs in a number of new countries.

His chief area of study is the impact of institutions on individual behavior. Gaymon holds both a bachelor's and a master's degree in psychology from Howard University, and a Ph.D in the same field from Temple University. He has served as a visiting lecturer at Lincoln University and Pennsylvania State University Continuing Education Center in Swarthmore.

## **Work Groups Meet to Develop Workplace Democracy**

The Workplace Democracy Committee continues to function with "work groups" from each of the agency's offices scheduled to meet with committee members to "develop ideas on how workplace democracy may start at ACTION," explained Barbara Linkerd, the on-site research educator who serves as a resource person to the committee.

January 23 is the first meeting date. Employees in the Peace Corps Placement/Staging office will meet with one management and one union member from the workplace democracy committee and will have a chance to critique the workplace democracy concept. Employees will also see a special video tape on work improvement project experiments in Tennessee and will be able to discuss the possibility of such a project beginning at ACTION.

Meetings with all employees in all headquarters offices should take about six weeks. After that, all field offices will be covered. The next major meeting of the Workplace Democracy Committee is scheduled for February 1.

Barbara Linkerd emphasized that the entire workplace democracy concept, as it applies to ACTION and for that matter all of the federal government, still is very much on an experimental basis. Ideas are still being explored; no definite plans have been made.

The only other federal agency actively involved in a similar experiment is the Department of Commerce, which began planning last summer, Ms. Linkerd said.

## **Staff Training Schedules Workshops for February-March**

Staff Training recently circulated its workshop schedule for January, February, and March. Even with the best efforts, information does not always reach all staff members in time to enroll in workshops. So, ACTION UPDATE will publish abbreviated schedules on a regular basis.

The workshops listed below will be held at Headquarters, Room M-408, but are designed to be "portable," according to staff trainers, and can be offered in the field. For example, workshops have been presented within the past few months in Kansas City, Salt Lake City, Chicago, San Francisco, Philadelphia, Denver, and New York.

Enrollment is open to all employees, but it is necessary to submit Optional Form 170 to the Staff Training and Development Division prior to the start of courses.

Workshops scheduled for this quarter include:

Administration and Technical

Travel .....Jan. 12, Feb. 9, March 3  
 The Use of Audio Visual Equipment...Feb. 16  
 Timekeeping.....Feb. 23  
 The Administrative Process.....Mar. 8 and 9  
 Effective Office Procedures.....Mar. 6-7

Personal Development

Interpersonal Relationships  
 and Counseling.....Feb. 6-10  
 Interviewing.....Feb. 22-23  
 Have You Thought About Tomorrow....Feb. 13-16  
 Seminar for Trainers.....Feb. 28-Mar. 2

Orientation

Overseas Staff.....Jan. 9-Feb. 3, Mar. 6-31  
 Orientation for New Employees.....Jan. 18, Feb. 15

Supervision

Responsibilities of a  
 Government Supervisor.....March 13-17  
 Management Leadership.....March 20-24

To find out more about these and other workshops -- their content and applicability -- call Staff Training, (202) 254-3114.

## **ACTION UPDATE Correspondents Named**

ACTION Program Directors in Washington and Regional Directors and Communication Directors in the field all have named their ACTION UPDATE office correspondents.

These correspondents will be gathering and reporting newsworthy items. They--and ACTION UPDATE!--will be looking forward to cooperation from everyone on staff, and will welcome any contributions individuals would like to make.

The persons to contact with articles, tips or ideas are as follows:

Headquarters

Office of the Director.....*Mary Ann Miller* .....254-3920  
 Office of the Deputy Director....*Isidoro Rodriguez*.....254-8060  
 General Counsel.....*Laverne Franklin*.....254-7966  
 Peace Corps.....*Bill Barrett*.....254-7990  
 DO.....*Wayne Clark*.....254-8390  
 VISTA.....*Janet Gutkin*.....254-8320  
 OAVP.....*Al Larsen*.....254-8124  
 ORC.....*Andrea Razak*.....254-7595  
 A&F.....*Burke Barrett*.....254-8336  
 LGA.....*Deedee Smith*.....254-8070  
 OPP.....*Rita Dougherty*.....254-8501

Special Volunteer Programs.....*Jim Mayer*.....254-6890  
IG/EO.....*Samantha Spence*.....254-5940

Region

Region I - Boston.....*Cathy Healy*.....223-6366  
Region II - New York.....*Ruth Waddington*.....264-1780  
Region III - Philadelphia.....*Jane Barr*.....597-0745  
Region IV - Atlanta.....*Mike Hammond*.....257-7212  
Region V - Chicago.....*William Frazier*.....353-3529  
Region VI - Dallas.....*Charles DeJulius*.....749-3755  
Region VII - Kansas City.....*Tom Crane* .....758-4554  
Region VIII - Denver.....*Stephanie Erikson* .....327-4173  
Region IX - San Francisco.....*Phil Bernstein*.....556-7447  
Region X - Seattle.....*Rich Haugen*.....399-5490