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ACTION UPDATE

Women, Blacks, Hispanic Head List of ACTION's New Regional Directors

Six men and women, civil rights activists, elected officials, a leader in the Mexican-American community and a union organizer have been named to head ACTION's operations in regional offices around the country.

"This administration is committed to organizing people to meet their own social and economic needs," said ACTION Director Sam Brown. "The best regional directors we can have are those who know their communities and who have an understanding of what activists can do to bring about social changes," said Brown.

John Lewis, the former civil rights leader who now is ACTION's associate director for domestic operations nationwide, said: "The appointees as a group have been involved in some of the most exciting and innovative efforts to occur in recent years in the areas of community organization and human and economic development of low-income people.

"They will give the ACTION agency a shot in the arm. They will bring new ideas and a freshness to the agency and play a pivotal role in assisting headquarters in the transfer of greater decision-making authority to ACTION's state offices."

The six regional directors will assume their new posts in late February in San Francisco, Denver, Dallas, Kansas City, Kans., Atlanta and Philadelphia. Regional directors John B. Keller and John F. Torian will continue to supervise ACTION operations in the Seattle and Boston areas. New directors for the Chicago and New York regions have not yet been announced.

The new regional directors are:

ILONA (LONI) HANCOCK, 37, of Berkeley, Calif., as region IX director in San Francisco. Ms. Hancock has been a member of the Berkeley City Council since 1971 and is a co-founder of Berkeley Citizens Action.

KAREN PAGET, 32, of Boulder, Colo., a former deputy mayor of Boulder and two-term member of the Boulder City Council, as region VIII director in Denver. Ms. Paget, who holds a Ph.D. in urban politics and sociology from the University of Colorado, is on the research staff of the Colorado State Senate.

JOE J. BERNAL, 50, of San Antonio, Tex., as region VI director in Dallas. A former Texas state representative,

state senator and a leader in Mexican-American rights, Bernal directs the Bilingual Education Cost Analysis Project of the Intercultural Development Research Assn. in San Antonio.

MAMIE F. CURRIE HUGHES, of Kansas City, Mo., as region VII director in Kansas City, Kans. A member of the Jackson County Legislature and chairperson of the Mid-American Regional Council, Mrs. Hughes was the first black woman ever to sit on the county governing board.

DOROTHY COTTON, of Atlanta, Ga., as region IV director in Atlanta. Ms. Cotton was director of the citizen education program for the Southern Christian Leadership Conference and United Church of Christ for 10 years and is now manager of the social division of the city of Atlanta's Bureau of Human Services in the Department of Community and Human Development.

HARRY PATRICK, 47, of Rockville, Md., as region III director in Philadelphia. Patrick is a native of Monongah, W. Va. and started working in the coal mines in 1952. For the past five years, he was secretary-treasurer of the United Mine Workers of America in Washington, D.C.

Lewis noted that all of the new regional directors currently are residents of the regions in which they will work.

"They know the people, the issues, the problems," said Lewis. "In the past, they have worked with local organizations and government bodies. In some way, all of them have become the spokespersons of poor people, working people and ethnic groups that feel they need a louder voice in community affairs."

"The regional directors are more than administrators," said Lewis. "In a sense they are ambassadors. They will mobilize volunteers and resources. They will work with local government officials and regional and state organizations."

"They will be able to articulate the directions that ACTION is taking and the role of the government in helping people to help themselves."

ACTION Program/Budget Hearings Set for February/March

Deputy Director Mary King has been designated by Director Sam Brown to take responsibility for developing and coordinating the agency's presentation of its programs and budget to Congress. Legislative and Governmental Affairs Director Dan Maldonado will take the lead on implementation. Staff at all levels have had a substantial role in preparing our presentation.

Hearings are scheduled for most of this month and next, during which time both authorization and appropriations hearings will take place before House and Senate Committees.

The latest update on the hearings schedule is:

Domestic Operations

Appropriations: Feb. 7, Senate Labor-HEW
S-128, 10 a.m. (already held)

Authorization: Feb. 9, Senate Subcommittee on Child and Human Development, DSOB 4232 7 a.m. (already held)

Feb. 20, Senate Subcommittee on Child and Human Development, (room not assigned), 9 p.m.

(OAVP) March 7, House Select Subcommittee on Education
Rayburn 2257, 10 a.m.

March 21-22, House Subcommittee on Economic Opportunity, Rayburn 2261, 10 a.m.

Appropriations: Feb. 16, House Appropriations Subcommittee Labor-HEW, Rayburn 2358, 10 a.m.

Peace Corps

Authorization: Feb. 14, House Subcommittee on International Development, Rayburn 2172, 2 p.m.

March 8, Senate Foreign Assistance Subcommittee Dirksen Office Building 4221, 10 a.m.

Legislative: March 1, House Subcommittee on International Development, (room not assigned), 2 p.m.

Appropriations: Feb. 23, House Subcommittee on Foreign Operations, Capitol H 307

March 2, Senate Appropriations Subcommittee on Foreign Operations, S-146, 10 a.m.

This schedule is subject to change.

DSRA Drive Gets Big Push

NOTICE... The State-USIA Recreation Association (DSRA) is now conducting the 1978 Membership Drive for all Washington

ACTION employees. Currently, more than 300 ACTION employees are members of the Association.

DSRA, the largest recreational association in the country, offers members lunch-time activities, educational seminars, clubs and classes. Other services include charter flights and special package tours, tickets for theater and sports events, discounted merchandise and film processing at DSRA stores. The closest store to ACTION is in the USIA Building, 1776 Pennsylvania Avenue.

Employees will be contacted by key persons in each office division to join the association for either one year (\$3.50) two years (\$6.50) or three years (\$9.00).

ACTION employees Charles Barenthaler, A&F/Personnel Management and Jim Simpson, A&F/Management and Organization, have joined the DSRA board of directors. As ACTION's 1978 representatives, they will be working to provide staff with greater exposure to DSRA sponsored events.

In response to many employee requests, a DSRA bulletin board has been installed in the lobby of the Maiatico Building to display current DSRA news items. In addition, free travel brochures for DSRA trips all over the world will be stocked in racks located under the bulletin board.

For those who wish additional information on services offered, call Mr. Barenthaler or Mr. Simpson on 48336, or stop by Room M-201 for pamphlets or membership applications.

SPOTLIGHT on OAVP: Helen Kelley

Volunteerism is here to stay, explained OAVP Director Helen Kelley, with more opportunities for older Americans to play increasingly more significant roles in solving social problems. "More older Americans than ever before," she added,

"wish to make contributions through some form of volunteerism. That's because they're simply more older people around these days; they're healthier than they've ever been; and in the case of women, for example, many of whom have worked all their lives, they're less adaptable to forced leisure."

Senior volunteers will continue to make significant social contributions, she said, but perhaps now in somewhat different ways. First and foremost, older volunteers can serve as advocates for their peers. "Who would know better about the problems of the aged who live on fixed-incomes, receive inadequate medical and social service assistance than another older person who has also hassled but has learned to cope with that system?"

Ms. Kelley believes, however, that the contributions of senior volunteers can be greatly enhanced through training.

Ms. Kelley has no question that older volunteers are presently serving in the areas where they are needed. But because of financial constraints, she said, some RSVP directions will have to be "de-emphasized with greater support going to projects which have a more profound impact on improving social conditions which affect the lives of other people."

What is needed, she said, is not so much invention of new programs as identification and extension of some extraordinarily good programming which currently exists. Present reporting systems are not designed to elicit the kind of information needed. The quality of information available has more to do with the diffuse impression of RSVP than does the quality of program.

"Senior volunteers have the same rights as all volunteers to be used effectively, to be trained and supervised, to grow on the job, to be recognized. In my conversations with RSVP directors in many states, I have found nothing but willingness to learn how to do all these things in the best possible way. It is ACTION's job, OAVP's job, my job, to see that they get the help they need."

Helen Kelley

OAVP is moving to relieve project directors and sponsors of the necessity of supplying redundant and questionably useful information and to require of them reports which will be more accurately descriptive of the program. Such information will make the program more visible. It will also provide the data base needed if OAVP training is to build on strengths and be effective.

"Handicapped volunteers also should be more greatly utilized. They have an important role to play," she said, and this is demonstrated in programs where they are used extensively. "Some project directors are very innovative in placing the handicapped and also providing for such critical needs as transportation to project sites." Ms. Kelley would like to have strong representation of older and handicapped persons on every RSVP advisory council. ACTION will provide technical assistance where necessary in helping to enlarge the composition of advisory councils.

Right now, senior volunteers are serving in a variety of assignments on the local level, many of which affect agree-

ments between ACTION and other agencies on the federal level. RSVP volunteers are working in the Right to Read Program, a joint effort of the Office of Education (HEW) and ACTION. Others are being placed in fire prevention and control programs which are administered on the federal level by ACTION and the Department of Commerce. Other projects will be co-sponsored by ACTION and the Department of Transportation and the Department of Housing and Urban Development, through cooperative agreements.

PC Director Payton Nominated for "Women of the Year" Awards

Peace Corps Director Carolyn Payton has been nominated for the 1978 Ladies' Home Journal "Women of the Year" awards.

The Journal is running its sixth annual election of outstanding women in wide ranging fields of endeavor. According to Journal editors: "The...program reaches out to recognize new talents and adventurous new directions--as well as adding a 'Continuing Legend' category which honors women who have become historical role models."

Readers may cast votes--through March 15--for their choices in eight categories "structured to cover many aspects of women's lives." Tear-out ballots included in the February edition should be used.

Ms. Payton has been nominated in the "The New Social Responsibility" category. She is listed along with Rosalynn Carter; Eunice Kennedy Shriver, executive vice-president of the Joseph P. Kennedy, Jr. Foundation and founder, Flame of Hope (and wife of former Peace Corps Director Sargent Shriver); Barbara Blum, Deputy Administrator, EPA; Robin Chandler Duke, Chairperson, World Population Fund; Marian Wright Edelman, director, Childrens' Defense Fund; Frances T. "Sissy" Farenthold, president, Wells College, N.Y.; Sister Ann Ida Gannon, educator and former president, Mundelein College, Chicago.

Also: Felice Schwartz, president and founder, Catalyst (a national organization dedicated to women's career needs); and Nan Waterman, chairperson, Common Cause.

In all, 91 women have been suggested for top honors in the following categories (in addition to "The New Social Responsibility"): The New Politics and Government; The New Scientific Community; The New Business Leadership; The New Performing Arts; The New Music; The New Sports Equality; and The Continuing Legend.

Voters are asked to indicate first, second and third choices in each category. If individuals prefer to make their own nominations, they may submit a one-page, type-written summary describing the accomplishments of the nominee.

All ballots and/or nominations must be postmarked no later than March 15, and sent to "Women of the Year," Ladies' Home Journal, 641 Lexington Avenue, New York, N.Y. 10022. Decisions by a "blue-ribbon jury" will be announced in the spring.

A sample ballot is available in the ACTION UPDATE office, P-310.

DO Multi-Regional Meetings Scheduled for March

John Lewis, Associate Director, DO; Marge Tabankin, Director of VISTA/AEP; and Helen Kelley, Director of Older Americans Volunteer Programs have scheduled a series of multi-regional meetings during the month of March. The primary purpose of these meetings is to provide the DO field program staff with extensive information on VISTA and OAVP programming with special emphasis on program criteria and guidelines.

Those attending for the multi-regional meetings will include state program directors and state program officers, regional directors and deputy regional directors, program operations officers and specialists and training officers and specialists; state program clerks' attendance is desired, but will be optional.

To provide maximum participation, the field program staff has been requested to submit any issues regarding VISTA and OAVP programming which they would like to have addressed during these meetings.

The tentative agenda and schedule for these meetings is: Each multi-regional conference will begin with a 1:00 p.m. lunch on the first day. The VISTA presentation will commence after lunch and continue for the rest of the day. The second day will again be devoted to VISTA but with some short evening presentations by the General Counsel, EEO, and Legislative and Governmental Affairs. The morning of the third and last day will be devoted to OAVP.

After lunch on the third day Peter Dybwad will be available to meet with members of the field program staff who may wish to voice other concerns.

<u>DATES</u>	<u>REGIONS</u>	<u>LOCATIONS</u>
March 8, 9, & 10	VII, IX, & X	San Francisco
March 15, 16, & 17	I & IV	Atlanta
March 27, 28, & 29	III & V	Chicago
March 29, 30, & 31	II, VI, & VII	St. Louis

RSVP Cost Sharing Proposals Ready for Comment

Regional and state directors have been asked to comment by March 1 on proposed changes in RSVP cost and cost-sharing policies.

In a memo dated Feb. 3, OAVP Director Helen Kelley requested that the regional staff submit comments before the changes are incorporated in a proposed revision of RSVP regulations.

The changes proposed eliminate specific cost-sharing requirements and non-federal entries in grant application and notices of Grant Award. Also, the changes permit easy fund transfer between cost items under Volunteer Expenses; set a "workable" limit on federal funds budgeted for staff salaries and fringe benefits; and establish guidelines based on national averages for federal cost per volunteer and per hour of volunteer service.

According to Ms. Kelley, the changes would be advantageous in many ways. They would remove a recurring source of contention relating to matching funds and definition of in-kind support. Moreover, they would simplify the application process, and allow increased local responsibility and flexibility in budgeting.

San Francisco Citizens Review

*Does the project result in the empowering of the poor?
Are organizational activities for the poor involved?
Does increased decision-making by the poor result?
Is the sponsor a grass-roots organization?
Does the project benefit the poor directly?
Is there direct personal contact with the poor by the volunteer?
Are new mechanisms to be created for the participation of people?
Is there an effort to recruit and involve the low-income community?*

These are the yardsticks by which three citizens' review panels meeting in San Francisco, Jan 23 - 25, measured the 91 VISTA projects in Region IX to determine whether they meet the new VISTA criteria.

Community leaders, officials of non-ACTION projects, and former Peace Corps/VISTA volunteers from throughout the region were selected and asked to assist in the review process by regional director Don L. Brown and his staff.

VISTA projects in Northern California were reviewed by Electra Price, Director of Community Relations, Oakland Public Schools, Oakland, Calif.; Sylvester Herring, Assistant to the President, Delancey Street Foundation, and member of the Mayor's Commission of Human Rights, San Francisco, Calif.; and Robert B. Adams, San Francisco, who served as a Peace Corps volunteer in India from 1966 to 1968.

"We are grateful to these public-spirited people from outside the agency for providing a fresh viewpoint in helping us make sure that VISTA goes in the directions that have been mandated for it in the future," Don Brown said. "In many cases their recommendations coincided with those of our state directors; in some cases they did not, and we will have to examine these projects more closely.

"But one thing is clear, even though we have not yet completed evaluating the work of these citizens' panels. The new VISTA volunteer is going to be much more than a provider of direct social services; and to provide him with the framework in which he can have the kind of impact on the community that is envisioned, sweeping programmatic changes will be needed. It will be a whole new ball game."

PC Minority Report Aids in More Balanced Recruiting Effort

A report delivered by Peace Corps' management division to Peace Corps Director Carolyn Payton on Jan. 27 indicates that as of Dec. 31, 1977, there were 326 "racial minority" trainees and volunteers in all Peace Corps programs. This is 5.2 percent of the total volunteer strength as of that date.

The report does not reflect figures for six countries which have not reported: Belize, Fiji, Western Samoa, Malawi, Rwanda and Seychelles.

According to the report the "information...is intended to show the current picture of Peace Corps racial composition to allow for the baselines of and comparison with U.S. population racial composition information, in order to meet objectives for more balanced recruitment efforts. This is being coordinated with the Agency's Office of Equal Opportunity."

shows 152 Blacks, 90 Spanish Surnamed, 9 American Indian, 75 Oriental, and 6,257 Others.

By region, there are 98 Blacks, 16 Spanish Surnamed, 5 American Indians, 21 Orientals, and 2,180 Others in Africa. In Latin America: 36 Blacks, 62 Spanish Surnamed, 3 American Indians and 17 Orientals, as compared with 1,967 Others. And, in NANEAP: 18 Blacks, 12 Spanish Surnamed, 1 American Indian, 37 Orientals, and 2,110 Others.

There are no recent minority figures with which to compare and plot trends, according to the report.

Peace Corps: New Recruiting System and Revitalized Fellows Program Help Fill Vacant Slots

The Personnel Management Division (PMD) has designed and implemented a new system for the recruitment of candidates, other than country directors, for overseas positions in the Peace Corps. This new recruiting system, which includes the forecasting and planning of manpower needs for overseas positions, should provide an orderly processing of staff appointments and thereby greatly reduce the number of vacancies overseas, reported Terry Manley (PMD) who is directing the project. Charles Graham and Doris Leckie, also from the Personnel Management Division, are handling the recruitment effort.

The new system was created by an IO task force which began work in November 1977, in response to an urgent need to fill several critical vacancies at overseas posts which had been vacant for several months. Under the previous recruitment system, it took an inordinately long time, sometimes as much as 300 days, to hire staff for overseas posts. This delay, Ms. Manley noted, contributed to the high vacancy rate.

Since the beginning of December, 18 selections for overseas positions have been filled. These candidates should receive the necessary clearances and training within 60-90 calendar days, at which time they will be ready for their assignments.

For more information on the new recruiting system, call Charles Graham or Doris Leckie on 46592.

Fellows Program Resumed

The Peace Corps Fellows Program of the late 1960s has been resumed to place outstanding RPCVs in Peace Corps staff assignments.

According to Nancy Graham, director, the fellows program will identify, recruit and train former Peace Corps volunteers -- with special emphasis on minorities and women -- who show potential for leadership roles and have expressed a desire to serve further in the Peace Corps.

Nominations for candidates for the fellows program may be submitted by overseas country directors, Washington Peace Corps regional and office directors, or DO/service center directors. Peace Corps country directors may submit one nomination of a terminating volunteer who will have completed service prior to September 1, 1978. Statewide nominations

must be of RPCVs who have successfully completed two year tours no longer than two years ago.

Ms. Graham noted that, to date, 11 nominations have been submitted with three women and one minority group member. Because Peace Corps staff is encouraging additional nominations of minorities and women, the nominating period has been extended to March 15, 1978.

The Fellow Program is based on 12 months of broad on-the-job training in PC/Washington followed by a 30-month overseas staff assignment. Training will be conducted with a dual approach: preparing the candidate for his or her initial assignment, and providing long-range professional preparation for continuing Peace Corps service after the initial 30-month assignment. Training will be flexible enough to include formal short courses and workshops, appropriate academic study, brief assignments in such headquarters office as personnel, evaluation, administration and finance, and on-the-job training.

Following training, candidates will be placed in a variety of assignments as associate Peace Corps country directors, training officers, or program officers.

All nominees will be interviewed by members of the Fellows committee. The committee will then screen the nominees down to 25-30 candidates. The director of the region in which the individual ultimately will serve will make the final selections. No more than seven Fellows will be assigned to each of the three regions.

Interviews are now being conducted and will continue until 21 finalists are chosen.

For more information on the program and guidelines for nominations, contact Nancy Graham, in M-1207, or on 46896.

Offices of Inspector General and Equal Opportunity Merge

If plans proceed on schedule, the Office of Compliance will be created on February 12, 1978. The Office of the Inspector General and the Office of Equal Opportunity have been redesignated as divisions within the new Office of Compliance, with Raul N. Rodriguez as director. Sometime within the next few months, the staffs of the two divisions will be relocated to the 9th floor of the Maiatico Building.

The responsibilities of the Office of Compliance will continue to be the audit, inspection, and investigation of the agency's programs and support offices, with additional emphasis on measuring the effectiveness of program results. This means that in addition to ensuring the financial integrity of our operations and compliance with existing laws, rules and regulations, Executive Orders and such, the office will be looking at whether the proper results are being achieved.

Aggressive plans are being developed to increase the visibility of the agency's equal opportunity program, including the Federal Women's Program and the Spanish Speaking Program. In addition to assuring compliance with Civil Rights statutes that prohibit discrimination, the office will become involved in promoting the whole concept of minority involvement by doing whatever is necessary to increase recruitment of minorities.

Survey Provides Overview of DO Field Operations

Last October, Peter Dybwad's office sent a questionnaire to DO field employees asking for their opinions on the possible reorganization of DO field structure. The questionnaire also asked for information on current workload and work management practices in ACTION's state offices.

The results from that questionnaire have been tabulated, analyzed, and sent to the field. The results include:

- state office rankings of regional and national headquarters functional support;
- an assessment of workload factors showing the number of workdays the state office staff provides each program;
- the amount of time used for "overhead" functions;
- a comprehensive analysis of the training needs as perceived by the state staff.

The report provides a comprehensive overview of the work carried out by DO state office employees in developing and supporting ACTION programs. Copies of the report are available from the DO management office (Tom Gray) on 43958.

Peace Corps Manual Revised

A comprehensive revision of the Peace Corps manual, the prime source of policy, procedure and general "how-to-do-it" information for Peace Corps staff, is now underway for the first time in five years, according to Brent Schaeffer, coordinator of the manual revision project.

Revision work, which began in January, is a direct result of the agency's directives task force which recommended in September, 1977 that the manual undergo revision. As part of that revision, Schaeffer noted, the manual will be reorganized, eliminating superfluous, outdated material added piecemeal since the last major revamp in 1973.

The task will be divided up among several committees composed of representatives from different offices. For example, one committee of Peace Corps employees will help revise the budget and volunteer section (series 200, 400); another committee with representatives from Administration & Finance and the Inspector General's office will help with the general management section (series 300, 500, 800); and the manual's personnel section will be handled by a committee of personnel specialists.

An attorney from the general counsel's office will be available to each committee for consultation when necessary. Revision proposals from each of the committees will be forwarded to a "watchdog" group made up of Peace Corps Director Carolyn Payton, her deputy, Gretchen Handwerker, and general counsel attorney, Paul Magid.

Additionally, all Peace Corps headquarters and overseas staff have been asked to comment on how policies and procedures can be made clearer and more directly related to needs.

Various offices within ACTION that have very specialized knowledge in such areas as travel, recruitment and auditing, also will offer recommendations.

Schaeffer explained that the final manual revision should be completed by this summer.

Stateswides Conference Forges New Directions

The State Offices of Volunteer Services (Statewide) Conference convened in Arlington, Va., February 1-3, to bring together ACTION state program directors and top ACTION staff with Statewide directors from 27 states to promote a better understanding of ACTION's new administration and its relationship with Statewide offices.

Mary King, ACTION Deputy Director, delivered the keynote address on Wednesday evening, February 1. She said that "Stateswides serve a vital role and are a major stimulus in developing and strengthening the partnership between state and local agencies, private volunteer organizations and private citizens."

According to James Mayer, director of Special Volunteer Programs and conference coordinator, the conference also attempted to establish common directions for ACTION and Statewide offices; provide recommendations for the agency's new guidelines and criteria for the selection of applicants for Statewide offices; and develop future strategies for ACTION and statewide involvement.

Statewide offices were established in 1974 as part of a grant program to promote and help coordinate public and private volunteer efforts between ACTION and state governments. Of the 29 active statewide offices, 23 receive ACTION grant monies which are used to establish and/or strengthen offices of volunteer services within state governments and also improve state volunteer efforts, particularly within the poverty community.

Conference participant Jeff Schembera, Florida Statewide director, whose program is in its second year of ACTION funding, said that by encouraging volunteers in the public and private sectors, the Statewide office substantially "augments ACTION activities" and helps ACTION in monitoring project efforts on the local level." Statewide offices identify potential volunteers, for example, by getting them in touch with the ACTION state office and also provide technical assistance to volunteer projects. In Florida, the Statewide office has helped develop VISTA projects in the federal prison and school system and also provided community organizing workshops for both RSVP and VISTA.

At the conclusion of the three-day conference, Statewide directors made several recommendations to ACTION staff. First, they agreed that a supportive, on-going relationship should be developed between ACTION State offices and Statewide offices -- one in which Stateswides could also look to ACTION for on-going financial assistance. Although Statewide directors noted that their relationship with ACTION State directors has substantially improved in the last year and a half, the relationship should be of a more formal nature with even greater endorsement by the agency.

The Statewide directors also recommended that ACTION increase information sharing with the Statewide offices in the area of fundraising, grantsmanship, training, and also provide technical assistance to Statewide offices by establishing information clearinghouses so that Stateswides could reach the clientele ACTION seeks to reach.

The conference ended on a positive note with many participants commenting that it was the "best ACTION-sponsored conference" they had attended in several years. Florida Statewide director, Jeff Schembera, said it was the "first conference that really talked about changes and, more importantly, the reason why."

Tanzanian Art Show Opens to Public

"Nyumba ya Sanaa," an exhibit of indigenous art from Tanzania, sponsored by the Art Society of the International Monetary Fund under the patronage of the Ambassador of Tanzania and Mrs. Paul Bomani, will be open to the public at 700 19th St. NW, Washington, through Feb. 24.



Nyumba ya Sanaa--House of Arts--was established in Tanzania in 1973. One of its purposes is to bring together Tanzanian artists in order to encourage individual and group creativity and stimulate cultural pride so that the country's culture may find visual expression. In addition, Nyumba ya Sanaa provides employment to young people after a period of training by Tanzanian artists in textile printing, jewelry making, batik and applique work.

The Washington exhibit, scheduled from Feb. 2-24, will feature the work of George Lilanga, Augustino Malaba, Mruta, and Robino Ntila.

Lilanga, a Makonde, was born in Kikwetu, Lindi, Tanzania in 1934. He has exhibited his work at the National Museum of Dar es Salaam and the National Museum of Botswana, as well as in the United States, Denmark, Sweden and Germany. Although a master carver, he also has gained international recognition for his batiks, graphics and pen-and-ink drawings on goatskin.

Malaba was the first Makonde to work in two dimensional techniques. His works, which include woodcuts, linocuts, silkscreens and batiks, as well as carvings, have been shown in this country and Europe and at the National Museum in Dar es Salaam and the National Museum of Botswana. He was born in Newala, Tanzania in 1942.

Mruta was one of the first apprentices of Edward Tinga Tinga, a Tanzanian whose paintings became internationally known after his death in 1973. Mruta has continued to paint in the tradition of the school in Dar es Salaam. He was born in Southern Tanzania in 1940.

Ntila, a Myao, was born in Ndanda, Tanzania in 1953. He has rapidly won wide recognition for his etchings and textile designs. The recipient of two medals at the International Graphic Exhibition in East Germany, he also has

exhibited at the National Museum of Botswana, in Denmark, Sweden and the United States.

Working Class Ethnic Study

Sam Brown has called for greater and broadened citizen participation for ethnics, minorities and women in ACTION's full-time volunteer programs. The Office of Policy and Planning is now taking the first step in carrying out that mandate by initiating a Working Class Ethnic Study. The study seeks to find segments of society which generally have not participated in volunteer efforts, such as the working class ethnic community, and to discover ways ACTION can encourage broader participation within that group.

Working in conjunction with the National Center for Urban Ethnic Affairs, which will serve as a liaison between ACTION and community groups in conducting the project, the Office of Policy and Planning is currently scheduling meetings in major eastern cities. These meetings will bring together community leaders, citizens, students, and other

interested persons from those cities to ascertain what ACTION can specifically do to involve citizens further in volunteer programs. One meeting was held in Hartford, Ct. in December and two others are scheduled for Newark, NJ and Brooklyn, NY sometime early this year.

According to David Downes (OPP), the meetings may have a very positive effect in helping programs become more responsible to local needs. He said that the meetings might indicate there should be a shorter-term volunteer service, or that there should be a combined domestic and overseas volunteer experience, or that volunteer service should be coupled with vocational training, such as in a service learning format. The meetings might also lead to ideas for a new demonstration project, or new policy or recruitment directions.

Correction

In the January 17 issue of ACTION UPDATE, we reported that two VISTA grants totaling \$780,906 were awarded to the National Center for Urban Ethnic Affairs and the Public Interest Research Group to train and place 81 locally recruited volunteers to assist in mobilizing communities to fight poverty. The correct number is 160 VISTA volunteers.

PC Training: A Tandem Approach

There are changes being made in Peace Corps Staff Training, and right now the focus is on staff spouses -- both men and women -- according to trainer Blythe Tennent.

Peace Corps is looking very closely at the problems, frustrations and special needs that Peace Corps spouses encounter during overseas assignments, and during the recent regional conferences in Manila, Niamey, and Bridgetown, Eastern Caribbean, this issue was discussed at length.

While one week of orientation and training has traditionally been provided in Washington, it is too little to really adequately prepare families to move easily into a new and different culture, Ms. Tennent explained.

"What has happened in the past is that on very short notice a family is asked to pull up roots and transfer overseas," she said. "The burden of closing the house and tending to the myriad of difficult details -- from negotiating a leasing contract to arranging for the children to be taken out of school--often falls on the spouse.

"This may produce the first spark of resentment and frustration, and it may be followed by more, and significantly contribute to dissatisfaction and non-completion of the assignment overseas."

To help spouses face these early problems, and prepare them to cope with any they may encounter during their Peace Corps tour, several measures have been taken. For the first time, spouses are being invited to take part in the full month of training provided staff at headquarters. This, it is hoped, will allow the spouse to better understand the responsibility his/her mate is about to undertake, and to have a clearer perception of what lies ahead for them both. Per diem, as well as child care, is now being provided for the entire time the spouse chooses to attend training. While spouses are invited to attend the month's session, they are not obligated to do so. Instead they may opt to come to any portion, so long as they continue to the completion of training.

In addition, a survey has been prepared and is awaiting OMB approval for sending to spouses now overseas. If it is approved, it will be used to define specific needs. According to the plan, the results will be evaluated by OPP specialists and trainers at headquarters and detailed recommendations will be made to Peace Corps senior staff.

One of the recommendations Ms. Tennent now feels should be made is a provision to include spouses in training held in-country. These sessions are important stepping-stones to adjusting to a new culture, and to date spouses have been left out of them.

Another growing area of concern, and one which has not yet been fully addressed is the professional needs of increasingly professional spouses in business, industry, law, medicine, or government, who seek employment overseas in related fields.

While this may not be the direct concern of Peace Corps, it can't be ignored, Ms. Tennent said.

The Peace Corps policy regarding a spouse working, she explained, is that he/she may do so, providing the job is compatible with Peace Corps goals and philosophies, and he/she has the approval of the country and regional director and/or the Peace Corps Director. But "male chauvinism" on the part of some managers overseas has prevented spouses from getting work in the past, according to Ms. Tennent.

Whether or not a spouse has interrupted his/her career, as has Annette Wilson, a professional city planner in transportation and wife of newly appointed Sierra Leone country director Percy Wilson, the need to become involved is great.

"We encourage spouses to become involved with something in their field of interest whether it be community volunteer work, pursuit of studies or interests, or employment," she explained. "Going overseas as a spouse of Peace Corps staff should be very exciting. It's an opportunity to become involved in another culture and grow personally and/or professionally through whatever avenue the individual chooses."

Ms. Tennent completed a training session on Feb. 3 for five spouses--all women--heading for Peace Corps countries: They were Mrs. Annette Wilson; Mrs. Kathleen Thurlow, wife

of Roland Thurlow, new associate country director in Cameroon; Mrs. Eleanor Johnson, wife of Brazil's new country director Willard I. (Twig) Johnson; Mrs. Alejandrina Metes, wife of Nicholas Metes, associate country director for natural resources in Honduras; and Mrs. Janine Dant, wife of Bill Dant, new associate country director for education in Morocco.

In this group, all participated only in the last week's sessions but each is eager and has made plans for getting involved.

For example, Kathleen Thurlow will be establishing a resource library in Yaounde, Cameroon. A secretary by training and profession, she spent a good part of her work in Washington gathering information from the ACTION Library and from program resources.

"These training sessions provide spouses with an introduction to Peace Corps' philosophy and directions as well as exploring the various roles spouses can play, the various kinds of support they can expect, and the various problems they may face," commented Ms. Tennent.

The trend appears to be toward eliminating rigid role

definitions and allowing greater flexibility. For example, it is now possible for the first time for a man and wife to formally share the position of country director.

This new approach is the product of an August brainstorming session at which a task force made up of Anita Botti, Irene Tinker, Mary King, Mary Leyland, Blythe Tennent and several former spouses, discussed past problems. Out of that, several couples were then asked to submit applications which included an outline of how they would share a country directorship..

"We're coming into a new time for women," Ms. Tennent observed. "With the questionnaire and with the new administration, we'll finally be defining specific needs--and ways to help meet them."

PEOPLE

Peace Corps Staff Appointments

Sierra Leone

PERCY C. WILSON, the newly appointed Peace Corps country director in Sierra Leone, formerly served as director of the Roxbury Multi-Service Center in Boston, Mass., overseeing a program in housing and urban development, crime prevention, tutorial services and a day hospital for mental health patients.

Before managing the Roxbury Center, Wilson spent a year designing and delivering training programs for the Office of Community Services of the Model Cities Commission in Washington, D.C. During that time, he also taught courses on community planning and development at Federal City College in the District.

In 1969 and 1970, Wilson was a consultant to the Sterling Institute Behavioral Science Center in Washington. While in this position, he conducted a training program for Peace Corps volunteers in Ghana.

Wilson, who will assume his new position in mid-March intends to organize teams of Peace Corps volunteers with different skills to meet human needs at the village level in Sierra Leone. "Various skills would be coordinated to address the problems. These would include health, nutritional education, agriculture, fishery, physical development and grain storage building skills. To my knowledge, this approach has not been emphasized before. Most of all," he added, "I want to generate a team spirit and a general feeling of a common goal among the volunteers."

Brazil

WILLARD I. (TWIG) JOHNSON, an assistant professor of anthropology at the University of Maine at Orono, has been appointed Peace Corps country director in Brazil, a country where he formerly served as a Peace Corps volunteer.

Johnson speculates that his Peace Corps experience was one of the most important in his life. "The Peace Corps opened up a whole new world for me. I was a small town sod

buster from the Midwest. My experience in Brazil led to my going into anthropology and the systematic study of other societies."

In 1967, Johnson began graduate work at Columbia University's Teachers College under a Ford Foundation International Fellowship. Later, he earned a master's degree and Ph.D in sociocultural anthropology. Since 1973, he has been an instructor at Queens College, N.Y., and the University of Maine.

Johnson believes the Peace Corps can make a strong contribution in Brazil, but he also sees its value to the volunteers and to the United States. "The Peace Corps is a tremendously powerful personal experience for the volunteer and for the people the volunteer becomes close to," he said. "But the long term impact of Peace Corps on development is when these volunteers contribute to educating American people who are incredibly naive about the rest of the world."

Cameroon

ROSEMARIE GEORGE, a Peace Corps volunteer in Ghana 1962-64, has been appointed Peace Corps country director in Cameroon, West Africa.

A resident of Washington, D.C. for the past 12 years, Ms. George's career has centered around program planning and management development. She spent six years with the Department of Health, Education and Welfare and five years with the General Accounting Office.

While at HEW, Ms. George wrote five major reports relating to American Indian affairs for the department. Her publication for the U.S. Comptroller's report to the Congress entitled, "What is the Role of Federal Assistance for Vocational Education?" prompted Congress to launch one year of oversight hearings. "As a result, social legislation was significantly reversed," she said. "Relevant laws had not been changed in ten years."

In 1970, Ms. George returned to Ghana as a consultant to assist the Ghanaian government's National Service Corps by helping develop strategies and procedures for establishing a cadre of 300,000 volunteers within that country.

When given a choice, Ms. George selected Cameroon as her Peace Corps post. "I wanted to work in a country with a stable government, with no vast problems, so that I could be innovative and creative with programming right from the start."

Louise Frazier : New OAVP Assistant

Louise Frazier, newly appointed assistant in OAVP, has practical experience that spans several years: She has worked as an RSVP project director, VISTA supervisor, outreach and Title VII program organizer, and director of a newly formed Area Agency on Aging.

She acquired all of this experience in Waterbury, Conn., directly following her graduation from college in 1972, at age 40.

"I knew immediately when I got out of college that I wanted to work in social service programs," Ms. Frazier said, adding that she was particularly interested in senior citizens. She grew up in a household managed by a grandmother and great-grandmother, who in their 60's and 90's "were as active as I'd ever hope to be," she explained.

Every position she held since college has been one in which she's worked with older Americans or worked for them. "As a VISTA supervisor in 1972, I supervised an incredible group of 12 VISTA volunteers, 55-80 years old, who did outreach work and served as advocates for their fellow senior citizens. They were particularly successful in organizing senior centers, programs for the aged, and getting other organizations, such as the extension service, Mattatuck Community College, and Catholic Family Services, addressing problems of the elderly."

As an RSVP director in a low-income, ethnic area in Waterbury, Conn., from 1972-73, she was persistent in involving many of the community's predominantly elderly residents in volunteer activities.

In 1973, when she developed a 13-town Title VII meals program, she made sure that seniors were included in the programs' development, since, she noted, they would be affected by them. "That was the first time that a citizens task force in that area of Connecticut included older persons in the planning process."

In 1975, Ms. Frazier left Connecticut to bring her community experience to the Washington, D.C. scene. "I wanted to find a job where I could integrate the ideas I learned on the local level into the federal system. I understood the frustration of those on the local level who felt there was a great lack of understanding of their situation on the federal government's part." She worked for one year with the Evaluation Division of ACTION's Office of Policy and Planning, being responsible for evaluation of the Senior Companion Program.

Now Ms. Frazier has a chance to combine her local know-how with the rest of the staff at the Older Americans Volunteer Program. In assisting OAVP Director Helen Kelley, Ms. Frazier will do "exploratory" work, she noted, looking into areas where there can be a better coordination of efforts between OAVP and other ACTION programs and also how senior volunteers can be used better in the development of new program ideas.

Mack Named N.J. Program Officer

CHARLES MACK, who previously served as a pre-slot officer in the Washington Service Center for five years, has been selected as the new state program officer for New Jersey.

In his new position, Mack said he will be "developing new projects and serving as a liaison between local, state and community sponsors and VISTA, OAVP, and Peace Corps programs."

Mack sees his experience at the headquarters office in coordinating recruitment processes and developing requests from regional offices into volunteer job descriptions as valuable in his new field position. "I believe my knowledge of internal operations in Washington will help me cut through many of the problems unique to the State office. I hope I'll be able to expedite the communication process between headquarters and the region and in doing so, better serve the volunteers and local sponsors."

Tom Hayden at "Brown Bag"

One-time anti-war activist Tom Hayden challenged ACTION headquarters staff last month with his barbed queries: "What's this agency all about? What is Peace Corps all about?"

Hayden, in Washington to attend the White House Conference on Balanced National Growth and Economic Development, was the featured guest speaker at the Jan. 30 "Brown Bag Lunch." The noon-time lecture series regularly presents well-known speakers for informal discussions on timely issues.

Hayden is now chairman for the Campaign for Economic Development, a California-based grass roots political organization. Its philosophy is based on the theory that "participatory democracy should be extended to the economic system."

Outwardly critical of what he has called "putting a band-aid on society's problems," Hayden urged the agency to shift energies in the direction of grass roots community organizing.

He expresses the position that if the federal government must give money away, it might as well do so through ACTION programs. He warned however, that the agency should not expect to have any significant, lasting impact.

What is needed, he stressed, is broad-based economic democracy. One way to achieve that end is through development of solar energy. Conversion to this energy source could provide a solution to problems of inflation, economic recession, environmental damage, and unemployment, he suggested.

Hayden, who narrowly lost the Democratic Senate Primary in 1976 to John Tunney, is married to the well-known activist/actress Jane Fonda.

Recruitment/Placement Monitoring System Developed

In close cooperation with the Offices of Recruitment -- including regional service center representatives, Peace Corps Volunteer Placement, Health Services, and VISTA--the Office of Administration and Finance has provided the agency with an automated system for monitoring applicant and volunteer placement data.

The Computer Services Division of Administration and Finance now has provided the mechanism for handling increases in new volunteers. Computer services staff has designed and installed a "reservation system" that will allow the entry of project and applicant data into a computer terminal.

All of the information contained on the "booking slip" is entered into the terminal via a video screen (similar to a TV screen) that asks for name, social security number, skill, recruiter data and other information. The system then automatically logs the applicant data into the proper project record. When the project is full, the system notifies the operator that the project will not accept any more nominees. The entry of a single code will allow the operator to retrieve and/or project applicant records to make changes. Modifications such as status code, start of training date, number of nominees needed, can be changed in a conversational mode to maintain current records of the season's matrix. Daily and weekly reports are printed, directly out of the terminal for headquarters use and for transmission to service centers.

The new system enables the centers to have project and applicant status the following day -- or the same day, if requests are made by phone. This increased level of efficiency has served to make an important job both easier, and expedient.

New Publications Ready for Distribution

New publications right off the press that may be of interest to ACTION staff are Prime Times, OAVP's bi-monthly newsletter distributed to RSVP, SCP and FGP staff and volunteers, and Reconnection, a publication of the Former Volunteer Project for former Peace Corps and VISTA volunteers. Both publications are bi-monthly, with first issues distributed the second week of February. If you'd like a copy of Prime Times, contact the periodicals unit on 48373. Reconnection may be obtained through the Former Volunteer Project staff on 43550.

Regional News

Seattle

The Idaho State ACTION office has announced that the Foster Grandparent Program, affiliated with and sponsored by the Idaho Office of Aging, has been reorganized into three separate in-state programs, each with its own sponsor. Will Overgaard, Idaho State Director, indicates that this move opens the door for considerable long-range expansion of the 13 FGP volunteer sites in the state, offering greater community control and increased local support for the program. Planning for the shift began in the fall of 1977, and was strongly supported by ACTION and the Idaho State Office on Aging.

VISTA supervisors from Alaska, Oregon, Washington, and Idaho met with ACTION Regional and State staff in Portland, Ore. recently for a three day information sharing and training session on the agency's new directions. Organized and conducted by Tom Lenhard, Region X Training Director, and his staff, the session focused on community organization and the kinds of skills and training new volunteers will need. Other areas explored included skill-building sessions in administration, community analysis, resource mobilization, and leadership roles. The 56 VISTA supervisors who participated in the conference also had an opportunity to quiz regional staff on the latest ACTION policies and directions.

Recruiters from the Seattle Peace Corps/VISTA recruiting office set up an information booth at the recently conducted "Ag Expo" in Spokane, Wash., where more than 10,000 farmers viewed agricultural exhibits of equipment and implements manufactured throughout the world. Secretary of Agriculture Bob Berglund and the Minister of Agriculture from Canada were featured speakers at the exhibition. Maggie Haines, Seattle recruitment specialist, and A.J. Simpson, agriculture placement officer, spoke to several hundred persons about Peace Corps agriculture opportunities.

A four-day Peace Corps/VISTA community recruiting drive in Portland, Ore., recently drew 125 responses from persons wishing to know more about the "revitalized" Peace Corps and VISTA, according to Chris Kimble, recruiting team leader. The drive, headquartered in the Portland Coliseum Travelodge, attracted many "quality" applicants and widespread media interest, according to Kimble.

San Francisco

Continuation of services of more than 300 RSVP volunteers of Palo Alto, Calif. has been assured with the award of

an ACTION grant of \$28,804 to the Senior Coordinating Council of the Palo Alto area.

The 325 volunteers serve at 87 duty stations throughout the Palo Alto, Los Altos, Mountain View and Stanford areas, serving in health, nutrition, education, economic development, energy and conservation, legal rights and community services activities. In 1977, the volunteers contributed a total of 63,503 person-hours, according to Project Director Irene Ball.

Mrs. Ball pointed out that the program is growing rapidly in northern Santa Clara County. The 325 volunteers who were serving at the end of 1977 represent a 34 percent increase over the 281 enrolled at the end of 1976.

The grant will carry the program into its fifth year and provides 51 percent of its total funding. The remaining 49 percent comes from local sources.

RSVP will move its headquarters this summer from 261 Hamilton Ave., Palo Alto, to the new Palo Alto Multi-Purpose Senior Center, an historic building being renovated by the Senior Coordinating Council at a cost of more than \$1 million. Since all agencies serving seniors will be housed in the building, it will give RSVP an excellent location for contact with diverse groups of seniors.

Atlanta

Despite some difficulties, including an occupant's refusal to vacate space promised to the Atlanta Recruiting Office, Region IV's move to 101 Marietta Tower in Atlanta has been completed satisfactorily. The Recruiting Office is now located on the 22nd floor of the building and the Service Center and Regional Office are on the 25th. All of the offices will receive new inter/intra-state WATS lines and new telephone numbers. For the present, however, all offices can be reached on 242-2307. The official address is 101 Marietta Tower, Atlanta, Ga. 30303.

Denver

The Denver recruiting office ended its "21 days of ACTION" awareness and recruiting drive during the week of January 30. Highlight of the event was the Peace Corps and VISTA Fair on Sunday, January 8 at The Lift, a Denver restaurant/nightspot. Former volunteers exhibited crafts, costumes, slide shows, architectural models and pamphlets. Twenty-five Peace Corps countries and 8 Colorado VISTA projects were represented, with 42 exhibits in all. The Ajoze Afro-Cultural Dance Troupe and the Filipiana of Colorado presented a program of music and dance. Special guests included Carolyn Payton, Peace Corps Director; Brenda Gurel, Assistant to Ms. Payton; Arthur Wexler, VISTA/Education Programs; and Larry Brown, Director of the Office of Recruitment and Communications. More than 1200 Denver area residents turned out to share in the Peace Corps and VISTA experience. Ms. Payton was interviewed by both the Denver Post and Rocky Mountain News. KBTU Channel 9 (ABC) and KWGN, Channel 2 (WGN Affiliate) also covered the event.

Pre-publicity for the Fair included the design of 3,000 (11x14) glossy posters which were printed, folded, franked and sent as invitations. Articles on the fair also appeared in the weekend Denver Post, Rocky Mountain News, January issue The Denver Magazine, Denver, and Westword.