

Oral History of: Diane Klein
Interviewed by: Susie Pappas
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Subject Matter: Women's Philanthropy Dept. of the Jewish Federation of Metropolitan Detroit

Susie Pappas: 00:01 My name is Susie Pappas, and today is April 30th, 2018, and I'm interviewing Diane Klein 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. Do you give permission to Leonard N. Simons Jewish Community Archives to publish, duplicate, or otherwise use this recording for educational purposes, or for use, as deemed appropriate by the archives?

Diane Klein: 00:37 I do.

Susie Pappas: 00:39 The Women's Philanthropy Department of Jewish Federation has had several names throughout its history, including Women's Division, Women's Campaign and Education Department, but for the purposes of this interview, we will refer to it by its current name, Women's Philanthropy. So, Diane, when and where were you born?

Diane Klein: 01:04 Oh, I'm a Detroitter by birth. Haven't moved very far. Grew up in northwest Detroit, along with so many of other Detroiters. Went to the Detroit Public Schools. Mumford was my high school. Graduated from Mumford, and I did try to leave for a while. There was a dream of mine to move to San Francisco, but it never happened, and lucky for me, because I have a wonderful, wonderful life in Detroit.

Susie Pappas: 01:31 Okay. So, you went to Mumford with a lot of people that we still see in the community. Who are some of the leaders that we still have in our community that went to Mumford with you?

Diane Klein: 01:44 We had a wonderful graduating class. It was the class of 1960. Larry Jackier, Mark Hauser, Rosie Schlessel, Barbara Cook, Carol Owens Rosenberg. I'll come back and I'll think of more.

Susie Pappas:	02:00	Okay, very good. In your home, how was religion observed?
Diane Klein:	02:06	We were not a religious family. My parents were, I think, part of the new, post-war generation as far as parenting goes. My mother was more involved than my father, who was not involved at all, and we were ... I can't even say that we were reform Jews. We were secular Jews when I was growing up. In fact, my mother was part of a group of young mothers, young women at the time, just post-war, who started the Jewish Parents Institute, JPI, at the Jewish Center. They wanted something new for their kids, they wanted something that was secular, not synagogue-based, and my early memories were just terrific, of loving, going to Sunday school, and there was no religion, there was no Hebrew study. It was based on holidays and history and a lot of culture, and I think my love of Judaism probably started there.
Susie Pappas:	03:04	Very interesting, okay. So, was philanthropy important to your family when you were growing up?
Diane Klein:	03:14	<p>Not at all to my father, who was not involved at all in the Jewish community, but my mother was a Zionist and was very involved in Hadassah. I grew up as a Hadassah kid, going to meeting with her. She was president of the group, she was president of the Wyoming group of Hadassah. Those were days when Hadassah was organized according to the neighborhood you lived in, so we lived near Wyoming in the northwest part of Detroit. She was president, but she never went further than that. She was never on the city board or a national board, but she loved it and she worked very, very hard. She was also part of a Jewish book group, a book club that met for 50 years, and those were her dearest friends and it all came out of Hadassah at that time.</p> <p>So, that was about our only involvement. I do have a faint mEmery that now I know what it is. I remember going door to door with her one day when she was collecting money, and many years later, when we were organizing the 50th anniversary of the Women's Department, the Women's Philanthropy, I learned that I was something called G-Day, when the women in the community, hundreds, would actually get their packets and go door to door on their street, asking women for their contribution to UJA in those days. But other than that, she wasn't involved.</p>
Susie Pappas:	04:52	What kind of activities did you do as a teenager or in college that were philanthropy-based?

Diane Klein:	05:04	I don't think there was anything in the way of money-raising. I was very involved ... Our family, after we belonged to the Jewish Parents Institute, we joined Temple Israel, and I became active in my high school years in the youth group. I was vice president, and I spent a lot of time organizing activities for the youth group, going to statewide conferences, they were called, conclaves. But it wasn't a money-raising thing, it was just ... That was really my only involvement in Jewish life when I was in high school.
Susie Pappas:	05:42	What kind of activities do you do in college as far as any kind of leadership roles?
Diane Klein:	05:50	I was very involved in my sorority. I was rush chairman.
Susie Pappas:	05:54	What sorority was that?
Diane Klein:	05:55	It was DPhiE, Delta Phi Epsilon.
Susie Pappas:	05:57	Where did you go to college?
Diane Klein:	05:59	I went to the University of Michigan. Got my Master's degree and my Bachelor's degree there. So, I was very much involved in the sorority and was rush chairman, as I said, and vice president, and I was a very small smidgen involved in Hillel. Hillel, in those days, was not quite the place to go, but they did have an activity called Hillel's a Popping, Hillel's a Poppin, I think that's what it was, every year, and the sororities and fraternities each participated in that, so that-
Susie Pappas:	06:34	What was that?
Diane Klein:	06:36	It was some kind of a song fest, I think. We each had to do songs. I was in charge of a program book, and found some pictures, some drawings by Ben Shahn, who I didn't know who he was in those days, and I used those drawings, without permission, in the program book. I dreaded, when I found out who he was, that I'd be arrested.
Susie Pappas:	06:59	That's funny.
Diane Klein:	07:00	But that was it, and there was really no Jewish involvement as far as campus goes. At the same time, I was a counselor for four years at Tamarack, the Fresh Air Society, and those were the last two years of my high school summers and the first two years of college, and those were probably the best summers of my youth. They were just absolutely wonderful. I had gone to

Fresh Air as a kid, when I was eight, nine, and ten years old, for three weeks each summer, and then didn't go back until I was a staff member. Those were absolutely great summers. I think I did most of my growing up at camp, being responsible for kids and programming and learning to work with an absolutely incredible group of staff and counselors.

- Susie Pappas: 07:57 Well, that's interesting, okay.
- Diane Klein: 07:59 I even got to be a supervisor, which was a dream of mine when I was 16.
- Susie Pappas: 08:03 So, Tamarack was always something that's been important to you through the years?
- Diane Klein: 08:07 So important that, being a camper and a counselor, and then I spent 20 years as a member of the board, and was a vice president of Tamarack, and have been supportive ever since. My kids have gone there, and my grandchildren. So, it's been a very important part of our lives.
- Susie Pappas: 08:26 So, you think camping's important in Jewish life?
- Diane Klein: 08:32 I think Jewish camping is ... Jewish camping and Jewish day school, but that may not be for everybody, but Jewish camping is really, incredibly important. I think that we, as a community, should give every child that we can possibly encourage to go to a Jewish camp, that opportunity.
- Susie Pappas: 08:51 Let's go back to ... You graduated from college. Did you become involved in Federation at that time, or when did you, and how did it happen that you became involved in Federation?
- Diane Klein: 09:05 I came back to Detroit after I graduated, and started teaching in the Detroit Public Schools, and then moved to the Southfield Schools. I was teaching, not at all involved in Jewish life. I was involved in my work and working on my master's degree at the time. I started dating my late husband, Emery Klein, and I think the first ... I was thinking about it ... No, when it was coming. I think the first Jewish event that we went to was in 1967, when the Six-Day War broke out and there was a huge community rally at the Jewish Center on Meyers.

Thousands, truly thousands of people, and I think that was my first awareness of the power of the community and the interest of the community in Israel. It's not that I came home and started doing things, but we got married shortly after. Because

involvement was so important to Emery, it started to become important to me. So, that was 1967, and then we had our kids. Emery was very involved in the mercantile division. In those days, campaign was divided according to occupation. So, there was a Maimonides division for doctors, there was a lawyers division, a social workers division, and a mercantile division. He was, at some point, chairing the mercantile division. So, through him, I became aware of everything, so I-

Susie Pappas: 10:43 What year would you say that was, when he was the head of the mercantile?

Diane Klein: 10:46 That was probably in the early ... In the 1970s, but I actually could put a date, put a time on the event that really got me involved in the community, and that was in 1977, when we were asked to go on a mission. I think it was because of Emery. It certainly wasn't because of me, because I wasn't really involved. We went on a mission led by Jane and Larry Sherman, and it was truly a turning point, it was wonderful. Emery and I had gone to Israel in 1967 on our honeymoon.

We had gone with his brother and sister-in-law and their children in 1972 to dedicate a grove of trees in memory of his parents, but those were not trips where we saw what our federations could do in Israel. Those were private visiting touring trips, visiting family there. So, it wasn't until this trip in 1977 when I really saw what Federation was able to do, and I think maybe Jane Sherman saw something in me that was a possible future leader, because shortly after we came home, I was asked to be part of a leadership training, and I think that that set me off on a path.

Susie Pappas: 12:21 So, going from there, describe some of the types of activities that you did in what was then known as Women's Division.

Diane Klein: 12:36 After I did this leadership training and they asked me to take a position, it was, at first, in the education department. I remember chairing something with ... It was Diane Klein, and they thought it was cute that they had another Diane Klein, and they put us together, chairing something that we worked very hard at, and it was a ... It's hard to explain the important of it now, but it was a Shufersal event. Shufersal was the name of the grocery store chain in Israel, and at that time, the economy in Israel was terrible. We wanted to be able to show our Detroit women how difficult it was to live in Israel and how you spent your money. So, we set up the Jewish Center as a grocery store. I know it sounds kind of infantile, but it really was wonderful.

We had grocery products, and we had ... All the women who attended, and there were hundreds, were sat at tables and they were given a budget. They had to shop and see what the Israeli products cost and how they were going to be able to feed a family. It was really making Israel life very meaningful for our Detroit women, so I think that was probably the first thing I shared, and then moved into the fundraising department. I think the first event that I chaired for fundraising was the \$300 donor event.

Susie Pappas: 14:16

Was that at Temple Beth El?

Diane Klein: 14:18

No, that was at a home in Franklin, and it was in the winter. We didn't have to worry about avoiding the winter months, because we didn't have so many women that went south for the winter, and it was an icy day, I remember. It was just a terrible, icy day, and the house was somewhat on a hill, and our women were pretty much climbing that hill to get to the meeting, but they did. That was the first thing that I chaired, and then went on from there.

Susie Pappas: 14:54

Let's just backtrack just a little bit and talk about your husband and the involvement ... You mentioned a little bit that Emery was involved in Federation, but do you want to talk a little bit about how you, as a husband and wife, were involved in Federation and how Emery was involved himself, a little bit?

Diane Klein: 15:21

I do. Emery was a Holocaust survivor and made a pledge to himself, at a very terrible day when he was in Auschwitz, that if he ever survived, and he was just a kid, he was just a teenager, that he would do all he could possibly do to make life ... To live a good, righteous, Jewish life, and to make life good for Jews, and anyone else he could help, but he was certainly living as a troubled and difficult times as a Jew. So, anything he could possibly do, and anything he was possibly asked to do he did. So, he served on a multitude of Jewish agencies, he was president of Hebrew Free Loan. He was also on the Board of Jewish Family Service, he was-

Susie Pappas: 16:09

General campaign chair?

Diane Klein: 16:11

He was the campaign chair for Federation in the middle 80s. I once had a list of everything he was involved in, and then he had a dream one day about an election and it going the wrong way. He decided that he had to get involved in making certain that people who were elected were going to be good for ... Their policies were going to be good. Then, he added a whole new component to his life, and that was his involvement in

politics. He was very, very involved in AIPAC, he was on the national board, and he was not afraid of asking anyone for money. I don't think I ever saw anybody that could ... That thrived on soliciting. He just collected hundreds of thousands of dollars for candidates who were running for Senate or the House nationally, not just in Michigan, and he brought them in and had fundraisers for them, and lots of good people were elected because of that.

- Susie Pappas: 17:26 Okay. So, you have two children. What did your kids think of your involvement in Women's Department and Federation?
- Diane Klein: 17:39 I think that there were times when I was traveling to Israel or traveling to a national meeting where they wished that I was home, but I made it clear to them how important it was. I'm going to back up for a minute. When my kids were old enough for me to think about going back to work, and they were in school all day, and I thought about what am I going to do with the rest of my life? Emery was very involved at that time, and they were ... This was perhaps at the time that we were asked to go on this mission in 1977, and I thought, I really don't want to go back to teaching. I loved and I think I was good at it, but the idea of leaving my children to go take care of somebody else's just was ... Didn't seem like a right fit for me at the time.
- What I really wanted to do was devote my time and make ... My career, my future career was going to be working for organizations in the Detroit area. So, Emery and I had a conversation about that, and I remember saying to him, "If I do this, I want it to be as important to me as if I had a job." He said that he would support me in any way that he possibly could. So, when I needed to travel ... I remember one year that I was on several national boards, and I had to go to Israel three times. He was really there to help with the kids. So, maybe my kids didn't like the idea that I wasn't there, but there was always a parent who was stepping in. He knew how important it was to me, it became just as important to him that I was involved.
- Susie Pappas: 19:20 Do you think that your involvement and Emery's involvement have influenced your kids, as adults, to be involved?
- Diane Klein: 19:30 I'm not certain it's influenced our son. He's very generous, works hard, but he's not involved in a hands-on basis. On the other hand, our daughter is very involved, and I'm very proud, and so is Emery, when he was alive, of the path that she has taken. Even though she is a full-time working woman, she has taken on responsibilities. She serves on the Hebrew Alum Board, she serves on the Ezra Board, she's on the Fresh Air

Board, and she's on the Women's Philanthropy Board, and she chairs what she can. She's a powerhouse, and ...

Susie Pappas: 20:13 Okay, so let's talk about ... Traditionally, Women's Department had kind of two divisions. They had an education division and a campaign division. Do you think that was important, and if so, why? Well, you said that you did both, but did you think that was a good way for Women's Department to be handled with the two different divisions?

Diane Klein: 20:49 I think it was important. I'm not sure that it was so totally separated, as you're explaining it. I also think that there was also the division between Women's Philanthropy, and then we had the business and professional area too, those were almost more separate because of the necessity of catering to women who were working. Our feeling in all of our planning was that we were perhaps more able to get women involved through an educational event than inviting them right away to be part of the fundraising. So, I think we put a lot of early effort ... I think when I was president in the years that I was chairing things, I think that we had more staff that was allocated to educational events, and I think we just felt that education events were very, very important, because it was a venue for women to come. Not everybody was going to go on a mission to Israel and get hooked at that point, but they might come through the door to an educational program.

Susie Pappas: 22:01 You said that you did some campaign positions, but what really inspired you to work your way up to the presidency?

Diane Klein: 22:16 I'm not certain I worked my way up to the presidency. It certainly was not an aspiration of mine. Maybe other people decide that that's what they want to do and they maneuver, they work. I'm not saying maneuver in a bad way, but they have that as a goal. After I went on the mission and I took the leadership course, and I chaired a couple of things, I took a detour, because at the same time that I was involved in this early stage of my involvement with Federation, I had also become involved in Hadassah. My mother had given me a membership when I was pregnant with my first child, and I went to a meeting and met some of the young women. We started a young women's group, and that was probably 1969, 1970, 1971. So, I became president of that young women's group and chaired many, many activities for Hadassah, and then found myself as president of the Detroit chapter for Hadassah from 1983 to 1986.

So, I had stepped away from Federation for that little bit of ... At some point, it was parallel, and then when I really got involved in Hadassah I took a little break from federation. Then, I was done with being president of Hadassah in 1986, though I was still on the National Hadassah Board and still involved, and I remember Doreen Hermelin calling and asking me if I would have lunch with her, which I did, and she asked me if I would be ... Would I take the position as the associate campaign chair. I was surprised. I thought, wow, I haven't been real involved in the last few years, and I talked to Emery, because I knew what this meant as far as work and the commitment, and he encouraged me. It was something I wanted to do.

So, I became the campaign associate chair, and then the campaign chair, and I think that was 1989, maybe 1988. So, there wasn't such a big break between the time that I was president of Hadassah, and then went right into that. So, I don't find myself with this idea of working my way up. I chaired a little bit here and a little bit there, and then was asked to take on this really huge position.

- Susie Pappas: 25:03 That's interesting, because oftentimes, women that are campaign chairs have served in some other vice chairmanships, so they must have wanted to get you right when you were pretty sure, so before you went into something else.
- Diane Klein: 25:22 Maybe, and maybe that's the secret, is to take ... Approach people that are finishing positions in other organizations.
- Susie Pappas: 25:30 What do you remember about, first, being campaign chair? Who are the women that you worked with? Do you remember how the campaign worked?
- Diane Klein: 25:41 I do. It was a time when ... Even though it doesn't seem so long ago, it's 30 years ago, but that goes really fast, am I right?
- Susie Pappas: 25:54 Yeah.
- Diane Klein: 25:54 Yes, they're very-
- Susie Pappas: 25:55 Well, you were president in 1991, so you were campaign chair at the end of '89, '90, so yeah. Maybe '88.
- Diane Klein: 26:04 20. Yeah, so it's really 30 years ago, but the situation for women was very different in those days, because not everyone had a career and not everyone wanted to work full-time. So, we had a lot of volunteers. We really did have an abundance of women

who wanted to work. I think maybe other organizations may have been finding, at the time, volunteers starting to move away into other fields, but Federation, we were lucky. We still had a lot. And we were lucky, because we had a lot of activities. When I was campaign chair, believe it or not, we had eight fundraisers, eight actual fundraisers.

- Susie Pappas: 26:51 Tell us about those.
- Diane Klein: 26:52 We had five fundraisers in the Women's Philanthropy, and three fundraisers in business and professional, which was a real viable group at that time. Each one had a pyramid with chairs and workers, and worker training, and reporting days, and meeting to find your speakers and your houses and your invitations. It was a huge amount of work. Now, at the time, we also had a lot of staff.
- Susie Pappas: 27:26 Do you remember who are some of the staff people? Who was your women's exec? Do you remember?
- Diane Klein: 27:34 Who was the head of the-
- Susie Pappas: 27:36 Yeah.
- Diane Klein: 27:37 It was Sally Krugel I worked with, but it was a lot of ... I mean, there were a lot of chairs and a lot of associate chairs, and a lot of workers, and a lot of worker training people, and it was just ... I can't even tell you how many people. Then, we would have this ... I remember having to buy a lot of clothes, because there were five in the daytime and three at night, and that ... We had to look presentable. But it was ...
- Susie Pappas: 28:08 Do you remember where some of these ... Did they hold these events at the Federation building, or where would they hold the events?
- Diane Klein: 28:18 We would hold them at homes, if we could possibly get a home, because we were dividing them and we had so many of them, they weren't unmanageable, and we had some wonderful hostesses who let us use their homes. They were elegant, and they were wonderful, and I think people ... I think women really enjoyed coming to them. I remember the first one that I ever went to was ... I didn't know Joanne Zuroff, but it was at her home, and Dulcie Rosenfeld was the president. I was floored at the commitment that women made. In those days, when I first got involved, and certainly when I was president, we announced gifts. So, we called the names of the women who were in

attendance, and they stood up and they proudly and with no hesitation, in those days, said what they were giving and what they were increasing.

In fact, I will never forget that one of our daytime events, one of our fundraising events ... I don't remember what level of giving it was. We asked the first few women whose names were going to be called to announce their gifts as an increase. What we meant was I will ... We wanted a woman to say, "I'd like to increase my gift by 10% to \$400." What that first woman heard was that she should announce that she's increasing her gift. So, when we called her name, she said, "I'm increasing my gift," and so that's all that the whole room had to hear. Every single woman said, "I'm increasing my gift, I'm increasing my gift."

That was not a very good fundraiser, but other than that, having these events at home, this was warm and wonderful, and people enjoyed coming to those. Now, for the ones that fell ... The ones who were giving gift that was under that level, we did phone events. We had women here who were calling hundreds of women every single day. We did it for a week at a time, and we had more workers than phones, and we trained them, and it was a very effective way, at least once a year, to reach a donor and say, "We thank you for your gift, and we're calling for ... " Certainly, it was a longer spiel than that. We're calling for this year's gift, and we would hope that you might consider an increase. Times have changed. Women aren't home, it's hard to reach people, and so that is not as effective as it once was, but we had a wonderful ... We were known throughout the country for our effectiveness.

- Susie Pappas: 31:13 Yeah. So, that was as campaign chair. Can you describe your duties as president, and how did you differentiate that from being campaign chair?
- Diane Klein: 31:26 President, at that time, was very different, because we had some absolutely wonderful people that were campaign chair, and they could almost handle that campaign without a lot of input from the president. So, the president was able, then, to spend her time and her efforts on the non-campaign events, the encouraging younger women to be involved in the educational things that we were doing, and the training things that we were doing, and the outreach events. I was particularly lucky because the time I was president, it was a benefit to me, was the time of the first Detroit Miracle Mission, where we took ... Where Federation took 1,300 people and had this most incredible, memorable time in Israel. Emery and I were bus captains, as

were ... I think there were 20 buses. So, we had a group of ... I'm just taking a little detour, as I remember.

Susie Pappas: 32:29

Find out it's important.

Diane Klein: 32:31

We took a group of people who had never been to Israel, and I always thought next to your own first trip to Israel, the next best thing is to go with people who have never been to Israel. So, we had a wonderful time with our bus, and that was incredible, but as the president of the Women's Philanthropy ... Wasn't called that then.

Susie Pappas: 32:52

Well, you can call it whatever it was.

Diane Klein: 32:53

Women's Division. I may slip backwards into that.

Susie Pappas: 32:57

Of course.

Diane Klein: 32:57

Because I was president, I was given leadership roles on that mission, and I will remember, always, standing in front of the 1,300 people who were on the steps in the old city, and looking out at the sea of white t-shirts that everyone was wearing with Miracle Mission on them, and the hats, and introducing a speaker. It was an awesome, truly wonderful opportunity. When we came back, it was the spring of 1993, and I was finishing up my presidency. In those days, we used to have a very wonderful, end of the year luncheon where we installed our new officers and we gave end of the year reports, and again, I was lucky it was fortuitous for me.

I was the outgoing president, and we decided that we would invite all the women who had been on the Miracle Mission to come. We sent out special invitations to them, and we had 700 women at that event, and it was just ... It was wonderful. It was almost like a reunion for them. We sat them at the tables that they were on their bus tables, and I remember standing in front of all of them and giving my end of the year, going out of office speech. It was good.

Susie Pappas: 34:27

Wow, okay. So, who were your mentors within Women's Division, Department, and why were they your mentors?

Diane Klein: 34:42

I think you always look to people who you value their opinions and their leadership abilities, and their intelligence. I may forget to say somebody here, but I know Jane Sherman was an early supporter of mine, and I was in awe of her abilities. Dulcie is the first president that I remember working with. I loved her charm

and her grace, and she would sing. At every meeting, she would just burst into song and have a little song that was appropriate to the occasion. I loved working with Penny and Doreen, and ... I should have looked at the list. I should look at the wall of some place.

Susie Pappas: 35:43 That's great. They're all good. It's all good. When you think back to your term as campaign chair and or president, what do you think of as your proudest accomplishments? I mean, you spoke a little bit about this mission, which sounds pretty amazing, but-

Diane Klein: 36:02 I mean, that was not necessarily my accomplishment. I was just lucky enough. Maybe initiating the luncheon and coming up with that idea was. I'm not certain that I did anything that was different, necessarily, than other people. I think that I'm a good organizer, I think I made it easy for people. I'm an easy person to work with. So, I think that there may not have been, necessarily, new things that we did, but I think it was a smooth two years with me as president.

Susie Pappas: 36:43 So, are there any other memories that stand out to you about your involvement that you would like to talk about? Any other things that you remember?

Diane Klein: 36:58 Well, I talked about being president of Hadassah, and I talked about my involvement as campaign chair and president of Women's Philanthropy. I think the other thing that I am proud of is the fact that I was finished being president, I was asked to be the chair of the Midwest region, the national Midwest region of Federation.

Susie Pappas: 37:22 Explain that, because-

Diane Klein: 37:24 I know. We're not organized that way anymore, but-

Susie Pappas: 37:26 No, so tell a little bit about that.

Diane Klein: 37:27 ... at the time, the country was divided into regions, and there were 16 states that made up the Midwest region. From Michigan to Ohio to Illinois, Indiana, Wisconsin, Minnesota, North Dakota, South Dakota, Iowa, Kentucky, Tennessee, Kansas. The office was in Chicago with executives, and they facilitated how we ran things. I can't speak too much about how Federation ... Not the Men's Department, general Federation. But we could call the Midwest region if we needed a speaker, or we'd call the Midwest region. It was just a way of dividing it up so that that the national office didn't get all these calls.

I thought it was terrific. I thought it was really, really wonderful. As chair of the Midwest region, I was able to travel to many of the cities. I was asked to speak, and bring greetings, and do an update, and so I remember going to Akron, and I remember ... Toronto wasn't in our region, but remember being asked to go to Toronto and speak, and speaking frequently in Chicago and Indianapolis. I think the main thing that we did, the thing that was most important and I know it's missed so much now, is that we put together a conference for the women, the leadership of the 16 states. So, we would ask for ... We would send out an invitation and we would invite speakers in a hotel. It was pretty much always in Chicago because that was easy to fly into, and airport near the ... A hotel near the airport.

Our women would go, and I know, speaking from Detroit women, we would go, and there would be so many sharing opportunities and exhibits from ... Invitations from other communities that had worked. We would have a chance to talk to women from our sister communities. Small communities, maybe, but the more important ones were sharing with Chicago and Cleveland and Minneapolis and Milwaukee, and ... Am I missing any of the larger ones?

Susie Pappas: 39:55

St. Louis.

Diane Klein: 39:57

St. Louis. We could come home from those conferences with a year's worth of activities. We would hear about speakers that they had used, programs that they had initiated and wanted to share with us, ways of doing fundraising that were innovative and new, and we'd come home so excited and say, "Here's a copy of an invitation. We can use this invitation. Here's a speaker who is so wonderful that we would have never heard of before. Let's bring that speaker in." Then, the other part of that was the camaraderie, that we could send 15 women from Detroit to go, and it was ... It certainly didn't compare to our mission to Israel, but it was a mini ... A little mini time to get together in a hotel room and giggle in the middle of ... In the middle of the afternoon or evening, and share a meal, and make friends with women who are your counterparts in all these other parts of the Midwest. We in the Midwest have a certain-

Susie Pappas: 40:58

So, that brings me to another thing that you did not talk about that's kind of interesting that we don't do anymore, even just the camaraderie among the board members of Women's Division and some of the things that we did that brought our board members together.

Diane Klein: 41:17 I know what you mean. We used to go to Tamarack and we would have a retreat, a two-day retreat, and laugh, and plan, and have speakers, and they were wonderful. The world of women seems to have changed, and I'm not certain ... I can't even think that-

Susie Pappas: 41:36 We even know that, you know.

Diane Klein: 41:36 Maybe it's been tried, or maybe the idea's been tossed around the last couple of years, our women have children later, they work. I don't know how successful it would be to get women to leave, even for just two days, and go to Tamarack. It would be wonderful, I think.

Susie Pappas: 41:55 Well, that brings back one of my questions about how has Women's Philanthropy changed, but I want to go back just a minute. How in your time did Women's Division or Women's Department interact with general campaign?

Diane Klein: 42:16 Not very much. I have to say, it's not that we didn't try. We were busy on our own, so it wasn't that we were lacking any involvement, but there was a time ... I should have brought up, there's a little statue of a guy holding a briefcase, and for a couple of years, while I was campaign chair, they were doing a contest to see who ... Which of these divisions, mercantile, or Maimonides, or women's could get early money in, and we won it for two years, only because our campaign in the Women's Department and the Women's Philanthropy started early. So, we had our larger money divisions that we had those fundraisings earlier than the general campaign started, so it was kind of natural that we would win.

After two years of us winning, they eliminated that award because nobody else was going to win it except the Women's Division. It was hard. We would have women that had chaired fundraising events and fundraising divisions, and they were superb, and they were wonderful, and we wanted them to have positions in the general campaign or in Federation, and it wasn't often that they were picked up. Some were, but not as many ... They could be workers, but that avenue wasn't as open as it is now.

Susie Pappas: 43:47 Do you feel that Federation did and does value Women's Philanthropy as within-

Diane Klein: 43:57 I think they do.

Susie Pappas: 43:58 No, in your time.

Diane Klein: 44:00 I think they had to value the money that came in. Certainly, it was millions of dollars that might not have come in. I don't the husbands would have added what a wife was giving to their gift when they made it, if the Women's Philanthropy hadn't existed. So, I think that certainly, the money was valued. I'm not certain that Federation's leaders at the time were aware of how hard we were working. Really, how hard we were working.

Susie Pappas: 44:32 Well, that kind of brings me to another question. The whole concept of women having their own campaign and a women's gift. How was that accepted when you were campaign chair and president, a women's gift?

Diane Klein: 44:50 I think it was ... I think we did a good job of educating our women. We always said to them that women needed to make a gift in their own name, they needed to set an example in their household, they needed to ... Their children needed to see that they were valued and that they needed to be counted in the Jewish population. I think it was the beginning of women going back to work. I think they had income and I think ... That's why we started the BMP and kept that going for a while. I think it was ... Well, I think Federation, as I say, appreciated the money, and it was a lot of it. Millions of dollars came in from the women.

Susie Pappas: 45:33 Did you find that women would say that they couldn't give their own gift, or that they had to discuss it with their husbands, or how did that work?

Diane Klein: 45:45 They definitely said that. I had to discuss my gift with my husband. At the time, I wasn't working, I didn't have my own income, and so it was a conversation that the two of us had when we would sit down and say, "This is what we'd like to give to Federation." How much will be in my name and how much would be in Emery's name, and that was important, and I'm sure that conversation took place in most households where a woman didn't have her own income, but wanted to make a meaningful gift in her own name.

Susie Pappas: 46:19 So, what would you tell young women about the benefits of participating in Women's Philanthropy?

Diane Klein: 46:28 Oh, there are many. There really are. It's been such an important part of my life. My dearest friends, look at you, Susie, share days with me when we meet and we do good work, and

then we have a friendship that lasts forever and ever and ever. So, the friendships are absolutely wonderful. The opportunity to be a leader, the opportunity to be creative, the opportunity to do good is right there, staring at you in the face, and you just have to grab it. The growth, the incredibly intelligent and wonderful people that you meet, the speakers that you hear, the travel you're able to do. I understand if a woman wants to work, has to work, chooses to, but even those women, I would hope, would find a small place in their life to make life better for Jews here in Detroit and around the world. I think it's an obligation.

Susie Pappas: 47:34 So, what are your hopes for Women's Philanthropy in the future?

Diane Klein: 47:41 I would hope that it would continue strong and healthy. I would hope that there would be no dearth of leadership, that women would be encouraged to take leadership positions and work as hard as I did and the leaders that worked with me did. I would hope that they would find satisfaction, I would hope that they don't get siphoned off. That's something else I wanted to talk about, that there are so many places to give your volunteer time. When I was a young volunteer, and even when I was a leader, Jewish women pretty much worked for Jewish causes, whether it was Federation or Hadassah or [inaudible 00:48:29] or whatever it was. But in today's world ...

There's nothing wrong with it. A woman can work for the symphony and the art institute. They can solicit for hospitals and diseases, and there is not a bad cause among them. It's really, really important to give our time and our money, but I think we have to remember that the primacy of our Jewish community is right there for us, and if a woman chooses not to physically be active in it, at least let her gift be there to support our Jewish community. I think that's really, really important.

Susie Pappas: 49:14 I agree. Okay, so is there anything else that we haven't discussed that you'd like to add?

Diane Klein: 49:24 Yeah. I was thinking about it as we were talking. Because I was president of Hadassah and campaign chair, and then president of Federation, I was given the opportunity to sit on national boards, and that was a whole new, wonderful part of my life that ... Not everybody gets that opportunity, but it was just a great coming together of wonderful, talented women and committed people who worked as hard as I did for their own communities. So, I was on the National Board of Hadassah for six years, and then the way that National Federation was in

those days, there was a National UJA Board, and there's the National CJF Council of Jewish Federations Board, and I found myself on both of those. So, I was coming and going for meetings, and they eventually merged, but that was a wonderful component of my life. I was able to travel with them, and that was terrific too. I've had a wonderful opportunity to ... I may have given a lot of myself, but boy, I got a lot back.

Susie Pappas: 50:43 Well, thank you, Diane. I enjoyed talking to you.

Diane Klein: 50:46 Me too, Susie.

Susie Pappas: 50:47 We will conclude. Thank you.