



3-1-78

# ACTION UPDATE

## The Humphrey Bill: Talks Continue

The International Development Cooperation Act of 1978, introduced on Senator Hubert Humphrey's behalf by Senator John Sparkman on January 30, 1978, is proposed legislation which is of considerable interest to ACTION staff.

The Humphrey bill, as the proposed legislation is called, is still very much in its earliest stages. Although congressional hearings are scheduled for March, floor debates are still sometime away, at least not before June or July.

As the bill now stands, a new government agency would be created, the International Development Cooperation Administration (IDCA), which would consolidate all federal international development efforts. The new agency would attempt to bring greater coherence to the United States foreign assistance effort which many view as uncoordinated, unresponsive and unwieldy.

The International Development Cooperation Administration would centralize in a new, cabinet-level agency, the administration of the Agency for International Development, the Overseas Private Investment Corporation, and a number of international assistance programs now administered by the World Bank, International Development Bank, and other agencies.

The bill proposes that the Peace Corps, along with support for private volunteer organizations, would be combined into an International Development Institute, which would, in turn, be part of IDCA. The Institute would have a director, who would be the third highest official in the agency, and two deputy directors, one of whom would be the Director of the Peace Corps. The bill recognizes the importance of an innovative Peace Corps as a key to the accomplishment of development objectives, and states the congressional intent that it enjoy wide administrative autonomy.

The International Development Institute would seek to both mobilize voluntary public and private assistance to help people in developing countries improve their lives and increase participation in their national development efforts, and simultaneously, to promote a better mutual understanding between the American people and the people of developing nations.

In a February 16, 1978 memo to employees, Sam Brown stated that while he supports the overall intent and principles of the Humphrey bill, he still finds much need for clarification, specificity, and delineation of roles. During the latter part of February, ACTION employees were asked to participate in meetings with a special agency task force which is preparing a report to help ensure that the Administration, in arriving at a position on the proposed legislation, is fully aware of the bill's potential impact on Peace Corps.

The report of the ACTION task force, along with the recommendations of other government agencies, will be used by the Administration to help formulate its position on the new legislation, which will be announced on March 15.

# Brown Asks Union to Return to WPD Talks

*Not long after Sam Brown announced his endorsement of the proposed International Development Cooperation Administration, the employees union (AFSCME) pulled out of the agency's Workplace Democracy discussions. Union spokespersons charged that the administration's action represented a serious departure from its expressed commitment to shared decision making. Subsequently, Director Brown requested the Union return to the discussion table.*

*In an effort to keep Agency staff well-informed, a reprinting of the correspondence which passed between Brown and the Union appears below.*

February 13, 1978

Dear Sam:

Your unilateral endorsement of the proposed International Development Cooperation Agency (IDCA) directly conflicts with your repeated commitments to shared decision-making.

Time after time you have pledged that yours would be an open administration which would actively seek to involve employees in matters which affect not only working conditions, but which affect the mission of ACTION itself.

Your "Let's get started" memo, in addition to listing President Carter's criteria for reorganization listed four of your own. The first of which was: "Democratic decision making at ACTION by allowing people who work in the Agency to participate in changing it." Other than total dismemberment, I can think of no bigger change than the removal of the Peace Corps.

Since you have made a decision that so vitally affects the Peace Corps and ACTION as a whole without the input or participation of employees, your commitment to the above goals is called into serious question. Consequently, the ACTION Employees Union is suspending its involvement in any further Workplace Democracy discussion until we can more accurately assess the impact your action has had on our attempts to create an open and participatory work environment. While it is important to hold committee meetings about future plans, it is more important that we make good-faith efforts to practice Workplace Democracy on matters of substance now. We will find little of more substance than this issue.

A preliminary sounding of Peace Corps reveals considerable opposition to a merger with programs and agencies such as AID, whose purposes and record are incompatible with the mission of the Peace Corps.

This week we will seek to inform Peace Corps employees about the proposal and, in an impartial manner, determine their views.

Should we find that these employees believe that there is in fact a serious threat to the mission of the Peace Corps, we will organize an ad-hoc committee to either oppose the proposal or lobby for safeguards in new legislation.

Safeguards are needed against the hazards of (CIA) influence, an unfair career system, overgrown bureaucracy and

decision makers who do not have the best interests of third world people in mind.

AID's record in Vietnam, Chile, Iran, and throughout the third world make it a questionable partner for the Peace Corps. National governments and former volunteers as well as employees might easily react against a Peace Corps susceptible to CIA influence through AID.

We are also naturally concerned with the scope and impact on employees of removing the Peace Corps from ACTION. As you know, every part of the Agency except Domestic Operations would be affected. If a new personnel system is to be established, it must contain protections for employees and provide for career advancement. The union cannot tolerate any violations of President Carter's order not to fire or downgrade federal employees as a result of reorganization.

The union supports all attempts to improve programs, Older American and VISTA as well as the Peace Corps. But we are concerned about a severe reorganization that could damage Peace Corps' mission and the viability of that mission. Some hard questions need to be raised and hopefully, good answers found.

For example, (1) The basic purpose of the Peace Corps is to call on the best instincts of American citizens to volunteer for programs that assist third world people to meet basic human needs. Can this mission survive a merger with agencies and offices that have different and sometimes conflicting purposes?

(2) The realities of international politics and the perceived interests of national security encourage the use of development programs to shore up dictatorial governments and to support certain political factions in opposition to others. Could the Peace Corps as a branch of the proposed IDCA realistically emerge as an apolitical friend of third world people?

Few or none of us at ACTION regard the late Senator Humphrey with anything but fondness and admiration. We remember his crucial role in the foundation of the Peace Corps. However, his friends in the Senate, the White House, the press corps, and in this agency agree that the IDCA proposal needs substantial debate and revision before it can be made into a workable law. The ACTION Employees Union will aggressively press for a full and open discussion on the issue. Hubert Humphrey would expect no less from us.

Sincerely,



Victor Basile  
President, ACTION Local 2027

February 15, 1978

Dear Vic:

I received your letter concerning my endorsement of the proposed International Development Cooperation Agency (IDCA). I understand your concern about the fate of the Peace Corps and believe as I said in my February 13 memo to you, that we should talk about it.

I regret that you have used the Workplace Democracy project as an issue, however. At present, that project is just in the planning/research phase and therefore, is not operational as far as making any policy decisions concerning the Agency. My commitment is to open decision-making and to developing a structure that might, in the future, provide for Union/employee participation in policy decisions. At this time, however, no such structure exists.

It is my responsibility as Director and as an appointee of the President to respond to policy issues for the Agency. There is nothing in the present structure that makes it possible for employees to participate in those decisions. Workplace Democracy, in its infant state, is not yet a viable vehicle. Even if it were in a developed stage, there would still be certain policy responsibilities that would remain mine. I think it is important that we not confuse a process of shared decision-making with abdication of my responsibilities.

The concerns that you express about Peace Corps and AID are ones that I share. It is my intention to encourage open discussion and debate about the bill itself and about what is best for the Peace Corps and for our employees. Perhaps we could begin that discussion with the Ad Hoc Committee on Workplace Democracy. If that committee represents an honest effort to establish dialogue and trust between management and employees, it is the appropriate forum for such dialogue.

In any case open meetings on the Bill are to be held today and tomorrow. I welcome your participation in either these meetings or in the Ad Hoc Committee to discuss the important elements of improving and implementing the Humphrey bill.

Sincerely,

  
Sam Brown  
Director

## **ACTION Takes to the Road**

"This is what we've all been waiting for," reflected Sam Brown. "March is the month when senior staff will be speaking in major cities around the country in ACTION's first nationally coordinated recruitment campaign.

"We hope this will become an annual event," Brown said. "It provides a special focus on the unique contributions of Peace Corps and VISTA volunteers."

Brown is heading a speaking schedule that includes appearances in more than 35 cities and on campuses throughout the country. Each day will be packed with speeches, press interviews, project visits and radio and television appearances. At each stop, senior staff also will meet with former volunteers. The Former Volunteers' Project, headed by Lynn Miller and Jim Callahan, are working with regional staff to arrange receptions in five cities for former volunteers and other guests.

At the United Nations, the U.N. Meditation Society will be honoring the Peace Corps at a special reception on March 15.

On the national media front are major news releases on VISTA and the Peace Corps and piles of hometowners and deep captions that will be distributed in late February. Newspaper editors across the country will be receiving a special release from ACTION notifying them that March is Peace Corps/VISTA month.

Don't be surprised to hear Miss Lillian talk about her experiences as a Peace Corps volunteer in India when you turn on your radio and television during March. Miss Lillian graciously participated in the filming of a special television public service announcement. The spots are being sent by the Service Centers to 500 television stations in the United States; radio stations will receive 30 second spots. "It takes a lot of guts to be a volunteer," says Miss Lillian. All of the spots will have localized phone numbers added to them.

Who's arranging all this? Lou DiNatale, a special consultant with experience in Massachusetts' political campaigns, was brought on board to coordinate the nationwide events. But in the field, it has been the Service Center Communications

Directors, Area Communications Managers, and Service Center Directors who are pulling the show together.

"This is a unique and major initiative," commented Larry Brown, director of ACTION's Office Of Recruitment and Communications.

"The regional staff has carried the responsibilities for local scheduling and arrangements, and the whole month has had to be coordinated nationally to achieve a geographic balance and to respond to regional requests."

Brown (Larry) believes that the March events are laying the groundwork for a communications management system that will continue to thrive long after March is past.

"The idea to focus our communications efforts during a one-month blitz came out of the recruitment and communications conference in Coolfont, W.Va. last fall," he noted. "The conference participants -- recruiters, area managers, communications staff from the regions and from headquarters -- all felt that a vigorous public awareness program could be the single most crucial element in meeting the agency's future recruitment needs."

"We want Peace Corps/VISTA Month to achieve several major goals," he added. "We want everyone to know that VISTA and Peace Corps volunteers are out there, working in the areas of basic human needs. We want to publicize the many contributions that former volunteers are making in their own communities. And, third, we want to create a climate of awareness and enthusiasm so that a broader spectrum of the American public will have the opportunity to participate in our programs."

## Direct Mail Campaign to Reach Colleges

An important aspect of Peace Corps/VISTA awareness month is a direct mail campaign to recruit college seniors and graduate students for Peace Corps/VISTA service. In early February, a million letters with an accompanying flyer on Peace Corps and VISTA, designed by William Johnson Advertising/Public Affairs Office, were sent to students, encouraging them to consider volunteer service.

According to Freddie Baumer of Advertising/Public Affairs, two mailings are scheduled for the first time this year, the first in February and the second in April. Ms. Baumer said she got the idea for the dual mailing effort from the armed services which have successfully used this approach in their recruitment campaigns.

A direct mail campaign can concretely measure the success of recruitment efforts by determining how many trainees in a given period were direct mail recipients. Ms. Baumer believes there should be more responses from university students this year because many of them will receive both mailed Peace Corps/VISTA information and see and hear ACTION senior staff at their universities as part of the agency's awareness campaign in March.

Besides senior and graduate students, other direct mailings are sent throughout the year to college alumni, who have been out of school for four to five years; professionals, such as nurses and engineers; and skilled trades persons.

# NANEAP Health Conference: A "Sharpening of Focus"

Twenty-three Peace Corps health programmers and trainers from overseas and stateside offices recently took part in an innovative programming conference, which for the first time under the new administration, brought high-level policy makers together in Washington with operational level field staff to focus on new thrusts in the area of basic human needs.

The NANEAP Health Programming Conference, held Jan. 29 through Feb. 3, and kicked off by ACTION Deputy Director Mary King and NANEAP Region Director John Andrews, was the first Peace Corps Regional conference focusing on health since this sector became an agency priority, according to NANEAP spokesman Chuck Hobbie, desk officer for Korea/Thailand. Another NANEAP programming conference, slated for later this year in Kuala Lumpur, will deal with food, water, and appropriate technology.

Largely the result of new agency directions in meeting basic human needs, the conference sought "to begin the process of sharing experiences in health programming among the participants and to develop further awareness of international health issues, terminology and systems."

Moreover, the conference was designed to stimulate thinking and initiate new basic human needs health programs which could both utilize generalist volunteers who could be skill-trained in the United States to perform in community health roles overseas, and open new opportunities in health as secondary activities for volunteers serving in other areas. In the past, conferences focused more on policies and procedures than on program content.

"We intended to bring into Washington all NANEAP personnel involved in health programming and training," Hobbie explained. "We wanted to bring them together to work jointly in planning initiatives so that training could take place this summer, with placement in the fall."

As many as 200 additional Peace Corps Volunteers will be brought into training for health programs this summer, he said.

"Besides trying to increase the number of Peace Corps volunteers meeting basic human needs in the health sector, we're also trying to develop and provide new conceptual resources to stimulate new ideas, new possibilities for meeting the most pressing needs of the poorest people," added Jimmy White, NANEAP training officer.

Each participant arrived in Washington with a comprehensive, well-researched report on basic human needs in his/her country, White said. Presenting these reports at the beginning of the conference allowed headquarters to start with the same data base, he explained, and the conference to be geared to those needs.

Later, participants split into work groups. Private health consultants, Dr. Steven Joseph of Harvard, and Barry Karlin of the American Public Health Association, presented case studies and assigned participants to develop strategies for meeting the needs described. Those strategies were then critiqued.

One of the ideas forwarded at the conference was that of using short-term volunteers in health-related projects. A possible "option for the future", according to White, short-term volunteers could be sent on missions lasting up to three months to work in areas of hard-pressing needs.

While NANEAP currently has fewer volunteers working in health programs than either the Latin America or the Africa regions, and only two health professionals on overseas staffs, the health conference represents a "sharpening of focus" in NANEAP according to White. Moreover, efforts in health training and programming will be enhanced by the new Peace Corps Office of Programming and Planning.

"The conference is both philosophically and symbolically significant, too," White said. "We're telling the field and host countries that we're serious. We hope the result will be new, substantial programs."

Spearheaded by the NANEAP region director and ACTION deputy director, the conference, represented the coordinated effort of personnel from several offices, including Dorothy Mann, executive assistant to Deputy Director King; Dr. Franz Rosa, chief, medical operations; Pirie Gall, program planner/PC; David Levine, Joy Riggs-Perla and Diane Hedgecock, newly forming Office of Programming and Training Coordination; and Turra Bethune, Office of Policy and Planning.

Taking part in the conference from overseas staffs were William L. Beery, associate director for health, Malaysia; Michael Quaid, training officer, Malaysia; Brad Dude, program and training officer, Western Samoa; Eugenia G. Jamias (Geny), program manager/nutrition, Philippines; Mrs. Shin Hae Park, health program officer, Korea; Leo Pastore, Korea country director; Van Nelson, training officer and acting health

program officer, Thailand; Nancy Blanks, Micronesia country director; Arnold Bodner, MD, medical officer and program and training officer, Nepal; Ann Larson, Oman country director; Martin Kumorek, programming and training consultant, Afghanistan; Samir Zoghby, Tunisia country director; Roberta Prees, associate director for health, Yemen; Phil Hanson, program officer, Morocco; Leo Whitman; associate director for training, Morocco; Bill Dant, associate director for TEFL, Morocco; and Steve Prieto, PCV, Yemen.

NANEAP headquarters staff participating included Jack Andrews; Dick Hailer, deputy director; Jim White, regional training officer; Paula Goddard, area director; Carol Word, former country director, Thailand; Jeanne Faraher, special assistant to the region director; and country desk officers.

## **Mikulski Bill: An Attempt to Curb Family Violence**

In a few weeks hearings will begin in the House on a bill which would name ACTION as agency of primary responsibility in efforts to curb family violence.

The bill, H.R. 8948, introduced recently by U.S. Rep. Barbara Mikulski (D. - Md.), calls for the coordination and integration of all programs related to the growing problem of family violence--especially wife battering--and seeks to promote solutions at the community level.

According to a Congressional Statement of Findings:

*"Violence in American households is widespread. Such violence is a symptom of the rising stress to which American families are subjected from many sources, and reflects continued acceptance of the idea that violence is an acceptable form of release of stress.*

*"Such violence is a major cause of mental illness*

and behavioral disturbance in children...

"Such violence occurs between spouses even more frequently than between parents and children, and the dimensions of this violence are only beginning to be known.

"Violence against the dependent spouse, usually the wife, has created a need for emergency temporary shelters and other crisis intervention programs which are not currently available.

"Family violence grows if not checked at an early state...

"Programs for identifying violence prone families and providing prevention services do not exist...

"Little coherent national planning or established priority structure aiming the major federal programs dealing with aspects of family violence exist.

"Both coordination and integration of existing federal programs are needed.

"The most effective programs dealing with family violence have been developed as alternative delivery systems by dedicated activists and volunteers.

"Such citizen support systems should be assisted in their efforts to combat family violence..."

The Mikulski Bill is one of two now pending in the House. The other, H.R. 7927, sponsored by Rep. Lindy Boggs (D - La.) and Rep. Newton I. Steers (R. - Md.), is aimed at combating "domestic violence," and names the National Institute for Mental Health (NIMH) as the administering agency. A third bill is expected to be introduced soon in the Senate by Sen. Alan Cranston (D. - Calif.).

Rep. Mikulski's bill calls for a two-year authorization, and funding of \$10 million for FY 78, and \$15 million for FY 79. If passed, ACTION would collaborate with HEW and DOL in working out the major program components and funding.

Under the proposal, ACTION would establish an office known as the National Center for Community Action Against Family Violence. Through the center the agency would develop and maintain an information clearinghouse. The clearinghouse would:

- act as a clearinghouse of clearinghouses, providing information and referral.

- develop and maintain a continually current national directory of temporary shelters for victims; their fees; admissions policies; physical conditions; and vacancy situations.

- provide opportunities for those working in the field to meet and exchange information.

ACTION also would be responsible for establishing a 24-hour, toll-free number to assist victims, and provide technical assistance and referrals.

Technical assistance would be provided by "stipended volunteers" trained by ACTION and local sponsors. These volunteers would be responsible for mobilizing and training community volunteers. The stipended volunteers (full-time



or part-time) would serve for a minimum of one year, and could serve for a partial year after that.

In addition, ACTION would help in mounting a national media campaign to educate the public about the problems of, and remedies for family violence; about grants to be made to local sponsors; about training and support; and about the provision for additional support allowances for volunteers as needed.

Explaining that she chose ACTION as the primary agency because of her belief "in its ability to support grass-roots efforts," Rep. Mikulski added:

"The legislation proposes a new approach to community efforts to deal with the problem.

"It recognizes the leadership which activist women have given in anti-rape and battered women programs, and the success of women-helping-women. It offers the technical assistance they need to be effective in the long run.

"The trained volunteers will impart a variety of skills, from fund raising to counseling and various types of advocacy.

"The provision of volunteer help, which can be counted on for at least a year at a time, also will add stability to ad hoc programs and provide the base needed to organize efficiently."

The major difference between the Mikulski and Boggs bills is found in the provision for assistance to local programs.

Under the Boggs proposal, 60 percent of appropriated funds would go to NIMH to establish a demonstration grant program, providing funds to local programs dealing with domestic violence. These would include, but not be limited to, shelters, hot lines, training, mental health or other counseling, and job training. Five percent of demonstration project funds would go for technical assistance to groups without grantsmanship skills.

With hearings on their separate bills expected to take place as scheduled, Reps. Mikulski, Boggs and Steers are now discussing a possible compromise measure which would incorporate elements of each.

## **Union Election Slated for March 15**

On March 15, agency employees will name the union they want to speak for them--or choose to do without representation at all.

Vying for the title of official ACTION employees union in the agency-wide election are AFSCME (American Federation of State, County and Municipal Employees) and NTEU (National Treasury Employees Union).

Two polling places will be set up during the election on March 15 for headquarters staff, in M-522 and P-416. Ballots will be sent out to the regions on Feb. 23, and must be returned no later than March 15. Absentee ballots are now available; they, too, must be returned by March 15.

Votes will be hand-counted by representatives of both unions, ACTION and the Department of Labor (DOL).

Official results will be announced following certification of votes by DOL's Labor Management Services Administration. Certification is expected to take approximately 10 days.

# PEOPLE

## New Country Directors Named

### Tonga

PRESTON G. McCROSSEN, 58, of Albuquerque, N.M., has been named country director in Tonga. In this post he will oversee the efforts of 85 Peace Corps volunteers serving in areas ranging from public works and agriculture to public health and education.

Tonga, a southern Pacific kingdom, is made up of 150 islands, 45 of which are inhabited. The islands cover a 500-mile-long north-to-south line.

Prior to his Peace Corps appointment, McCrossen was associate director of the Indian Pueblo Cultural Center, Inc. in Albuquerque. The center is an educational and cultural institution that includes an Indian-owned and operated museum, educational programs, restaurant, gift shop and service program offices.

From 1975 to 1976, he was project coordinator for the center, and from July to September 1975, served as a consultant to the Native American Technical Assistance Corps, also in Albuquerque.

McCrossen has held positions with the Southwest Cooperative Educational Laboratory, the All Indian Pueblo Council and the University of New Mexico Institute of Social Research and Development, and Office of Educational Research, all in Albuquerque.

A graduate of the University of New Mexico, from which he has earned a master's degree in political science and public administration, he also attended Baylor University-College of Medicine.

### Malaysia

Former Peace Corps volunteer JONATHAN (Jon) D. DARRAH, until recently assigned in Kira Kira, Solomon Islands, is the new country director for Malaysia.

Darrah will be responsible for overseeing approximately 215 volunteers now serving in that southeastern Asian federation in such fields as health, dental health, secondary and higher education, agriculture, deaf education and rural development.

His appointment will mean a return to Malaysia for Darrah who first served there as a volunteer, from 1965 to 1967. He then became a volunteer trainer in Hawaii, and later in 1967 returned to Washington as a Peace Corps Fellow.

In 1968 he served as regional representative for Northern Thailand where he supervised volunteers working in malaria eradication, TEFL, health, child care and laboratory training. Following that tour, Darrah was placed in charge of all Peace Corps publicity and recruitment in this country's Pacific Northwest.

Prior to his recent volunteer assignment in the Solomon Islands, completed this year, he operated several small enterprises in Chelsea, VT. From 1972 to 1973, he was assistant dean of Florida International University in Miami.

Darrah also has served as a consultant to Family Health Care, Inc., assistant to the manager of the 1971 Harris for President Campaign, and special assistant for the National Urban Coalition, all in Washington.

He is a 1964 graduate of Rollins College in Winter Park, Fla. and holds a B.A. in economics.

## OGC Appointment

RANDI GREENWALD, formerly Special Assistant Corporation Counsel for the District of Columbia, has joined ACTION's General Counsel staff. Ms. Greenwald will be specializing in grants and contracts, rules and regulations and will serve as liaison with the Office of Compliance. A graduate of Boston University, she received her law degree from Columbus School of Law, Catholic University.

## Wyoming School Named for Velma Linford

Velma Linford, director of recruitment resources and intern programs in the Office of Recruitment and Communications, was honored recently when the Albany County, Wyoming Board of Education named a new elementary school after her. Ms. Linford taught school in Wyoming for 19 years, and later served as State Superintendent of Public Instruction.

The school board cited "overwhelming public response", -- largely from Miss Linford's former students in Laramie -- to the proposal to name a new West Laramie facility the "Linford Elementary School." The dedication of the new building is scheduled for sometime in August 1978.

Lloyd McCullough, director of student teaching at the University of Wyoming, expressed his reaction to the choice: "She is a great human being and has dedicated her life to the education of people. I'm very happy that you and the citizens of Laramie have honored her in this way."

During her career as Wyoming State Superintendent of Public Instruction from 1954-1963, Miss Linford effected a number of changes in the school system which former Wyoming Senator Gale W. McGee then described as "significant contributions to both the quantity and quality of education in Wyoming." Some of those contributions included establishing special programs for the retarded in schools and communities, organizing a braille and tape recorder service for the blind, and a state-operated school for the deaf.

Miss Linford came to Washington in 1964 following her appointment as superintendent in Wyoming and served on the task force to place the first 1,000 VISTA volunteers. Following that, she worked for VISTA until 1971 in program development, training and recruitment.

Since the creation of ACTION in 1971, Miss Linford has served as an educational resource specialist, director of recruitment resources, and a regional administrator. She currently directs special recruitment efforts for Peace Corps and VISTA. She also has responsibility for developing contacts with universities and organizations to recruit and train volunteers.

Throughout her career, Miss Linford has written extensively on such diverse subjects as the cattle industry, fur trade, early newspapers, and the early and modern theater. She also authored the book, Wyoming, Frontier

State, now used widely throughout the Wyoming school system.

Miss Linford has received a number of honors throughout the years. In 1968, she was nominated for Wyoming state representative, the only woman ever nominated for that national office from the state. She also was the recipient of the federal women's achievement award from ACTION, a citation from Mrs. Lyndon Johnson as a leading Western woman, and the Gold Key for Distinguished Service to Wyoming Education.

When asked about her latest commendation of having the Laramie elementary school named in her honor, Miss Linford said she was "just confounded by the outpouring from former students and associates who marshalled the campaign. Since this new school will incorporate the latest and finest in reorganization and development of teaching techniques, I just think what an overwhelming honor it is."

## **TLC Committee Will Aid Stricken Volunteers**

The Office of Health Services and Peace Corps' Office of Special Services are initiating an effort to provide visitors for Peace Corps volunteers hospitalized in Washington for illnesses or injuries suffered in service.

"There is a need for more of us to show a little personal interest and concern for these volunteers," Special Services Chief Jim Cawley said.

"They're lonely and troubled because of their medical problems, and because they've been evacuated from their overseas assignments.

"We're establishing the Tender Love and Care (TLC) Committee for agency staff who are willing to spend an hour or so cheering up a recuperating volunteer," Cawley added. Individuals from health services and country desk officers are already involved, but they're not enough, he explained.

"For all employees who feel removed from volunteers--the heart of our programs--because of the crush of bureaucratic paperwork, here is an opportunity to reach out and show how much we care."

Anyone interested in visiting volunteers should give his/her name and telephone number to Jim Cawley, Office of Special Services, ext. 47280. He will be coordinating the program with the Office of Health Services.

When the need arises, participating staff members will be given the name of a stricken volunteer, the country in which he/she is serving, general reason for hospitalization and the location of the hospital.

## **HHH Memorial Project Nears Goal**

Agency employees are responding enthusiastically to the call for donations to the Hubert Humphrey Memorial Project in Brazil, the Peace Corps Partnership Program reports.

In less than a month since the drive's kick-off, employees throughout the agency have contributed more than \$1,095 to help build a facility for the disabled in Brazil.

"The funds will be used to buy materials for constructing a room for physical therapy at a school for exceptional children in Crato, Brazil," Evelyn Egan of the Partnership staff said. "The Peace Corps volunteer, Karen Beaulieu, has

told us that her school needs \$1,200 (more) to build the addition, and we are almost there."

At the Jan. 16 memorial service for the late U.S. Sen. Hubert H. Humphrey (D - Minn.), agency staff were told of the opportunity to help fund the project, as a memorial to Humphrey.

Construction is expected to begin within six weeks of receipt of the needed funds.

For more information, call Evelyn Egan on 254-5204, or mail your check (made out to Peace Corps, please) to the Peace Corps Partnership Program, 806 Connecticut Avenue NW, Rm. M-1214, Washington, D.C. 20525.

## **Brown Reports on Tanzania**

At a Feb. 16 Brown Bag session, Sam Brown reported informally to ACTION staff on his visit last month to Tanzania and Congo (Brazzaville).

Brown, Peace Corps Director Carolyn Payton and Africa Region Director William Gaymon were warmly received in both countries.

In Tanzania, Brown, Payton and Gaymon traveled to Boutiama, the "presidential village," where President Julius Nyerere, greeted them at his compound, a concrete building that houses a simple meeting room and a modest living area.

Nyerere, an avid botanist, greeted the visitors in gardening clothes, his sleeves rolled up and his hands muddied from planting trees. Children played in the yard outside his residence.

President Nyerere expressed possible interest in Peace Corps programs in Tanzania. He mentioned needing volunteers trained in fisheries, agriculture, mechanics, and anti-desertification. The president, Brown said, had "no interest" in volunteers for education, declaring the teaching of English "a stage of development that has gone by" in Tanzania.

## **"The Toughest Job You'll Ever Love": New Peace Corps Film**

"The Toughest Job You'll Ever Love," a new 26-minute Peace Corps documentary film featuring Peace Corps volunteers at work throughout the world, will be ready for showing early in March.

The film is made for TV and use in recruiting efforts and presentations on campuses and in communities across the nation.

In addition, eight-minute "lifts" or excerpts also will be available for television and other special uses.

To produce the film, Thomas Craven, Russell Pariseau, Penny Craven and Ernest Barbiri, all with The Craven Film Corp. of New York City, traveled--often by foot--into remote regions of Nepal, Niger and Colombia.

In Nepal, the crew walked four days and nights through the mountains to reach Bhulbhule, where a PCV Alan Axworthy is constructing a suspension bridge.

Later, the crew followed Rosita McKee, a PCV in health in

Niger. The film shows Ms. McKee at work in a Diffa clinic and on the road with a mobile health unit.

Another volunteer visited is Joyce Church, a health and nutrition specialist in Saisima, Colombia.

For the crew, the months spent in making the Peace Corps film was like "living three Peace Corps experiences."

The difficulties they encountered in the assignment brought home the hardships that frequently face volunteers, they said.

Field Producer Pariseau added: "It was revealing to see at first hand the actual nature of the Peace Corps beast--and the extent to which Peace Corps volunteers make their foreign service a person-to-person thing."

ACTION staff may see the film at a special Brown Bag meeting to be scheduled later in March.

## **Computer Services Promises Faster Delivery**

At the beginning of this year, the Computer Services Division of the Office of Administration and Finance reorganized. According to Ron Crellin, director of the division, the new organization will make it "easier for the agency users of computer services to know very clearly who to see for what service and also get faster delivery of service than ever before."

The division is organized into two branches: the Systems Development and the Systems Support Branches.

The Systems Development Branch is divided into four sections, Crellin explained, which reflect the general agency structure. They include: Domestic Operations, Peace Corps, Staff Systems, and an Agency-Wide Section. The Systems Development Branch will handle all payroll, personnel, accounting systems, in addition to statistical reporting.

The Systems Support Branch, headed by Ronald Bloxton, is comprised of three sections: Software, which provides support to the Systems Development Branch; Data Administration, a new function which ensures that data supplied to the computer is timely and accurate; and the Operations Section which operates equipment, entering jobs and printing reports.

Section heads for these units are Cheryl Bues, who will handle all Domestic Operations, and James Orr, who will be responsible for Peace Corps. Linda Leeper, Tracy Bayliss, and Ruth Thomas will handle respectively Staff Systems, Data Administration and Operations. The chiefs of the other sections will soon be selected through the competitive process.

Additionally, the position of deputy director was created within the Computer Services Division with chief responsibility for developing long-range plans for the division, developing procedures and standards and also directing a Technical Support Unit. Joan Begelman has been named deputy director.

## **Agency First: Special Assistant for Indian Affairs**

"Think Indian--unity, pride, self awareness, self-motivation..."

This is the message ACTION's new DO Special Assistant for Indian Affairs, John Olguin, wants heard and heeded.

Olguin, an Isleta Pueblo, hired on a 120-day appointment in January, hopes to turn around what has been called chronic agency neglect of Indian needs. He says this can be done effectively not only by redirecting resources, but moreover, by mobilizing volunteers within Indian communities.

Olguin is currently working with members of the agency's Indian-American Task Force to devise new program thrusts and philosophies that will specifically benefit Indian people. He recently returned from a visit with field staff (in Arizona, Oklahoma and New Mexico) during which he discussed problems and solutions.

More than a year ago, a seven-member task force made up of Indian state program staff and two non-Indian ACTION advisors from regional and national offices, found that if the agency is to effectively develop programs to meet Indian needs in America, it must adopt new sensitivities, policies and approaches. Members were James Medina, Wisconsin state program director; Charles Peake, Oklahoma state program director; Denny Baker, Oregon state program officer; Jess Sixkiller, Arizona state program officer; Vernon Ashley, North and South Dakota state program director; Joe Garcia, then Deputy Associate Director/VISTA; and Michael Doyle, then Region V director.

In a report following a February 1977 meeting in Phoenix, the task force insisted that there is an unjust imbalance in the allocation of agency resources, giving Indian communities short shrift--less than one percent of the total.

There are 113 national tribes, representing 500,000 Indians, and 90 major off-reservation Indian organizations, representing 4,000 Indians, the group said. ACTION staff "apathy" in the past has brought about neglect: lack of sensitivity, limited coordination with communities, and a lack of Indian professionals within the agency, the task force charged.

It then recommended that the agency direct five percent of its resources to Indian needs by the close of FY 1977. In addition, the group asked that the task force be made permanent, and be authorized to meet three times yearly, with membership to be made up of Indian program staff, regional directors' representatives, and a headquarters senior staff person.

Some of the immediate recommendations put forth called for an increase in VISTA funds for supervisor and transportation grants to be used for Indian programming, and an increase in the numbers of VISTA volunteers serving in the Indian communities.

The task force also requested an increase in appropriations for youth programs to assist Indian communities at senior, junior and grade school levels; provide resources to develop five new RSVP programs and eight new FGP/SCP projects within Indian communities; and to recruit and select Indians for employment in OAVP programs.

The agency needs to establish a unit which would train agency staff nationwide to better understand the unique "perplexities" of Indian communities, members said. In addition, the agency must follow through with a strong affirmative action plan to increase the now low numbers of Indians employed or retained.

ACTION is not in compliance with the Civil Rights Act, according to James Medina, Minnesota state program officer and task force chairman. Not only is there a lag in commitment of

funds, there is a parallel lag in placing Indians in significant positions within the agency, he said.

"Among 1,751 employees, there are only six Indians," Medina pointed out.

The task force recommended the agency initiate an internship program for Indians and other minorities. Such a program would provide training in management for qualified applicants through the Civil Service Commission, and guarantee subsequent placement in ACTION jobs.

One year ago.

In the months that have passed, task force participants have said they began to wonder what if anything would come of their efforts and pleas. With the change in administration they looked for signs of continued commitment.

Those signs began to appear, although slowly some grumbled, with the formal continuation of the task force, the forming of further work groups involving more than 30 people from a cross-section of the agency, and, in January, with the appointment of John Olguin.

Olguin is the agency's first special assistant for Indian Affairs, and the first American Indian to hold a high-level, policy-making position at national headquarters.

A veteran of HEW and the Bureau of Indian Affairs, and most recently with the National Education Association, Olguin faces a challenging task. Many of the agency's Indian American staff are skeptical.

Some say they do not now see additional monies or volunteers being directed to Indian communities. Nor do they have hard evidence of any new commitment to affirmative action; the internship program has been slow to start.

But Olguin is confident, and predicts that by summer some important changes will begin. He is now developing a demonstration program which will be geared to mobilizing Indian people--particularly youth--within their own communities.

Olguin is committed to Indian self determination. This means Indians-making-decisions-for-Indians, evaluating their own problems, designing ways to solve them, and directing programs in those areas--helping themselves, Olguin says.

Their right to do so is guaranteed by law--Public Law 93-638, passed in January 1975, and Olguin says its principles can be applied to ACTION's volunteer programs.

"I know we can accomplish a lot here," he says. "I sense a growing, genuine feeling of support from this administration and that's what it takes to get this thing moving."

Before coming to ACTION, Olguin held a post for one year in program development with the National Education Association. Prior to that he was part of the policy and planning staff at BIA, from 1975-1976.

In 1970, he also taught government at Dartmouth College, and reinstituted that school's Indian program. From 1967-1969, he was national Indian youth program coordinator for OEO. Olguin served as special assistant in New Mexico's Governors office from 1966-67, and in 1966, worked in Washington as a management intern with former U.S. Sen. Clinton P. Andersen (D. - N.M.)



From 1970 to 1975 he studied at Indiana University, earning both a master's degree in political science and a Ph.D in political science and American Studies. He holds a bachelor's degree from the University of New Mexico.

## Reminder: ACTION Can Deposit Your Paycheck for You

Paychecks can be deposited directly to employees' bank accounts, according to Richard Brewer, Director of the Accounting Division.

By participating in this system, which has been in effect for some time, employees will eliminate special trips to the bank each payday to deposit or cash checks and the possibility of losing or misplacing checks or having paychecks or cashed paycheck money stolen. Additionally, employees receive their salary, already automatically deposited in their account, on those paydays when they are absent from work.

Employees who wish to participate in the direct deposit system should complete a Standard Form 1189, "Request by Employee for Payment of Salaries and Wages by Credit to Account at a Financial Organization," available from Domestic Volunteer and Staff Payroll Branch AF/A, Room P-403, ext. 634-4341 or from the Office of Personnel Management, AF, Room M-300, ext. 46340.

### After you obtain this form:

1. Fill in the employee portion and sign the SF-1189.
2. Deliver the SF-1189 to your bank for the Bank's endorsement. (The bank should keep a carbon copy.)
3. Forward the completed original SF-1189 to Domestic Volunteer and Staff Payroll Branch, Room P-403.
4. Retain a carbon copy for your personal record.

Remember, you can start, revise, or discontinue the "net pay" remittance to your bank at any time. This option has been provided by law for your convenience.

## ACVs Get Non-Competitive Status

By Executive Order of the President, ACTION Cooperative Volunteers (ACV) who enrolled in the ACV program prior to October 1, 1976 will be eligible for non-competitive status in applying for federal positions. The effective date of the Order is March 10, 1978. ACVs will be notified of the President's action by mail.

ACVs and other non-grant full-time volunteers enrolled under authority of the Special Volunteer Programs (PL 93-113, Title I, Part C) have long sought the same post-service benefits enjoyed by VISTAs. Their push came to a head shortly after Sam Brown was appointed Director of ACTION. Acknowledging the inequities between the two programs, Brown ordered agency staff to draw up the necessary documentation which led to the President's action.

The process which began in April 1977, included approval by the Civil Service Commission, Office of Management and Budget, and the Department of Justice. In addition to ACVs, the Executive Order also applies to full-time volunteers who served in VETReach, Volunteers in Justice (VIJ) and the Special Criminal Justice Program completed last year. Approximately 600 individuals are covered by the Order. Eligible

volunteers will generally have one year in which to exercise this benefit.

The agency is seeking formal changes in its FY 79 legislative package to ensure full-time volunteers placed under Part C authority receive similar post-service benefits as volunteers enrolled under Part A (VISTA ).

## NSVP to Offer Spring Training

The National Student Volunteer Program (NSVP) will offer four additional college and high school training seminars this spring to complete its 1977-78 cycle.

The seminars, which are open to agency personnel, are designed to assist high school and college educators, administrators and student leaders to build the skills needed to successfully initiate and develop effective community service programs. Each curriculum has a different focus, designed to meet the needs of participants at various levels of program development.

Two basic high school seminars will be held March 5-7 in Denver, Colo., and April 16-18 in St. Louis, Mo. A basic college seminar has been scheduled for Feb. 26-March 1 in Boulder, Colo., and an advanced college seminar will be held April 2-5 in Notre Dame, Ind.

The advanced college seminar is a three-day, 19-hour residential training program. Enrollment is limited to 40 participants, all leaders in the field of college-sponsored service-learning programs. (Attendance at an NSVP basic college seminar is a prerequisite.)

The overall goal of this session is to assist participants in their professional development as program coordinators by enabling them to form assessments of the environments in which they work. The program will focus on the community service coordinator as a manager, an educator, and an agent of community change.

The units to be used will highlight the following:

- evaluating their roles as educators operating within the university community, and establishing credible programs on their campuses.
- learning techniques for developing group consensus on program goals and identifying major goals.
- identifying alternative types of volunteer service which can be incorporated into their own programs through social action models.
- understanding and practicing problem solving techniques.

The basic college seminar is a 3½-day, non-residential program, totalling approximately 20 hours. A maximum of 40 persons, responsible for administering student volunteer and service-learning programs in colleges and universities, may attend.

The curriculum includes the following:

- developing and understanding rationales for programs (as related to education and community service).
- demonstrating a variety of models for structuring programs at institutions.

- learning the methodology for developing volunteer jobs that meet the needs of students, the school and the community.
- learning the "nuts and bolts" of initiating and evaluating programs and building foundations of support.
- developing interviewing, counselling and group process skills.
- developing techniques for recruiting and retaining volunteers.
- understanding the management process.

The shortest of the sessions, the basic high school seminars, will last 2½-days, approximately 19 hours, and will not require residence. It will be limited to 40 participants, all individuals responsible for administering high school-sponsored student volunteer and service-learning programs.

These sessions will seek to help participants develop necessary skills to begin or improve community service programs at their schools through a curriculum similar to that presented at the basic college seminar.

Action staff who wish to attend should contact NSVP on 254-8370.

## Library's Folder Collection: A Little of Everything

Those of you who have had an opportunity to use the special "folder collection" in the Library will find that the old gray file drawers have now been replaced with a blue "Conservafile" unit. Not only does each shelf pull out for ease in use but the unit will hold almost twice the number of folders in the same floor space area of the previous file drawers.

The special "folder collection" contains a number of small but important papers, clippings, and pamphlets that can not easily be put on book shelves. Items included are numerous domestic and international organizations that work in areas similar to ACTION; Peace Corps countries; ACTION programs; voluntarism; women; migrants; workplace democracy; and youth employment.

In the near future, a second special "tech file collection" covering such areas as agriculture, health, sanitation, education, population, coops, and community organizing will be integrated into the "folder collection."

## New Publications Scrutinize Peace Corps

Two new publications on the Peace Corps were issued recently: Keeping Kennedy's Promise. The Peace Corps, The Unmet Hope of the New Frontier, by Kevin Lowther and C. Payne Lucas and The Peace Corps: Myths and Prospects, by former ACTION Director Michael Balzano.

Lowther's and Lucas' book finds that the Peace Corps has fallen short in objectives proposed during its early years. What is called for now, Lowther and Lucas believe, is a smaller Corps -- one in which more useful services are provided.

Together Lucas and Lowther have 18 years PC experience both overseas and in Washington. Lowther joined the Peace Corps in 1963 and served in Sierra Leone. For six years he worked in PC administration as an operations officer for

programs in southern and eastern Africa and served on the Inter-Agency Task Force which helped create ACTION in 1971.

C. Payne Lucas, now executive director of Africare in Wash., D.C., was associated with Peace Corps staff in Washington, and in Africa during the 1960s, as a country director, and later a regional director for Africa.

The Peace Corps: Myths and Prospects, by former agency director Michael Balzano, looks at the prospect of reorganizing the Peace Corps. Balzano also writes about what he terms the "character" of the Peace Corps with respect to host country needs, "Overqualification and underutilization of volunteers," recruitment of women, and world trends in voluntarism.

Balzano has also written in greater depth about restructuring the government in his recently published book entitled, Reorganizing the Federal Bureaucracy: The Rhetoric and the Reality.

Copies of both the Balzano and Lucas and Lowther publications are available from the ACTION Library, M-407.

## REGIONAL NEWS

### Atlanta

"Have you ever...been about to drown in a swimming pool and had Andrew Young think you were kidding? Well, I have," chuckled new Region IV Director, Dorothy Cotton. With those words, Ms. Cotton introduced herself to the Atlanta staff as she assumed directorship of the eight-state region. She said that right now, as she moves into her new position, she expects to have her "head above water soon." Before the end of February she plans to visit all state program directors' offices in the region.

Georgia legislators, who have worked to increase support of the Foster Grandparent Program in the state, received a special word of appreciation recently from Georgia State Director David Dammann. Dammann reports that FGP, now becoming a line item in the state budget, was funded \$77,000 in FY 77, \$137,000 in FY 78, and \$149,000 in FY 79. The increased stipend now permits 105 slots in the Georgia Association for Retarded Citizens. "It's great!" Dammann said. "That's indicative of the kind of support the governor and legislators give. We're thankful."

Overheard at the Atlanta Recruiting Office, now on the 22nd floor of the 101 Marietta Street building, "I think our new phone numbers for Atlanta callers are 221-2932; for other Georgians, 1-800-282-6681; and for callers from the other seven states, 1-800-241-3862. Call soon, though, we may be moved again..."

### New York

Three Seneca Indian women, who are also FGP volunteers, are giving Seneca youngsters an extra helping of love, understanding and knowledge as part of a special Headstart Program.

Edith Button, Lorraine John, and Rosabelle John, who live on the Cattaraugus Reservation in southwestern New York State, have been Foster Grandparents with the Seneca Nation of Indians Headstart Program since October 1977.

According to Calvin Lay, president of the Seneca Nation of Indians, the Headstart Program was developed on the Cattaraugus Reservation eight years ago in an effort to give preschool age Seneca Indian children exposure to a grade school-like environment. "This exposure will hopefully give the children an

advantage when they begin their formal education," he said.

"I just love it," explained FGP volunteer Edith Button, about her work with the Headstart Program. "It keeps me active and I love being with the children."

"Keeps me active" may be an understatement, for all three women. The Foster Grandparents, all of whom have raised families of their own, spend four hours a day, five days a week, helping four fulltime teachers with the special needs of the three-and-four-year-olds who are enrolled in the Headstart Program.

The volunteers also help the children learn about their Indian culture. "The teachers, of course, are the ones who instruct the children in our (the Seneca) language and culture," said Rosabelle John, whose Indian name, "Owellneeo," means "Hanging Flower." "But we are able to help the children in pronouncing some of the words and in practicing their counting in Indian."

Seneca nation president Calvin Lay, whose own aunt is a Foster Grandparent serving in nearby Perryburg, NY, thinks that the three Grandparents are doing an excellent job. In fact he said he "would like to see the Headstart Program get a few more."

So would Eva Coca, director of the Cattaraugus County Foster Grandparent Program, with which the three Headstart Program Grandparents are affiliated.

"In the few months that the Foster Grandparents have been with the Headstart Program an amazing rapport has developed between the children and them," she noted. "At first the children were a little shy, but now they have accepted the women like their very own grandmothers."

Mrs. Coca said the Cattaraugus County FGP has a total of 10 Seneca Indians serving as volunteers.

"In addition to Edith, Lorraine and Rose, there are seven Seneca Foster Grandparents serving with handicapped children at the J.N. Adams Developmental Center," she said.

Including the Seneca Indian volunteers, the Cattaraugus County FGP has about 50 Foster Grandparents in all. Mrs. Coca believes they are the most dedicated group of people she knows.

"An indication of their dedication is in the Grandparents' motto, which is 'We would rather wear out than rust out'," she said.

Cattaraugus County FGP is co-sponsored by the New York State Department of Mental Hygiene.

## Connecticut

The state of Connecticut is no longer a part of the Boston area office, but now comes under the New York area office. Also, the New York office no longer has a WATS line though one has been listed in the ACTION telephone directory.

## Philadelphia

Ruth Butler, a 75-year-old Foster Grandparent serving with the Allegheny County Foster Grandparent Program, was named Outstanding Citizen of the Year by the Pittsburgh Post Gazette in its annual presentations. Mrs. Butler was given the Jefferson Medal, which is presented by the American Institute for Public Service (Washington, D.C.) to the person selected by the Post-Gazette as Outstanding Citizen. Foster Grandparent Butler has been with the FGP program for the past five years

and is currently serving as a Home Visitor, providing care for needy children and also serving as a role model for parents in their own home environment.

The first jointly sponsored seminar between the Volunteer Action Council (VAC) of Philadelphia, Pa., and ACTION brought together more than 150 participants from ACTION programs and the private sector on February 14-15. The two-day workshop entitled, "Getting Results: Issues in Management of Volunteer Programs," featured guest consultant Dr. Eva Schindler-Rainman, a prominent organizer, educator, and consultant to the volunteer community. Areas explored at the workshop were meaningful ways of determining and communicating the effectiveness of volunteer programs, methods for extending and humanizing volunteer services, and the relationship of staff to volunteer.

## **Dallas**

The Foster Grandparent Program at the Denton State School in Denton, Texas recently received a very special letter postmarked the "White House."

The letter, which came from First Lady Rosalynn Carter, expressed appreciation to both the Foster Grandparents and the children at the Denton School, whom they serve, for making the ornaments which helped dress the White House Christmas tree this past year.

In the letter, dated February 6, Mrs. Carter thanked the Denton students for their help in decorating the official tree. She said that the "love and care that went into (the) ornaments were reflected in the beauty of the tree. It was an inspiration to everyone." Mrs. Carter ended by noting that she was "very proud" of the students' efforts.