

Oral History of: Dulcie Rosenfeld
Interviewed by: Michael Berke
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Location of Interview: Max M. Fisher Federation Building
Subject Matter: Women's Philanthropy Dept. of the Jewish Federation of Metropolitan Detroit

Michael Berke: 00:01 My name is Micheal Berke, and today is August 1st. I'm interviewing Dulcie Rosenfeld at the Max M Fisher Federation Building in Bloomfield Hills, Michigan. This interview is being recorded as part of the Women in Leadership Oral History project. Dulcie, do you give permission to the Leonard M Simon's Community Archives to publish, duplicate, or otherwise use this recording for educational purposes, and for uses deemed appropriate by the archives?

Dulcie Rosenfeld: 00:30 In 2018, I'm damn lucky to do it.

Michael Berke: 00:34 We both are. The Women's Philanthropy Department of the Jewish Federation has had several names throughout its history, including Women's Division, and Women's Campaign and Education Department. For the purposes of this interview, the questions will be referred to by its current name, Women's Philanthropy. But you can use whatever name you're comfortable with.

Dulcie: 00:56 Okay.

Michael Berke: 00:57 Okay? So let's start at the beginning. Where were you born and when were you born?

Dulcie: 01:03 In Detroit, at Providence Hospital in 1928. I celebrated my 90th birthday in January.

Michael Berke: 01:06 Mazel tov, Mazel tov. Where did you go to school?

Dulcie: 01:11 I went to school in Birmingham, Michigan. Then my family moved to Detroit, back to Detroit, and I went to Central High. Then I went to the University of Michigan.

Michael Berke: 01:26 How was religion observed in your family when you were growing up?

Dulcie: 01:30 Well, my father came from a very religious family. They were kosher, and they lived in Holly, Michigan, and came into Detroit for all of their kosher meats and stuff, stayed with us every weekend, steadily.

Michael Berke: 01:46 How did they get up to Holly-

Dulcie: 01:46 But we celebrated every holiday, of course.

Michael Berke: 01:50 How did they get up to Holly, Michigan?

Dulcie: 01:52 Because my grandfather was the superintendent and the designer of Grinnell Piano Factory.

Michael Berke: 01:56 Oh, wow.

Dulcie: 01:57 He was a wonderful wood craftsman. He was an artist, really. That's my father's father.

Michael Berke: 02:06 Was philanthropy an important part of your family as you were growing up?

Dulcie: 02:10 Yes, it was. But it was always done very subrosa, nobody wanted their name on anything.

Michael Berke: 02:16 What kinds of things were they involved in?

Dulcie: 02:18 Oh, they were involved in their synagogue in Flint, my aunts lived in Flint, my father's sisters. Very involved in that temple. They belong to the regional organizations, I can't remember what my grandfather's organization was. But not in the organized Jewish community as such in Detroit.

Michael Berke: 02:45 When did you get involved in Federation, and what role did that play?

Dulcie: 02:50 I was a bride, and then I was a young mother with four little kids. I was involved with Hadassah for many, for several years. Norman was working in the campaign. When I met him, he was in the young adult's division, when he came back from service. That's when I met him, in 1946. We got married in 1949, and he was involved. So when I had time, I decided I would be involved too. I had had many leadership positions in Hadassah. So I piqued the interest of the women's division.

Michael Berke: 03:31 Was there anything besides Hadassah that you were involved in?

Dulcie: 03:34 Not at that time, except I had four little kids. I was very busy. Oh, I was involved in politics, at all times. My kids remember being taken in strollers down the street, ringing doorbells for Martha Griffith's, and others. I was ... I guess I was an activist, always.

Michael Berke: 03:55 When you came to Federation, in what capacity did you start?

Dulcie: 03:59 They asked me to work on ... Well, I worked on the campaign. Then they asked me to work on a couple of educational programs. Actually asked me to chair the what was called Leadership, it was called Leadership. Women's Leadership. It involved visiting agencies with women who were invited to join. We had a group of maybe 15 or 20 who were educated in the workings of the community. So wonderful program, I don't know what they call it now. But it's been reinvented many times. But it's a great tool.

Michael Berke: 04:39 Who were the leaders who were involved in the Women's Division?

Dulcie: 04:42 Oh, I worked with Jennie Jones, Jennie Jones was my idol up there, 'cause she had such a large profile. She had a prominent profile. But Barbara Marcuse and Esther Jones was very influential in my Federation career.

Michael Berke: 05:02 How so?

Dulcie: 05:04 Well, I loved the way she handled things, and how she did things. How people loved to work for her, because she was so dynamic, and undemanding, but very principled in everything that she did. You wanted to work for her.

Michael Berke: 05:19 Did you feel that you were well trained when you came into the women's department?

Dulcie: 05:24 Well, there was-

Michael Berke: 05:25 Did the women's department at that time take the time to train new people coming onboard?

Dulcie: 05:29 Well, there was a program, which I had taken, which was like a refinement of the Leadership group. I remember going to Beryl Winkleman's house, where they ... Three or four of the

eminence grize questioned me and asked me what I would like to do, and then suggested that I take the chairmanship of that committee. We had Melba Winer, and our cohort, Prag ... Not Prag. Isn't that terrible? Bill Berman's sister, who was ran leadership development for the board.

Then I got, they put me on the board, which was wonderful, I was very impressed with being put on the women's board. They really trained us on how to do meetings, how to set up agendas, how to research our speakers, how to approach people. How to solicit. A lot of training on how to solicit for the campaign. Very valuable. I found if you ask people to do things that you are doing, and tell them that you really need them to accomplish it, they're happy to come along.

Michael Berke:	06:46	Did you find that at that time women were able to play a part in the general, for lack of a better word, the general politics of Federation?
Dulcie:	06:46	No.
Michael Berke:	06:46	Or were they sort of in the-
Dulcie:	06:59	No, they were shunted to the side.
Michael Berke:	07:02	Was that spoken about?
Dulcie:	07:05	We did a little talking about it, sure. Of course. Ruth Broder and I would talk about it, yes. She was my campaign mentor.
Michael Berke:	07:15	How do you feel now about how women are-
Dulcie:	07:16	I think it's a little better, yes. Well, the fact that we have had two women presidents of the Federation is encouraging. What was it, Nancy and Beverly.
Michael Berke:	07:30	Penny.
Dulcie:	07:30	And Penny. They've gone onto higher glory and international organizations. Jane is, Jane Sherman, of course, is very prominent worldwide. Yes, I would say there is an improvement. But it's ... It took an awfully long time for it to sink in, that women could do the same job just as well, sometimes better, because of their empathy, and their understanding of how women think and what their priorities are.

Michael Berke: 08:03 So you spoke, you alluded to, but I want you to expand on it, to Norm's involvement in the Federation. So tell me a little bit about Norm and about his involvement.

Dulcie: 08:18 Well, Norm was my wonderful husband, I met when he came home from service in 1946. He thought he would go back to school, back to Michigan to take a combined business law degree. But he came home, and he had been overseas, he'd been away for three and a half years. He met me, and he joined his father's business and decided he had learned enough in the army, being an executive in his field, that he didn't want to go back to school. He wanted to get down to business and raise a family. So we did. He was absolutely, probably, the most secure man I've ever encountered. Very quietly secure, because he knew who he was, what he could do, what he had to do. He was very accepting and gentle. What can I say? I was crazy about him. Well, I guess he was crazy about me, too. But he was active in the campaign. The minute he came back, he was involved in the campaign. When the men's service group existed, which they now have another name for, they went back to it, which is wonderful, everything old is new again. He worked, he was in the market-

Michael Berke: 09:44 So he was in the Detroit Service group?

Dulcie: 09:46 Pardon me?

Michael Berke: 09:46 So he was involved in the Detroit Service Group?

Dulcie: 09:48 Oh, yeah. He was in the service group, sure. The mercantile division. He chaired it a couple of times, he chaired the shoe division with other people. That's when every mercantile group was represented with its own double chairmanship. There was so many independent merchants in the '40s, '50s, and '60s. That has changed as they've disappeared. I'm glad they're reviving it under a new title. I'm not sure what the title is. But they had wonderful spread and core. They worked with each other, and they competed with each other, and they had golf outings, and they had lots of gatherings. It was a wonderfully spirited community. Really spirited. I think maybe because most of them had come back, the men had come back from service, and they had gotten used to working with other people besides themselves. It was ... The need was great, and the pressure on Israel was terrific. So I thought, at the time, yes, he's ... I'd be happy to work on the campaign. He was thrilled that I got involved.

Michael Berke: 11:01 What about your kids? You said you had-

Dulcie: 11:03 Well, they were used to me coming home from meetings after school. They looked for me after school. I was never home when they came home from school. The door was left open, so they could get in. But I'm pleased to say that as a result of having been exposed to this as little kids, they're all very involved as adults in things like Federation in their own communities. My oldest daughter, Jill, has lived in San Diego for 40 something years, she and her husband won the young leadership award years ago. She was president of the Jewish Family Service, she's been very involved with the Foundation Fighting Blindness, because of her two children who have retinitis pigmentosa. There's a lot going on that makes them very hopeful.

Michael Berke: 11:56 Good.

Dulcie: 11:56 For vision retention.

Michael Berke: 11:59 What about your other kids?

Dulcie: 12:01 Okay, there is Nancy who was a public defender. She went to law school in San Diego, and she was a public defender, and then finally became a criminal defense attorney who earned a living. Right now she's working with the terrible results of the zero tolerance policy in San Diego. She's very upset at the way the government is handling these people who came across the border for freedom and are being deported and arrested and handled so badly. She says her clients, she has a lot of clients, she's assigned 10 people and they rush them through the door. They barely get to see the courtroom and they're gone.

Then there is Hank, number one son, and he is a bleeding heart. He's involved in everything that goes on in his own community in Santa Monica. He used to be the same when he was in Minneapolis. He's a freelance writer, and he writes people's memoirs. He's very involved in his Jewish community there, too, and his synagogue.

Then there is Jim Rosenfeld, lawyer extraordinaire who is involved in everything. He was involved a great deal in his ... In the NAACP, and AJC cooperation years ago. Now he still works with defense lawyers. He's a labor lawyer, and employment lawyer in Detroit. But he's involved in all the community things that go on, boy's clubs and ... I don't even know the names of all of them. But if I mention something, oh, yes, I was at that meeting for this cause.

Michael Berke: 13:57 It sounds like they learned their lessons well from their mom and dad.

Dulcie: 14:01 Maybe, maybe. I hope so.

Michael Berke: 14:06 The women's department, the thing that's been a highlight for them, in addition to the fundraising, has always been the billing to educate. So tell me-

Dulcie: 14:22 I did a lot of education.

Michael Berke: 14:23 Tell me what role you played?

Dulcie: 14:24 I had a lot of education jobs. But I did a lot, more in campaign. I'm trying to remember now. I looked it up, and the leadership seminar was my baby. I did a couple of other committees, I was a chair of a couple of other committees. They got me into campaign, and I liked it. So I worked my way up the ladder, I guess, in campaign. All of a sudden, there I was, the associate chairman with Ruth Broder for the women's campaign. I would say really stunning awakening happened when we went to Israel.

Michael Berke: 15:07 When did you go the first time?

Dulcie: 15:08 I went on a women's mission, it was in 1975. I had been to Israel twice before that with Norm and with friends. We went to Poland and Romania. It's something that has stayed with me ever since. Then after Poland and Romania, we went to Israel. It was a remarkable group of women, 25 of us. One of them was Peggy Tishman. She made herself the honorary chair of the group. But we had a wonderful relationship, and we kept up the relationship. We had group meetings, we met, we texted each other, we talked ... We didn't text then. We just talked on the phone. But it made a deep impression on every woman there, and I'll never forget when we were in Warsaw. In those days, they used to follow us around with secret police, who were not secret, because they would stand by their cars, in their black leather coats, and look at us as we got off our bus. They were very unsecret. But it was a very tough time, that was still the Cold War. It was an eye opener for all of us, and I think it changed the lives of most of the women. It was a very deep influence on how they conducted themselves later, to find themselves to be so lucky to be born where we were born.

Michael Berke:	16:43	How important did you think it was for women to participate in programs to Israel, to allow them to translate that out to the people that they spoke to?
Dulcie:	16:54	Very important. Naturally, when we came back from a trip to Israel, and then they had a fundraising meeting, you had to tell your impressions, your story. It was very affective. I'm wondering, now, how we do it now, to get the response that we need, without all of the background of that, because it is receding. People don't remember, our younger people don't have any memory of it. But I'm very impressed with what's happening in Next Gen, and was it Gen X?
Michael Berke:	17:34	Next Gen.
Dulcie:	17:35	Next Gen, okay, got it right. Their programming is terrific, the people are great. I love what they're doing in the research, and so the city of Detroit, because I lived there my whole life. Norman and I were very strong supporters of the city. He didn't want to move out when we had our big house, and everybody was gone, and they were building riverfront apartments, that we said, good will, go. We were there for 19 years. We were head of the current rush to live downtown.
Michael Berke:	18:09	Right, you sure were.
Dulcie:	18:10	Ahead of our time, I guess. Too soon.
Michael Berke:	18:14	So let's take a step back. What inspired you to become president of the women's department?
Dulcie:	18:22	It seemed to be a natural progression as we went along. It wasn't anything I thought about as a goal. It just sort of happened. I was the associate campaign chairman to Ruth, and then I was the campaign chair.
Michael Berke:	18:35	So let's talk about that just for a second, before we go onto ... What are some of the things that you innovated, that you can remember, that you innovated when you were chairman of the women's campaign?
Dulcie:	18:48	That's a long time ago, honey. Let's see, was it 1978, and I'm not so sure it was innovations as it was approach. My approach was I can't do this job alone. I need all the help I can get. Nobody does anything on her own, she always has support. I need you, if I need you, you're going to come help me. It worked. It always works. Especially if you mean it, because no job is a one person

job, not in this organization, not in many. I really enjoyed all the things that I did in the women's division. Didn't matter what field it was, I liked it. I guess that's just the way I am. I enjoy being busy and involved, especially if I think I have something to contribute.

- Michael Berke: 19:45 Do you remember what the achievement was in the women's department-
- Dulcie: 19:45 Oh, god, we got almost to one million dollars. We were so excited.
- Michael Berke: 19:49 You were just south of a million.
- Dulcie: 19:50 Yeah. Yeah.
- Michael Berke: 19:51 That was really a benchmark.
- Dulcie: 19:53 Oh, it was very wonderful that we got-
- Michael Berke: 19:56 Back in those days, a million meant-
- Dulcie: 19:57 Absolutely. Well, phone a gift, I haven't been to a phone a gift session in a long time. But phone a gift was the most wonderful occasion, because it was like a party. It was a community party, and everybody loved what they were doing, talking to complete strangers, getting responses to what we needed to succeed in the community, to help people who couldn't help themselves.
- Michael Berke: 20:25 The women's department played a big role in that.
- Dulcie: 20:28 We were the leaders, my dear. I think the reason there is a women's campaign to begin with is because women do everything else on their own. That's why we need to give our own gifts. We're very proud of our singularity in terms of, yes, we can do this. They need us to do this, that's the other part. The community needs us to do this. Men have a whole different approach when it comes to fundraising. I wonder if I'm being heard as I say this, or am I getting hoarse?
- Michael Berke: 21:07 You sound perfect.
- Dulcie: 21:09 Never, never perfect.
- Michael Berke: 21:11 So what inspired you to move from the chairmanship of the campaign to the presidency?

Dulcie: 21:16 I wasn't inspired, they asked me.

Michael Berke: 21:18 Oh. What are some of the things that you grappled with as president?

Dulcie: 21:24 It's interesting, I don't know if that happens now, but women would call me and say, I would like to have this job. Why haven't I ... I would say, well, we'll take that under consideration. If you're in line for that job, and you really want to do it, we'll see what we can do for you. I was surprised that I got calls like that, because I thought we were taking care of everybody. But you see, people slip out of sight, and you're not sure who they are. It was very important to keep people involved, to feel that they were meaningfully involved, and doing something that was worthwhile. We were always worthwhile, but we had to make people appreciate that. I was interested when Sol Drachler was the exec, we talked about political meetings, and he said, no, no, no, we can't do anything like that. We cannot be political. I guess we still can't. We can't take a stand overtly. But that was back in the days when politics were almost simple. We had worthwhile candidates to support.

Michael Berke: 22:39 This isn't on the list of questions, but-

Dulcie: 22:39 It's okay.

Michael Berke: 22:43 It's just come ... The women's department, as everything else in this organization, ended up going through a couple of important wars and conflicts, in Israel primarily. How did the women's department react to those challenges from your perspective?

Dulcie: 23:05 We got very busy and raised more money. We had emergency campaigns, along with the rest of the community. But I think we had a different idea of what the war was doing to the people, the children especially, of Israel. I think we were very concerned about how people were going to suffer, and lose things, and maybe be changed by the experience. Women have a different perspective on those things than men. So we had a different perspective on it too.

Michael Berke: 23:42 Did that resonate with the women in the community?

Dulcie: 23:44 I think absolutely. What happened to us after, I say us, after I left the presidency of the women's division was the general assembly came to Detroit. The National Association of Federations has an annual meeting in a city every fall. Because I was outgoing president, that fell to my purview. So we had the

general assembly downtown at the Renaissance, which was a brand new center, practically. It was '77, '78 when it opened, and nobody could get around. We had people movers before there were people movers, telling people how to get to meeting rooms. We had gates, metallic, like the airport, to let people into things, because Menachem Begin was our surprise speaker. He was brought to the Ren Cen in an ambulance, lying down on the floor, because we had Arabs protesting in front of the hotel, 1980.

It was very exciting, it was remarkably exciting. We had 3, 000 volunteers, the national group had never seen so many volunteers come. I said, well, that's Detroit. Everybody wants to be part of it. It was a very exciting time. A lot was accomplished, I think. One of the most interesting parts of the GA was the fact that we had to have kosher food, and the rabbis had to kasher the Renaissance kitchens. Well, that was a very important undertaking. The other part of the food part that was interesting was we had to have Coney Island's, because that's the Detroit trademark, but they had to be kosher. So that was another thing that they had to deal with. But one of the funniest parts of the eating decisions was shalt, have you heard of shalt?

Michael Berke: 25:49

Sure.

Dulcie: 25:49

Well Frieda Stollman was in charge of our shalt, and all the rabbis came to taste, and it was okay. There were women, people in Detroit who had never heard of Shalt. They experienced it for the first time at the general assembly, which was kind of an interesting footnote. But it was very exciting. The Renaissance was a brand new venue to a lot of people. A lot was accomplished for Detroit, because that was the beginning of the Renaissance of Detroit. It took a long time to get to where we are today.

Michael Berke: 26:22

Right. Now the women's department played a major, if not the major role, in that program-

Dulcie: 26:28

Oh, yeah, we were it. We had an army. We had an army of volunteers. I had the most wonderful women, and a few men, too, we let the men help, organizing all the events to go along with the programs that the general assembly had to put forth. Everybody jumped in to help. They were so thrilled to be involved. It was a civic awakening, it really was. Many of the Jews of Detroit, of our group, didn't come downtown. But the fact that this was downtown made it a little more attractive of later on, it made an impact on people, because people had been

moving to the suburbs for quite a while. Norman and I always lived in Detroit, he'd never lived anywhere else until like 15 years ago, when he retired.

It was a very exciting time. My kids came, my daughters came in from California, so they could be part of it, see what was going on. The Menachem Begin entrance was really remarkable when I think about it now. That was the first time they had the security gates at a great big meeting like this. Every rabbi in town wanted to be part of the program. Everybody wanted to be introducing something or other. We tried to accommodate everybody.

- Michael Berke: 28:06 So what were some of the other things that you're proudest of in your involvement in the women's department as president, as campaign chair?
- Dulcie: 28:13 Oh, well, it was after ... I wasn't president anymore-
- Michael Berke: 28:18 You had just gone out as president.
- Dulcie: 28:20 Yeah.
- Michael Berke: 28:21 I'm ready to tack that on ... I'm saying, taking a step back, what are some of the things that you're proudest of when you served as chairman of the campaign and as president?
- Dulcie: 28:35 I think our annual meetings were wonderful, and our big educational programs, our institutes, we used to have a very important women's institute program. I remember, we had professors from Ann Arbor, the two brothers who were economists, and they were our speakers. Now I hadn't practice, I would think of their name. Maybe you can.
- Michael Berke: 29:02 No, I can't.
- Dulcie: 29:05 The program was a cover of Time Magazine, with the two gentleman's faces on it. That was the institute cover.
- Michael Berke: 29:05 What was the purpose of the institute?
- Dulcie: 29:12 The institute was a all day long session with workshops, people came for the day. It was a day long deal. We had, depending on the topic, we would have workshops, smaller group meetings with speakers, we pulled them from all the universities and the agencies, to talk on certain topics. Don't ask me now what that topic was, because I didn't bone up on it. Then the speaker of

the day, and that institute I'm talking about, would address whatever we were discussing. They were cogent questions, I would say. They ran the programs from nine o'clock in the morning until we broke up at 2:30 or a quarter to three, with a lunch in between. It was very well organized, and very well attended, and very important to the whole community, not just women's division, because we invited, we made city wide notice of it. I guess we would put an ad in the Jewish News, there would be a story about it. It was a memorable day. I don't think it has that ... What's the word I want? It doesn't have the-

Michael Berke: 30:33

Cache?

Dulcie: 30:34

And the cache that it did then, because we do other things. We've gone onto other things. I love the ... I wasn't president anymore, but I have to talk about the precious legacy, in 1985, which came to the DIA. Because of Paul Zuckerman, who was very involved in the museum, they were in between directors. During the course of setting up the precious legacy, Sam came to the museum. It was the Czechoslovakian exhibit that started out in Washington DC, and Mark Talisman from CJF was his father, and promoter, and inspirer.

For us to get the exhibit here cost a lot of money. So that involved me, again, running to these men who were big givers, and big supporters, to support it, because Federation couldn't possibly cover the cost. The museum wasn't about to cover it. We had, I think, about 1,500 people come from other places to see the exhibit. First of all, it was artifacts from Jewish homes. This was the precious legacy of things that the Nazis wanted to destroy. It was a lost civilization, they thought. The precious legacy stands out in my mind as one of the more beautiful things that we did for Detroit, and as the Jewish community. It was so well done.

Michael Berke: 32:22

Women played a big role in that.

Dulcie: 32:23

Oh, we were practically the machine, the Dax X machine, because it was mostly women who did, shared all the sessions. But we enjoyed the men's help. But those were the days when I would get out of my car and run to a phone booth and call for money, because nobody had cell phones then. I'm making myself sound really old, and I guess I am.

Michael Berke: 32:54

You mentioned a few women earlier on who were kind of people that you were involved in when you first entered. Were there any other people that you considered mentors to you going through the system? Women?

Dulcie: 33:07 I said Barbara Marcuse, and Esther Jones, and Melba Winer, and Ruth, of course, Ruth Broder, of course, my buddy, and there were some women who had been there at the beginning of the women's division. They sort of hung back, they didn't really attach themselves to the younger women who were coming in, because I remember coming in so excited one day to women's division meeting and saying, I'm a grandmother. There were so many grandmothers there, they weren't that impressed. But the women my age were very impressed, women in our 40s, that was really exciting. I had ... We had a tea for people to come and meet the baby when Jill brought her to Detroit.

But when I was chairman of the campaign, I remember this very well, the women's division, we had a set up, we called it a draft, like the Lion's, the football draft. We had meetings. I have a picture, there's a picture somewhere in the building of our group meeting in front of our house, we lived in Hamilton in Detroit at the time. Everybody was lined up like a football team, and we had T-shirts. Detroit's dream team. It was a dream team. We picked our people, and people fought over who was going to be on their committee, on their team, because it was exciting and fun. I wanted everything that we did in the women's division to be something that you wanted to go to. It's not something you had to do. You wanted to be there, because you were making a difference.

Michael Berke: 34:55 So that was your innovation, wasn't it?

Dulcie: 34:57 Yeah, I guess so.

Michael Berke: 34:57 I'm sure it was.

Dulcie: 34:57 I guess so.

Michael Berke: 35:03 What ...

Dulcie: 35:04 Oh, Lois Brown. How can I leave out Lois Brown?

Michael Berke: 35:06 We're going to get to that in a second. But before we get to staff, and the staff professional volunteer relationship, what are some of the skills that you think are necessary for anyone, but we're talking about the women's department, for people to have to move up the system?

Dulcie: 35:31 I think you have to have a sincere devotion to the cause. Paramount is you have to believe in what you're doing. If you don't believe in it, you can't involve other people to feel the way

you do. You want them to feel the way you do. I don't know if that's been lost or been regained again. I'm not sure, because I have not been involved in women's department in a while, in the philanthropy department. But I do come to the general, the board meetings of the Federation. I think the women are wonderful. They've always been wonderful.

We've had great presidents of the women's philanthropy, Beverly, Leah Trosch who just went out of office, and our new president of the women's philanthropy, Sue Kaufman. We seem to find them, and they find us. I say us, because I feel as though I'm representative of this body. We're very lucky. But everybody thinks Detroit has the best Jewish community in the country. When I used to go to St. Louis a lot, they would say, you are so good. I'd say, yeah, I know. But you're good, too. St. Louis is much smaller than we are. But it's also have a very involved group, they're very dedicated. I made some wonderful friends in my capacity as women's division president, friends from other cities, going to other places for meetings. But they all said, oh, Detroit is very special.

We did do something, when I was president, we initiated the help line, the Jewish Information Service, JIS it's called. That was like a hotline we developed for people who needed services. It was a telephone number, and we had a committee, we had men and women. We had like a switchboard set up at the 10 mile center, Ala Vashola. People would call in, say, well, I need this, I need that, they wanted to know about a cemetery location, they wanted to know about social services, they wanted to know about adoptions, they wanted to know about help for food. This is before you had Israel was established. It was a fun place to be, because we had terrific volunteers who staffed the phones. I had a luncheon for them one year, as a culmination of the year's activities. I found that you have to coddle and cultivate your volunteers. You want them to feel special, and needed, and they have to know that. Not just you knowing it, and staff knowing it. But they have to know it, otherwise there is no point to the involvement.

Michael Berke: 38:34

But that was women's innovation, too.

Dulcie: 38:36

Yes. That was one of the things we did, yes.

Michael Berke: 38:39

Is there a difference in the relationship between women and men now than there was? We talked earlier that the women were not included, kind of, in-

Dulcie: 38:51 I'm not sure. I guess so. We have Beverly, god bless her, as president. I think she's doing beautifully.

Michael Berke: 38:58 She is.

Dulcie: 38:58 I'm not supposed to editorialize.

Michael Berke: 38:58 You can ...

Dulcie: 39:02 Maybe I am. Well, that couldn't have happened, that wouldn't have happened when I was vice president of the Federation.

Michael Berke: 39:12 Right.

Dulcie: 39:13 That didn't happen. It wouldn't happen. That's a big change. That's almost a seat change. I think the women's movement had a lot to do with it finally sinking in in organizations like the Federation.

Michael Berke: 39:30 So let's talk a little bit, you alluded to it, about the staff volunteer ... Talk about the women that you worked with as the executives in the women's department.

Dulcie: 39:41 Oh, that's the staff people. Yes, we had ... Isn't that terrible?

Michael Berke: 39:47 You had Lois Brown.

Dulcie: 39:48 Well, Lois Brown. Lois Brown was my contemporary, I went to high school and college ... Not college. She got to college afterwards. She was a dear friend. I worked with her as a volunteer, and then she became a professional. She was terrific. She knew what had to be done, because she had been a volunteer. So she structured it, she was very good. Very good. Barbara Satinsky was a terrific women's department worker. She was the director of the women's division. Barbara, she came from out of town, so I took her into the family, and involved her in stuff. She knew what she was doing, was very good at it. Then after that, I think I was out of the women's division. So I wasn't involved as much with the next people who came in line.

Michael Berke: 40:41 If you had to characterize the relationship, what the relationship should be between professional and volunteer, how would you characterize that policy?

Dulcie: 40:51 I said it should be very clear that you're cooperating with each other. No one is a boss. You're working as a team to get things

accomplished. It's not a case of you do this, or else, or I will not do that. It's a team effort. The executive should have a knowledge of everything in the department, so that she can handle any of the things that come up in terms of events, organization, and personal development. I call that personality problems, because there is always a personality problem that crops up somewhere along the way. You have to be able to handle those. I thought every one of our execs could handle whatever came their way.

Michael Berke:	41:40	Okay. Why is philanthropy important to you?
Dulcie:	41:48	Why is philanthropy important? That's what I breathe. It's living in the world. It's not just you, everybody else.
Michael Berke:	42:02	Do you feel that the Federation values the women's philanthropy program?
Dulcie:	42:06	I'm not sure. I really don't know. I hope so. I think so. But I'm not ... I'm not quite sure.
Michael Berke:	42:20	Do women solicit differently than the men in the community?
Dulcie:	42:25	Oh, I think so.
Michael Berke:	42:26	Why?
Dulcie:	42:28	Because men are all business. Women are people. It's a people thing. It's a person to person thing. It's your children are my children.
Michael Berke:	42:38	Even as women get more involved in the workforce?
Dulcie:	42:42	Absolutely. It's still a ... It's kind of a ... What's the word I'm looking for? I'm surprised I can't find the word. It's physical, it's in you. It's nothing you can shake, it's part of you. Men have a totally different approach, but they can't help that. They're men.
Michael Berke:	43:08	Can we teach men some of that?
Dulcie:	43:10	We've tried, I know we tried. I haven't done any soliciting in a long time.
Michael Berke:	43:17	Women's department still important to you?
Dulcie:	43:19	Oh, very. Yes. I think it's terrific, it's great.

Michael Berke: 43:24 What do you ... This isn't on the script either, and it's more than just the women's department. What's your sense about the future of this Federation, the women's department, and the Jewish community? Are you optimistic?

Dulcie: 43:39 I'm trying to be optimistic. I think I'm optimistic when I see all of these things that the younger group is doing. They're very involved. They're very political, not in a Democrat, Republican way, but in terms of the community, they're very political, which is important, because the whole community has to be lifted and dealt with, not just little incremental pieces.

Michael Berke: 44:09 You still think there is a role and there should be a continuing role for the women's philanthropy program?

Dulcie: 44:14 I hope so. I'm not sure. I certainly hope so, yes. As long as we have the women that we have now, that kind of woman in this department, it'll flourish. It has to. I don't want to seem uncertain about anything. It'll happen. It'll keep going, and it'll be good, because we're good.

Michael Berke: 44:43 Okay. Is there anything else you want to say?

Dulcie: 44:46 No, I think I've said more than I should, probably.

Michael Berke: 44:50 You certainly have answered more than you should.

Dulcie: 44:52 I'm delighted to be talking to you, Michael. We go back a long way.

Michael Berke: 44:56 We do go back a long way. I just want to thank you for your time, on behalf of the women's philanthropy program and the archives.

Dulcie: 45:03 Oh, it's my pleasure. My pleasure.

Michael Berke: 45:07 Without editorializing, you've always been one of my favorite people, I love you.

Dulcie: 45:10 I know. It's mutual.

Michael Berke: 45:13 Thanks Dulcie.