



LAFF

THE LAFF SOCIETY Promoting Social and Professional Contacts Among Former Staff Members of the Ford Foundation

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LAFF Elects Two Vice Presidents

Betsy Campbell and **Suzanne Siskel** have been elected to three-year terms as vice presidents of LAFF in a restructuring of the Society's governing body.

They replace **Barry G. Gaberman**, who resigned as vice president last fall following his three-year term.

Campbell will work on institutional development and membership issues, and Siskel will work with the Society's eight chapters to help strengthen programs and outreach, particularly those on the west coast and in Asia.

The decision to create two vice president positions was made by LAFF's executive committee at a meeting last fall in an effort to "build a more secure institutional platform to better serve our current 475 members, to reach out to new members, regionally and demographically, and to recruit a younger cadre of former Foundation staff members."

Campbell, who is the vice president for programs at the Rockefeller Brothers Fund in New York City, worked at Ford from 1991 through 2003 in Asset Building and Community Development and in the Rural Poverty and Resources program.

Siskel is the executive vice president and chief operating officer of the Asia Foundation. She was at the Foundation from 1990 to 2011, working in the Jakarta and Manila offices and in the Community Resource and Development, Social Justice Philanthropy and Gender, Rights and Equality programs.

As reported earlier, **Shepard For-man** was re-elected to a three-year term as LAFF's president at the committee meeting, and **Nellie Toma** was re-elected to a three-year term as the Society's secretary-treasurer.

TROUBLESOME FINDINGS ABOUT ADULT LITERACY

*This is an edited version of an article that is on the website of the Council for Advancement of Adult Literacy. The complete article appears there, at www.caalusa.org, as a blog item and was written by **Gail Spangenberg**, president of the Council and a former Ford Foundation program officer in Higher Education and Research.*

The U.S. findings from the Organization for Economic Co-operation and Development (OECD) programme for international assessment of adult competencies (PIAAC) are beginning to roll out. A first-look report, titled "Literacy, Numeracy, and Problem Solving in Technology-Rich Environments Among U.S. Adults", was issued October 8. Additional reports with deeper analysis are becoming available, starting with a new U.S. release in November called "Time for the U.S. to Reskill?: What the Survey of Adult Skills Says."

Here is a sampling of some of the most troublesome findings:

U.S. adults (16 to 65) are below average in international rankings of adult literacy and numeracy among the 24 OECD member countries assessed so far.

We have a huge low-skilled adult population.

Many millions have low literacy skills (levels 1 and 2 in the assessment).

We fare worse in numeracy, and even worse in problem-solving in technology-rich environments.

We continue to have one of the highest "inequality" rankings among the industrialized countries. Blacks and Hispanics are 3 to 4 times more likely to be low-skilled as other adults, and adults from families with low education are 10 times more likely to be under-skilled.

We also are doing a poor job meeting the ESL and basic skills needs of immigrants.

And, on the measure of health status, adults with low skills are 4 times as likely to have poor or fair health than other adults in the population, double the international average.

Some of the most alarming findings relate to employment status. For example, 25 percent of adults who were out of the labor force were at the two lowest levels on the literacy scale; 43 percent were among the lowest skilled in numeracy, and a whopping 67 percent scored at the two lowest skill levels in problem-solving in technology-rich environments. Correspondingly, unemployed

adults were 23, 42 and 67 percent respectively. Employed adults (the majority of test-takers were employed) also scored surprisingly low, at 16, 25 and 60 percent respectively.

Even without deeper

analysis, it isn't hard to see that the PIAAC findings have broad policy implications in Congress and across programs and departments of the Federal government, in state legislatures and on other fronts. There are profound implications for state and local planning and funding, philanthropic giving and our national research and evaluation agenda. All players at every level will have to reassess their programs and activities to be responsive to the adult education challenge PIAAC sets for us.

To respond to the enormity of the challenge, adult education will have to be given a much higher profile in our nation. However, as we gear up for action, it is vitally important to be sure we've got the context right. The question is, what is the PIAAC story really about? Here are the broad points I'd stress:

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The adults we need to reach, as a top national priority, are beyond the reach of the school system. And millions aren't ready for college or jobs for lack of the basics.

Adult Literacy

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Discussions about our low-skilled adults and what we can do to help lift them up tend to revert mistakenly to what we can do to improve K-12. We need to coalesce around the real and very urgent need to upgrade the basic foundational skills of our adults: our current and future workforce, the parents of our children and, to put it altruistically, the keepers of our freedom.

We can't meet this low-skills challenge by focusing on school reform, K-12 or community colleges. The adults we need to reach, as a top national priority, are beyond the reach of the school system as such. And millions aren't ready for college or jobs for lack of the basics. An adult educator from Pittsburgh told me recently, "It has been one of my great frustrations that any talk about the need for adult and English language literacy always leads back to 'fixing' K-12, which, even if it were possible, is irrelevant for the adults who need to build skills now."

We shouldn't pit K-12, the colleges and adult education against each other. We should be working harder to reduce our high school drop-out rate to be sure our

teens graduate high school with basic literacy skills and readiness for jobs and/or college. And we should strengthen the community college role. Community colleges provide some adult education services now; they need to do more.

But we also need to strengthen adult education in its own right by focusing on that system for adults, in all its parts. Thus, we should understand better than we do that the basic skills system is a network of provider types: community-based organizations of all kinds, libraries, parents in family literacy programs. It's GED and alternate diploma venues, ESL venues, workforce development programs, correctional education programs and voluntary groups. Unions, colleges and workplace programs are service providers, too. And more and more it's adult education services given in partnership with enlightened business interests, one-stops and other stakeholders. Also, technology and distance-learning venues are an essential part of the mix, and need to be developed on a dramatically larger scale if we're to really increase adult education access.

Those who make up our workforce will be the bulk of our workforce for a long time to come. I'm speaking of adults who are not college- or job-ready, or incumbent workers not qualified to move on from jobs they have because they have inadequate basic skills of reading, writing, math, ESL and problem-solving. They're predominantly minorities. They're the low-skilled incarcerated who return daily to our communities without job skills. They're our out-of-school youth population and the burgeoning low-literate ESL populations that have come to the U.S. They're high school dropouts, even high school graduates who leave school with low basic skills, and they're the working poor. All of these groups stand out in the PIAAC findings, just as they have in prior assessment studies.

The PIAAC's findings should shake us all into action. They're powerful! But the PIAAC story is about the same as it has been for the past few decades. Mostly we've looked the other way and just kept on slipping at home and in international comparisons. So, again, I think it's imperative that we focus our attention on accurate messaging and focus our action on the needs of adults, especially those who are disproportionately affected, giving us such a high "inequality" ranking. PIAAC assesses competence at all levels of adult learning. So, in a broad sense, it attests to the importance of lifelong learning.

Here's the biggest problem of all: Right now, we're reaching only 1.8 million adults in the federally-funded adult education part of our system, and federal funding is the core support. We need to be reaching many millions more than we are, with much larger investments from both public and private sources. If we don't, and if we don't raise the profile of adult education, we won't meet the nation's competitiveness or employability goals. And we should keep in mind that if we manage to get immigration reform passed in this Congress, our adult education and workforce skills programs can expect a huge influx of new immigrants in need of ESL and basic literacy services, on top of the community needs that programs are unable to meet now.

So, it's about adults. It's about Adult Education—on its own and in partnership with business and many others. It's about giving adult education a much higher profile in our overall education system. It's about getting all stakeholders to the table to engage continuously in effective comprehensive planning and evaluation. It's about making major new government and philanthropic investments in adult education and workforce skills development, which we've postponed for too long already. This means we must be willing to make some trade-offs in deciding our funding priorities. It's also about the ability of our adults to function well as workers and parents, to earn a family-sustaining wage, and to function fully in other kinds of community roles.

And it's about preserving the very foundations of our democracy. ■

The LAFF Society

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Special Issue On South Africa

We are planning a special issue devoted entirely to the Ford Foundation's role in South Africa, scheduled tentatively to be published in late spring. It will include material exploring both the institution's and individuals' experiences, the successes and failures, and insights gained and lessons learned.

We've received commitments for some articles but need more. Anyone who would like to submit an article can contact the newsletter's editor, John LaHoud, at jlahoud25@hotmail.com or call him at (845) 532-0557 for details. We usually publish articles up to 1,500 words and are working with a deadline for this special issue of March 15, although it can be moved to accommodate individual schedules.

We'd also like photographs, either to accompany an article or as separate submissions from those who are not in a position to write but can provide illustrations of the Foundation's work.

AN INTERVIEW WITH DARREN WALKER

Darren Walker became the tenth president of the Ford Foundation in September, where he had been vice president of the Foundation's Education, Creativity and Freedom of Expression program.

This article is an edited version of a conversation Walker had recently with **Michael Seltzer**, a member of LAFF's executive committee and a regular contributor to *Philantopic*, the blog of the Foundation Center, where the complete question-and-answer interview is posted. It is reprinted here with the Center's permission.

Seltzer is a distinguished lecturer at the Baruch College School of Public Affairs of the City University of New York and an affiliated faculty member of its Center for Nonprofit Strategy & Management.

Philanthropy News Digest: The Ford Foundation has been a long-distance runner when it comes to addressing social issues like poverty. Today, we face some of the most serious social challenges we've seen since the 1960s. Are you discouraged by the magni-



tude of the challenges we face?

Darren Walker: It's easy to be dismayed by the current state of social justice in our country and around the world. But it is important to remember the remarkable progress we have made. There was a time, not too long ago, when every indicator of social mobility for low-income and marginalized communities was improving. Employment among urban black males in the 1990s saw tremendous gains, we saw significant reductions in the level of homelessness, and more

African-Americans and Latinos were matriculating to institutions of higher education.

Although it wasn't always even, for almost 40 years, from the early 1960s through the 1990s, we saw progress. We've fallen back some, so it's particularly important we remember that history and not be discouraged.

The journey toward justice is a two-steps-forward, one-step-back affair. That process will always be with us.

PND: Do today's circumstances require different theories of change and strategies?

DW: There are some lessons we can learn from the past. Over its history, Ford has developed four approaches that are somewhat particular to us: building institutions, building human capital, seeding social innovation and crafting partnerships by using our standing to convene and build collaborative efforts. Our job now is to ask what kinds of institutions do we need, and how should they be structured. The future requires nimble and networked organizations. And social
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THE PRESIDENT'S MESSAGE

I am looking at one of the world's most spectacular views, Copacabana Beach in Rio de Janeiro, to where we now have retired. I first came to Rio, and to Copacabana, in 1961 as a young Fulbright scholar, the first step in a long academic and Ford Foundation career dedicated to rights and governance and equitable development. The city was clean and hospitable, the beach always alluring.

But the ensuing years have witnessed a struggle between inclusion and exclusion, and the score is not in yet. Rio has become a city marked by enormous gaps between rich and poor.

While the city's economy booms, based on petroleum exploration, tourism and construction in anticipation of soccer's World Cup games later this year and the Olympics in 2016, unemployed and out-of-school youths wander the streets committing petty crimes that have the population skittish. In the last several days shopping centers have been closed in the face of "flash mobs" that powered their way through corridors lined with fashionable stores, protesting the lack of affordable diversions for them elsewhere in the city's summer heat. Criminal gangs and drug traffickers were driven from the hillside shanty towns (favelas), but the police presence has not been accompanied by social investment and the gangs are slowly coming back.

At this point you might well be asking, what does all this have to do with LAFF? I must admit the connection is indirect. Of course, there is the Foundation's 50 years of grantmaking in Brazil, a mark of a proud heritage chipping away at the country's most significant problems. And there now are thousands of extraordinary NGOs providing services while finding voice to make demands on the system.

I recognize a problem of governance when I see it, and wonder what could be brought to bear so that this extraordinary city can take its rightful place among the most exciting and livable cities in the world. The first thing that comes to mind is the Innovation in State and Local Governance program that **Dave Arnold** so ably initiated and managed in the 1980s. That and the healthy investment that Ford has made in community foundations and public-private partnerships in the United States. What in the Foundation's experience can be applied effectively in the current circumstances?

Inspired in part by her knowledge of Ford's efforts and her own work with NGOs at the UN, my wife, Leona, established the BrazilFoundation 15 years ago and, more recently, the Carioca Fund, named for the people of Rio. She has deployed some \$30 million to more than 300 community-based projects throughout the country. The fund focuses on job training for Rio's unemployed youth, a

laudable idea that has failed so far to pique the consciousness of the city's wealthy in ways that could turn it into Brazil's first real community foundation.

Each of us holds in our own work experience keys to current problem solving. Life After the Ford Foundation is in large part about what we can bring to the table in our post-Ford lives. This newsletter and our website tell many such stories, and can tell more. Write for us. Share what you are thinking and doing in the locales where you now work. You've got a ready readership that can still put that experience to work.

I want to close on a note of sadness, and of joy. The sadness reflects the passing of two of our esteemed colleagues, **Eugene (Rocky) Staples** and **Siobhan Oppenheimer-Nicolau**, whose contributions to the Foundation and beyond are well-recorded in this edition. They were legendary figures in the Foundation and will be greatly missed.

The newsletter also celebrates the wonderful meeting LAFF's New York chapter had at the Foundation's headquarters and the remarkable welcome, in spirit and open dialogue, that Darren Walker provided. Thank you, Darren.

The sun is shining on the atrium now, and I believe that, as part of the Ford family, we can look forward to sharing in the Foundation's certain accomplishments in the years to come.

Shep Forman

media gives us both an incredible set of new tools and opportunities as well.

Long-term investments in fields and individuals will continue to be a core part of our portfolio. At the same time, we have to be open to fresh ideas, new organizations and opportunities which we might not have anticipated. That's one of the ways that innovation happens. We also need to embed a "searchlight" function in our work. Every institution like ours that is engaged in what I'll call R&D needs to do a certain amount of grantmaking informed by serendipity, that is, things you could never have anticipated, projected, thought about or conceived in your own head. And that literally comes from meeting somebody or reading a paper and saying, "I've got to meet the author" or "I've got to visit this organization."

PND: You clearly have a deep knowledge of and appreciation for the Ford Foundation's history. How do you see that history informing what you hope to accomplish during your tenure as president?

DW: Often, unfortunately, many leaders feel that when they take over an organization history begins upon their arrival and they shouldn't look back. What I've discovered at the Ford Foundation is that when you do look back, there are many lessons that can inform your work moving forward.

This institution has been able to spot, sustain and nurture talent within it and hire people who themselves were good talent scouts. It also has done an excellent job of identifying people outside of this institution to invest in and support and nurture and champion.

Building institutions is also something this foundation does extraordinarily well. I'm often reminded of that fact because every day I sit down with someone who says, "The Ford Foundation gave us our first grant."

The other thing this organization has done particularly well is to innovate. It's a part of Ford's DNA. And it is partly the result of talent, partly the institution and partly the kind of intuition that comes from experience within the institution.

This institution has acted boldly and courageously on many occasions when leadership was needed. There are so many regions and domains across the globe where Ford has been called on to put our own reputation, our own legal status, on the line for the fight, to speak truth to power, to engage in a

way that puts us at risk.

PND: You're saying something important, I think, about the role of leaders today.

DW: Recently, I had a really interesting meeting with the president of a well-known university. I was making the argument for why I think it's important for foundations to speak out about the sort of grinding inequality we're seeing in the world and in the U.S. And I said, "It would be great for university presidents to speak out. Isn't this an important role for university presidents to play?" And she said, "Well, you're right. But today I've got a capital campaign to run. And I really can't afford to stand up and call out what's going on in terms of inequality in this country because I've got to go to some of those same people who have benefited from the trends of the last thirty years and get my naming opportunities."

That exchange underscored for me how important it is for the Ford Foundation to

This institution has been able to spot, sustain and nurture talent within it and hire people who themselves were good talent scouts. It also has done an excellent job of identifying people outside of this institution to invest in and support and nurture and champion.

maintain its reputation for boldness and speaking truth to power. There are so few institutions in our society today that are willing or able to do so. And I am deeply, deeply committed—and our trustees are deeply committed—to doing that.

PND: What do you see as the two or three greatest challenges confronting us? And what can an institution like Ford do in response?

DW: Times, of course, as we all know, change, and all organizations need to evolve to be current. I look forward to reviewing our strategies and programs in light of both today's challenges and opportunities. But as I indicated, I begin by looking at our history and learning from our past.

The first observation I would offer, because I often find myself in situations where someone says, "Well, in the fifties or sixties, Ford did this," is that the world has fundamentally changed and the process of effecting social change has been transformed. When Ford was one of a handful of

large foundations in the country, we had a singular capacity to exert our influence and authority. The ability of a set of elite institutions and actors to influence and change history in those days was unprecedented.

The challenge for the Ford Foundation today is different. We know that change doesn't work that way anymore. It's true that we have resources and talent and a sterling reputation, but it's simply not possible to think that a single institution—and Bill and Melinda Gates were the first to say this—can assert and successfully promulgate its own particular point of view.

So we have to think about philanthropy in a different way, in a way that is more collaborative, and to focus on co-creation. I have to think about how the institution aligns itself with its partners and works with more humility to effect the change we want.

PND: Do you have any plans to capitalize on the Foundation's extensive network of offices around the globe?

DW: We have arrived at an interesting place in which we defer to the local voice in our grantmaking—meaning local leadership, minimizing New York-initiated programs or grants in a region without consultation. That's an important paradigm shift for us. I also think we can shift the way we work to learn in a more South-North fashion and lift up South-South exchanges. There is so much learning when we bring our colleagues and grantees from the Global South together to problem-solve on the issues they face.

PND: Change at a well-established institution like Ford must come from within. How can you create an environment that nurtures risk-taking and change?

DW: The most important thing I'm focusing on at the moment is culture and the climate within the Foundation. Foundation leaders devote a lot of effort to discussing and figuring out the best mix of strategies to effect social change. Culture eats strategy every day for breakfast and a focus on culture and execution often comes at the expense of the platform that strategy is built on.

So my job as president of the Ford Foundation is to ensure that we are a learning organization and that we embrace a climate of transparency, a climate where staff can speak truth to power, including the president. That's really hard. I have been on two foundation boards and have worked for three foundation presidents. People don't talk truth to power or the president. As president, that's something I'll have to work hard to make happen. ■

A CALL FOR REFORMS AFTER PHILIPPINES TYPHOON

by **Raymond C. Offenheiser**

*This article detailing Oxfam America's recovery efforts after the typhoon that devastated the Philippines in November was prepared for the newsletter by **Raymond C. Offenheiser**, Oxfam's president and a former Ford Foundation staff member in Bangladesh and Peru.*

The destruction in the wake of Typhoon Haiyan is almost indescribable. Entire communities have been flattened, reduced to piles of debris, and many of those who lived through the storm are now struggling to meet their basic needs.

Haiyan took out bridges, clogged roads and paralyzed seaports and airports, leaving more than 5,000 Filipinos dead, more than 4 million homeless and millions without the means to support their families. As of the first of the year, Oxfam had reached more than 300,000 people with aid. Beyond short-term programs to ensure access to food, clean water and healthy sanitation, Oxfam is helping people restore their livelihoods and advocating for a reformed global humanitarian response system, one better suited to Twenty-first Century challenges.

With sanitation facilities destroyed and water supplies contaminated, Haiyan survivors remain at risk of contracting such deadly waterborne diseases as cholera, so providing clean water, sanitation facilities and hygiene supplies remains Oxfam's top priority.

In the devastated city of Tacloban, Oxfam and partners worked with local authorities to restore water supplies to 80 percent of the population within a week of the storm. For many of those who still lack access to the system, we have installed 5,000-liter bladder tanks to store and distribute clean drinking water. In addition, we have airlifted supplies to the island of Cebu and distributed blankets, water purification kits and hygiene materials to thousands of families in hard-hit areas of Cebu, Leyte and Eastern Samar.

To meet urgent needs for improved sanitation in areas where displaced people have taken refuge, Oxfam and community members have joined forces to dig latrines, empty septic tanks and construct bathing facilities.

Beyond short-term programs, Oxfam

is helping people restore their livelihoods. The average household income in Eastern Visayas, which includes the hard-hit areas of Samar and Leyte, is about \$3,400 a year. Many people are small-scale farmers or fishermen, or earn their livings from low-paying jobs and microenterprises in the towns and cities. Since 1987, Oxfam has worked with local partner organizations in the Philippines to address poverty. When Haiyan dragged its fury across some of the nation's poorest provinces, we knew that many of those communities would need to rebuild.

Fishing and farming families who lived in the path of the typhoon lost boats, nets, seeds and tools—the essentials they need to produce food and earn incomes—and



JANE BEESLEY/OXFAM

agricultural land was badly damaged by the storm.

Oxfam and partners have launched programs that are helping tens of thousands of people feed their families, sometimes in exchange for accomplishing critical community tasks like building latrines, clearing farmland and cleaning irrigation channels of wreckage left behind by the storm. One of our highest priorities was enabling farmers to sow rice during the December planting season.

The stricken communities need thriving markets where those who need food and other essentials can buy them from local producers and traders. In the coming weeks and months, Oxfam will look for opportunities to help local markets make a swift and sustainable recovery.

In the long-term, Oxfam will continue to focus on building women's capacity as economic leaders, advocating for change at the

government level and building resilience to climate and other shocks.

Ranked the world's third-highest disaster-risk country according to the United Nations Office for the Coordination of Humanitarian Affairs, the Philippines will continue to face multiple and possibly simultaneously occurring emergencies because of its high rate of poverty and its exposure to natural hazards.

According to the UN, the government of the Philippines has some of the strongest laws on the books aimed at reducing the risks of disaster. But good policy means very little without execution. As Haiyan revealed, the government must do a better job of investing needed resources to ensure that local authorities, those on the front lines at times of emergency, are prepared for disasters.

In an opinion article published by MSNBC (<https://www.msnbc.com/msnbc/after-haiyan-broken-aid-needs-big-fixes>) in early December, I called for greater investments in civil society and governments to prepare for, respond to and avert disasters. In extreme cases, people affected by disasters will always need international assistance to help with essentials, such as shelter and clean water. Such aid has saved countless lives and must continue to do so.

But the answer is not bigger international relief organizations. It is not airdropping more supplies onto island nations. Nor is it swarming in with solutions, shouldering aside local citizens groups, discounting local knowledge and treating whole nations like helpless children.

During the coming decade, catastrophes like Typhoon Haiyan will cause billions of dollars in damage in poor countries, kill many thousands of people and require at least \$1 trillion in public humanitarian aid.

In most places, in most cases, governments and citizens in affected countries can develop workable strategies to deal with emergencies. The role of outside aid groups such as Oxfam and multi-lateral institutions should be to invest in vulnerable countries so that local and national institutions have the resources and expertise in place to safeguard their people.

The global community must have the commitment and foresight to make these investments early—before disaster strikes. ■

IN MEMORIAM

Eugene “Rocky” Staples died last October in Wakefield, R.I., where he had a second home. He was 91. He was at the Foundation for 17 years, nearly all of that time working in Asia and on Asia-related programs.

Mr. Staples began at Ford in 1964 as associate director for Policy and Planning and then as assistant to the vice president for the International Division before becoming involved with the Foundation’s work in Asia.

In 1967 he was named the deputy of the South and Southeast Asia program, then head of the Asia and Pacific office. He was Ford’s representative in Southeast Asia before returning to New York as a program officer in 1981. He retired later that year.

He had a long, varied and colorful career before and after Ford, beginning as a Marine Corps fighter pilot in the Pacific theater during World War II, where he survived an attack on the carrier the USS Franklin on March 19, 1945.

After the war he graduated from the English-language Mexico City College and then did advanced work in Russian-language studies at the U.S. State Department and U.S. Army language institutes. He was a news correspondent in Mexico for the old United Press and then joined the Foreign Service in 1951, where he helped plan a South American tour for Vice President Richard M. Nixon in 1958.

The next year, he was sent to Moscow to set up an exhibit of American products that became the scene of the famous “kitchen debate”, when Vice President Nixon lectured Russia’s premier Nikita Khrushchev on the relative values of the two countries’ political systems.

He served in the United States embassy in Moscow for three years before leaving to go to work at the Ford Foundation.

After he left Ford he worked in the Asia Bureau of the U.S. Agency for International Development and served in Pakistan from 1985 until his retirement from foreign service in 1988.

In 1992 he helped establish the Eurasia Foundation, which provides community development grants to former republics of the Soviet Union and other locales, and was its president when he retired from that organization in 1997.

His first wife, the former Charlotte Stern, died in 1978 after 30 years of marriage, and his second marriage, to Suzanne Fisher,

ended in divorce. He is survived by his wife of 20 years, Judy Reynolds Staples, three children, a brother and four grandchildren.

Siobhan Oppenheimer-Nicolau, who was the first woman program officer in the Foundation’s National Affairs office and worked at Ford from 1968 to 1981, overseeing Hispanic and Native American initiatives, died last September at her home in Banteer, Ireland.

While at Ford she was instrumental in developing the National Council of La Raza, now the largest Hispanic civil rights and advocacy organization in the United States. She also funded and advised the National Conference of American Indians and many tribal organizations.

In 1981 Mrs. Nicolau founded the Hispanic Policy Development Project, a policy analysis group dedicated to Hispanic-American issues, and for many years conducted the annual Aspen Institute Seminar on Hispanic Americans and the Business Community. She was also the only non-Native American member of the board of the First Nations Development Institute.

She was involved in the work of many foundations as a board member and consultant, most notably in advising Ewing M. Kauffman as he set up the billion-dollar Ewing Marion Kauffman Foundation, which she then served as a trustee until she retired in 2012, having been its longest-serving trustee. She also co-founded the National Film Archive of Philanthropy that is housed at Georgetown University.

As a recognized authority on philanthropy and a champion of minorities and human rights, she was one of the authors of the “Glass Ceiling” report of the U.S. Department of Labor.

Mrs. Nicolau, who also had a home in New York City, is survived by her husband, George Nicolau, their five children and six grandchildren, and a brother, Jack Caffrey.

Mary Kroski, a retired administrative assistant at the Foundation, died last October. She had been living on Staten Island.

Ms. Kroski began at Ford in 1988 as a secretary in the Urban Poverty program, later transferring to the Human Development and Reproductive Health office. She was named an administrative assistant in 1999 and worked in the Education, Sexuality and Religion unit and then the Knowledge, Creativity and Freedom program before retiring in March last year. ■

Global Fairness Initiative Awards

Susan Berresford, former president of the Ford Foundation, was one of three women receiving the 2013 Fairness Award of the Global Fairness Initiative at a ceremony October 13 in Washington, D.C.

Shep Forman, LAFF’s president, who was retiring from its board after serving as a member since the Initiative’s inception 10 years ago, introduced a video praising the leadership of GFI’s president, Karen Tramantano.

Berresford was Ford’s president from 1996 to 2007 and now is a philanthropy consultant. She had been with the Foundation since 1970, serving first as a research assistant in the Division of National Affairs, then as a program officer in charge of women’s programs, vice president for worldwide programming and executive vice president and chief operating officer.

She now is on the board of several organizations, chairs United States Artists, Inc. and is a member of the Council on Foreign Relations and the American Academy of Arts and Sciences.

The other recipients of the awards from the Initiative, whose founding chair is former President Bill Clinton, are Tarja Halonen, president of Finland, and Zeinab Al-Momani, president of the Specific Union for Women Farmers in Jordan. ■

Dick Magat’s New Address

Dick Magat, a co-founder of the LAFF Society, has moved to Atlanta and would be happy to hear from old friends and colleagues.

His address is 650 Phipps Boulevard NE, Apt. 1708, Atlanta, Ga. 30326. His home phone number is (404) 812-1880, his cell phone number is (917) 273-5380 and his email address is rimagat@gmail.com

Help Sought for Paper On Transitional Justice

Harvey Weinstein, a senior research fellow in the Human Rights Center of the University of California at Berkeley, is writing a paper on the evolution of transitional justice from 2000 to 2008 and is seeking information on the role played by the Ford Foundation in determining how memorialization became an integral part of transitional justice strategies.

While the origin of truth commissions, trials and lustration are clear, he writes, how memory projects were incorporated into transitional justice is less so.

Anyone with knowledge of the Foundation’s activities in this area can contact Weinstein at harveyw@berkeley.edu

The LAFFing Parade

Patricia Wald, a distinguished jurist who was the first woman to serve on the Foundation's Board of Trustees, was one of 16 people awarded the Medal of Freedom, the country's highest civilian honor, in a ceremony at the White House last November 20.

In honoring Judge Wald, President Barack Obama described her as "one of the most respected appellate judges of her generation. After graduating as only one of 11 women in her Yale University Law School class, she became the first woman appointed to the United States Circuit Court of Appeals for the District of Columbia, and served as Chief Judge from 1986 to 1991."

She later served, he noted, on the International Criminal Tribunal in The Hague and currently is on the Privacy and Civil Liberties Oversight Board.

The medals have been awarded since 1963 and honor individuals for "meritorious contributions to the security or national interests of the United States, to world peace, or to cultural or other significant public or private endeavors."

Sara Rios has stepped down as president of the Ruth Mott Foundation because of illness. She learned last summer that she has ALS, also known as Lou Gehrig's disease, a degenerative condition that attacks nerve cells and causes the body gradually to become immobile.

Rios became head of the Flint, Mich., foundation in April 2012. "I've been steadily declining since I've been here and I haven't been able to get out in the community as much as I wanted to," she said. "I'm very sad to have to leave. It's a disappointment."

The Mott foundation awards grants to Flint-area organizations and funds arts and cultural, beautification, and health promotion projects.

"I think I helped to prioritize giving a greater voice to all communities but also to those who have been historically excluded," she said.

Rios served six years at Ford as director of the Human Rights, Equality and Justice unit before leaving to join Mott.

Notes and letters can be sent to her at 2702 Joelle Drive, Toledo, Ohio 43617.

Rosalia Sciortino has donated 60 Indonesian glass paintings to the new Southeast Asian Museum in Hanoi. They are among more than 300 works she and her late husband, O'ong Sumaryono, collected over the last 20 years while she worked in Southeast Asia.

CHAPTER NEWS



NEW YORK: Darren Walker, the new president of the Ford Foundation, was the guest at a meeting of LAFF's New York chapter in November. Fifty-seven members attended the gathering at the Foundation, where Shep Forman, LAFF's president, moderated a question-and-answer period.



CHINA: The Beijing chapter held a reception in October that coincided with the visit to Beijing of Suzanne Siskel, executive vice president and chief operating officer of the Asia Foundation and a new vice president of LAFF.

Pictured in the accompanying photograph are, from the left, Mark Sidel, Joan Kaufman, Irene Bain, He Jin, Suzanne Siskel and Chen Yimei, who is head of the chapter.

WASHINGTON, D.C.: Nineteen people, including Shep Forman, attended a reception for members of the Washington, D.C., chapter in October that was organized by Judy Barsalou, head of the chapter.

Others attending were Charles Bailey, Donna Batcho, Bruce Carlson, John Cool, Mohamoud Jibrell, John LaHoud, Michael Lipsky, Kathryn McFate, Lisa Mensah, Jeff Olson, Christine Pendzich, Steven Riskin, Frances Jane Seymour, David Smock, Jane Thery, Alex Wilde and June Zeitlin.

"We talk a lot about economic integration," she told the English-language daily newspaper Viet Nam News, "but we cannot forget that integration is also cultural and social, and this museum is about culture."

She and her husband, who was Indonesian, were always looking for paintings to add to a collection that, she said, became "the symbol of our passion together for arts and culture. Many of these paintings are 50, 60 and 70 years old but not all are in good condition because they were painted with vegetable paints, and at that time there were no artificial colors. The paintings usually feature religious motifs, Indonesian epics of Ramayana and Mahabharata, life in villages, and different stories."

Sciortino, who worked in the Foundation's Jakarta and Manila offices from 1993 to 2000, is regional director in Bangkok of the Southeast and East Asia International Development Research Center.

In an opinion piece in The Washington Post, **Michael Lipsky** wrote of a farmers market founded in a Washington, D.C., suburb to meet the needs of low-income people.

"It achieves this," he wrote, "not just with its location in a poor neighborhood and its accessibility by bus, but by offering a friendly environment for people to apply for food stamps and women's nutrition programs on site."

What sets the market apart, though, is that it is one of the first in the country to supplement food stamps and nutrition-assistance grants. "For every dollar a low-income mother-to-be spends at the market" with her benefits, he wrote, "she can receive an equal amount in market coupons...doubling her purchasing power."

The article, "How to bring farmers markets to the urban poor", can be accessed at www.washingtonpost.com/opinions

Lipsky is a Distinguished Senior Fellow at Demos, a public policy organization in New York City. A former professor of political science at the University of Wisconsin and the Massachusetts Institute of Technology, he worked at Ford from 1991 to 2003 in the Peace and Social Justice program, where he was responsible for the Foundation's *Continued on next page*

The LAFF Society
c/o Nellie Toma
PO Box 701107
East Elmhurst, NY 11370

LAFfing Parade

tion's work on government performance and accountability.

Rusty Morgen Stahl was married in New York City last November 17 and The New York Times highlighted his courtship.

Stahl, who worked at the Foundation from 2000 to 2002 in the Governance and Civil Liberty and Peace and Social Justice programs, married Sarah Brooks From, daughter of Al From, founder of the Democratic Leadership Council and a domestic policy adviser to former President Bill Clinton.

They met on a blind date in February 2011 and on their second date, the Times reported, "Ms. From blurted to Mr. Stahl that she had a list of seven non-negotiable items for a prospective partner and that he met all of them," including "smart enough to challenge me", "committed to self-awareness and self-improvement", someone who "wants kids" and someone who can increase her "fun quotient".

"I couldn't help myself," she said. "It just kind of came out."

Obviously it was all right with him.

Sushma Raman has been appointed a

WHAT'S ON LAFF'S WEBSITE

These articles appear in their entirety on our website. Read them there, and check out other articles, announcements and past newsletter issues.

The Playwright and the Singer

Brian Mori's newest play is scheduled to open off Broadway in March, and **Liz McKeon** is taking her cabaret act to Europe.

They are just two of several former and current Foundation staff who have

part-time Lecturer in Public Policy at the John F. Kennedy School of Government at Harvard University. She also will continue to work as a consultant to foundations, non-government and non-profit organizations and international agencies.

Raman worked at Ford from 2001 to 2006, where she managed a grantmaking portfolio in South Asia focused on social justice, philanthropy and strengthening civil society. She helped start foundations devoted to gender justice and human rights and social justice, and was co-chair of Ford's Philanthropy Learning Group. ■

developed pursuits in the arts beyond their work at Ford, turning avocations into acclaimed careers.

Robert Bellah: A Bit of FF History by Will Hertz

When **Robert Bellah**, one of the most influential sociologists of the past half century and the pre-eminent scholar of religion in America, died July 30 in California, his death triggered the release of a flood of obituaries in the mass media and the academic press.

But we could find no mention of the pivotal role of the Ford Foundation in the birth of Bellah's best-known book, *Habits of the Heart*.

Always Check the CV by Will Hertz

The homicidal contractor at the Navy Yard in Washington last September reminded me of a disturbing incident with a gun-carrying contractor that the Ford Foundation had to contend with in East Pakistan (now Bangladesh) 47 years ago. ■