

GLOBAL LINK

Association of American Foreign Service Women

FORUM Reveals Concerns about Child, Elder Care

Child care at the National Foreign Affairs Training Center and elder care were the two issues that received the most attention at the February FORUM meeting. The following papers were presented:

- a position paper on "Provision of Child Care Facility at NFATC"
- a proposal for an AAFSW-sponsored short-term child care subsidy pilot program
- a research paper outlining elder care needs
- a short summary of a meeting on "The Future of AAFSW"
- a written statement on "Language Training for Spouses"
- a written statement on "Morale in the Foreign Service as affected by Personnel Policy and Political Appointments"
- a brief proposal on "Help for New Foreign Service Spouses"

(See "FORUM," page 3)

Congress Studies Family Policies

The Office of Personnel Management has been asked by Congressional Representatives Frank R. Wolf (VA) and Steny H. Hoyer (MD) to do a government-wide study on the implementation of family-friendly policies, to be completed by May 1.

Options such as flexible hours, job-sharing, workplace child care, special leave for family matters, such as sick

"Federal employees may not be getting the family-friendly workplace they need."

children, adoptions, funerals, etc., are supposed to be in place, but as the representatives say, "although these policies are law, every agency may not be offering these choices and thus federal employees may not be getting the family-friendly workplace...they need."

If your family has been affected recently by policies at one of foreign affairs agencies, contact the AAFSW office or *Global Link* as soon as you can, so that we can compile the information before the May 1 deadline.

AAFSW Announces Continuing Education Scholarship Winner

Congratulations to **Joan Sitnik Walsh**, who has been awarded AAFSW's third Continuing Education Scholarship. Joan is presently studying at George Mason University, specializing in teaching kindergarten through third grade and emotionally disturbed/learning disabled students. She



chose this field of studies in response to a felt need in Foreign Service communities abroad.

Joan has served in Bangladesh and Egypt, and she has been the Vienna AAFSW Neighborhood Network contact since 1995. She turned to the field of education after working for USAID in Bangladesh, using her background in economics.

"I have always held a strong desire to serve humanity and had felt that the

best way to serve in the Third World was in developing strong economies. The lesson I learned [...], however, was that despite a nation's economic conditions, the success or failure of a business rested with the education of the entrepreneur and his/her workers."

Joan is the third recipient of the \$2,000 scholarship set aside specifically

for AAFSW members. It was created to help meet the needs of Foreign Service spouses continuing their education after service abroad.

The selection process was exceptionally difficult this year, as every candidate was truly outstanding. We felt that any one of them would have made us proud as our representative holding the scholarship and found it awfully hard to choose just one.

Scholarship Selection Committee

AAFSW

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AAFSW membership is open to all U.S. Foreign Service employees and family members. Annual dues are \$25. Subscriptions to GLOBAL LINK are available to the public at \$25 per year.

Member Papers Contribute to FORUM Discussion

(continued from page 1)

The group decided that the statement on "Morale in the Foreign Service" should be used as a "scene setter" for any of the other papers which might be submitted to foreign affairs agencies' management or Congress for advocacy purposes.

Child Care

The FORUM learned that a study was scheduled to determine what it would take to convert Building #51 (the Sears cottage at NFATC) to a child care center. The study and renovations would cost close to \$150,000 and the process would last from 12 to 18 months, after which the center would accommodate only 30 children. The Board of the Columbia Plaza Child Care Center (Diplotots) and the FORUM agreed that this would not be a good idea for the following reasons:

1 The facility is too small to be a permanent solution. Diplotots believes that an NFATC facility should accommodate at least 86 children.

2 Management might consider this a permanent solution, however, and cease further action.

3 No child care administrator would agree to run such a small facility.

FORUM and Diplotots prefer to concentrate on construction of a permanent and free-standing facility; there is a dedicated site, and some plumbing/sewage is already installed.

Potential uses for Building #51 include: as overflow for the free-standing center; for emergencies such as an evacuation; for the Foreign Service Youth Foundation; or for elder care.

Subsequent to the FORUM meeting, the Diplotots Board received a letter from the Assistant Secretary of Administration stating that the Department is interested in seeing some kind of child care services offered at NFATC in the near future and asking Diplotots to continue working closely with Real Property Management (RPM), Personnel/Employee Relations (PER/ER), and the

Foreign Service Institute on the development of a stand-alone center.

Elder Care

The FORUM spent a good deal of time discussing elder care. This concern is on the increase because people are living so much longer. There is a great deal of information about elder care, but it seems disjointed. DACOR, the Senior Living Foundation of AFSA, AAFSW, FLO, ECS and PER/ER all have information. The FORUM talked in terms of arranging a conference in September to encourage cooperation amongst these groups. The World Bank has an excellent facility for handling the concerns of elder care, and the FORUM could learn from visiting their facility.

We also talked about what AAFSW could do. Suggestion included:

- advocating for a yearly round trip for an employee or family member who is responsible for elderly parents
- advocating to be able to use USG tie-lines for communicating with elderly parents
- determining—through a questionnaire—what support is available for elders at post including information on the possibility of buying in to the local health insurance
- lobbying for Medicare to extend coverage to elders who are overseas
- advocating for the establishment of an additional position at State—in the ECS—to deal with elder care concerns on a full-time basis
- advocating to get survivor's pension increased from 55% to 75% for people whose spouses retired at the O3 level or below

Time was running short, but two other matters were mentioned briefly. The desirability of language training for spouses is not in question.

The last topic discussed was whether or not the FORUM would support the foundation of an "Employee Services Corridor" at State, in which one "super-crat" would take a person through the entire moving process. FORUM members did not approve of this approach, since there is too much specialized information to be provided. However,

time ran out and we did not finish our discussion.

This year's final FORUM meeting will be held on Saturday, May 2 from 10 a.m. to 1 p.m. at the same location, Metropolitan Memorial United Methodist Church, in Northwest Washington.

Better Link 

Member Proposes Teachers' Network

Dear AAFSW,

I recently received the February issue of *Global Link* and read *Letter Link* with great excitement. I would love the idea of setting up a letter-writing network!! I am an inveterate letter writer and am always eager to meet others who also like to communicate on paper. I'm afraid I do not like e-mail, as I find it as intrusive as the telephone. Letters allow one more freedom to compose, and, for me, give the added joy of putting pen to paper. I am not an artist, and so take great pleasure in cultivating beautiful penmanship.

I would welcome the opportunity to exchange letters with spouses on the topic of being an educator overseas. I am a new teacher (a 1995 graduate of FAST TRAIN) and am always on the lookout for more tips and insights from others.

I look forward to more news on this subject!

Nicole B. Zupan
U.S. Embassy Lagos

Nicole will be transferring to Jerusalem after a brief visit to Washington, DC in July.

Any ideas about the best way to set up this network? Are you interested in participating? Please contact the AAFSW office, and we will forward your letters to those interested in the network.

1998-99 Elected Board Nominations

Gerre Lee J. Craig President

Gerre Lee Craig majored in government at the American University School of Government in Washington, DC. She subsequently taught pre-primary and primary grades during 16 years at international schools in Jeddah, Tripoli, Cairo, Port-au-Prince, Riyadh, and Damascus, while she was accompanying her Foreign Service Officer spouse on eight overseas assignments. She has served in various leadership capacities in American and international women's groups as well as American societies. She has one son who graduated from university and is working in the U.S. Gerre Lee previously served as President (1997-98), newsletter editor, and Second Vice President on the AAFSW Board.

Sonia Helmy-Dentzel First Vice President

Born in Cairo, Egypt, Sonia Helmy-Dentzel has lived abroad most of her life. Her academic background includes teaching credentials and a masters degree in Public Administration in Trade and Development from the University of Southern California.

A member of AAFSW for five years, Sonia has served on various boards, such as USGERA. Her professional experiences are in the fields of Child Development and International Trade. Sonia currently studies Economics at George Mason University and volunteers with the American Red Cross.

Susan Tyson Second Vice President

Susan Tyson previously worked as a budget analyst on Capitol Hill and as an office manager and CLO while overseas. She recently returned to Washington after ten years away in Saudi Arabia, New York City, London, and Kuwait. She has two children.

Joan Deason Treasurer

During 30 years as a Foreign Service spouse, Joan Deason has alternated between two portable careers as a primary teacher and clinical technologist. Her State Department work experience was with FLO as Support Services officer where she designed the current Regulations, Finances and Allowances workshop with AAFSW and

OBC, and with the Bureau of Refugee Programs as Staff Development Officer. She has also been a CLO and director of the mental health program in Beijing. She has been active in women's associations abroad and served on the AAFSW Board as Forum co-chair, where she introduced a proposal to computerize the Association's business functions. Currently she is launching a newsletter on child development and assists in a new business venture, Deason Associates. She has raised two children and is the wife of retired FSO Robert Deason.

Mary Houdek Secretary

Mary Houdek has been a part of the Foreign Service since the mid '60s. Over the years she has been active in establishing women's interest groups in a number of her overseas postings. She helped establish and create the current museum shop in the National Museum of Kenya and helped to establish the International Women's Organization in her last post of Eritrea. She has written a guide book on Eritrea and is currently helping to produce a book on the architecture of that country. Mary has served, with her husband, in Belgium, Guinea, Sierra Leone, Jamaica, Kenya, Uganda, Ethiopia, and Washington, DC.

Doris Reddington Housing Desk

A former school teacher, Doris Reddington has worked as a volunteer for eight charitable organizations in the Washington area and Paris. She has served on the AAFSW Board as Membership Chair and is the Editor-in-Chief of the AAFSW cookbook *Cooking with Diplomacy*. She has been a caretaker for her husband, a former Foreign Service Officer. At present, Doris is Chair of the AAFSW Housing Office at the Department of State, where she has worked as a volunteer for fourteen years.

Patty Ryan Legislative Liaison

Patty Ryan has been a long-time supporter of AAFSW, having been President in 1981-82, serving twice as chair of the Forum committee and several times as Legislative Liaison and AFSA Liaison. She is the spouse of a retired Foreign Service Information Officer, whose posts were Rio, Brasilia, Oslo, and Canberra. Patty has

taught English as a second language and was the CLO in Canberra.

Terri L. Williams Membership Chair

Now an independent consultant, Terri Williams' most recent employment experience was as the Family Training Coordinator at the Overseas Briefing Center. Terri's experience in the Foreign Service diplomatic lifestyle was gleaned over 20 years during which she lived in Japan, Jamaica, and Egypt. As CLO Support Officer in the Family Liaison Office, she became familiar with the broader spectrum of life overseas. She has developed and led conferences for American Embassy communities in over a dozen countries and traveled in many more.

Terri has a bachelor's degree in cultural anthropology from the American University in Cairo, Egypt, and a certificate of training from Georgetown University. She is currently enrolled in another graduate level certification program at Georgetown University in Organization Development.

Barbara Gordon Program Chair

Barbara Gordon has been Program Chair for AAFSW since December 1991. She worked for the State Department from 1948-52 and from 1961-64 was on contract at the Foreign Service Institute in charge of the Latin American Training Program. She has been a community activist in local politics, mostly in non-profit areas dealing with the arts, and has served on various boards and chaired various benefits. She founded the Women's Committee of the Washington Performing Arts Society and the Friends of the Capital Children's Museum.

Janet Scott Community Relations

Being a Foreign Service spouse for almost 30 years has given Janet Scott opportunities to do community service in Ethiopia, Tanzania, Kenya, Vietnam, Panama, Costa Rica, Ghana, Cameroon, Washington, DC, and Malawi.

She taught school and was president of the American Women's Associations in Ethiopia, Tanzania, Kenya, Ghana, and Cameroon, also serving as president of the International Women's Association in Panama, Cameroon, and Malawi. Some community projects she has been involved with are: buying a new kitchen for a lepers' col-

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ony in Cameroon; starting a daycare center, furnishing a well and investigating soil for bricks in Ghana; raising scholarship money for 40 young women in Malawi; providing money for vaccines in Costa Rica; and volunteering in an orphanage in Vietnam.

Janet has been Forum Co-Chair and First Vice President of AAFSW. Over the past year and a half she has served on the Nominating Committee, worked with Community Relations, helped at the Bookfair, read AFSA/AAFSW Scholarship applications and volunteered in the AAFSW Housing Office.

Mette Beecroft Forum Co-Chair

During some twenty-nine years in the Foreign Service, Mette Beecroft has been consistently involved in trying to find solutions to the concerns of Foreign Service families and employees. In Washington, she served as the first Deputy Director of the Family Liaison Office and later as Program Manager and writer/editor for a series of six video tapes entitled "The Human Side of Crisis Management." Her association with AAFSW has been long and varied. She has served on the AAFSW Board and the now defunct Foreign Service Education and Counseling Center. She participated in the symposium "A Child of Many Nations" and wrote articles for the *AAFSW News*. She was also involved in the Forum and repre-

sented AAFSW on the Department of State Mental Health Committee, as well as being an AAFSW Overseas Representative.

Overseas, Mette served as CLO in Bonn and Brussels and as summer CLO in Cairo. She has regularly served on school boards, employee association, and CLO advisory councils in posts which include Casteau (SHAPE-Belgium), Paris, Bonn, Cairo, Ouagadougou, Brussels, and Amman.

Peggy McMahon Forum Co-Chair

Peggy McMahon spent a number of years in Germany working in a center for alcohol and drug rehabilitation, eventually becoming director. As a psychiatric social worker she then worked with adolescents and families at a psychiatric institute. For the past ten years she has worked in private practice.

Lesley Dorman Public Relations

Lesley Dorman's early AAFSW positions were Corresponding Secretary, Membership and Program Chairs; as President (1976-81), her work was key in the effort which led to the establishment of the Family Liaison Office. During postings to London, Cairo, Tehran, Zambia, Khartoum, the National War College, and Bangkok, Lesley was active in the community. She is presently AAFSW Public Relations Chair.

Program Facilitates Teacher Training for FS Spouses

Karen Gladding, the winner of last year's Edith Fierst Continuing Education Scholarship, wrote the following article.

There are not many career (as opposed to job) options for Foreign Service spouses. But universally it seems to me that teachers have among the best prospects of always working. Lucky me, I like kids and have long considered teaching a viable option (why

*Whoever was responsible
for developing the FAST
TRAIN program clearly
understood the Foreign
Service spouse's situation*

else an M.A. in American History?!)

I was right there at the first meeting of FAST TRAIN back in 1990 or '91, when the accelerated (but provisional) licensure program was just getting off the ground. As it turned out, I couldn't make the commitment of time needed just then: I was expecting our first child. But now that we're back in Washington and our two daughters are heading off to school, I'm back off to school, too—to FAST TRAIN.

Whoever was responsible for developing the FAST TRAIN program clearly understood the Foreign Service spouse's situation. FAST TRAIN students receive a provisional credential after just one year; they are eligible for the full Virginia licensure after teaching one year in an American-accredited school overseas. The program offers substantial time and money savings over the regular teaching credential route, especially for those without Virginia residency—now all FAST TRAIN students pay only in-state tuition.

Particularly for those headed off to small Third World posts, the prospects

(See "Teachers," page 7)

1998-99 Ballot

TO VOTE: Please complete this ballot slip and mail it to the AAFSW office at 5125 MacArthur Blvd, NW, Suite 36, Washington, DC 20016. Be sure that your name appears on the envelope containing the ballot, as it will be verified against the AAFSW membership list before the envelope is opened.

I endorse the slate as presented

I would like to vote for the following write-in candidates:

Please use this space to list what you think AAFSW's top priority should be for the next year. Ideas for *Global Link* are also welcome!

Etiquette Answers: Are You "Properly" Grateful?

Last month's *Etiquette Answers* question was: "Since spouses are no longer officially part of the embassy, although we are invited to many official functions, when are thank you notes appropriate?" Following are the replies we received—thank you for writing!

Never Inappropriate

I might not be an expert on protocol, but I cannot think of an occasion when a thank you note would be INAPPROPRIATE. A note might not always be obligatory, as in the case of being invited to a national day reception along with five hundred other guests, but surely any personally extended invitation to a member of the embassy, with or without spouse, would be an occasion for a thank you note.

Loosely interpreted and defined, protocol is etiquette, and etiquette is common courtesy and common sense. I doubt if a thank you note would ever be considered inappropriate for acknowledging inclusion in a social function hosted by foreign colleagues or American embassy personnel.

Norma Jean Calderhead

Unerring Upbringing

In 1951 we went to our first post, Prague, serving under Ellis and Lucy Briggs, one of the greatest pairs ever. We lived in the residence with them until our apartment was vacant, and I asked her questions. Several times she said, "Pat, just do what you were brought up to do."

I was "brought up" to say thank you, whether it be by a thank you note (you can never go wrong) or a phone call. We may not always do it anymore, but no young FSO wife can err by a thank you note. No one can.

Patricia C. Squire

Circumstantial Evidence

Since for the past five years I have been privileged to teach the Protocol and U.S. Representation course at FSI to both family members and incoming officers and staff, I feel compelled to respond to

the question posed. Several thoughts come to mind, depending on the circumstances of the event.

Is the invitation given to the spouse along with the employee to a representational event at the Ambassador's, DCM's or other management official's residence with the assumption that it furthers the business of the U.S. government? If the answer is "yes," accepting the invitation means that you have agreed to play a part in the "hosting" of

"Loosely defined, etiquette is common courtesy and common sense"

the event. Therefore, you are expected to act in that capacity and be the gracious social extension that helps the event to be successful. If you choose not to attend, you may answer that you "regret" you will be unable to attend without any recourse. (And of course, you WILL answer promptly, regardless of whether you choose to go or not, won't you!) Now, assuming that you attended and helped, the answer to the question is, "No, you are not EXPECTED to write a thank you note." After all, you were part of the co-hosting of the event.

If you are a legitimate "guest" at an event which is outside of the above situation, for example, you are attending an event with your spouse at another embassy's function, or have been invited to a smaller function with a smaller group of invitees, the answer may change. In this case, you are the true "guest" and would follow normal social "guesting" behavior.

There are many ways to express your thanks for being included in this manner. A note is nice when it is sincerely written directly after the event; a phone call to follow up might be appropriate if you are on a closer relationship; if the employee wishes to further the relationship in the work context or if the host or hostess is not married, the employee can follow up; or, a return invitation can be sent reciprocating the event if you so desire. In

some countries, it may be appropriate to send flowers before or after the event as a thanks. Check your local customs for appropriate responses.

Regardless of whether you are a "co-host" or a "guest," finding a way to say thank you is ALWAYS an appropriate thing to indicate when you sincerely had a good time or appreciate the efforts that your host/hostess has undertaken on your behalf. I hope that will never be in question. The bottom line is this: if you feel compelled to indicate your thanks because you truly are thankful, it is NEVER inappropriate. However, if you are part of the "hosting" contingency, it is optional. Any thank you sincerely given is much appreciated at any time. After all, who can say they don't like being thanked?

I look forward to hearing other perspectives on this and other etiquette topics pertaining to the Foreign Service heading toward the millenium. Thank you for providing this format and opportunity.

Terri Williams



"I wish someone would write a brilliant article on how to get rid of all the people who come around acting super-friendly and offering me gifts because they want a visa from my husband!"



If you have an answer for this month's question (it doesn't have to be brilliant!), please send it to Global Link, care of the newsletter editor or the AAFSW office, details on page 2. Your questions are also welcome.

Program China--An Update

At our 1993 April meeting, Nien Cheng, the author of *Life and Death in Shanghai*, discussed some of the events of the Chinese Communist Revolution of 1949 and then went on to discuss the horrors of the Cultural Revolution which began in 1966.

Mrs. Chang was imprisoned in 1966 by the Red Guards who accused her of being a spy for the West. Although the accusations were not true, she was kept in solitary confinement and subjected to harsh psychological and physical treatment. She was often hungry and cold, but her deep Christian faith, courage, and stamina helped her survive until she was finally released in 1973. It was only then that she found out that her beautiful and talented daughter, a well-known motion picture actress, had been killed.

Having relatives and friends in Canada and the United States, Mrs. Cheng left China with a tourist permit for Canada in 1980, never to return, and finally settled in Washington, DC in 1983.



interest in the country of her birth. She sees the possibilities of even greater progress for China in its new, younger and more educated leaders coming to the fore under President Jiang Zemin. His visit to the United States and Bill Clinton's impending visit to China augur well for China, as well as China-U.S. relations, and China's role in world affairs.

Mrs. Cheng, now eighty-something, reads Chinese newspapers and reports every day as well as those of the United States. She has traveled to Europe, Latin America and gave a lecture in Hong Kong. She is uniquely qualified to give us the latest up-date on her former country at our next Program, to be held at 10 a.m. on April 14 in the Benjamin Franklin room on the eighth floor of the Main State Department building.

Barbara Gordon
Program Chair

As a memorial to her daughter, Mrs. Cheng decided to write her memoirs of those six and one-half years in prison and the events leading up to the Cultural Revolution and its aftermath.

The book gained immediate attention and was a great success to the extent that she found herself traveling almost constantly throughout the United States to lecture, not only about her experiences, but also about the rapidly evolving events in China.

In the meantime, her book has been translated in over 20 different languages, including Hungarian and Finnish, and the Japanese translation is now in paperback.

Nien Cheng became an American citizen in 1988, but she retains a deep

Teachers Find Work

(continued from page 5)

of finding a job are good. Imagine the savings to a small school that can't afford many American-trained teachers given the requisite relocation expenses.

My husband and I both love the Foreign Service lifestyle and look forward to a number of years abroad still. Although our next overseas posting will probably not be for another 18 or 30 months, I feel much more confident about seeing my life become what I want it to be rather than what the circumstances of my husband's job dictate—thanks to FAST TRAIN.

For more information, contact:

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Telephone: 703-993-3689
e-mail: jlevy@gmu.edu

Reservations Contact: Pearl Richardson, 202-265-3301 or AAFSW office (page 2)

April Program Coupon - Immediate Reply Requested

Tuesday, April 14, 1998, 10 a.m., 8th Floor, State Department

Name (as you wish it on name tag): _____
Date of Birth or Social Security Number: _____
Telephone: _____ New Member? yes _____ no _____
Name(s) of Guest(s) with DOB or SSN: _____

NOTE: BRING A VALID PHOTO I.D. FOR ENTRY TO STATE DEPARTMENT

Reservations accepted in the order CHECKS are received. Please send form, with check made out to AAFSW (\$6 per member, \$6 per guest), to AAFSW Reservations, 5125 MacArthur Blvd NW, Suite 36, Washington, DC 20016.

REMINDER: Special permission granted members and guests to enter the Department of State building is limited to hours of meeting only.

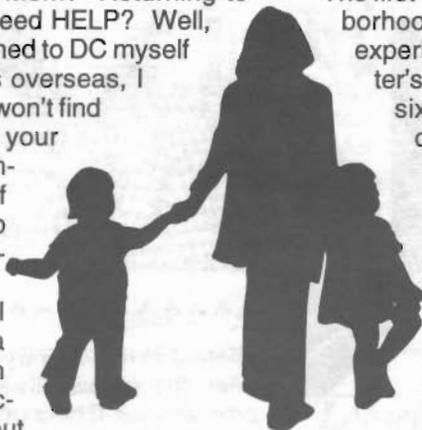
No refunds can be made nor reservations accepted after April 7.

Play Group Helps Washington Families

Stay-at-home Mom? Returning to Washington? Need HELP? Well, having just returned to DC myself after eight years overseas, I have to say you won't find much of it from your husband's agency. So, some of us are coming up with our own solutions.

The last time I lived here, I was a working girl, with daily adult interaction, a meager but steady income of my own, and a tiny apartment right on the emerging "strip" of Wilson Boulevard in Arlington. I never had to worry about feeding, clothing, and amusing four people on one income, and going out for drinks and dinner was as simple as grabbing my purse and walking down the street. Well things are different now!

I had never lived outside the Beltway, much less raised kids in the States, and had about as much idea about suburban life here as would many foreign-born spouses. To top it off my husband's working and commuting hours were so long that I was, and remain, effectively a single parent five days a week.



The first few weeks in our new neighborhood were a series of failed experiments, including my daughter's birthday party which none of six classmates came to (not one even bothered to call and make excuses), and many lonely hours at neighborhood playgrounds wondering where all the people went.

There were no answers to questions such as: How do my kids make playdates when everyone is in day care?, How can I meet their friends' parents?, What do people do about babysitting here? Where can I find affordable activities for my kids? Where can I find a preschool program that might actually have an opening?

Fortunately, other mothers from my last post happened to be posted here at the same time, and together, and with the support of AAFSW, we have formed a weekly playgroup/support group exclusively for stay-at-home mothers from the foreign affairs agencies.

If you are coming to Washington and planning to raise your kids full-time, then call us, and we will lend a sympathetic ear and share what information we have with you. Hopefully, this will become an unofficial institution over time!

The AAFSW playgroup meets every Friday morning, and rotates among members houses with frequent visits to local parks and children's attractions. For further information contact the AAFSW office (see page 2) or Kelly Midura at 703-921-1217 (midura@erols.com).

Kelly Midura, Play Group Coordinator

Machines Affect Film

Traveling with a loaded camera or numerous rolls of film? Keep them in your carry-on bag.

A number of major airports are using a new kind of technology, similar to a CAT scan, to detect plastic explosives in checked luggage. Although the final results are not in, the CTX 5000 scanners could damage film, whether exposed or new. Play it safe and carry it with you.

Job Opening

The Society for the Preservation of the Greek Heritage is looking for a part-time secretary-administrator who can operate an Apple computer. The office is across from AAFSW's office in NW Washington, DC. For more information, contact Anna Lea, 202-337-7339.

Association of American Foreign Service Women
5125 MacArthur Blvd., NW
Suite #36
Washington, DC 20016

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APRIL 1998

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