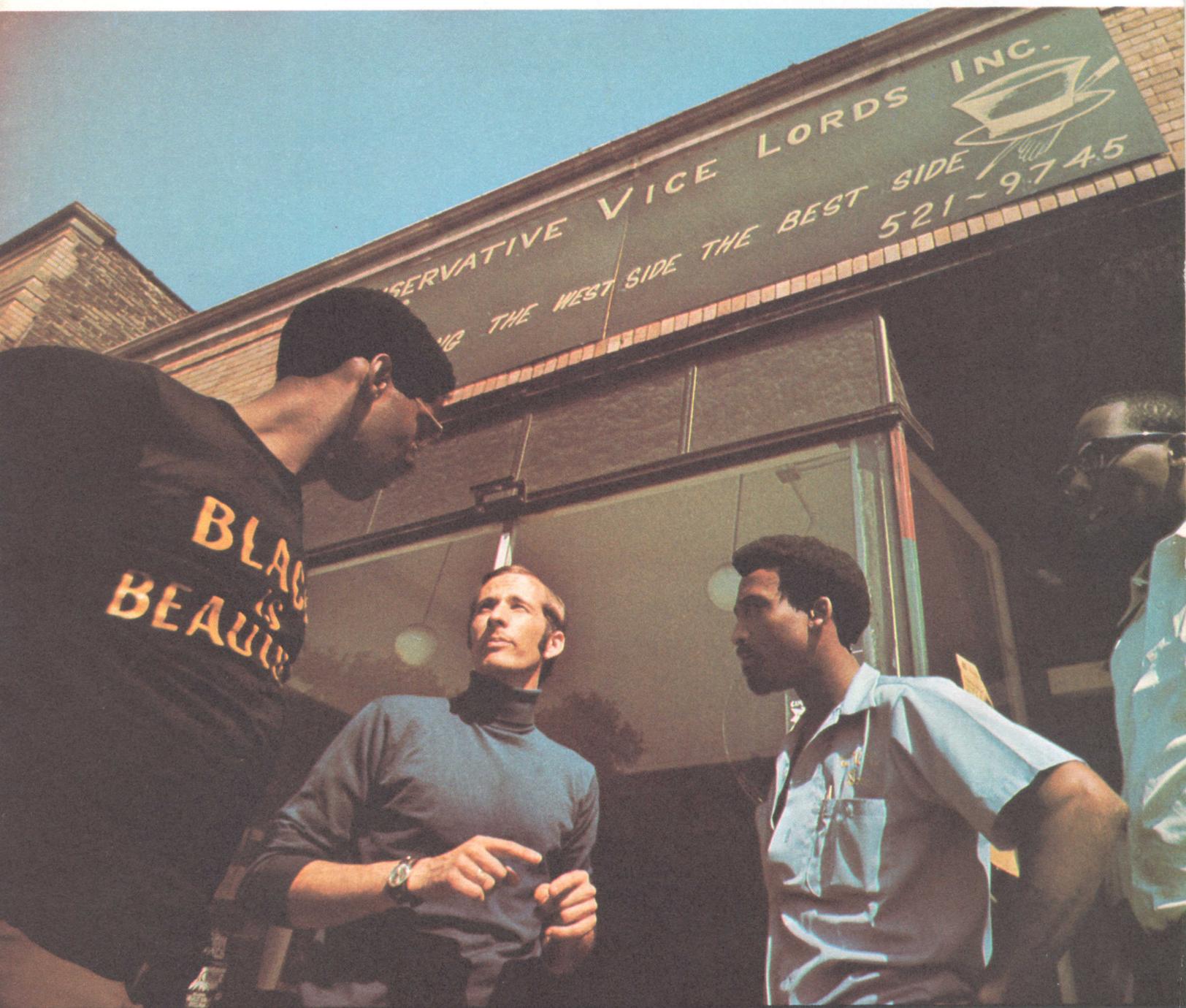


RETURNED VOLUNTEERS



Applying Experience Abroad to Problems and Potential at Home

PEACE CORPS

25,000 HOME

Volunteers No Longer 'For Export Only'

The Peace Corps reached a milestone in its short seven-year history late in 1968 when the 25,000th Volunteer completed service and returned to the United States.

There are now twice as many former Volunteers than Volunteers currently serving overseas.

"We are now beginning to see a domestic return on the investment we have made in overseas work," says Peace Corps Director Jack Vaughn. "Peace Corps service should no longer be placed in a separate category labeled 'For Export Only.'"

Vaughn's comments are backed up by a survey of former Volunteers which indicates that commitment to

service—so intrinsically a part of the Peace Corps—doesn't begin and end at the water's edge.

Statistics show this breakdown:

Employed	56.3%
Continuing Education	37.4%
Housewives and Others	6.3%
	<hr/>
	100.0%

Of those employed, one of every three former Volunteers is teaching. Many of them are in ghetto schools (See Page 4).

Another third are working for federal, state and local governments—many in community action projects, Headstart, VISTA and other anti-poverty programs.

Most of the remaining third enter business or the professions. A large number, more than 12 per cent of the total employed, work with international or non-profit organizations.

The statistics above—coupled with the fact that more than half of all returned Volunteers change career plans after their two years overseas—add weight to the observation by Brandeis Professor Lawrence H. Fuchs that the Peace Corps leaves an indelible mark on the lives of most returned Volunteers.

"More than any other way I know," says Fuchs, who was Peace Corps country director in the Philippines, "living deeply in another culture—with an open heart and open mind—enables young people to gain perspective to see their own situation, personal and national, more clearly."

At a conference of former India Volunteers, held in 1968 in Annapolis, Md., the participants added credence to Fuchs' point.

"The Peace Corps experience," said one participant, "allowed me to put America at arm's length and review it critically. I realized in India that I have a stake in America and I'm

determined to help shape this country into what I think it should be."

Another former Volunteer said:

"What I told the Indians to do, namely, to work for constructive change within their system, I had never tried in my own system and I pledged then and there that I was coming home to try for myself."

At a national meeting of returned Volunteers in 1965, there was considerable apathy toward a proposal for formal organization (detractors of the idea decried membership in a "Veterans of Foreign Peace"). It appeared that the majority of returned Volunteers—either purposely or by default—chose individual approaches to accomplish what one called "a continuation of the Peace Corps by other means."

Still, former Volunteers have congregated, on and off campuses, for a variety of purposes. Several groups have circulated petitions and position papers on world affairs. One group launched a development research foundation, another started a training corporation. Many former Volunteers have led or supported Peace Corps service councils and assisted in recruiting new Volunteers and consulting with applicants. And a national organization called the Committee of Returned Volunteers was organized recently, reflecting a sentiment on the part of some former members of the Peace Corps and other volunteer organizations for a more broadly based vehicle for their common interests.

Whatever form the returned Volunteer movement ultimately takes, Peace Corps Director Vaughn, among others, is convinced that "15 years from now, former Volunteers will be represented far out of proportion to their numbers among the leaders of America."

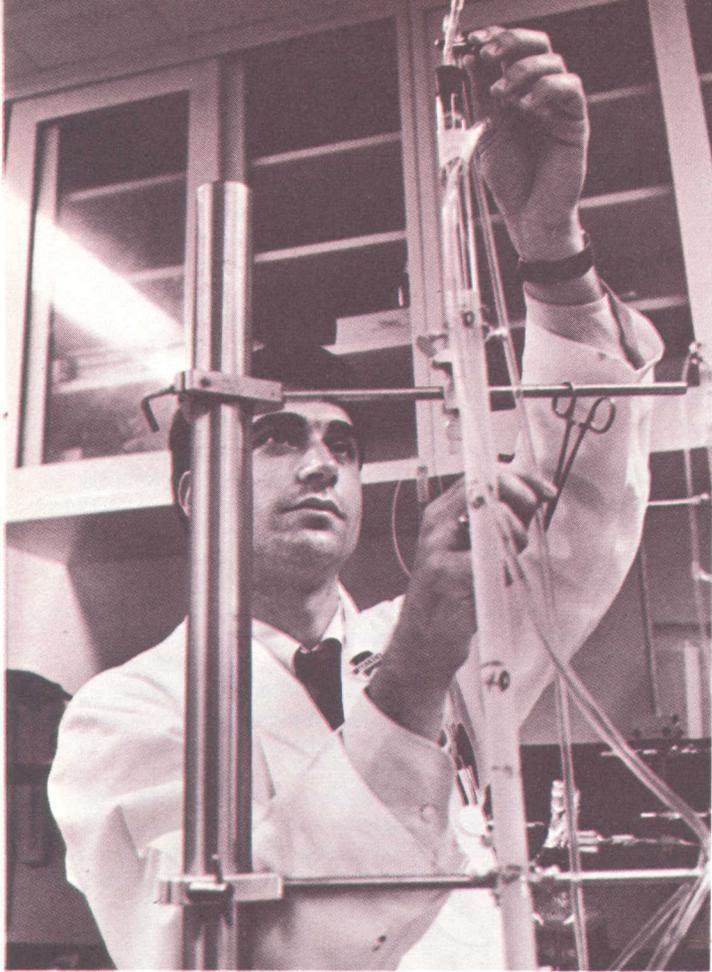
How Peace Corps Helps Returnees

Half of the members of the Peace Corps say they change their career plans during their term of service overseas, and most Volunteers are far removed from U.S. job markets and up-to-date information about educational opportunities. To bridge these gaps, the Peace Corps has a special office to assist returning and returned Volunteers in planning for the future.

It is called the Career Information Service.

This Washington-based office supplies leads on employment and school opportunities. It receives inquiries from employers from the public and private sectors who would like to hire former Volunteers, and handles requests for employment information from about 700 Volunteers each month. In addition, the Career Information Service supplies career counseling and provides lists of current jobs and long-range career possibilities. Volunteers are eligible to use the service for up to a year after they return from overseas.

COVER: Dave Dawley talks shop with other Vice Lords in front of their Chicago ghetto office. Former Volunteer Dawley, second from left, and the 8,000-member former street gang are working to build Chicago's West Side. Their story appears on page 10.



CHANGED GOALS Two in every five former Volunteers continue their education. Jim Seidel, 25, now a med student at UCLA, is specializing in tropical health and plans a career in international work. A biology major before he joined the Peace Corps, Seidel says "everything I want to do is based on my experience in the Peace Corps, but on a more professional basis." Seidel was a tuberculosis control Volunteer in Malawi.

THE HUMAN SIDE John Currough, former Volunteer architect in Tunisia, believes the architect's role today involves more than "drawing pretty pictures." He says the Peace Corps experience added a new dimension to his views on his chosen profession. "The user is important," he says, "including the user of low cost housing, and his needs and desires ought to be considered." Currough, standing, currently serves as a senior planner for a Los Angeles architectural firm and is seen here discussing inner city revitalization plans with a colleague. He is one of almost 15 per cent of returned Volunteers who have entered business or the professions.



WEARS TWO HATS Tom Morgan, 26, a former Volunteer in Nigeria, is both teacher and counselor in a Washington, D.C. job orientation program sponsored by the Labor Department. Seen here teaching black history, Morgan uses the mural in the background to illustrate his lesson. Like Morgan, one in every five returned Volunteers has based a career around education.



TEACHERS

They Seek Out Tough, Inner City Assignments

Given the choice offered Ann Mary Dalton, 25, a former Peace Corps Volunteer in Liberia, other young women might prefer the teaching position she refused in a quiet, suburban school. Instead Miss Dalton, a native of a small Rhode Island town, requested and was assigned to P.S. 201, a rundown, overcrowded elementary school in Harlem.

She finds her present job tough, challenging and more frustrating than teaching in West Africa. But she has a lot going for her. Most important, she is teaching in Harlem because she wants to.

After two years of looking at the

United States from afar, hearing and reading about increased racial tensions, it is difficult for a Volunteer to ignore involving herself in solving the problems when she returns, according to Miss Dalton.

"The experience of being in the Peace Corps won't allow it. To go back to your old ways negates everything you've done for two years of your life."

Her attitudes are shared by hundreds of former Peace Corps Volunteers whose sharpened awareness and earnest desire to teach the less privileged are slowly, but surely, being recognized as vital prerequisites

for ghetto teaching.

The Philadelphia school system, for instance, hired 175 Peace Corps Volunteers, sight unseen, to teach in its inner-city schools.

Robert W. Blackburn, architect of the unprecedented recruitment effort in Philadelphia, testified before a House of Representatives committee that "we regard them (Peace Corps Volunteers) as the single best source of top-flight educators available to us anywhere."

The Washington, D.C. school system also went to great lengths to attract Peace Corps Volunteers. It sent two officials around the world with

Mike Herrington, former Volunteer in Ecuador, says the mere fact he can pronounce his students' names correctly adds to his rapport and increases his effectiveness as a teacher in an Albuquerque junior high school where students with Spanish surnames predominate.



contracts in hand for Peace Corps teachers who were completing service. They signed up 30 and received applications from 116 others.

Walter Washington, mayor of the nation's capital, taking note of former Volunteers' efforts in the Cardozo Project, a Washington model for the National Teacher Corps, said: "The former Peace Corps Volunteers (in the Cardozo Project) have done such a remarkable job in the past five years that we are looking for them to make a vigorous and significant contribution to our whole school system.

"Especially," the mayor added, "in the inner city schools because the Volunteers have the motivation it takes and the seasoning of two years teaching overseas."

Philadelphia and Washington are not alone in their desire to recruit former Peace Corps teachers.

New York State has created an Office of Peace Corps Affairs, a major function of which is to attract former Volunteers to the state's educational systems. New York grants immediate

probationary teacher certification to returned Volunteer teachers. California also grants credit for Peace Corps teaching experience.

And several major school districts—including Los Angeles, Detroit, Cleveland, New York City and Minneapolis—plan full-scale recruitment campaigns to bring former Volunteers into their school systems.

One obvious reason for the increased demand for former Peace Corps Volunteers is the critical shortage of qualified teachers. But another is the recognition by school officials that the Peace Corps experience provides Volunteer teachers with "an approach, a way of going about things" that is a vital, first step to teaching.

Mike Herrington, a former Volunteer in Ecuador, teaches junior high school in downtown Albuquerque, N.M. His school is racially and ethnically mixed, but persons with Spanish surnames predominate.

Herrington, 26, who learned Spanish in the Peace Corps, says "the mere

fact that I was able to pronounce my students' names correctly on the first day of school went a long way toward making them feel I was on their side."

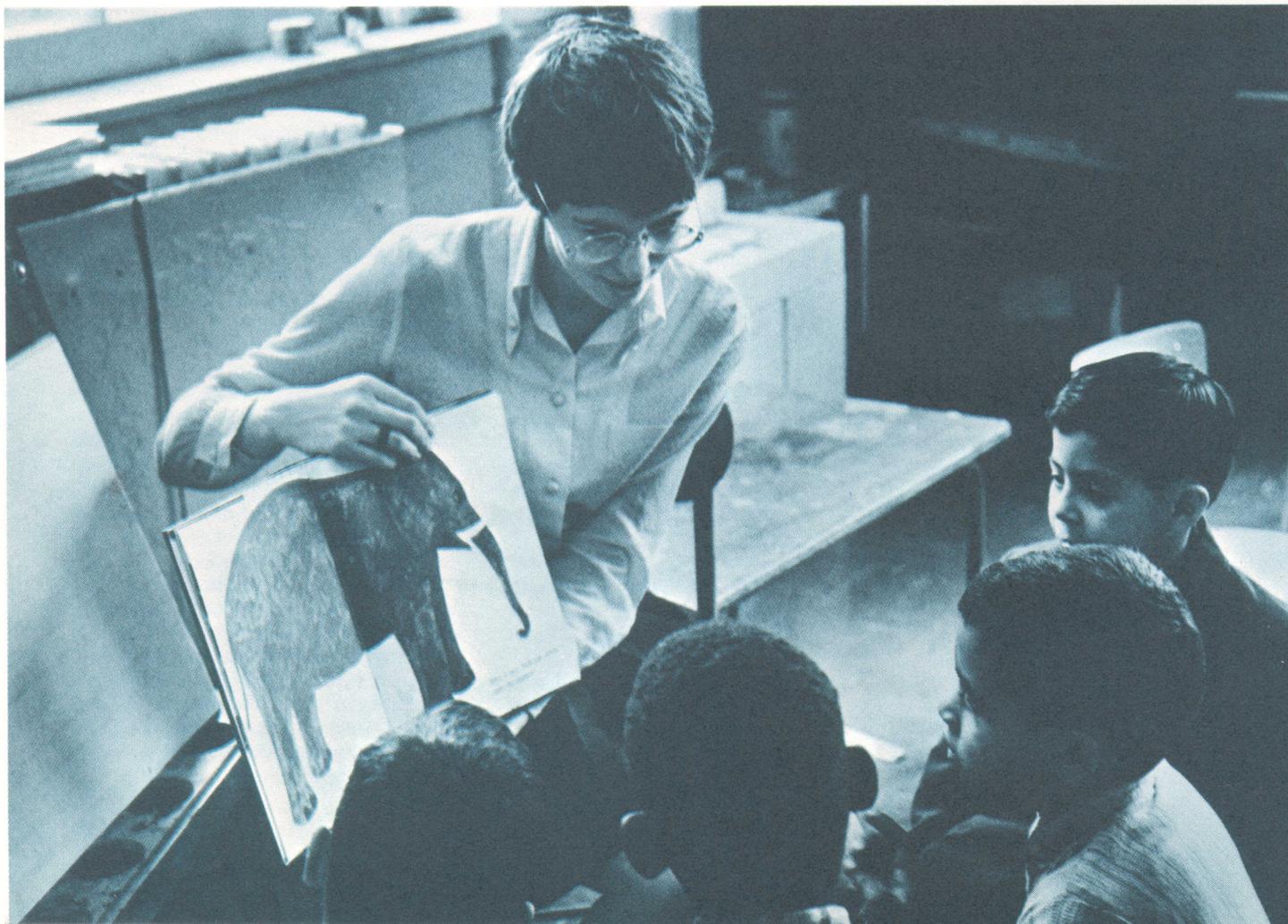
Lee Gallery, a Headstart teacher in a predominantly Negro school on Chicago's West Side, says teaching in a ghetto area is like being in the Peace Corps. "Your official job is one thing, but your real job is to establish rapport with the community and to understand its needs."

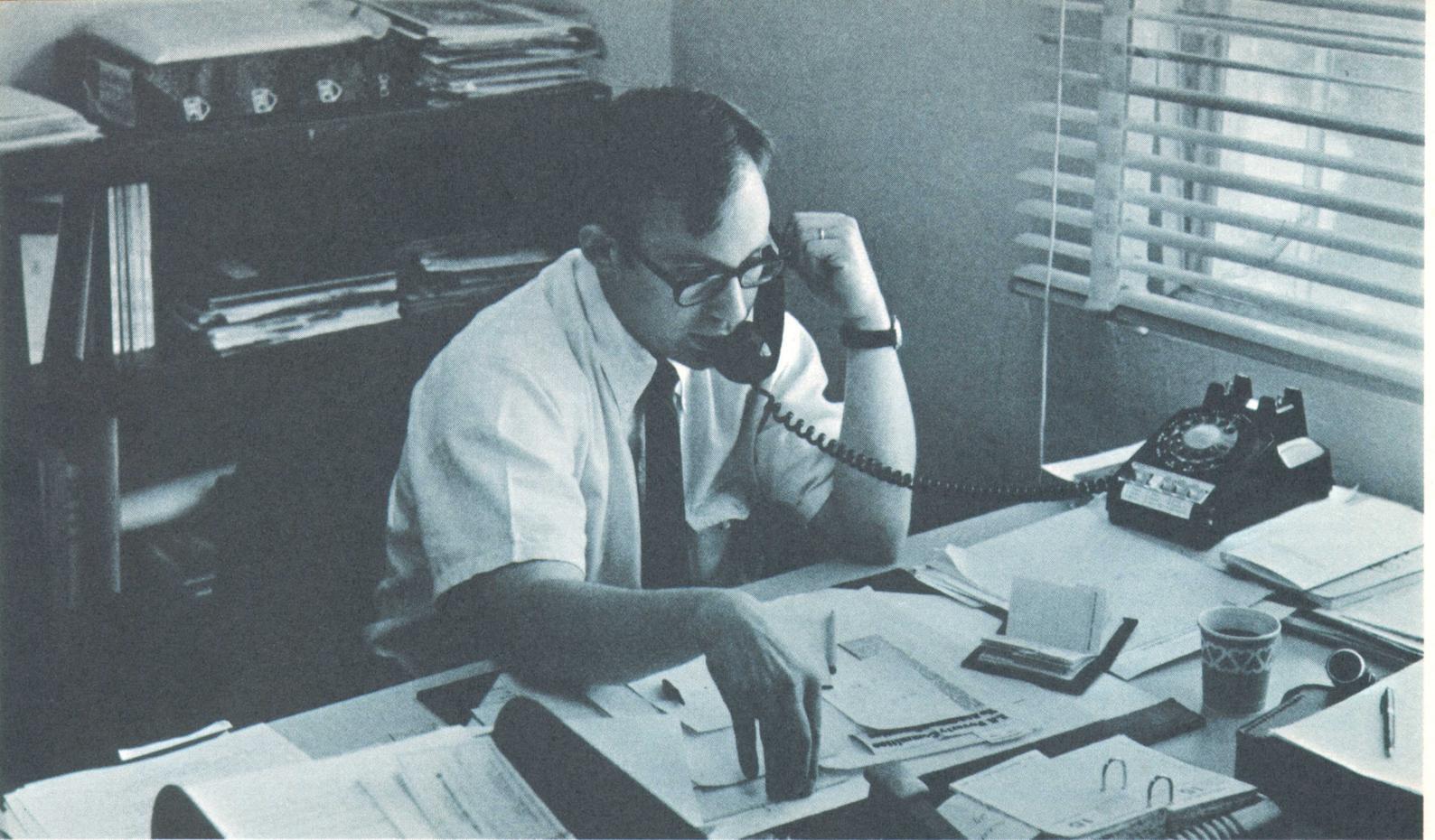
Miss Gallery, 25, a former Volunteer in Ethiopia, never taught before she joined the Peace Corps. A language major in college, she speaks Russian and thought seriously about basing a career around her language skills.

"My plans have changed now. I found out in the Peace Corps that I enjoy teaching and I plan to stick with it," she said.

Miss Gallery is one of 5,000 former Volunteers now teaching in the United States—an impressive figure considering that only one third of these persons had intentions to teach prior to joining the Peace Corps.

Teaching in a ghetto school is admittedly more frustrating than teaching in Liberia for Ann Mary Dalton. But Miss Dalton has a lot going for her. Most important, Miss Dalton, originally from rural Rhode Island, now teaches at P.S. 201 in Harlem because she wants to.





ADMINISTRATORS

A Logical Transition for Peace Corps Volunteers

Several thousand former Peace Corps Volunteers have become administrators. This is a logical transition, according to John Arango, special assistant to the director of the Western Regional Office of Economic Opportunity.

Arango, 30, who was a Volunteer in Colombia, says many Volunteers seek out administrative positions because "they feel they have valid, relevant ideas about the world today and they want the power to implement them."

OEO has hired hundreds of former Volunteers for its many operations. Arango's office alone, situated in San Francisco, has more than 25 former Volunteers on its payroll.

Arango says, "Most former Volunteers I know, because of their Peace Corps experience, have learned how to adapt to new situations. Those in administrative positions, therefore, have mastered the delicate art of

working effectively to implement new ideas without posing a personal threat to the people around them."

Before he joined OEO, Arango helped to establish and served as first director of the Center for Community Action in Albuquerque, N.M., a non-profit organization which grew out of Peace Corps training programs staged at the University of New Mexico.

The center, now headed by former Volunteer Bill McKinstry, 27, administers community action projects totaling more than \$250,000 in 21 counties in New Mexico.

Arango and McKinstry helped to start the center in 1964, a year after they completed their Peace Corps service.

Theirs was the first of several successful attempts by former Volunteers to establish non-profit corporations in the United States to deal with spe-

cific problems related to education or social and economic development. This approach appealed to Roger Landrum, 30, a former Volunteer in Nigeria who helped set up Teachers Incorporated, an organization which contracts with school districts in the New York City area to "realistically prepare" teachers for assignment in ghetto schools.

Landrum, who directed several Peace Corps training projects after his two years as a Volunteer, says he "came back to the United States with no knowledge or explicit interest in American public education. Instead, I was attempting in a very dogmatic way to make Peace Corps training more relevant," he recalls.

"We arrived at the idea of training Volunteers in ghettos because this was an environment most unfamiliar to them and we felt this was where we could challenge their ideas most

Coordination of antipoverty projects in 21 New Mexico counties is a major responsibility of Bill McKinstry, director of the Center for Community Action in Albuquerque, N.M. The far-flung operation involves dozens of returned Volunteers, many of them students at the University of New Mexico.

effectively," Landrum explains.

"It worked so well," he says, "that we found out not only that this is an effective way to train Peace Corps Volunteers, but also that our approach was applicable to the problems of teaching in the ghetto."

Probably the largest and best known Peace Corps "spin off" organization is TransCentury, Inc., a Washington-based technical assistance organization. Founded by Warren Wiggins, former Peace Corps deputy director, TransCentury has employed more than 180 former Peace Corps Volunteers. The firm has contracted with government agencies and private foundations to supply middle-level manpower for administering anti-poverty and job training programs as well as research and evaluation work in low income areas. Wiggins characterizes his workers as "much more than inexperienced recent college graduates and something other than highly specialized technicians."

"They are those kinds of Americans who would rather solve a problem than 'research' it; do a job rather than talk it," he says. "These experienced young people—joined by many others of proven accomplishment within difficult surroundings—are a largely untapped source of dedication, vigor and needed skills."

A number of these problem-solvers hold a wide array of positions in federal, state and local governments and in the business and financial world.

For example, 18 former Volunteers were appointed Foreign Service Officers in 1968, bringing to 100 the total working for the State Department and the United States Information Agency.

The Agency for International Development (AID) employs about 200 returned Volunteers and 35 currently work for CARE, comprising about a fourth of that organization's overseas staff. The Bureau of Indian Affairs currently employs 22.

The financial world also has attracted a substantial number of former Volunteers, particularly those firms with international ties. About 15 former Volunteers are employed by the First National City Bank of New York and 10 work for Bankers Trust Company.

From Volunteer Service To Serving Volunteers

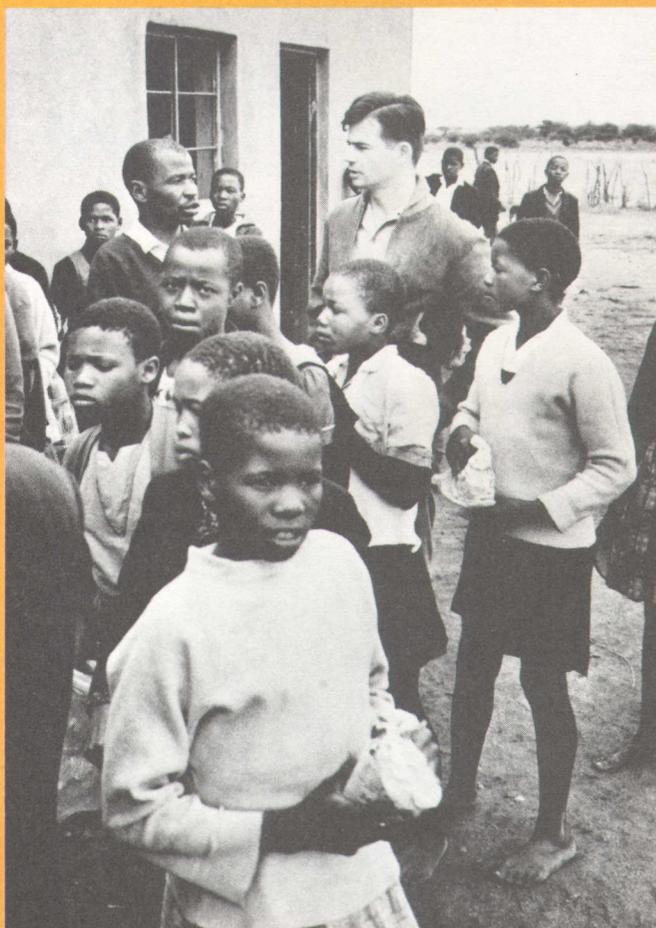
When Peace Corps Director Jack Vaughn speaks about Volunteers he points out "it was quite obvious from the outset, it was they who led us."

Vaughn sees Volunteers as "matured beyond their years, independent-minded and capable of leadership" and candidly states that "I want my own successor to be from among them."

Consequently, he has encouraged a policy which provides Peace Corps staff employment priority to returned Volunteers.

About 450 former Volunteers now serve on Peace Corps staff—about half of them overseas—and they comprise more than one-third of the total Peace Corps administrative personnel.

Vaughn has appointed ten former Volunteers as country directors or "chiefs of mission" overseas. Eight of them were in their twenties.



Former Volunteer Russell Schwartz, now Peace Corps country director in Botswana, visits with students at a rural school near the village of Mathubudukwane.



Counselor Rudy Salinas stresses a point during a group discussion with high school dropouts in East Los Angeles.

ON ETHNIC PRIDE

'We're All in Same Bag,' Says Latin Volunteer

Los Angeles, noted for its freeways and smog, its casual living and its sprawling suburbia, boasts the largest concentration of Mexican-Americans in the United States.

Rudy Salinas, 29, one of the more than 300,000 "Chicanos" (a Spanish word for Mexican-American), grew up in the densely-populated, tough Mexican-American ghetto called "East L.A." The Mexican-American population there is a closely-knit society, steeped in tradition, with its own unique guidelines about upward, social mobility.

To most Mexican-Americans the U.S. Army represents status, a pres-

tigious way out of East L.A., according to Salinas, a former Peace Corps Volunteer in Colombia, "and the Chicano who goes this route comes back with a soldier's view of the world. This often means being hung up with bitter feelings and prejudices about people who are different from you.

"But when a Chicano comes back after two years in the Peace Corps and he deals with people here on the Eastside—Mexicans, Negroes, Japanese, Anglos—then he feels, like I do, that we're all in the same bag."

Salinas is a counselor to teenagers. Most of them are high school dropouts whose energies he is helping to re-

direct. He works predominantly with Mexican-Americans, but youngsters of many backgrounds come to the East Los Angeles center for counseling.

"I'm a Chicano and I'm proud of it," Salinas says, "but I realize that there are many, many other people who share common problems with us and that we have to deal with these problems together.

"But when we go so far that black power, red power, or brown power becomes the only power... when your color becomes the only color that is beautiful, then this country is no better off than it was before," Salinas maintains.

Salinas, proud of his Latin heritage, prominently displays a portrait of Mexican folk hero Emiliano Zapata in his office where he listens to problems of a troubled teenager.

While Salinas sees dangers in exaggerated pride, he also thinks it's a mistake for Americans to ignore completely their differences.

"This country is not a melting pot," he maintains. "We aren't the blend of ethnic and racial backgrounds which is a fundamental assumption of that theory."

Instead, Salinas says, "this country is a salad bowl. It contains separate and distinct ingredients which together make up the whole."

The former Volunteer maintains that Americans should recognize their differences and be proud of them. But at the same time, they should realize that they have much in common which binds them together as one people.

Salinas credits his Peace Corps experience in Colombia with enlarging his perspective and providing him with some "concrete information to hold on to" about his Latin background.

"Latins have a culture, a heritage, a history—these are the real source of pride. But when a person says: 'I'm one color or another and therefore I'm better than you,' that's not pride, that's prejudice."

'Special Citizens'

"You are special citizens. You are the persons who in a free, democratic society, decided to serve that society—who by a conscious act of your free will, have left the ranks of the bystanders and spectators to become participants.

"And when you come back from abroad, if you don't think yourself special you will simply disappear into the bog of affluent living—you won't make a difference—and your contributions, as well as your opportunities, will be lost."

—Bill Moyers, former
Presidential Press Secretary,
in a speech to former Volunteers.



IN THE GHETTO

Calculated Risk Pays Off on Chicago West Side

Dave Dawley, a former Peace Corps Volunteer in Honduras, walks down the Chicago street daily as if he hasn't a worry in the world.

Dressed in Nehru jacket and striped pants, Dawley nears three tough-looking blacks leaning against a plate-glass store front.

They eye him suspiciously, make his features out, and turn their attention elsewhere. Dawley keeps walking; he's heading for 16th and Lawndale, the "stronghold" of the Conservative Vice Lords, an 8,000-member predominantly black organization with a reputation as the toughest street gang on Chicago's West Side.

Dawley passes the store front. One of the blacks calls out: "Hey, Davie, what's happening, man?"

"Nothing much," Dawley replies, and walks on.

Actually, plenty is happening, but the former Volunteer has learned the idiom of the ghetto and the short exchange is one way "good morning" is said there.

Yet despite his mannerisms, his dress, his use of idiom, Dawley, 26, a product of a white, middle-class community, who graduated from Dartmouth, looks blatantly incongruous in Lawndale, the black ghetto which the Conservative Vice Lords call their "city."

But Dawley is a Conservative Vice Lord, one of the very few who finished high school and definitely the only one with a college education. He joined the street gang early in 1968 shortly after "it went respectable" and incorporated itself under Illinois law.

"Gang is a word we're not using

anymore," Dawley says, "and the group prefers to be called either a club, an organization or a corporation. We want to be recognized as something different from the old street fighters—the guys who went stomping or mugging through the streets up through the early sixties."

Dawley's first contact with the Vice Lords was in the summer of 1967 when he went to Chicago to interview ghetto residents for TransCentury, Inc., a Washington-based, privately-run organization which offers technical assistance to antipoverty projects.

The former Volunteer's assignment was to interview ghetto residents involved in government-sponsored programs.

"I had to make contacts in order to do my job. I soon found out that the

Dave Dawley, a full-fledged member of the Conservative Vice Lords, participates in a strategy session.



Vice Lords run the streets and therefore I hired two of them as interviewers," he says.

Dawley's work moved smoothly and he got to know the Vice Lords—"basically an organization made of the tough guys of society, the ones that society labels hard-core, the unreached, the dropouts, the delinquents, the criminals, the addicts."

He learned that the leadership was moving the organization in new directions; it had decided the old ways weren't getting anybody anywhere, according to Dawley.

"The leaders are all over thirty," he says. "Two of them had younger brothers who were killed in gang fights. Another of the leaders was driving down the street and a car pulled up alongside. There was a shotgun blast, and the guy sitting next to him was killed."

Dawley says the Vice Lord leaders "have a great love for their fellows out here on the street. They don't want them to go through this kind of thing.

"They turned the organization. This is the beautiful part. There wasn't a chance in the world of a white person coming in here and organizing these guys. I wouldn't have given it a thought, just from an intellectual point of view.

"When I was doing research I saw there was a useful role for me to play. And I saw that I could help them with the things they wanted to do. So I came back," Dawley recalls.

He returned to Chicago on borrowed money and lived in Lawndale for several months without an income, working to pry loose foundation "seed grants" for economic development projects of the Vice Lords.

The calculated risk paid off. Dawley is now one of 20 employees of the Conservative Vice Lords, Lawndale's fastest growing economic development corporation.

He serves as liaison between the Vice Lords and foundations. He says his work is an extension of the work he did as a community development Peace Corps Volunteer in Honduras.

"There wasn't much going on when I was in college," Dawley says, "even though I had the same basic values that I have today. There just wasn't a way for me to get personally involved in anything." But the experience in Honduras "made me more sensitive to the discrepancies between aspirations and realities of life for people I didn't even know existed."



The street corner is a second office to Dawley for it enables him to find out what's happening on Chicago's West Side.

Dawley is now hard at work helping to reorder the balance between realities and aspirations in Lawndale.

"The Vice Lords want to stay here. They don't want to be moved. They don't want jobs over on the other side of town, they'll create their own jobs here. They want to rebuild their own community.

"This is black economic power. Everything we run will be black owned and black managed. We will create employment for black people and that employment will be here in the ghetto," Dawley explains.

The results have been encouraging, Dawley says. "We have opened a restaurant called Teen Town. It's making money which goes back into the corporation.

"We have a heritage shop which manufactures and sells Afro-American clothing, jewelry and art. We run a pool hall; we just received a \$50,000 grant for a beautification project that will provide jobs for 110 people."

Dawley says the Vice Lords haven't even begun to tap their potential.

"We're talking about getting into some very big businesses—construction, manpower training, human awareness programs with white suburbanites."

And he offers this challenge: "Let foundations and other sources continue giving us the seed funds until we stop producing people."

But the former Peace Corps Volunteer isn't blind to the high risks involved.

"I recently read a report that says the line between destructive and constructive activism is thinner than the line between activism and passivity.

"In the same person, you have much of the violence that could disrupt into a riot, the same guy who's involved in building a business today could be involved in a riot tomorrow, depending on the spark, the incident that ignites it."

Nevertheless, Dawley seems oblivious to fear in the ghetto. After all, the former Volunteer is a Vice Lord—one of the recognized leaders working to build, not destroy, Chicago's West Side.

IN APPALACHIA

'Small Miracles' Achieved in Kentucky Mining Camps

About 85 miles from Lexington, Kentucky, just south of Blue Ridge Mountain Highway, a small creek converges with the north fork of the Kentucky River.

A man and a horse tried to ford the shallow body of water, so the story goes, and neither were seen nor heard of again.

About 100 people now live within sight of the scene of the strange disappearance. They call their unincorporated town "Quicksand."

Be it fact or fancy which gave the town its name, from an economic standpoint, thousands of people are caught in Quicksand and the surrounding coal mining camps of Eastern Kentucky.

The story of Appalachian poverty is well known. But awareness alone doesn't solve problems.

Bill Bridges, the only son of a Kentucky farmer, is both aware and involved in solving the problems of his native state. The 55-year-old former Peace Corps Volunteer is a community development specialist in the University of Kentucky's eastern regional program. For him, "Quicksand is the center of the world."

Bridges spends most of his time getting to know the people in the countless mining camps surrounding Quicksand.

He speaks with a distinct Kentucky drawl and he talks the coal miner's language, pointing out ways they can better their conditions and gently guiding them to initiate and develop self-help projects.

The "small miracles" achieved in Hardburly, not far from Quicksand, are a source of pride for Bridges because he spurred the community development program there.

Estil Riley, president of the Hardburly improvement association inspired by Bridges, received a Kentucky Award of Merit for the cleanup campaign and other improvements for which he and the members of his association were responsible.

Riley can't read or write, according

to Bridges, "and I point this out in tribute to Estil because it didn't keep him from becoming a leader and doing a fine job.

"Hardburly is just one community. Any community can do the same thing," according to Bridges. "So frequently we get to feel that people in depressed areas just have their hands out all the time. But if they're stimulated in the right way they can do a lot of things for themselves. They just don't realize the potential that they have as individuals, or as groups."

Former Volunteer Bridges feels at home in Appalachia, a more familiar setting to him than East Pakistan where "I spoke 'broken Bengali' and never did learn how to eat that hot food and enjoy it."

Nevertheless, he credits his experience in the Peace Corps with developing within him "considerable confidence in working with low-income groups.

"Living in Pakistan for two years

was a real asset to me, not only in securing my present position, but in being able to do a fairly good job here," Bridges continued.

"As a whole I think you come back a much broader person, with greater sensitivity to the needs of others and certainly greater appreciation for this great country of ours."

Bridges also feels that Volunteers gain "a little more humility" because of their experiences. He sees this in contrast to "the way so many Americans subconsciously, if not consciously, consider that we are so far above the people in other countries."

Abroad, in developing countries, Bridges continued, "they realize, especially in the field of technical and industrial knowhow, that we can teach them a lot. They know it. They want to learn.

"But, believe me, they can teach us a lot, but not many of us know it. Maybe we just don't have any desire to learn."

Former education Volunteer in Pakistan, Bill Bridges stands in doorway of combination general store and post office and listens to local problems from proprietress, an officer of the Hardburly Civic Improvement Association.

