

# ACTION UPDATE

December 8, 1978



## PEACE CORPS / NEW DIRECTIONS

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ACTION Director Sam Brown has appointed Mary Leyland, the agency's director of administration and finance, as acting associate director for international operations following the resignation of Dr. Carolyn Payton.

Dr. Payton, who had been director of the Peace Corps since October, 1977, submitted her resignation to the President on Nov. 24.

Brown said he named Leyland to the interim post because of her "widely acknowledged management and budget skills, the wholehearted support she has given the Peace Corps in the past, and the first-hand knowledge she has gained of country directors' concerns and problems." Jim Duke, agency executive officer, has been detailed to assist Ms. Leyland during the transition period.

A new Peace Corps director will be named by the President, subject to confirmation by the U.S. Senate. Brown said he hoped the search would rapidly identify a person "who has demonstrated, by his or her life, a concern for the commitment to the development of the Third World, as well as strong management and leadership skills."

In an interview, Brown looked back at the evolution of the Peace Corps over the past few years and ahead to the challenges facing the Peace Corps of the 1980s:

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I think we've made a lot of progress in Peace Corps in the past year and a half. I've just returned from our NANEAP and Africa regional meetings and while there, had a chance to hear from our country directors firsthand about what they've accomplished. It's really impressive. First of all, the directors themselves are an outstanding group of people – probably the best we've ever had in Peace Corps – and that counts for a lot in terms of our program potential. Second, they've brought sound management and stability to programs that in a number of cases had been weak and ineffective in the past; I think our host countries, as a result, are taking the Peace Corps more seriously again. Third, the directors have clearly picked up on our basic human needs mandate and are actively, and often with real pride, beginning to implement that policy. We have many new projects now that should have real impact on helping poor communities achieve lasting self-reliance.

At the same time, we still have a long way to go. I think the Peace Corps is even more important for the 1980s than it has been to date. You know, the world has changed a lot since 1961 when President Kennedy established the Peace Corps; the world has become more interdependent. The Third World has come of age with a strength and confidence that no one would have dared imagine 18 years ago. And the U.S. has been significantly tempered by the years of civil rights, Vietnam war and Watergate. It's no longer a world where we can dictate to poor countries or where our paternalism will be tolerated by them. They demand from us a greater attitude of reciprocity and partnership. Sure, they're happy to have our volunteers help with their development problems. But they also want us to more systematically apply what we've learned from them – and every volunteer can attest to how great our learning is – in ways that can influence U.S. foreign policies in more sensitive directions. I think, by the way, that returned PCVs have already had influence here.

There are essentially five areas in which I want to see us move. First, we need to continue to strengthen our basic human needs programming, as we've begun to do already. I know it isn't always easy, because past habits and activities may take time to phase over to others. But by next year, we're committed to having 84% of our volunteers in BHN projects and that requires more work.

Second, we need to improve Peace Corps training commensurately. By this, I mean not only the need to improve volunteer training, so that our volunteers are better able to do their particular jobs, but also the need to view our mandate more broadly – to share our nearly 18 years of Peace Corps experience with the American people, as well as advocate more effective and sensitive development policies within our own American government.

Third, we need to make the Peace Corps more representative of the U.S. population as a whole, by substantially increasing minority participation in Peace Corps. We are very serious about this.

Fourth, we need to cooperate increasingly with host country voluntary groups, many of which were initially inspired into being by the Peace Corps example. The very existence of Peace Corps and ACTION testifies to our belief in voluntary action as an inherently sound means to promote participatory development. We should work alongside other volunteer groups in this endeavor – and, I would hope, invite them to send volunteers to promote development in our country as well.

Fifth, we need to collaborate more with other development agencies, not only to enjoy access to their resources, but also influence in a more humane direction the implementation of foreign assistance generally.

We have a lot to be proud of in Peace Corps – an enormous amount. These recent visits in Africa have reminded me of the strength of Peace Corps where it counts – in the field. Peace Corps' reputation both at home and abroad is basically good and improving. I don't think we need to substantially increase numbers of either volunteers or countries to make Peace Corps better. That's in any case unlikely, given our budget constraints. What we do need to do is improve our quality, expand our vision, and harness our creativity to use our limited resources in the best and most imaginative way possible.

We've been through some rough periods; we've had some disagreements in the past about how best to build up the Peace Corps. I really look forward now to an exciting and rewarding period ahead.



## Minority Recruitment Committee Presents Recommendations to Agency Director

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Stating that no goal ranks higher than increasing minority participation in ACTION's volunteer programs and the agency itself, ACTION Director Sam Brown is circulating the draft report of the Minority Recruitment Committee to program and office heads for comments prior to final printing of the report. In an Oct. 31 memo, Brown asks all staff to respond in writing by Nov. 30 to the goals, actions and timetable established by the committee and "to make a commitment to me to carry them out or to suggest justifiable alternatives." Brown stated that once the comments and recommendations are reviewed, "the report will become the agency's plan for implementation."

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**I**ssuing a challenge to ACTION Director Sam Brown and the agency's leadership to commit ACTION to a policy that rejects "exclusionary modes of operating," the report of the Minority Recruitment Committee calls for specific changes in staffing, programming, recruitment, communications and placement to make the Peace Corps and VISTA more accessible and more attractive to minority volunteers.

ACTION Director Brown established the Minority Recruitment Committee in May 1978 and charged it with the development of a plan to improve the agency's "overall record with respect to minorities both in Peace Corps and VISTA programs and on the staff." The Citizens' Review of ACTION's domestic operations during the spring and summer of 1977 had found the numbers of minorities in ACTION-supported programs so low as to suggest "an institutional bias."

A major finding of the committee was that the recruitment of more minorities "must be viewed in the larger context of the problems of minority participation throughout the agency."

The 102-page report, submitted to the Director on Oct. 27, presents the 21-member committee's recommendations and quarterly plans for implementation over the next year. Carol Word, former APCD in Thailand, chaired the committee, which included division representatives from both headquarters and field offices.

ORC Director Larry Brown, submitted the committee report to Sam Brown, and stated in a cover memo that the issue of race "probably is the most important one we will face in our tenure."

In the memo, Larry Brown noted that ACTION has perhaps the best record in the federal

government in minority hiring. He stated that in the past six months, the percentage of minority recruiters has jumped from 9 to 21 percent; that programming and placement have become more sensitive to minority recruitment efforts and that "communications plans and activities increasingly reflect the diversity of the country."

Nevertheless, he stated that the committee was critical of the agency's collective operations and it pointed up the need for improved minority representation in the areas of programming, communications, recruitment, placement and processing and post-service needs activities.

The agency is strongly committed to increasing the percentage of minority trainees for both the Peace Corps and for VISTA nationally recruited volunteers in FY 1980 and 1981. This would insure a higher minority representation in both programs by FY 1982. At present, approximately 5.2 percent of all Peace Corps volunteers are minorities, of which 2.4 percent are blacks.

Minorities represent 22.1 percent of all VISTA volunteers. Approximately 28 percent of all locally recruited volunteers are minorities, of which 17.2 percent are black and 5.9 percent Hispanic-Spanish. But only 7.8 percent of nationally recruited VISTA volunteers are minorities; the percentage of blacks is 4.4 percent and of Hispanic-Spanish, 1.7 percent.

With regard to staffing, the report stated that although minorities now account for 29 percent of all ACTION staff members, 70 percent are in grades below GS-12 and 40 percent are at the GS-5 level or below.

The committee singled out programming as one of the most critical factors affecting Peace Corps and nationally recruited VISTA minority volunteer involvement. Because of the large number of minority college graduates who hold liberal arts degrees, the committee recommended that Peace Corps requests for generalists be increased to 50 percent of all request by the beginning of fiscal 1980.

The committee also recommended that Trainee Assignment Criteria (TAC) sheets be revised to reflect language, skill and academic requirements to avoid the exclusion or elimination of minority applicants; that the representation of

minority training contractors be increased; and that affirmative action training be provided for domestic and overseas staff.

## **Recruitment**

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To improve the recruitment of minorities, the committee recommended that the Office of Recruitment:

- --increase activities on minority campuses and at colleges with more than 15 percent minority enrollments;

- --increase numbers of strategy contracts given to minority campuses;

- increase participation of ACTION staff in campus recruitment campaigns;

- --utilize churches, neighborhood organizations, grantees and VISTA sponsors in minority communities to gain their support for recruitment and awareness activities;

- --develop recruitment and training manuals for use by ACTION staff involved directly and indirectly with minority recruitment;

- --establish a senior permanent position at ORC senior staff level for a minority coordinator.

## **Communications**

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Recommendations included:

- --representation of a Minority Recruitment Committee member as a permanent voting member of the Communications Board;

- --development and implementation of a system for effective relations with the minority press;

- --increased participation of ACTION staff in national meetings of minority organizations;

- --development of specific advertising materials and strategies with special message for minorities.

## **Processing and Placement**

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The committee urged that the agency:

■ --establish a system for the collection, storage and dissemination of data on minority PCVs which would track the volunteers from applications through completion of service;

■ --appoint a minority recruitment and placement officer in each of the five service centers.

## Post-Service Support

To avoid early terminations and enlist minority volunteers in post-service recruitment activities, the committee recommended that ACTION:

■ --institute formal procedures for processing minority early terminees who indicate racism is a factor in their decisions to terminate, and encourage reassignments;

■ --gather a roster of minority volunteers to facilitate their participation in minority recruitment/awareness activities;

■ --insure that low income locally recruited volunteers have meaningful career development plans and opportunities.

Additional copies of the draft report are available through Charles Martin Ext. 47394

# VISTA Health Benefits & Standards to Change

On October 27, Sam Brown approved a report by the University of Pennsylvania's National Health Care Management Center containing suggestions to modify VISTA applicant and volunteer health processing methods. It is expected that by summer '79 the following major changes will have been made:

VISTA applicants will no longer be excluded from service because of a disability unless it can be demonstrated that the disability directly hinders their ability to serve.

VISTA volunteers will receive expanded health benefits, including partial coverage for dental, visual and maternity needs. At present, minimal coverage for these needs is provided on an emergency basis only. Phase-in of increased benefits is dependent upon a D.O. appropriation replacing the continuing resolution.

In addition, health benefits will be administered in a more uniform manner nationwide, medical forms will be made easier to complete, and medical procedures will be revised and clarified.

ACTION contracted NHCMC to review VISTA's health processing system in July 1978, in response to growing concern about the effectiveness of current health care benefits. Volunteers had long been expressing the need for additional benefits which they could not provide for themselves because of their low stipends.

The study was further prompted by the government's enforcement of the Rehabilitation Act of 1973, which forbids exclusion of disabled persons from federally funded programs unless the disability directly interferes with job performance.

Many VISTA applicants are excluded because of health conditions, past or present, that don't currently hinder their job performance, according to Donald Balaban, M.D., assistant professor of the University of Pennsylvania's Health Care Systems.

The University of Pennsylvania staff based its study and recommendations for changes on in-depth interviews with volunteer service coordinators, VISTA program staff, government health insurance administrators, and ACTION health services staff.

A task force composed of ACTION senior staff members and Dr. Balaban will, over the next several months, examine methods of implementing the proposed changes and of dealing with possible problems of implementation. Other task force members include Sam Brown; Dorothy Mann, Deputy Director's Office; Larry Brown and Marylou Batt, Office of Recruitment and Communications; Harry Maclean and Ellen Reath, General Counsel; Karl Pulley, Office of Health Services; Mary Leyland, Administration and Finance; and Marge Tabankin (Chair), Art Wexler, and Frank Rey, VISTA.

# Female Administrators in Peace Corps Reach All-Time High

In a record-breaking departure from Peace Corps history, 14 women have been named country directors in the 1½ years since Sam Brown became director of ACTION.

Until the summer of 1977, there were never more than three female Peace Corps country directors at one time, and sometimes none at all. "There have never been so many women in responsible positions on the Peace Corps staff or in ACTION," declared Brown.

"The involvement of women in the social and economic development of Third World countries is essential to the future of those countries," he emphasized. "The Peace Corps and its programs are committed to expanding the potential of Third World Women."

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**"There have never been so many women in responsible positions on the Peace Corps staff..."**

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In August, President Carter signed an amendment to the Peace Corps Act recognizing the importance of integrating women in economic development programs. This amendment is expected to ensure that host country women benefit from all Peace Corps projects.

The 14 female country directors — three of whom are currently in training for their positions—bring a wide variety of professional experience to their positions, along with a wealth of knowledge about developing nations. Eight of the women are former Peace Corps volunteers and two others were promoted from Peace Corps staff positions.

Three of these directors or director-designees are black and one is Hispanic—making a total of 20 minorities as heads or prospective heads of Peace Corps countries.

The 14 female directors do not include three women who are serving as co-directors with

their husbands in Botswana, Solomon Islands and the Philippines. A fourth couple has been named to direct activities in the new Peace Corps country of Bangladesh.

The latest female Peace Corps directors named include Constance J. Freeman, a former professional staff member of the Senate Foreign Relations Committee. She has been designated to direct the Peace Corps in another new country, Congo-Brazzaville. A former professor at the University of Zambia, Ms. Freeman, 33, of Washington, D. C. has a bachelor's degree in international studies and a master's degree and Ph.D in comparative economic development. She is in staff training for her new position.

The two other women in training for directorships are former Peace Corps volunteers. On January 3, 1969, Coralie J. Turbitt of Mendocino, Calif., arrived in Kenya as a Peace Corps volunteer. She plans to return 10 years later, almost to the day, as the Peace Corps director there. Ms. Turbitt, 38, is the former president and a founder of the International Center for Research on Women in Washington, D.C.

Carolyn Windsor Gullatt, 33, of Washington, D.C., served as a Peace Corps volunteer teacher in South India from 1966 to 1968. She continued with the Peace Corps until 1973 as a writer-editor, a media specialist, a coordinator of minority intern programs and finally as a desk officer for Kenya, Mauritius and the Seychelle Islands. Ms. Gullatt, who will direct Peace Corps programs in Western Samoa, most recently was a lecturer in the Department of Communication Arts and Sciences at Howard University.

The other female Peace Corps country directors are Rosemarie George in Cameroon, Karen Woodbury in the Central African Empire, Yvonne Jackson in The Gambia, Alyce Hill in the Ivory Coast, Phyllis Dichter in Niger, Stacy Rockwood in Afghanistan, Nancy Blanks in Micronesia, Lynn Knauff in Nepal, Ann Larson in Oman, Ann Morgan in Thailand and Leticia Diaz in El Salvador.

# RSVP Conference Explores Innovative Community Services

"It is high time," says John Lewis, ACTION Associate Director for Domestic Operations, "that we be able to turn on our television sets or look in our newspapers and see flesh and blood examples of how older persons can successfully deal with the problems of those who have been left out and left behind: the frail and the ill, the battered wife, the prematurely institutionalized child, the 80-year-old who has given up, the abandoned population of our nursing homes, the juvenile offender without a good role model."

Now older persons themselves are tackling such problems and meeting such needs through RSVP. In late October, a four-day national RSVP conference in the Washington, D.C. area explored innovative ways to further involve elderly volunteers in dealing with problems in their own communities.



*John Lewis, Sam Brown, Helen Kelley.*

The conference included 116 RSVP directors from across the nation. They are involved in demonstration projects which will focus on meeting the basic human needs of people served by RSVP volunteers.

The RSVP conference featured workshops on the roles of volunteers in the fields of advocacy, deinstitutionalization, criminal justice, housing, nutrition, and energy conservation—derivatives of the basic human needs focus for volunteer service.

All conferees are planning ways in which they will use the skills of RSVP volunteers in one or more of these areas. Many project directors reported that their volunteers are already working in the above fields, while others will expand the basic human needs concept in their project activities within the next fiscal year.

ACTION Director Sam Brown pointed out that "We can do better in tapping the untapped resources of RSVP volunteers. I don't think you would have come if you didn't realize that potential. With greater technical assistance, better training and a more sophisticated use of our volunteers, we can tap the tremendous energy, skill, caring and understanding that is inherent in every older American who volunteers."

Helen Kelley, OAVP Director, reflected that by ignoring our older citizens, "We are denying ourselves a national memory. We continue to do so

at great peril. It is time to change the way it looks and feels to be rich in years in America."

ACTION recently awarded grants of \$6,500 to 25 projects which will recruit between 20 and 25 new RSVP volunteers to serve in the basic human needs components of RSVP projects. Three additional projects received grants of \$15,000 to begin test projects and hire part-time volunteer coordinators.

One of those projects is the Green Door, a program in Washington, D.C. which helps people with a history of chronic mental illness to leave mental institutions and return to the community.

Traditionally, programs which have tried to place long term institutionalized persons into the community frequently have failed because patients experience "monumental rejection and

# VISTA Forum Voices Need for National Communications Network



**T**he need for a strong national communications network between VISTA volunteers was the number one concern voiced by volunteer representatives of each region at the Sixth National Forum held at ACTION headquarters from November 6 to 10.

Twenty VISTA volunteers – two elected by state volunteer representatives in each of the ten regions – urged the creation of a structured ongoing communications system to coordinate and strengthen volunteer efforts in poverty communities throughout the country. After what one volunteer described as a “marathon week” of early morning and late night work sessions, the group submitted this and other

recommendations to VISTA Director Margery Tabankin for approval.

The VISTA representatives felt that a permanent network of volunteer liaisons in each region could coordinate universal volunteer grievances, inform volunteers of national issues and program policies before the bi-annual national VISTA conferences, and serve as a catalyst in unifying local community support for particular poverty issues.

One of the speakers at the VISTA Forum was Fran Butler, a legislative consultant to the Senate Subcommittee on Child and Human Development, which handles legislation on



ACTION's domestic programs. She noted that, "A few years ago, VISTA volunteers seemed to be more concerned with their personal problems than the needs of the people they worked with." Ms. Butler, a program assistant with VISTA in 1970 and 1971 continued, "This (attitude) seems to have changed over the past couple of years. This group today didn't bring up any personal problems."

Ms. Butler summarized the status of the Domestic Volunteer Services Act Amendments which contained the VISTA reauthorization and the new urban volunteer programs. She informed the volunteers that "even though the act was passed unanimously by the Senate, the authorization process would have to be started all over again because the House didn't take it up. We are going to try to get you into public law by March," she stated. If this doesn't happen, "VISTA would be maintained under a continuing resolution until such time as you do get a public law."

Toward the end of the week, the forum submitted two sets of recommendations to Tabankin on issues including financial support, recruitment, training, transportation and rural concerns.

The volunteers requested that their legal employment status be clarified in the new VISTA handbook, that their continued eligibility for food stamps "be pursued with vigor" and that all VISTAs be given at least four weeks' notification of possible or pending funding crises.

They urged that ACTION staff carefully monitor and evaluate the new generic recruiting process to ensure that new volunteers were adequately qualified for their assignments, and provide sufficient on-the-job training for all volunteers. Volunteer involvement in all aspects of the VISTA training process was stressed.

VISTA volunteer representation on the Rural Initiatives Task Force was requested, along with permission to conduct a national VISTA conference on rural concerns before the next VISTA forum convenes. The need for adequate reimbursements for on-the-job transportation costs also was expressed.

The forum "strongly supported" the continuation of the National Student Volunteer Program (NSVP) and VISTA Currents, along with increased technical assistance efforts for volunteers.

## RSVP Conference (from page 7)

Green Door staff see a necessary and worthwhile role for senior volunteers in their program. They said volunteers could teach classes such as sewing, art, sign language, body movement or could help find and place members in jobs help assure successful working experiences. Finally, volunteers could visit members in their apartments and help them plan their budgets and nutritional needs or simply help them cope with their daily problems.

isolation" when entering the community. Friendship or family support generally does not exist.

At the Green Door, however, recently released patients, or "members" as they are called, immediately have a place to stay and the promise of part-time employment. Members enter the Green Door program only on a voluntary basis and they quickly form personal, one-to-one relationships with the staff.

# Regional Director's Spotlight: Dorothy Cotton

"People don't know they can be just people and still bear the titles of their government jobs," says Dorothy Cotton, Director of ACTION's Region IV in Atlanta. She says she is not about to get caught up in the sterility and rigid formality that often marks bureaucrats.

Since February 1978, when she assumed her position, Ms. Cotton has been providing leadership to the agency's 46,660 volunteers in 373 programs in Alabama, Florida, Georgia, Kentucky, Mississippi, Tennessee, and North and South Carolina.

Viewing her position as "...a beautiful challenge and opportunity," Ms. Cotton says, "In ACTION, we have a special caliber of persons. We have a special kind of program. Our programs give us opportunities to really make a

difference to communities. Being people-oriented is special for government programs, programs of caring, loving, and encouraging. We have federal programs providing channels which enable us to transmit these very basic qualities of the good life."

As regional director, Dorothy Cotton hopes to get "...people working together more to solve their problems...to change the kind of negative thinking that suggests people can't cooperate to solve their own and society's problems, to focus on the positive and see it achieved."

Ms. Cotton, who holds a master's degree in special education from Boston University, has long been involved in programs to "achieve the positive." Her efforts began formally in the early 60's when she became active in the civil rights movement in the South. From 1960 to 1963 she served as educational consultant for the Southern Christian Leadership Conference (SCLC). For the next ten years she was director

of the citizenship education program for the SCLC, in which she designed and conducted training programs for blacks to help them realize and obtain their rights.

Recalling her days in the SCLC, Ms. Cotton notes:

"Blacks had been systematically excluded from the mainstream of life for so long that they were programmed to believe they really had no rights. It was exciting to help people

become 'unbrainwashed,' to help them learn that they had the power to run their own lives and to participate in government, and to realize that this power emanated from a legal, as well as a spiritual base. Each success gave us additional strength."



Following her work in the SCLC, Ms. Cotton served as director of the Child Development Head Start Program in Birmingham, Ala. from May 1973 to 1975. From then until March 1978, when she assumed the directorship of ACTION Region IV, she served as manager of the social division of the Bureau of Human Resource Services in Atlanta's Department of Community and Human Development.

Ms. Cotton's work has taken her to many parts of the globe. While working in the SCLC, she accompanied Dr. Martin Luther King to Oslo, Norway, when he accepted the Nobel Peace Prize. She also attended a conference of Peace Corps directors in New Delhi, India, to brief them on what was happening in the civil rights movement in America.

Abroad, Ms. Cotton notes problems similar to these in America, problems which exist, she says, "...because we have not dealt with human needs in our society."

# Rural American Women Present Views to ACTION



The Rural American Women (RAW) organization recently submitted recommendations to ACTION on how the agency could better address the needs and interests of small farmers nationwide. The recommendations follow RAW participation in the Small Farms Conferences, sponsored by ACTION with the Department of Agriculture and the Community Services Administration during July-September.

One recommendation submitted by the national organization concerned with rural women's needs was that ACTION first define the term "small farm." At the Small Farm Conference held in La Grange, Ore., on August 22-23, a "small farm" was defined as one which yielded a \$20,000 gross income. The rural women's group said this dollar amount was unrealistically low and suggested it be re-examined.

The rural women's organization also called for more dissemination of information and technical assistance to the small farmer. This would be accomplished through community organizations which would identify certain groups of people, such as the elderly, underemployed, unemployed and young, who might be trained by ACTION to work with the farmer. Assistance might be given in marketing, improvement of agricultural technology, economic development and leadership training to help farmers better organize and effect change.

Other recommendations called for ACTION to organize a halfway farm for battered women where the unemployed and physically abused could live temporarily and earn a salary.

John Lewis, chairman of ACTION's Rural Initiatives Task Force, said he would bring the RAW group's recommendations to an inter-agency task force in which ACTION participates. These recommendations, along with those from the Small Farms Conferences, he said, could lead to administrative changes in federal agencies concerned with farmer's rights, new legislation and better coordination among all federal agencies in defining an administration policy for small farmers.

# VISTA Volunteers Fight Redlining

When VISTA Volunteer Larry Farber recently applied for a mortgage commitment from a Buffalo, N.Y., bank which practiced "redlining," he knew beforehand what the outcome would be. He was told by bank officials that the mortgage market in that area was dead. "You might as well forget it," they said.

Farber and VISTAs Susan Turner and Claudia Lawrence have spent the past several months researching unethical coding practices in Buffalo, which they say have reached "serious proportions."

Redlining is a term used to describe a banking practice which does not respond to the needs of certain areas of the community such as economically depressed neighborhoods. Instead of investing in the depressed areas, the banks use deposits to invest in more affluent communities. The term, redlining, originated about 40 years ago when banks literally "redlined" certain areas on maps, indicating that those areas would receive no investment money.

The redlining investigations in Buffalo, initiated last spring by the New York Public Interest Research Group (NYPIRG), a citizen's action organization, has led the three VISTA volunteers into the financial communities of Buffalo.

At first, banks were uncooperative in giving out information although disclosure is required by law, Farber explained. Initially, banks denied having the data, but later, somewhat reluctantly, supplied it. What they supplied, VISTA Claudia Lawrence said, "was incomprehensible-computer printouts that made little sense and we couldn't get any help in interpreting them."

Though redlining is covert, its effects are clear-boarded up houses and abandoned stores. A drive on Main or High Streets, the "worst areas" of Buffalo, according to Turner, presents clear evidence.

The VISTAs next step is community organizing to make people aware of redlining in the community and make plans to stop it.

Most people, however, don't realize they live in redlined areas. Marilyn Ondrasik, a VISTA supervisor in the Brooklyn, N.Y. PIRG office

said that at some point residents start to ask themselves, "Is something happening here?" Then begins a chain of events. "Word gets out," Ondrasik explained. "It's like a panic. Real estate companies pull out, insurance companies drop homeowner policies and landlords refuse basic maintenance."

People start moving out. Many have no money to move, though, and are forced to remain in blighted areas which only become worse.

Banks have a number of excuses to deny mortgages in redlined areas, said Ondrasik, who along with VISTA volunteers has worked to remedy the problem of redlining in Brooklyn. Sometimes, bank officials say they won't mortgage a house older than 25 years. "Some of the most solid housing was built 30 to 50 years ago," she noted.

In other instances, banks will require a downpayment of 40 percent. Few mortgage applicants can afford such terms. Banks reply by saying the mortgage was offered nonetheless.

The practice of redlining is subtle and hard to prove. "A few banks in Buffalo are pulling their branch offices out of the city," Farber explained. "They're putting small operation banks in supermarkets. You cannot get a mortgage from a supermarket bank."

Despite all the obstacles, redlining may soon end.

A landmark law in Michigan banning redlining took effect on July 1. This is the first such law in the nation and is expected to serve as a model in other states.

"Redlining can be stopped," Ondrasik said. "It can be done by people wanting to get together to fight it. It worked in Brooklyn."

Tactics used in Brooklyn, Ondrasik noted, included having depositors withdraw their money and also staging pickets, which lasted all winter long in the snow and cold.

"It took less than a year to stop redlining in Brooklyn," Ondrasik noted. "I hope they are as successful in Buffalo."

# CFC Campaign—Best Year in its History



The Combined Federal Campaign, which was kicked off in September 1978 and closed in mid-November, raised more than \$10 million in contributions from 221,000 federal employees in the National Capital Area.

According to a CFC report issued Nov. 1, the CFC was having the best year in its campaign history, but a concerted drive was anticipated for CFC to reach its goal. Seventy-five percent of the CFC donations go to the United Way, and its local affiliates, with the remainder distributed

ACTION is loaned executive Nick Collins from the Civil Aeronautics Board. The ACTION loaned executive to the CFC is George M. Wakiji, ORC/Communications.

Among CFC contributors, the National Aeronautics and Space Administration has thus far emerged as a star, according to CFC campaign director Bill Schaeffler. So far, NASA has collected more than \$150,000, with almost 100 percent participation from its 1,442 employees. The average NASA employee gift exceeds \$109.

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## ACTION HEADQUARTERS 1979 SCORECARD

1979 Goal	Raised to Date	Percentage of Goal	Number of Donors	Average Gift
\$30,000	\$22,800	76	349	\$65

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among national health agencies such as the American Cancer Society and National Kidney Foundation and international service agencies such as CARE and Project Hope.

ACTION leadership for the 1979 campaign is headed by chairman Sam Brown, Director; Vice chairperson Mary Leyland, Assistant Director, A&F; and campaign coordinator Jim Simpson, AF/MO. In addition, 29 coordinators and key workers from various offices have been soliciting contributions from their co-workers. Coordinating efforts between the CFC and

The 1979 Combined Federal Campaign is the 15th annual fund drive conducted among federal employees. Each year, in one combined solicitation, government employees are asked to respond to the growing and critical needs of people served by more than 180 local, national and international health and social service agencies.

Although the campaign has officially closed, people may still contribute. Those who wish to do so should contact Jim Simpson, agency campaign coordinator, at ext. 48336 for further information.

# UYA Awards Demonstration Grants

University Year for ACTION has awarded 15-month demonstration grants to neighborhood service organizations and professional associations to test an innovative approach to service-learning. Previously, UYA funds were given directly to institutions of higher learning. With these new grants, community-based consortiums and their participating universities will sponsor UYA volunteers. It is expected that UYA volunteers will be more involved than before with low-income communities and participating universities in their areas.

Additionally, the former requirement that UYA volunteers may not attend academic classes has been waived. Now, students may attend up to 6 hours per week of academic classes which complement their volunteer service experiences but do not interfere with their commitment to full-time service. Students will receive academic credit for those classes attended.

Effective September 30, the following organizations were awarded 15-month grants which include a three-month planning period: Appalachian Leadership and Community Outreach (ALCOR) for \$88,819; Association of Collegiate Schools of Architecture (ASCA) for \$171,950; The Clearinghouse for Community Based Free Standing Educational Institutions (CBFSEIs) for \$173,000; and the National Conference of Black Mayors (NCBM) for \$234,605.

Appalachian Leadership and Community Outreach, a community service-oriented association of six eastern Kentucky colleges, will receive 15 UYA volunteers. UYA volunteers in ALCOR-associated colleges will help address the problems of southeastern Kentucky's low-income rural communities and also help increase the educational opportunities of students enrolled in those colleges.

The 27 UYA volunteers working with the Association of Collegiate Schools of Architecture, the second grantee, will bring low-cost architectural design services and planning assistance to low-income groups in small rural communities. Target groups include those with less than 40,000 population and a high minority representation.

The Clearinghouse for Community Based Free Standing Educational Institutions, the third grantee, is a national association of community-based groups serving primarily low-income people nationwide. The Clearinghouse's educational programs are developed in response to educational and learning needs for non-traditional learners, the disadvantaged, the handicapped, and minorities in neglected and underserved communities.

Twenty-eight UYA volunteers will be placed with four Clearinghouse member institutions serving rural areas in Alabama, California, Illinois, Mississippi, Montana, New Mexico, and Oregon.

UYA volunteers affiliated with the National Conference of Black Mayors will work in small rural towns with a lack of administrative capability at the executive level, insufficient tax bases, and lack of access to state and federal agencies' programs and funding.

The 40 assigned volunteers will establish a municipal resource center to render technical assistance relating to municipal matters, present a series of workshops on practical skills such as reading utility meters, establishing fire and police services, and recruiting volunteer professionals to work with residents in health care, fiscal control, child care, and compensatory education.

Peace Corps volunteers who must return to Washington for medical reasons are now getting additional attention and hospitality from ACTION staff members.



## TLC Provides Care for Sick Volunteers

The TLC (Tender Loving Care) Committee, which provides this care, was formed in August

through the efforts of the Office of Special Services, Office of Health Services and the Former Volunteer Project. TLC is composed of about 30 ACTION headquarters staffers and a handful of former Peace Corps volunteers. Since August, they have helped ease the stay of 150 Peace Corps medevacs.

TLCs meet the medevacs at the airport, visit them in hospitals, and in many cases invite them home for dinner. The TLC committee member is responsible for only one visit with the volunteer, but most TLCs keep in contact with the medevacs throughout their time in Washington.

Ten ACTION staff members coordinate the TLC activities for each week on a rotating basis. The coordinator receives the medevac's name, airport arrival, and hospital where he or she is being treated from the Office of Health Services (OHS), and then contacts TLC volunteers to arrange for an airport meeting or hospital visit.

"The medical staff can give the volunteer adequate medical care," says Judy Pavick of OHS, "but our schedule is so tight that we don't always have the time to provide them with the social and personal attention they so badly need. These people need social involvement, and they are now getting it from those on the TLC Committee. Their stay here is much more

pleasant now.

"The TLCs are also providing a sounding board for the medevacs, someone they can communicate with, open up to," Ms. Pavick says. "The PCVs aren't always open with the medical staff. We get feedback from the TLCs about the

volunteers' concerns. We can then make changes or take action where possible."

"Those of us on the ACTION administrative staff now have the chance to show that we really care about the volunteer on a personal level," says Lynn Miller of the Former Volunteer Project/OVCP. "We have an excellent opportunity to relate to the volunteer on a one-to-one basis. I'm immensely enjoying my work on the TLC Committee."

So far, TLC Committee participation has been extended to ex-PCVs by word of mouth only, according to Ms. Pavick. But if a greater need for their services becomes apparent, ACTION will actively and formally recruit ex-PCVs for this purpose.

Those interested in volunteering their services should give their name, home address, work and home phone to Tom Wessel, chairman of the TLC Steering Committee, at M-707, Ext. 47280. They should state which services they would be willing to provide - airport pick-up, hospital visits, or an evening at home.

The health services office also is operating a paperback library for medevacs. Anyone who wants to donate books should bring them to Ms. Pavick in P-209.

# personnel

## **New Deputy Director of Office of Compliance Assumes Post**

Gene Lucero has been named deputy director of the Office of Compliance. In this position, he will be monitoring all agency headquarters and field audits, investigations and equal opportunity complaints. Before coming to ACTION, Lucero was an assistant attorney general in Colorado, where he directed complex civil and criminal litigation, including prosecution of certain consumer fraud cases, defense of Civil Rights Title VII and IX actions and enforcement of Colorado's Bilingual and Bicultural Education Act. Earlier, he managed the North Denver Legal Services Office.

Lucero is a graduate of Stanford University and the Boalt Hill Law School of the University of California, Berkeley.

## **Chicago Service Center Has New Director**

Bruce Cohen, former area manager in the Atlanta Recruiting Office, has been named director of the Chicago Service Center. In this position, he will be responsible for all recruiting and communications activities in the Midwest. Cohen served as area manager in Miami for two years prior to his assignment in Atlanta in 1976. He joined ACTION as a recruiter in the Indianapolis office in 1973 after receiving his master's degree in international affairs from Illinois State University.

A graduate of the Georgetown University School of Foreign Service, Cohen was a Peace Corps volunteer from 1967-69 in Tunisia, where he worked as a TEFL instructor.