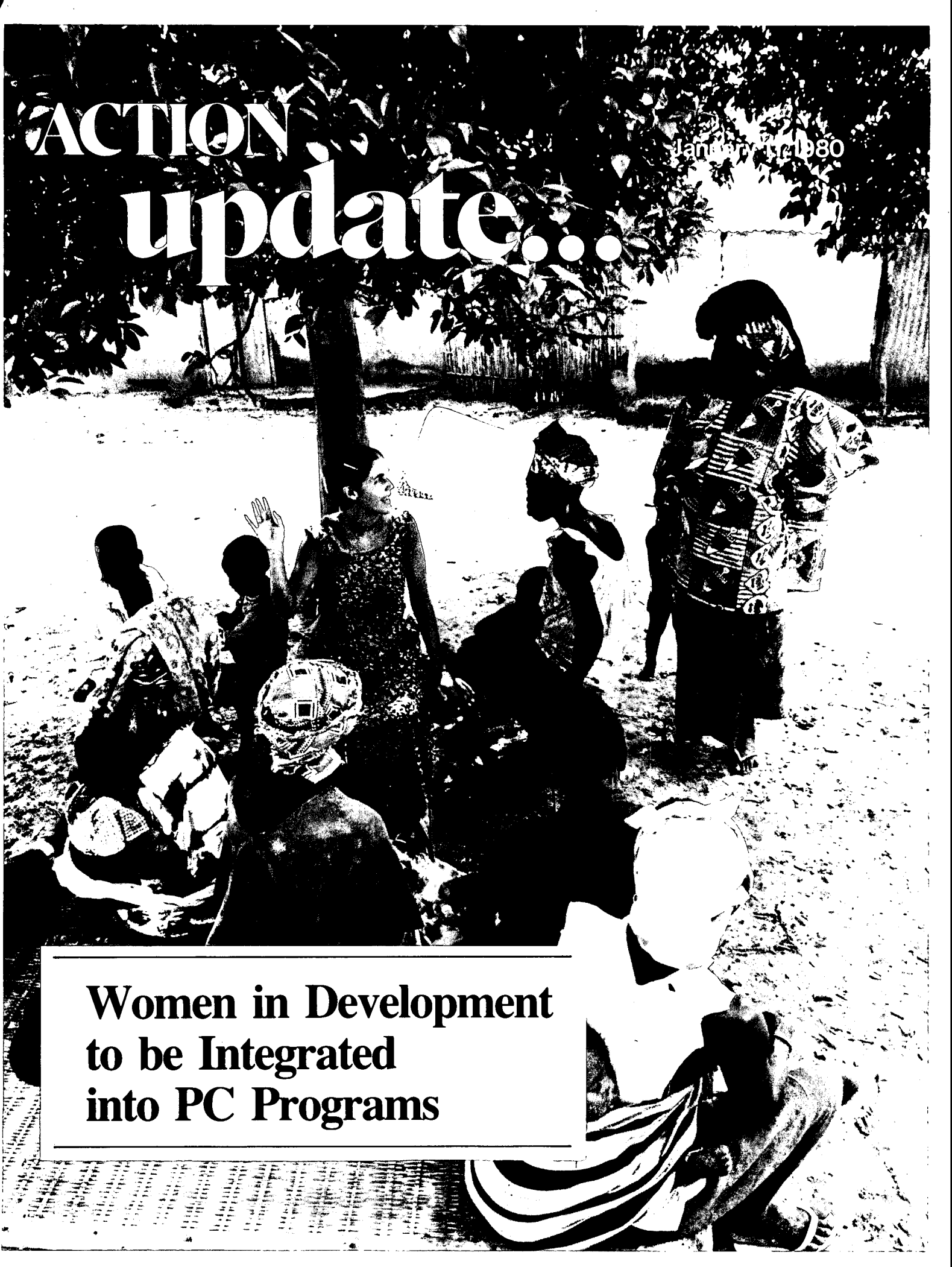


ACTION update...

January 12, 1980



**Women in Development
to be Integrated
into PC Programs**

On August 2, 1978, President Carter signed an amendment to the Peace Corps Act of 1961, highlighting the importance of women in development programming. The amendment is expected to ensure that host country women benefit from all Peace Corps projects. It reads:

"In recognition of the fact that women in developing countries play a significant role in economic production, family support and the overall development process, the Peace Corps shall be administered so as to give particular attention to those programs, projects and activities which tend to integrate women into the national economics of developing countries, thus improving their status and assisting the total development efforts."

At the Peace Corps country directors' meeting in Coolfont, W.Va. in October, Peace Corps Director Richard Celeste made a formal commitment to integrate the Women in Development (WID) mandate into PC programs in every country. "I am convinced," Celeste said to the country directors, "that Peace Corps can involve women as serious partners in development. The key starting point is in the consultation process. Third World women are the best authorities about their problems and needs. Ask. Listen. Involve. Women in development is probably the most achievable of all the challenges that face us."

In 1974, the United Nations Commission on the Status of Women prepared a World Plan of Action in which development was a major theme. Subsequently, the UN General Assembly declared 1976-1985 as the Decade for Women, focusing on equality, development and peace. Peace Corps' commitment to WID is part of this worldwide concern.

The emphasis is on "in development." A WID project then, in PC terms, is characterized by the following:

- Women are to be involved in problem identification;
- Women will participate in key roles in planning and conducting a given project;
- Women are to be trained to assume important, permanent roles;
- Women must benefit directly through augmentation of income earning ability or increase in productivity.

Celeste has appointed Perdita Huston, NANEAP

regional director, to chair a WID oversight committee that will undertake organization and implementation of WID programming. Members of the committee are: Margot Aronson, Doris Brinkman, Jennifer Froistad, Jennifer Gillespie, Nancy Graham, Rose Hayden, Nancy Kingsbury, David Levine, Sandy McKenzie, Roger Nicholson and Bill Tatge.

Huston has outlined a general course of action, and over the next few months, her committee will take a look at placement of volunteers and how that process can be adapted to better serve host country women. It is also developing a staff training program, as well as volunteer pre-service and in-service training programs that will be responsive to the WID concept.



(Cont. page 4)

Carter Congratulates Volunteers/VISTA on 15 Years of Effective Service



The VISTA 15th anniversary campaign was launched on December 19, 1979, when 24 VISTA volunteers met with President Jimmy Carter at the White House.

"I am very grateful for what you do," the President told the group. "Next year we hope to have as many as 5,000 (as opposed to the current 3,400) VISTA volunteers approved in the 1981 budget that I will submit (to Congress) shortly. This will be the highest level of all time and it is based on the realization of the good job that you do. Sometimes you don't get thanked adequately," he added.

The VISTAs came to Washington from all over the United States, and in keeping with the diverse populations they represent, were white, black, Hispanic, Asian and American Indian.

They had been invited to participate in this first day of activities that would initiate the six-month-long, nationwide VISTA 15th anniversary celebration.

"Attending this meeting," said Nancy Schuster, 48, a VISTA assigned to the Bucks County Audit

Services in Doylestown, Pa., "made me proud I was a VISTA—that I was part of a national group that was making a difference."

The President observed to the gathering of volunteers that "Times change very rapidly, as you well know, and you are dealing with a society where we still have pockets of poverty and deprivation and alienation and a hunger for friendship. There is also something that doesn't change, and that is the desire for volunteers to marshal within a community mutual help that is so beneficial to those who need it most."

VISTA Richard Copeland, 47, from Hamilton Ga., who works with the West Georgia Farmers' Cooperative, sat next to the President during the meeting. Hamilton is only 70 miles northwest of Carter's hometown of Plains. Introduced as neighbors, Copeland spoke briefly about the plight of the small farmer in the south.

Also at the White House meeting were ACTION Director Sam Brown, Deputy Director Director Mary King, VISTA Director Margery Tabankin and John Lewis, associate director for Domestic Opera-

VISTA will continue to grow because of the dedication present-day volunteers.

tions.

After visiting their Congressman and Senators and high-ranking government officials including Attorney General Benjamin Civiletti and Secretary of Labor Ray Marshall, the volunteers were honored at a reception on Capitol Hill by Sen. Alan Cranston (D-Calif.), Sen. Jacob Javits (R-N.Y.), Cong. Paul Simon (D-Ill.) and Cong. Carl Perkins (D-Ky.)

Nancy Schuster commented that "The close attention and careful listening by the President, Cabinet members and members of Congress, showed me that they have a special respect for VISTA."

Sargent Shriver, the first director of VISTA, indicated that respect and confidence when he told the nearly 200 guests at the reception, including former VISTA volunteers and staff, "Those of us

who were around in the early days frankly had doubts whether VISTA would be around 15 years later. But it survived because of the vitality of those who were there at the start. And, Shriver said that VISTA continue to grow "because of the dedication of the present-day volunteers."

All 24 volunteers felt that the day's activities had gone far beyond their expectations. Roberto Rodriguez, 67, a VISTA with the Concilio Campesino del Sudoeste in San Miguel, N.M., voiced the sentiments of many of the volunteers. "I was very impressed with the time the Congressmen and Senators spent with us, and also praise the President's thinking on the VISTA program. I enjoyed every minute I spent in Washington," he continued, "and was proud to be selected to participate."

Women in Development

(from page 2)

The Office of Programming & Training Coordination prepared a training manual that has been sent to all Peace Corps country directors. Pre-service volunteer training staff will be briefed and instructed to include the WID issue in all programs. The manual can also be used in planning volunteer and staff in-service training sessions. In other training and programming functions, OPTC will place a special emphasis on income-generating activities for host country women.

Huston, the author of *Third World Women Speak Out*, says, "In interviewing women for my book, their major concern was for activities that can increase income. They are interested in knowing more about agricultural techniques, marketing and accounting and receiving vocational training. The need for cash kept coming up again and again. If they can earn more money, they can better help their families and raise their status in the community."

For example, a Peace Corps project in Morocco had been training male bracemakers for several years. It was found that once the men developed that skill, they left for Europe where the pay is better, to work their trade. The project was redesigned and now volunteers are training women to make the braces, since they tend to be less mobile and stay in the country. This non-traditional skill has resulted in increased income for these women.

Huston maintains that the Peace Corps is ideally suited for the long job ahead. "My belief," says Huston, "is that Peace Corps volunteers can play a leadership role in WID efforts, due mainly to their close relationship with the population they serve. They must work," she adds, "with those people who can develop programs that can make women full participants in the development process."

CHUCK CRAWFORD

"I've never worked anyplace that has as many people who are so committed to human and human-oriented activities," says Chuck Crawford, 35, an evaluation specialist in the Evaluation Division of the Office of Policy and Planning (OPP/E) at ACTION headquarters.

And he should know. Crawford joined VISTA staff in 1965 and came to ACTION when it was formed in 1971.

He began at VISTA as a grade 3 clerk-typist, and now as a GS-12 is a project manager, putting together a number of evaluation studies for the Older Americans Volunteer Programs, primarily for RSVP. The studies run the gamut from the yearly required evaluation of RSVP projects to the development of a self-evaluation guide for all OAVP to be used in the future as a tool by project directors. He also is in charge of evaluating RSVP demonstration projects.

Crawford, who is confined to a wheelchair as a result of an automobile accident when he was two, has, in many peoples' eyes, overcome a great handicap. But that's not the way he sees it. "I really don't have many problems with it. Most problems come from peoples' perception of what a handicapped person is capable of doing. However, once I meet them and talk with them, that attitude tends to change. I have skills, and I know I can sell myself based on them.

"The only time I really have trouble is when I run into stairs... and I can't use the top drawer of a file cabinet, so I just use the bottom ones."

From the very beginning of his VISTA days, Crawford's commitment to the human service aspects of the program has been unswerving. "Even to us 'civil servants', working at ACTION is much more than a 9 to 5 job. You feel good about what you're doing here. You'll fight for something far beyond what one would expect from the usual federal employee.

"These programs, the volunteers and the people they serve, invoke emotions that are hard to articulate. And I think this attitude is true of most of the staff here."

Crawford's devotion extends beyond just his job at ACTION. For many years he has been active in the ACTION Employees' Union, and is currently its vice-president. He is co-chair of the Participatory Work Improvement Program (PWIP), and until



last November, spent three years working with the agency's Federal Women's Program. "I believe the quality of life on the job is terribly important," he says, and devotes many hours of his time to this philosophy.

Eighty percent of his free time, however, and "most of my cash" is given over to sailing. Crawford and his wife, Jane, have been sailing enthusiasts for years. They own a 30-foot sloop and go out on it every weekend from April to November. They have taken several long vacation trips on the sailboat, and are looking forward to a seven-day crossing to Bermuda.

"It's a great way to escape, to wash away the pressures of work," says Crawford. "It's peaceful and quiet, and we both need that kind of relaxation."

Actually, it's really rather hard to imagine Crawford relaxing. His energy and dedication are well known throughout the agency. "I know this is just my dream," emphasizes Crawford, "But I'd really like to see ACTION expanded ten times, that way we could touch ten times as many people.

"It really gratifies me to know there is a 70 year old grandmother out there who is having her life revitalized and giving a needed service to her community as well.

"During ACTION's difficult times, and there are those," he admits, "I always think of this. All of the people here have worked through periods when morale was very low, when it didn't look like the agency would survive. They stayed and fought for what they believe in, and I stayed because I believe in it too. This would be a hard place to leave... the commitment of the staff and the volunteers... that's something you don't find in many places."

RSVP Will Fund Fixed Income Counseling Projects

Older Americans can effectively help people get the most from their money in order to cope with rising costs, according to Al Larsen, chief of ACTION's Retired Senior Volunteer Program (RSVP).

In order to test that concept, ACTION recently provided \$100,000 in agency reserve funds to 10 RSVP projects – one program in each of ACTION's 10 regions. The money will fund a Fixed Income Consumer Counseling (FICC) component in each region. Projects have been launched in Burlington, Vt., Morristown, N.J., Doylestown, Pa., Birmingham, Ala., Elbow Lake, Minn., Little Rock, Ark., Hastings, Neb., Montrose, Colo., San Jose, Calif., and Lewiston, Idaho.

The RSVP projects, along with local agencies in those towns, will develop a FICC program responsive to the needs of families and individuals of all ages living on fixed or low incomes. Potential recipients of fixed income counseling include the elderly, disabled, handicapped, unemployed or underemployed.

"RSVP's mission – to provide service – has been expanded with the FICC component," Larsen says.

"Fixed income counseling is such a badly needed service and one which is highly appropriate for RSVP. Our volunteers will participate in every phase of the FICC project."

The involved RSVP projects expect to recruit local senior volunteers with specific skills or experience for each RSVP/FICC component. Through workshops, personal counseling, lectures and written material, RSVP volunteers will help low-income people in matters concerning income-assistance, budgeting, nutrition, energy conservation, housing and legal aid.

Each of the 10 RSVP projects will work closely with community agencies and organizations to identify local needs and available resources, as well as with people who are most in need. After two years of operation, under RSVP management, a selected community organization will continue the FICC program.

OAVP Director Helen Kelley stresses the importance of community efforts to the projects' success. "The community must be fully involved and its resources fully utilized, from the beginning, in order for each program to meet its potential and in order for the community to continue the program after the second year when RSVP funding is no longer available," she says.

Volunteers, including RSVPs, who are involved in fixed income counseling during the first two years of the RSVP/FICC program may continue that involvement under the organization selected to continue the program.

ACTION's Office of Policy and Planning developed a specialized program addressing the needs of people living on fixed incomes in 1975 when it provided a one-year \$18,000 grant to the Denver Commission on Community Relations for a FICC program in that city. The success of that project resulted in its refunding and in ACTION's funding additional FICC programs in 1978 – Atlanta, Savannah and Athens, Ga., and in Santa Ana, Calif. The Savannah FICC was the only one which used RSVPs as a major resource, and it did so successfully.

A four-day conference was held in November, in



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UYA Testing New Approaches To Service Learning

ACTION is testing new approaches to University Year for ACTION (UYA) programs of service to low-income communities, according to Lyn Baird, director of ACTION National Center for Service-Learning (NCSL).

The agency has provided \$1.4 million for seven 15-month UYA demonstration projects which Baird says "will help ACTION evaluate and strengthen several elements of the UYA program," including the following:

- The program's service and learning benefits.
- University commitment to helping the community solve poverty related problems;
- Integration of the service-learning concept in the university curriculum;
- Continuing involvement of students as volunteers after the grant funds have ended.

"Service-learning," says Baird, "is a reciprocal and mutually beneficial relationship between the student and the community. Students apply their knowledge and abilities to community problems, and, in doing so, gain confidence in themselves as citizens who can make a difference."

Involved projects are currently developing and refining plans and curricula and are recruiting volunteers, who will begin serving in January, 1980.

The following institutions have received demonstration grants:

St. Edwards University; Austin, Tex. - Fifteen non-traditional students, such as older citizens and veterans, enrolled in a wide variety of university courses, will be placed with several community based organizations providing service to low-income area residents.

University of California (UC)/Los Angeles; UC/Irvine and UC/San Diego - A joint project among these campuses will utilize a single target population model, recruiting a total of 63 students with a wide variety of academic majors from the three campuses. Through the Indo-Chinese Refugee Assistance Program, the students will help meet the needs of Southeast Asia refugees in the three counties where the campuses are located.

Massachusetts Institute of Technology (MIT),

Cambridge - Political science and urban planning graduate students from MIT will work with Harvard and Northeastern University law students, through the Legal Services Institute, in a targeted advocacy program for low-income citizens in Jamaica Plain, Mass. Each group of students will use the skills and perspectives of the other in enhancing its approach to the problems of the poor. Twenty-four students are being recruited.

University of Georgia, Athens - In an effort to meet the diverse needs of the low-income rural elderly, thirty students will be recruited from a wide range of academic majors to work through local service agencies which aid the elderly. Volunteer assignments will be tailored to those various service agencies according to the volunteer area of expertise.

University of Colorado, Denver - The Center for Community Development and Design in the College of Environmental Design there will work, along with the Western Colorado Communities Program, to expand curricula and service-learning at the seven major Colorado institutions of higher learning. Forty-five volunteers will be placed in 12 neighborhood-based outreach offices to provide community development and technical assistance to low-income neighborhoods.

West Virginia Institute of Technology, Montgomery - The project here will provide academic training to low-income community leaders and residents to enhance their effectiveness. These people will enroll as college students and be placed, along with traditional students, in settings where they would be able to provide needed community educational and advocacy assistance.

Beacon College, Washington, D.C. - UYA volunteers will be trained in community organization techniques and work, through the Center for Community Organization, to strengthen and expand upon the activities of citizen participation organizations in the District of Columbia and Maryland.

Information collected on each project will later be used to promote the service-learning concept and to strengthen the UYA program.

DO Inter-Regional Conferences Address Issues, Concerns, Future Plans

"There was a real sense of coming together as an organization, of being a family," commented Mamie Hughes, ACTION director of region VII.

Hughes was referring to four inter-regional conferences held during the past five months. "I came away from the conferences convinced that the people in this 'family' really care about the program and about their role in it," she said.

Others in ACTION's domestic operations staff

delegation of authority, and the Integrated Program and Training System.

Professional and clerical staff from DO headquarters and field offices attended the conferences. Conferees in regions I, II and III met in August in Cherry Hill, N.J., and those from regions IV and VI in September in Atlanta; V, VII and VIII in November in Estes Park, Colo.; and IX and X in December in Monterey, Calif.

to reaffirm a sense of purpose as an organization of people who are committed...

voiced the same sentiments, including Deputy Associate Director Karen Paget who commended the Office of Administration and Finance for helping make the conferences a success.

ACTION Director Sam Brown had stated at the start of the conferences that it was important "to see where we have made mistakes, to see about rectifying them, to think about the good things we have done and to share that knowledge with each other."

Among the conference goals was to reaffirm a sense of purpose as an organization of people who are committed to volunteers and to the people with whom they serve.

"I think that was one of the goals that was particularly well met," said Hughes.

Other conference goals were to:

- Build a relationship of mutual trust and confidence between DO and field staff;
- Discuss current perceptions of agency mission, policies and procedures;
- Try to clarify reorganization, decentralization,

An important feature of the conferences was that it gave clerical staff an opportunity to meet with DO Associate Director John Lewis, as well as with Karen Paget and discuss their own sets of concerns and issues.

Specific discussion during the meetings included VISTA pre-service and in-service training of volunteers, the issue and development of national grants and division of responsibility as it relates to the local components of these grants, as well as the allocation of VISTA's FY 80 budget to states and regions.

Since OAVP received an increased appropriation of \$83.3 million for FY 80, discussions centered around the distribution of funds to the regions. Conferees also dealt with OAVP participation in an upcoming White House Conference on Aging to be held in 1980.

On an overall DO level, in-depth talks focused on personnel, staffing and support budget in this fiscal year and in the future.

KUDOS TO:



ACTION Deputy Director Mary King was recently awarded the Mary McLeod Bethune Award by the National Council of Negro Women (NCNW). This award is presented to women in government for outstanding service.

King was one of six women who received the award during the last national convention of the NCNW, the only white and the highest ranking administration official so honored.

In her address to the Council, King spoke of the need for justice and human rights for women and blacks. "It was from the experience of the southern civil rights movement in the 1960's that the modern women's movement awakened and borrowed its tools," she said.

"Our imperative for the 1980's--for all women--remains simple justice. Women as women must remain in the forefront of the search for human rights and justice for all, but with the extra special effort in the United States directed toward blacks achieving national goals."

In the photo from left to right: Mary King; Carl Holman, president, National Urban Coalition; and Dr. Dorothy Height, national president, National Council of Negro Women, Inc.

PAULETTE HAMMOND, photolibrarian, *ACTION* news bureau, who was cited by Black Excellence for her contributions to that magazine. Hammond has submitted photos and written feature stories and sports articles for Black Excellence.

JOAN KELLEY, writer/photographer, *ACTION* News bureau, who recently received the Foster Grandparent Media Award in San Antonio, Texas, for her outstanding coverage of FGP projects in that city. Kelley has written numerous OAVP articles for the national press, ACTION Update

and Prime Times, the agency publication of the Older Americans Volunteer Programs.

MARY LEE DAUGHERTY, project director of the Yellow Pages for West Virginia Women, recipient of an OPP demonstration grant, who was selected by the Ms. Foundation as one of 80 Women to watch in the 80s.

Editor's note: We would like to hear from our readers about other ACTION employees who have received awards. Please contact the ACTION Update office at FTS 254-7595.

Staff's New Year's Resolutions

Our roving reporter spoke with various members of ACTION's staff about their New Year's resolutions. We'd like to share some of them with you:

Linda Borst, placement manager, New York Service Center, "To refuse to participate on any more task forces designed to study ORC." (Office of Recruitment & Communications.)

Jack Bresch, deputy assistant director, Office of Legislative & Government Affairs, "To keep the peace with Congress."

Sam Brown, director of ACTION, "To get everything out of Congress that we got out of the Office of Management and Budget."

Fannie Bush, administrative officer, Office of Voluntary Citizen Participation, "To be the best that I can be—do the best I can do—always bearing in mind that should I accomplish this much in the coming year, others can only benefit from me as a human being."

Dick Celeste, director of Peace Corps, "To only stay in the office after midnight one night a week."

Betty Funches, secretary, Office of Creative Services (ORC), "To not put things off to the last minute."

Dora Globe, secretary to the director of Peace Corps, "To work only eight hours a day, five days a week."

Peter Hubbard, area recruitment manager, Atlanta Recruiting Office, "To work positively toward a stronger Office of Recruitment & Communications through continued involvement of headquarters and field recruitment staff."

Morris Manley, assistant mail supervisor, ACTION Mail Room, "To try and upgrade my position at ACTION."

Harold McQuiston, deputy regional director, Region VII, "To institute a junk food allowance for VISTA volunteers. With their fondness for Twinkies and Fritos, their current allowance makes it difficult for them to afford these necessities."

Judy Meade, special assistant to the director of VISTA, "This year I've got to get organized."

Jack Nolan, director of Administrative Services Division, Office of Administration & Finance, "To accomplish all the work in Administrative Services without being such a grouch."

John Norris, grants and contracts officer, Region VIII, "To stop being such a bastard."

VISTAs Propose Increased Input in Program Decisions

A major proposal made by VISTA volunteers at the eighth national VISTA forum in November was their official participation in selecting and monitoring the projects on which they serve.

Twenty-one VISTAs, two from each of ACTION's ten regions and one VISTA/NAFO (National Association of Farmworkers Organizations) volunteer felt that information based on their experience and first-hand knowledge was important to a wide variety of decisions affecting VISTA projects. They proposed that at least one VISTA representative participate on future project review boards that select and monitor the projects.

VISTA Director Margery Tabankin told the volunteers that in many states, formal volunteer input into program decisions had been used with good results. "Let's look more closely at cases where this is working," she said, "before implementing your proposal."

Tabankin said that future meetings between herself and regional staff would feature close examinations of that proposal.

In addition to meeting with Tabankin, volunteers met with other ACTION staff including ACTION Director Sam Brown, Deputy Director Mary King, and Domestic Operations Director John Lewis. They also met with members of those congressional committees that review VISTA's legislation and budget. At those meetings, the volunteers discussed the specific programs in which they were involved and the impact that low funding ceilings were making on those programs.

"Our meetings with the congressional committee members were very worthwhile and helped bring about a better understanding on their part of what we are trying to accomplish," said Candi Camhi, a VISTA volunteer representative from Oklahoma City, Okla.

Brown addressed a number of issues including implementation of new VISTA guidelines toward the establishment of community-based organizations to help the poor meet their own needs, funding and budgeting, relations between VISTA and Congress, the appropriate use of nationally and locally recruited volunteers, and recruitment priorities.

The volunteers also presented to Tabankin re-



VISTA Director Marge Tabankin meets with members of the VISTA Forum.

commendations on issues of health care, adequate funding for volunteer support and for state and regional forums. In addition, they recommended negotiations with governors of those states which don't allow VISTA/NAFO volunteers — VISTA volunteers selected from migrant families — in an effort to permit NAFO volunteers in those states.

Tabankin said she would carefully review all volunteer proposals and issue a report in writing, on their feasibility. Some matters, Tabankin said, would need examination by the Office of General Counsel or the Office of Health Services to determine their legal acceptability.

Tabankin also pledged to place a high priority on volunteer transportation support, particularly for rural areas, in submitting future VISTA budget requests. However, most issues of financial support, she said, would be determined by congressional action which was pending on VISTA programs at the time of the forum.

Since then, Congress has passed final legislation authorizing VISTA and other domestic volunteer programs through September 1981.

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DIRECTOR PERSONNEL MANAGEMENT

Tom Hyland, new acting director of the Personnel Management Division, comes to ACTION with a background in administrative and management activities. Before assuming his new position, Hyland was a line manager with the Department of Transportation's Federal Highway Administration. Earlier he served as an administrative assistant to both the Under-Secretary of Commerce and the Secretary of Transportation. During the 60's Hyland was with the Civil Service Commission, now the Office of Personnel Management.

EXECUTIVE ASSISTANT TO DEPUTY DIRECTOR

Dan Moldea, new executive assistant to the deputy director of ACTION, is a former special assistant for the U.S. Consumer Product Safety Commission. As a graduate assistant at Kent State University, he also served as assistant director of the Portage County Community Action Council in Ohio in 1974. Moldea, who has a background in

RSVP/FICC

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Savannah to orient participants to the RSVP/FICC concept and to share ideas, experiences and concerns. Participants explored the accomplishments of previous FICC programs, including the one in Savannah, and discussed ways to fully involve RSVP volunteers. Attending the conference were staff from the original FICC programs, the Office

journalism, is the author of The Hoffa Wars: Teamsters, Rebels, Politicians and the Mob (1978), a Book of the Mouth Club Selection which was nationally syndicated by the New York Times. His works have appeared in Playboy and The London Observer. Moldea also worked with Jack Anderson and NBC/TV News.

INTERGOVERNMENTAL AFFAIRS OFFICER-LGA

Betsy Chotin, new intergovernmental affairs officer of Legislative and Governmental Affairs, will serve as a liaison between ACTION and U.S. mayors, governors and government agencies.

Before joining ACTION Chotin had served on local, statewide and national political campaigns.

She also was director of the Political Action Committee for the National Abortion Rights Action League. Earlier, She developed and ran programs for the legal staff of the Meade Data Central Corporation which provides a system of computerized legal research.

She also was a research analyst in the Civil Rights Division of the Justice Department.

of Policy and Planning, OAVP field and headquarters and other ACTION regional staff.

The four original FICC programs are part of President Carter's Urban Volunteer Program, recently authorized by Congress through September, 1981.

ACTION UPDATE

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