

# THE LAFF SOCIETY

For the men and women engaged in Life After the Ford Foundation

August 2002

NO. 31

## *The LAFing Parade*

**Reed Hertford** brings LAFF up to date on his career since leaving the Foundation. First, he joined Cook College (the agricultural school) at Rutgers as director of international programs and eventually earned tenure in agricultural economics. Toward the end of the 1980s, he became executive director of the Southeast Consortium for International Development – then the largest U.S. university consortium doing agricultural development around the world, chiefly in Africa. His next adventure was as #2 at the Inter-American Institute for Cooperation on Agriculture in San Jose, Costa Rica.

Then, in 1994, he began developing a consulting practice in international agriculture, economics, and management, working mainly in Latin America and the Caribbean. More recently, he started developing on the side some business opportunities wholly outside his usual fields of endeavor. “If these flourish, my activities could really change for the first time in over 40 years.”

He and his wife are now living in Chatham, Massachusetts, at the elbow of Cape Cod (P.O. Box 43, Chatham MA 02633), having moved from Princeton, New Jersey.

**June Zeitlin** is executive director of Women’s Environment & Development Organization (WEDO), a Ford grantee which conducts programs on sustainable development, economic justice and gender and governance. Her address is 355 Lexington, NY 10017, e-mail: [June@wedo.org](mailto:June@wedo.org).

## “Wednesdays in Mississippi”

**Susan Goodwillie** was featured in the spring issue of *The Crisis*, the publication of the NAACP, for her role in organizing a 1964 summer program that sent northern women, both black and white, into Mississippi to work against racial segregation.

Under the program known as “Wednesdays in Mississippi,” nearly 100 “quiet but persistent women” left their northern communities to work in black “freedom” schools and to spread the word about the conditions for African-Americans on their return home. The program was organized by the National Council of Negro Women (NCNW) with the support of the League of Women Voters and the American Association of University Women. The participants included Dorothy Height, NCNW president; Marian Wright (Edelman), who later founded the Children’s Defense Fund; and the wives of the governor of New Jersey and the president of MIT.

According to *The Crisis* article, Susan, then 22 years old, was the white NCNW staff member member of an interracial team sent to Mississippi to do the advance grass-roots organizing – that is, to arrange housing and other contacts in the local black and white communities for the northern visitors. She was a self-described “lily-white kid” from Westchester, New York, who had graduated from Stanford University the year before. While volunteering in then Ivory Coast in Africa, Goodwillie had come across a magazine article about the March on Washington. “I wanted to help. I wanted to be part of the solution,” says Goodwillie, who then integrated the NCNW staff.

The black member of the advance team was Doris Wilson, who had worked with the student movement in the South. The two women arrived in Jackson a

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Three FF alumni – **Jeffrey M. Puryear, Peter Hakim and Michael Shifter** – are at the Inter-American Dialogue in Washington, DC. Also a Ford grantee, the Dialogue is the premier U.S. center for policy analysis, communication, and exchange on Western Hemisphere affairs. Puryear, as program director, has established a program that promotes educational reform in Latin America (the Partnership for Educational Revitalization in the Americas – PREAL), which now has offices in Chile, Honduras and Washington. E-mails: [jpuryear@thedialogue.org](mailto:jpuryear@thedialogue.org);

[phakim@thedialogue.org](mailto:phakim@thedialogue.org); and [mshifter@thedialogue.org](mailto:mshifter@thedialogue.org).

**Henry A. J. Ramos** is principal of Mauer Kunst Consulting, a Berkeley-based organization that specializes in strategic planning, program evaluation, and research for business, foundations and nonprofit institutions. Current and recent clients include the California Endowment, California Wellness Foundation, Nike Corporation, and the Ford, David and Lucille Packard, and Kellogg Foundations. His recent book, *The American GI Forum: In Pursuit of the Dream, 1948-1983*, recounts the

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### The LAFF Society

c/o Mary Camper-Titsingh  
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## India Office: 50<sup>th</sup> Anniversary

*In March, the Foundation observed the 50<sup>th</sup> anniversary of the opening of its office in New Delhi and its longest overseas venture in grant making. Here is a report on the celebration.*

by **PETER GEITHNER**

The anniversary was marked by a series of events during the week of March 4 in New Delhi, Chennai (Madras), Bangalore and Mumbai (Bombay). The program ranged from program discussions, cultural performances, grantee visits and teas with the President of India and former Prime Minister Gujeral, to dinners, including one for 450 or so in the flower-bedecked garden of Teen Murti House, former residence of the Nehrus.

**Susan Berresford, Barry Gaberman and Alex Willed** were there from the New York office, with Susan a featured speaker on several occasions. **David Arnold** and I represented LAFF. Unfortunately, former representatives **Rocky Staples, Tom Kessinger, Lincoln**

**Chen and Gordon Conway** were unable to attend. [**Douglas Ensminger**, the first Ford representative in New Delhi who served until 1970, died in the 1980s.]

The program could not have been more successful. Those events within the control of **Gowher Rizvi**, the current representative, and his extraordinary program and administrative staff went off without a hitch. And those aspects beyond even their control, such as the weather, cooperated fully.

Also to mark the Golden Anniversary, the New Delhi office commissioned a series of papers by prominent Indian experts on the Foundation's work over the 50 years in specific program areas. Abridged versions of the papers are available in a boxed set. Those interested should be able to obtain one through the Office of Communications in New York.

## The LAFFing Parade

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birth and evolution of that influential Hispanic civil-rights organization.

**Leona S. Forman**, the wife of **Shepard Forman**, is the founder and president of the Brazil Foundation, a new initiative to provide a much needed source of funds for hundreds of not-for-profit organizations working in Brazil. The organization seeks tax-deductible dollars from Brazilians working in the US for projects in Brazil in education, health, human rights citizenship and culture. Leona started the new foundation after retiring from a 20-year career at the United Nations where she worked with non-governmental organizations around the world. E-mail: [info@brazilfoundation.org](mailto:info@brazilfoundation.org).

**James W. Trowbridge** continues consulting for foundations, corporations and nonprofits in their management and funding, presently advising Lutheran World Relief in Baltimore. Living in Princeton, New Jersey, he can be reached at [trow225@aol.com](mailto:trow225@aol.com).

As president of the International Women's Health Coalition in New York, **Adrienne Germain** continues as an active advocate on women's health issues. She recently had a letter in *The New York Times* criticizing the Bush administration: "In addition to withholding funds from the United Nations Population Fund, the administration is pressing governments worldwide to deny lifesaving reproductive health services and comprehensive sexuality education to adolescents. These 1.2 billion children face the highest risk of new HIV infection, death in childbirth, botched abortion and sexual abuse." Telephone: 212-979-8500.

**James R. Huntley**, who worked in International Affairs under Shepard Stone, is a new LAFF member. His address is: 1213 Towne Road, Sequim, WA 98382.

In June **Christine Vincent** officially "welcomed" fellow-Maine resident **Will Hertz** to the Maine College of Art in Portland, where Christine is now president. The occasion was the quarterly meeting of the Maine Arts Commission of which Will is a member and which meets at different arts venues around the state.

## Missing?



Does anyone know the whereabouts of Wanda Kadyszewski? Copies of the LAFF Newsletter sent to her have been returned.

LAFF asks that members keep Mary Camper-Titsingh informed of changes in address. Her e-mail address is: [isaakbk1@aol.com](mailto:isaakbk1@aol.com).

## How to Be Contented Though Old: The Consolations of Retirement

by CHAMP WARD

On retiring, the first thing you'll notice is that while in mid-career the days were short and the future long, now the future is short but the days are long. Since life is lived from day to day, this reversal shouldn't be dreaded but welcomed. But this will depend on how you decide to use the long days.

At first, the absence of a familiar agenda may be unnerving, a condition made worse by reassuring friends, who scoff when you tell them you're retired. They'll tell you: "I'll bet you're busier than ever." This is well-meant, but don't try to live up to it. P. D. James writes somewhere of retired MP's haunting the corridors of the British Parliament "trolling for committees."

In Greenwich I knew a commuter who, on retiring, made a point of rising in time to catch the 7:45 to New York long after he had ceased to ride it, and there was a rumored bridge addict who found it impossible to drop out of the morning bridge game on the train to which he belonged for years, then somehow passed the day in town and rejoined the game in the late afternoon.

Nor is the contemplative East immune to the priority the West gives to acting over being. In New Delhi in the fifties, I once heard two young members of India's Ministry of Foreign Affairs deploring Jawharlal Nehru's clinging to office beyond his 60<sup>th</sup> year, when a proper Hindu should become a *sanyasi* looking henceforth to his final state of being. "The Old Man is going to die in harness," the young officers gloomily predicted, and so many years later, old and worn-out, he did.

To be, but not to do – Ay, there's the rub, especially for Americans who, when not "part of the action," aren't quite sure they still exist. But that's not the choice. Once you've decided that from now on what you are will be more important than what you do, you'll find many things to do that follow from what you've decided to be.

Take the old trio "healthy, wealthy, and wise." I can add nothing helpful on being well or remaining solvent. All sorts of tipsters are more than ready to advise on cholesterol levels and municipal bonds. How to be wise, however, is less well understood. So here are some suggestions:

**BE QUIANT.** If you're blessed with descendants whose good opinion you cherish, it's best not to try keep up to date. An effort to be "with it" is sure to fail and will only embarrass the next two generations, who rather count on you to remind them of times when there was no faxing and, as they like to believe, people helped each other through the Great Depression.

Being quaint has another advantage: you are entitled to write unhappily to newspaper editors, deploring the current customs. Perhaps the stability and distrust of trendiness of English society owe something to the insistence of each receding generation on dispatching disgruntled letters to the *Times*.

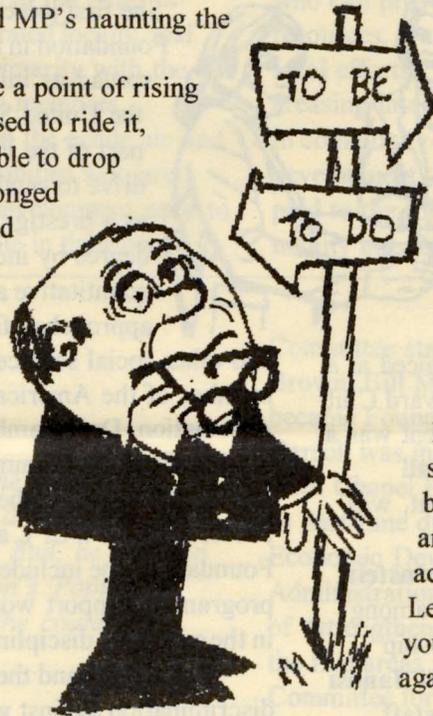
You are also free to reminisce. The future is now short but the past is long. So gaze back on the latter, on the worlds you've lived in, the events you've witnessed, what you did or tried or hoped to do, the friends and family you've

had, and see what, on reflection, you make of it all. It may help to imagine a fascinated descendant, curious to learn about an ancestor who lived and loved and worked in another time. In a book review in *The New York Times*, Professor Michael Dyson put it well: "...Events take on a second life when memory and wisdom mingle to give meaning and purpose to the past."

**BE KIND.** In retirement, when the excuse of being too busy is no longer available, there is time to be nice to people. After years of disuse, being thoughtful may be difficult at first. But gradually you will find time and inclination to visit the sick, help the poor, resume old and half-forgotten friendships, answer letters of limited importance, and support good causes. (It's best, however, not to answer letters from still active friends promptly. Let at least a week pass if you hope to hear from them again.)

**BE AMUSED.** In one of his "Dialogues in Limbo," Santayana has the ancient philosopher Democritus say that "The young man who will not weep is a savage, and the old man who will not laugh is a fool." Age helps us to recognize and accept our modest place in the human comedy and thus spares us, and those we care about, the unrelieved solemnity that so often attends old age.

Being quaint, kind and amused should be enough to fill the long days. And the short future? The Reaper, of course, is still out there, but think how serene and beloved you'll be when he sends for you. And besides, from then on you'll always be an ancestor.



# Mariam Chamberlain Honored

In May, the Institute for Women's Policy Research, a Washington think-tank, paid tribute to Mariam K. Chamberlain with the creation of the Mariam K. Chamberlain Fellowship in Women and Public Policy.

Fellowship recipients "will gain experience at the Institute in research on women's wages, political participation, access to health care and income support policies, such as welfare, unemployment insurance, family leave and Social Security."

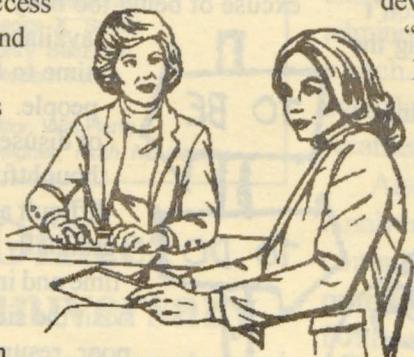
The creation of the fellowship was announced at a tribute/fundraiser at the Harvard Club in New York City. The event was a Foundation reunion. **Marshall Robinson**, past vice president, was master of ceremonies; **Susan Berresford** and **Alison Bernstein**, current vice president, were among the speakers; and the Fellowship Committee includes **Peter di Janosi** and **Gustav Ranis**, former staff members.

The Institute's written tribute to Marian said in part:

"Mariam K. Chamberlain is one of the few women of her generation with a Ph.D. in economics [Harvard, 1950]. A founding member of the Institute for Women's Policy Research, and for many years a member of the Board of Directors, Dr. Chamberlain has fought discrimination, pioneered new roles for women, and championed the economic analysis of women's issues for more than thirty years.

"Arguably, her most significant contributions were in the 1970's, when she recognized and supported research on women. women's studies.

and women's research centers. As a program officer in Higher Education at the Ford Foundation, she is said to have provided nearly \$10 million in support of new feminist initiatives. Her projects fostered a new analysis of women's position in society, expanded women's choices in the university, and supported the development of equality in law.



"She first joined the Ford Foundation in the 1950s as it spread its influence across the United States. She was part of the Foundation's drive to establish the MBA as a prestigious professional degree by incorporating quantitative and analytic approaches from economics

and other social sciences. As a member of the American Economics Association, Dr. Chamberlain voted in 1971 to form the Committee on the Status of Women in the Economics Profession (CSWEP), and at the Ford Foundation, she included CSWEP in a program to support women's caucuses in the scholarly disciplines.

"Economics and the elimination of discrimination against women around the world have remained the heart of her wide-ranging activities. After leaving the Ford Foundation in 1982, she headed the Task Force on Women in Higher Education at the Russell Sage Foundation. The Task Force's work culminated in a published volume, *Women in Academe: Progress and Prospects* (New York: Russell Sage Foundation, 1988). Before leaving Ford, she had funded an initial meeting of a group of women's research centers. That meeting established the National Council for Research on Women (NCRW), which unanimously elected her its first president. She served until 1989 and today holds the title of founding president and resident scholar."

## Keep It Coming

Lots of good copy this issue. Keep it coming – news about yourself and other LAFFers, reminiscences of the Foundation, relevant pieces from other publications, thoughts about the world and your role in it, etc.

Send contributions to the editor of the next newsletter – Dick Magat, Alger Court, Bronxville, NY 10708. Or send them by e-mail: [rimagat@aol.com](mailto:rimagat@aol.com).

And send your dues (\$7.50 a year) to Mary Camper-Titsingh, 531 Maine Street, Apt #1110, New York, NY 10044. Multi-year payments welcomed to flush out the treasury.

Finally, we're always looking for new members. So please spread the word to other Ford Foundation alumni.

## What I Learned

by LILLIAN TRAGER

*Lillian Trager speculates on what she learned as the Foundation's Assistant Representative for West Africa, based in Lagos, from 1985 to 1987. She is now professor of anthropology at the University of Wisconsin-Parkside.*

My book *Yoruba Hometowns: Community, Identity and Development in Nigeria* was published in 2001; a Nigerian edition has also been published, and there is a companion video entitled *Yoruba Hometowns and Local Development in Nigeria*. Based on anthropological field research, the book examines the connections that Yoruba people maintain with their hometown communities and places local development efforts in the context of national political and economic change.

In the introduction, I describe how my Ford Foundation work affected my perspective and helped to shape the questions considered in the research. After explaining that I had previously

carried out dissertation research on Yoruba market places and trade, I continued:

“A shift in my orientation took place in the mid 1980s when I spent two years working in the Ford Foundation West Africa office, heading the office in Lagos and developing programs on community development and women’s issues. An important part of the job was an effort to work with non-governmental organizations (NGOs) involved in development, of which there were very few in Nigeria at the time.

“It struck me that while there were few formal NGOs, there were a great many local organizations in which people were involved – market

women’s organizations, craft associations, hometown organizations, church organizations, “old boys” associations of schoolmates, elite organizations such as Rotary – and that many people were involved in a number of these. Furthermore, some of these organizations were tackling development issues, or at least seemed to be concerned about finding ways to improve their local communities. Yet most of these, except the elite organizations, operated locally, and were concerned primarily with the needs of their own members.

“Those of us in the academic and practitioner communities who are concerned about development need to consider how people in their own

communities define *development* and how they go about projects which they consider to be development projects. In the long run, this is the way in which change and development take place – by the involvement of people in their own communities.

“However, in the Yoruba case, the involvement of people who are not resident in a community but consider themselves part of that community, and who can provide access to various resources, was key to the success of local efforts. Even now, despite an increasing interest in development circles in community-based, local or grassroots development, little attention has been paid to the role of those from a community but not presently resident in it.”

## How I Came to the Ford Foundation

*This is another installment in the series “How I Got to the Foundation,” although the always elegant Oscar “Bud” Harkavy has dressed up the verb. After his start at the Foundation, as described by Bud, he went on to become the father and head honcho of the Foundation’s Population program and, in that capacity, a key figure in shaping the country’s expanding population efforts.*

by **BUD HARKAVY**

From time to time a casual acquaintance will ask me how I came to the Ford Foundation. I usually explain that I got there because Rowen Gaither’s wife and Tom Carroll’s wife were first cousins. This response is probably as baffling to most LAFFers younger than, say, 70, who have never heard of Gaither or Carroll, as it is to my casual questioners, who generally excuse themselves and walk away.

To clarify matters for anyone still reading this piece, in 1948 H. Rowen Gaither, who later became the Foundation’s third president, chaired a Study Committee of “wise men” (“wise women” were below the horizon in those days) to design a blue print for broad areas of the fledgling Foundation’s future action. Gaither appointed Thomas Henry Carroll, who was married to Gaither’s first cousin, as the Committee’s wise man in economics and business.

There were undoubtedly other good reasons for this appointment. Carroll, then dean of the School of Business Administration at the University of North Carolina, was intelligent, ambitious, and a meticulous administrator. However, one can speculate, perhaps incorrectly, that the cousinly connection may have caused his selection from the large population of far more notable economists and business executives. The Study Committee became a fertile recruiting ground for the Foundation’s early leadership: in addition to Gaither himself, three

Committee staff members – Dyke Brown, Bill McPeak, and Don Price – became Foundation vice presidents. Carroll was initially asked to commute from Chapel Hill to New York to serve as part-time director of the Program in Economic Development and Administration (EDA), which grew out of “strengthening the economy,” one of the five areas identified by the Study Committee for Foundation Action. Eventually, he was elevated to full-time vice-presidential status.

So where did I come in, being unrelated by blood or marriage either to Gaither or to Carroll? In 1953, I was a young, obscure assistant professor at the Syracuse University College of Business Administration, where Carroll had been dean before moving to North Carolina. Tom needed someone to attend to paperwork when he was still working part-time at the Foundation, and he called me up to ask if I’d like to come to the Foundation on a six-month leave of absence from Syracuse and help him out. I was flattered, but my wife, Fran, sensibly noted the awkwardness of putting our furniture in storage for six months, and what about our lease, etc. So with trepidation I

asked Tom whether the Foundation assignment could be stretched to a whole year. He must have been desperate and he agreed.

We found an apartment in Queens and moved from Syracuse with our furniture and our first born on his way. Immediately the question of my compensation came up. Carroll asked me to calculate the additional expenses I incurred moving to New York and add them to the less than princely sum I was being paid at Syracuse. This came to a bit over \$9,000.

With great hesitation, I suggested to Carroll that it would be splendid if I could have a “five-figure” salary. Carroll said he doubted it but would ask Joseph McDaniel, then the Foundation’s Secretary as well as chief administrative officer. As McDaniel later revealed to me, he told Carroll to “give the kid the ten thousand bucks and make him happy.” In 1946, Carroll had hired me as an instructor at Syracuse for \$2,000 for the academic year, for which I ran six three-hour statistics labs a week, so I suspect that the jump to \$10,000 in only seven years must have offended his often-proclaimed Scottish ancestry.

In 1953, the Foundation had just moved its headquarters from Pasadena to 655 Madison Avenue in New York City. During his part-time service as EDA director, Carroll and I shared a large, but windowless, office containing two desks. Many of these files contained applications for support of research and training in economics from famous economists in major universities. These had piled up for a year or two after the departure of Richard K. Bissell, a rather mysterious MIT professor who had been handling economics grants on a very part-time basis. (Bissell turned up later as one of the masterminds of the Bay of Pigs adventure.) With absolutely no guidance from experienced foundation hands on how to handle grant applications, it occurred to me that I should

send them to other famous economists for their advice.

Thus my career as a philanthropoid began. The one-year leave of absence stretched into 35 thoroughly challenging and exciting years at the Foundation. I can’t imagine a more satisfying career. Thank you, Mrs. Gaither and Mrs. Carroll!

## Return to Reinheim

by **BOB GOLDMANN**

*Bob Goldmann worked in the Foundation’s National Affairs Division from 1968 to 1982. He is now a consultant on European affairs for the Anti-Defamation League in New York.*

My parents and I fled Germany in 1939, after Kristallnacht. My father had been the physician – the revered doctor who had delivered a generation of babies in the four villages he was serving, including my home town of Reinheim, some 40 minutes south of Frankfurt/Main. But when the Nazis came, no service, no friendship counted. All we were was Jews, persecuted and pushed to leave and, in the end, if they couldn’t leave, killed.

Some 57 years later, I wrote an autobiography (*Wayward Threads*—Northwestern U. Press) that came out in German under the title *Flight into the World*. The book recounted how my family left Reinheim after my grandmother committed suicide— she couldn’t bear the rising tide of anti-Semitism. The book hit my home town like a brick. The mayor, Karl Hartmann, invited my wife, Eva, and me to come for readings and discussions.

There is memory and more memory. There are plaques and goodwill visits, and they are fine. But Hartmann did more — things that were to do something more about learning from history.

First, he had the city council approve the naming of a kindergarten after Dr. Jacob Goldmann. He had given me a choice between an old-age home and a kindergarten that were being built in a new housing development. Clearly, the kindergarten was more appropriate for the doctor who had delivered all those kids who were now the citizens and governors of Reinheim!

Then he called and said the project had come in DM 100,000 (it was the time before the euro!) under budget, and he and the city council had decided to invest this money and commit an annual DM 10,000 (a little below \$5,000) to an annual fellowship in my name. Why in my name? Because he felt I had done work on behalf of human rights and for understanding between the new democratic Germany and Jews. I guess my service at the Foundation counted for something, too!

I had the job of choosing the candidates. So I decided to award these fellowships in alternate years to someone in Germany and the US who was working or doing research on issues of human rights, xenophobia and German-Jewish relations, understanding and misunderstanding. The first fellowship two years ago went to a young German woman who had been recommended to me by academic authorities and who was working on an aspect of the Dachau concentration camp – the forced worker barracks – that had not been documented.

The following year’s went to a reporter from the *New York Jewish Week*, who went to Germany for a month to do reporting on what goes on there with and about Jews today. This year, I have chosen a young Austrian woman who will do research on ethnic tensions, including anti-Semitism, in the Sudeten area of the former Czechoslovakia (now the Czech Republic), on the three-way

relationship between Germans, Czechs and Jews. (This is the region that was at issue in 1938, when the Munich pact of Chamberlain and Hitler turned out to be the forerunner of the war).

So there is memory and more memory. It is important to learn from it. Mayor Hartmann has come up with actions that spark new research and thus make memory do something, not just sit on a plaque. It's good to be the son of a father who not only deserves to be remembered where he served but also had a lot to do with making me look for the right values.

### **“Wednesdays in Mississippi”**

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week before the first participants after attending a week-long orientation session in Oxford, Ohio, mainly for college students volunteering in the freedom schools.

Once the project was underway, Goodwillie and Wilson met women coming down from the North at the Jackson airport on Tuesdays. The black participants typically went to homes of Black families who hosted them during their short stays. The whites had to go to hotels. The most sympathetic Southerners were too afraid to let them in their homes.

At first, Susan had a difficult time getting southern white women to meet with anyone in the program. “People were paralyzed with fear,” she recalls. Eventually, she did persuade some women to meet for coffee and discuss mutual concerns about race relations and the Civil Rights Movement. She remembers one of the first such gatherings – at the home of a successful Jackson woman. One of the local guests nervously drew all the curtains. “If my husband or anyone sees me here having coffee with northern white women, I’d be finished,” she said.

On Wednesdays the northern women rode together to visit freedom schools in small towns across Mississippi. Susan always called ahead to see what the schools needed and the women brought the supplies – books, crayons, paper and pencils – with them. They spent the day talking with the children, staff and volunteers, and in the evening returned to Jackson to talk about their experiences and share their insights.

According to *The Crisis* article, “‘Wednesdays in Mississippi’ ended after seven weeks, but the little-known project touched the lives of an untold number of women from the North and the South. Looking back almost 40 years, many veterans of the project recall the feelings of empowerment they gained from the experience. Their up-close look at the human toll of racism made them view the world and their own lives with a new perspective.”

*Susan Goodwillie Stedman lives in Westport, Maine, and is active in a variety of community affairs.*

### **Reseeding Afghanistan's Farms**

by **LOWELL HARDIN**

*Lowell Hardin was a key figure in the development of the Foundation-supported international agricultural research centers. He is now Assistant Director of International Programs in Agriculture at Purdue University.*

During the 1970s, one of the Foundation's food and agriculture initiatives was the Lebanon-based Arid Lands Agricultural Development Project (ALAD). The program was a substantial one, staffed by 10 or 12 professionals under the direction of

**Bob Havener**, who had previously worked with Foundation as an agricultural program officer in Pakistan. One of ALAD's agronomists, **Geoff Hawtin**, now director-general of the International Plant Genetic Resources Institute in Rome, traveled throughout Afghanistan collecting seeds for ALAD's crop-breeding programs.

In 1976, the ALAD program was transferred to a newly created institution in Aleppo, Syria, the International Center for Agricultural Research in the Dry Areas (ICARDA). ALAD's stock of seeds thus became part of ICARDA's collection.

Now more than 25 years after Hawtin collected them, ICARDA is restoring to their native land, as reported in *Science* magazine, “seeds from the botanical remnants of Afghanistan's past.” These seeds are being multiplied and distributed to Afghan farmers who have lost their locally adapted seed stocks due to drought, hunger, and war. Helping organize this effort to heal Afghanistan's crippled agriculture is Bob Havener, now chair of ICARDA's board of directors.

One can seldom accurately predict just where or when the payoff from the Foundation's investment will occur!

### **Remembering: Bill Diaz**

*William A. Diaz, a member of the Human Rights and Governance staff from 1983 to 1994, died at his home in St. Paul on May 18. An authority on the Hispanic cultures of the United States, he taught at the Hubert H. Humphrey Institute of Public Affairs at the University of Minnesota after leaving the Foundation. Two of his Foundation colleagues remember him.*

by **HENRY A. J. RAMOS**  
Bill was only 56 years old. The last decade of his life was fraught with

challenges resulting from a brain tumor and recurrent complications. Bill was an especially kind and gifted individual who contributed mightily to organized philanthropy, and in particular to the field's responsiveness to Latino community issues and needs.

His work to promote Latino participation in U. S. governance, philanthropy and community life was seminal. Among other things, Bill helped the Foundation to develop in the 1980s what remains today the most significant and influential national foundation initiative on Latino issues. The Foundation's Hispanic Initiative resulted in grants totaling more than \$50 million over a nearly 10-year period. Bill's program paper *Hispanics: Challenges and Opportunities* established the rationale and groundwork to support major new institutions in Latino public-policy research, advocacy, and community giving, including the Inter-University Program for Latino Research, the Hispanic Leadership Opportunities Program, the Puerto Rico Community Foundation, and the Minnesota-based El Fondo de Nuestra Comunidad.

During his last years, Bill ably served on the faculty of the Humphrey Institute at the University of Minnesota. He was a board member of important organizations, including the Council on Foundations and the Disability Funders Network. Bill also co-edited the 1999 University of Houston

publication *Nuevos Senderos: Hispanics and Philanthropy*, the most comprehensive overview of the status of Latinos in organized philanthropy.

by ALEXANDER WILDE

As a program officer in Human Rights and Governance, Bill Diaz charted much of Ford's work in the U. S. Hispanic community and public policy. He was also a major force in the creation of the Puerto Rico Community Foundation, one of our most important initiatives in philanthropy overseas, and later served on its board.

## In Memoriam

### ROSE SCOTTO

Rose Scotto, who for many years was known to all Foundation staffers as the "lady who delivered our paycheck," died on March 14 at a nursing home in Scarsdale. Rose began at the Foundation in July, 1952, as a typist/stenographer in what was called the Office of the Treasurer. She transferred to the Office of the Comptroller in 1953, and remained in that office with varying titles including administrative aide, staff assistant, senior staff assistant, accounting assistant, and senior secretary. She retired on January 16, 1984.

### FRANCES VEALS

Frances Veals, who served in a variety of positions at the Foundation for nearly 30 years, died on May 11 in Waymart, Pennsylvania. Frances started with the Foundation in September, 1969, as a clerk-typist in the Secretary's office, was promoted to staff assistant in March, 1977, and in April, 1981, was transferred to Human Resources (then called Personnel & Administrative Services), working in the benefits unit. In November, 1984, she returned to the Secretary's Office as a word-processing operator in the grants-processing unit.

### AGNES ASCIOLLA

Agnes Asciolla, who served on the staff first of the Foundation's Education programs and then of Human Rights & Governance, died on February 24. Agnes joined the Foundation on a temporary basis in November, 1978, as a clerk-typist in Education and Research. In October, 1979, she was hired on a permanent basis as staff assistant in the Office of the Vice President of Education & Public Policy. In January, 1982, she transferred to the Human Rights and Governance Program as a secretary, serving in that position until her retirement in December, 1986.

## THE LAFF SOCIETY

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