



# JOURNAL

VOLUME X, NO. 2 — SUMMER 1997 AC

TABESTAN (Tir-Amardad-Shahrivar) 1366 YZ

Bahman-Asfandarmad 1366-Farvardin 1367 YZ (Shenshai)

Asfandarmad 1366-Farvardin-Ardibehesht 1367 YZ (Kadmi)

## ZARTHUSTI PROFESSIONALS IN NORTH AMERICA ENRICHING A NEW CONTINENT

*Who proves himself far better than the good,  
And helps Creation on its upward march,  
Through Mazda's strength our master he becomes;  
But whoso fosters not our Mother Earth,  
Behaves far worse than any of the bad,  
He meets his retribution in the end.*

*[Vohu Khshathra Gatha, Ys. 51.6, Taraporewala]*

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Whenever I meet Zarthustis from coast to coast in North America, one of the main subjects of discussion is: "Will we (Zarthustis) survive after the next 50 years?" And my answer is an emphatic but qualified "Yes".

The qualifier is on the question posed. Maybe we should not ask "Will Zarthustis survive?" because we then immediately get into the question of "Who is a Zarthusti?" with all its socio/political ramifications, but pose the question: "Will the religion as propounded by Zarthustra survive?" then the answer is yes.

However, we will not survive as a group of people practicing a religion, if we use the logic "we have survived over millennia, and we will continue to do so" or because "our religion is the best."

The religion will survive because we have the *will* and we have a *plan of action* to gain wisdom, to perpetuate ourselves as followers of a great religion. The religion will survive because of a concerted effort by everyone to make it survive (dictionary definition: 'to survive': to live beyond, to outlive, to remain alive). Today, I want to discuss two areas which require effort if the religion of Zarthustra is to survive:

- (1) The need of being respectful in our disagreements of ideologies.
- (2) The use of language as a transmitter of culture and traditions.

### Disagreeing Respectfully

As in all religious communities, we have our share of differing views on the interpretation and expression of the doctrine, as well as linguistic and cultural differences based on geography. However, the effort of every subgroup is motivated by the same

fervor, i.e. to preserve the known and maintain traditions believed to be correct and appropriate.

Instead of celebrating our diversity, everybody is pulling the same horse and colt, but in slightly different directions, with the result that the horse does not know which way to go, and the colt is getting confused. We need to agree on the direction we want to lead the horse. If we cannot, then we should agree to disagree in an amicable manner and go in separate directions. If not we will lose the colt. As a young Zarthusti wrote to me: "The constant maligning of people with opposing views is turning us young people off."

The world is changing, and we need to be alert and adaptive. We need to lift our heads out of the sand, and be proactive to the world around us. By insisting on insularity, exclusionary practices, and purity of race, are we not doing ourselves a disservice? Are we not allowing our religion to be referred to as a cult, being equated in the same category as the Solar Temple and Branch Davidians [*Observer, Cults A-Z index [www/guardian.co.uk/cults/a-z-cults/index.html](http://www.guardian.co.uk/cults/a-z-cults/index.html)*]. And while it is true we cannot control the written and electronic word, we can at least get our own house in order and be respectful to each other if we want others to respect us. However, we also need to acknowledge the good press we get as well [*Pico Iyer's essay "Our Days of Judgment", Time, April 7, 1997*].

### Speaking with One Voice

By a fortuitous act of coincidence, Zarthustis from Iran, India (including Pakistan) and Africa, find themselves once again together in new lands, viz. North America, Australia and Europe, surrounded by advanced technology for communications. We



are living in a 'global village'. Let us not lose this unique opportunity for forming ourselves into a 'virtual nation', by arguing over which language we should communicate in, English, or Farsi or Dari or Gujarati, or Uzbek (in the next 20 years).

Language transmits culture and tradition, it keeps culture alive, and efforts for the preservation of language should be encouraged. In daily use language is a vehicle of communication and expression, which should bind all of us together, a vehicle which can help carry the largest group of young passengers together.

It is obvious we all speak the language we are most comfortable in, at home and amongst our friends. To be multilingual is a political and social asset, but the lack of such linguistic skills does not make one any less a Zarthusti. *It is not important what language we use, what is more important is what we do with that language.*

Maintaining the cultural traditions of the language is a laudable effort, as long as its insistence for official use does not divide the community by putting extra hardships on volunteers who give of their time so graciously at great personal costs. An often repeated action becomes a tradition entrenched for that time and place and the English language will become the linguistic tradition of North American Zarthustis in the next 50 years.

The question "Will the religion of Zarthustra survive?" can be answered in the linguistic context as "Yes, if we all speak with one voice, in one language."

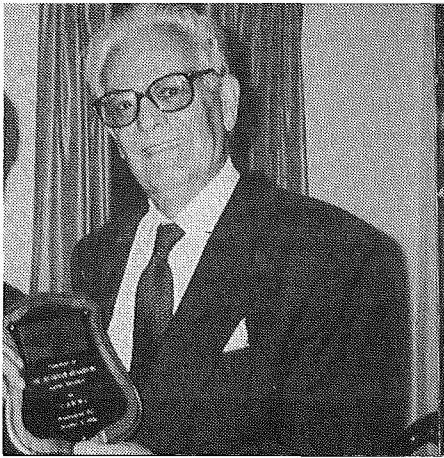
May better judgment prevail. ■

Dolly Dastoor  
President, FEZANA

The guest editor of this special issue of FEZANA Journal on Zarthusti Professionals in North America, is Dolly Dastoor, President of FEZANA.

# Bringing Unity — FEZANA Journal and Pake E Mehr

By Mehraban Shahrvin, M.D.  
Publisher, Pake E Mehr



**T**rying to bring further unity and cooperation between Zarthustis all over the world is one of our 'spentai' goals. We hope the joint effort of FEZANA Journal and Pake E Mehr will help us achieve this spentai goal. Three years ago, Dr. K. Harvesf made an important and interesting proposal for the two publications to join in thoughts and words. With his help, the proposal was accepted and acted upon by both sides, and through his support, this joint venture continues.

Since then, Pake E Mehr publishes important news from FEZANA Journal with Persian translation. In return, FEZANA Journal publishes important highlights from Pake E Mehr in English, resulting in furthering the knowledge and awareness of Zarthustis about important news and issues facing their communities.

In addition, Rustom Kevala, Chair of FEZANA Publications Committee,

Rohinton Rivetna, Dolly Dastoor, current president of FEZANA and others have submitted articles and letters for publication in Pake E Mehr, which we, to the best of our ability, considering the limited space, have accommodated. Also, in the past few years, FEZANA Journal published letters and articles in English and Persian written by the Pake E Mehr publisher, Mehraban Shahrvin. They also published an interview with Dr. Shahrvin in FEZANA Journal [Summer 1996].

This communication and cooperation has taken place with complete sincerity, benefiting Zarthustis all over the world, proof of which exists in the files of both publications. With proven benefit gained by our community as a direct result of this joint effort, we are pleased and encouraged, and are in the process of expanding this cooperation with talks between Dr. K. Harvesf, Dolly Dastoor, Rustom Kevala and myself, and also a meeting a few months ago between me and Dolly Dastoor in Vancouver, BC, and Rustom Kevala in Washington, DC.

This led to the decision that this social and cultural cooperation benefits Zarthusti communities all over the world and strengthens ties between them, and helps the survival of this culture and religion.

This cooperation between FEZANA Journal and Pake E Mehr opens a vast new chapter, and we hope that in the near future, FEZANA, with these two strong arms, FEZANA Journal and Pake E Mehr, becomes stronger, more constructive and productive, playing a big role in creating a world leadership which Pake E Mehr proposed three years ago.

We hope this cooperation results in WZO, Panchayet Anjuman, Zarthusti Anjumans in Iran, India, Pakistan and other parts of the world, Kankash Mobedan in the world, and all other Zarthusti Associations world wide to join hands and come together with understanding and spirit of cooperation and joint effort to make the next generation proud of us. ■

## ON THE NORTH AMERICAN SCENE

### FEZANA Close to Achieving NGO Status with UN

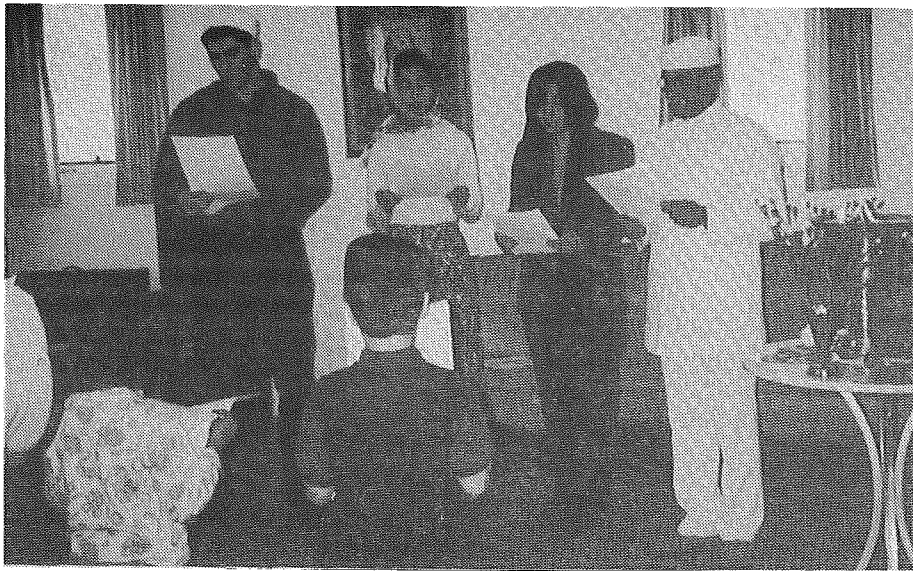
FEZANA's application for Non-Governmental Organization (NGO) consultative status with the Economic and Social Council of the UN, was approved by a 20-nation committee of the UN on May 12, and now goes to the Council for final approval, expected in July.

Thanks for bringing this well-deserved recognition to FEZANA, and to the religion of Zarthustra, goes to Rohinton Rivetna for pursuing this goal over a two year period with numerous applications, supporting documents and negotiations; and to ZAGNY members Framroze Patel (FEZANA Vice President), Lovji Cama and Kaikhosrov Irani, for representing us at the hearing before the Committee at the UN building in New York on May 12.

The application was approved without dissent from any of the nations, and with the full support of representatives from Ireland, India and Cuba. When the representative from Sudan claimed she had never heard of the prophet, and could not even pronounce the name, the audience of about 200 persons was elucidated on the religion very ably by Prof. Irani.

### California declares Iranian Heritage Day

After endless effort by the Iranian Federated Women's Club and the persistence of Fariba Nejat, the Board of Supervisors of the County of Santa Clara, California have proclaimed March 21 as "Iranian Heritage Day."



*At Humbundagi in Washington, DC: from left, Orang Demehri, Jasmine Patel, Rashna Ghadialy and Ervad Behram Panthaki*

### **Chanting in Unity — Humbundagi at ZAMWI, in Washington**

Some religious events, such as *Humbundagi*, can work wonders to create reconciliation among the Hitlers, Himmlers, Stalins, Churchills and Roosevelts of our community. Humbundagi allows all present to participate in chanting prayers, empowering all participants to be heard out loud on an equal note.

On March 16, Zoroastrian Association of Metropolitan Washington (ZAMWI) started a new tradition of humbundagi, brought from the old world to our new home, and organized by the ZAMWI Youth Club. The first day of the Gathas, according to the Fasli calendar, a cold, sunny, Sunday afternoon, was cele-

brated by getting together to chant traditional Zarthushti prayers. Our ZAMWI dastoorji, the youthful chorus, and the audience, chanted the prayers: Ashem Vohu, Yatha Ahu Vairyo, Jasa Me Avanghe Mazda, Din-no-Kalmo, and Yasna 47 with Sarosh Vadi Kata III.

Later, a youth gave a brief lecture on the meaning of Yasna 47, from the Spentamainyu Gatha: through the holy, Good Mentality (Spenta Mainyu) created by Ahura Mazda, the best life of good thoughts, good words and good deeds will lead to Asha, the Righteous Path.

*[Submitted by Rashna Ghadialy]*

### **Asian American Students in America**

A recent [March 1997] report titled "Diversity Among Asian American High School Students", provided by Educational Testing Service (ETS), concluded that South Asian parents had more education than parents of other Asian American high school seniors, and that South Asian fathers had the highest occupational status among the study groups. Filipino women had the highest status occupations among mothers, with the next highest, South Asian mothers.

The study also showed that the foreign-born spent more time on homework than native-born, and that the native-born missed school more frequently. 79% of the South Asian seniors scored above the 50th percentile in reading, compared to 46% of Chinese and 43% of Japanese seniors. However, the South Asian, Chinese and Japanese seniors were closer together in their math abilities, all of them scoring significantly above the average US high school senior.

One in four persons with a science degree, now living in America was born abroad. The two most important groups are the overseas Chinese and the Indians. The Iranians also make up a sizable group. According to The Economist, India sends between 12,000 and 15,000 of its annual crop of 50,000 information technology graduates to the US.



*Chicago area ladies (and a couple of men) made Dar-ni-pori at the Darbe Mehr for Ava Ardisoor Nu Parab on Shenshai Avan Roz and Avan Mah. Several hundred poris were made, under the direction of Mrs. Freney Mehta (seated, right) as a fund raiser for ZAC. To place orders for next year at \$5 per pori call Mrs. Mehta at (708) 974-1238.*



## Plans for Center in Dallas Area

At a special meeting on April 20, the Zoroastrian Association of North Texas (Dallas area) finalized a document outlining operating rules for the ZANT Building Fund and proposed ZANT Center. The objectives start with "To provide a place of worship devoted to the practice of the Zoroastrian faith ...". As a next step they will write a "Vision Document" defining the community's vision for the Center.

The balance in the ZANT Building Fund currently stands at \$14,319. Numerous fund-raising ideas are currently being pursued to augment this amount. Contact Charlotte Kharas, ZANT President at (972) 985-4407.

## Interfaith Conference in DC

On April 20, members of ZAMWI participated in the annual Public Dialog sponsored by the Interfaith Conference of Metropolitan Washington and the George Washington University Board of Chaplains.

The theme "Faith Under Fire" discussed challenges faced by religious communities of the world: (a) Questioning and skepticism from the secular world, (b) Aggressive proselytization of some religions, (c) internal conflicts and power struggles, and (d) personal differences in interpretations.

Although recognized by the Interfaith Conference as a major religion (a religion must be at least 100 years old), Zarthustis are not yet official members of the Conference. ZAMWI is pursuing membership under the leadership of its President, Kersi Shroff, and several past and present Board members.

## Public Sudreh-Pushi in California

The annual celebration of the anniversary of the Council of Iranian Mobeds (Kankash-e-Mobedan) and a public Sudreh-Pushi (Navjote) ceremony was held at the California Zoroastrian Center in Westminster, near Los Angeles, on April 19.



*Zoroastrian Society of Ontario (ZSO) Holds Fundraising Dinner Parsi Style: guests enjoyed a truly Parsi 'lagan-nu-bhonu', banana leaves and all — wafer, aachar, rotli, lagan-nu-eedoo, patra-ni-machhi, moglai murghi, mutton pullao, dar, kachooobar and lagan-nu-custard, catered by Jasavala & Sons. A Parsi skit, "Adagri ni Afratafri" topped off the festive evening.*

## New Homes On the World Wide Web

FEZANA has an Internet Web Site:

<http://www.fezana.org/~fezana>

The site was prepared by Rita Kapadia, a professional Internet consultant

[see her profile on page 37] and includes the following pages at present, though

not all the pages have been completely constructed:

**Home Page:** with links to other pages, and e-mail addresses.

**Organization:** with links to Officers and "How FEZANA Operates."

**Member Associations:** List of FEZANA Member Associations and Small Groups.

**Committees:** Chairpersons of FEZANA committees.

**Bulletin Board:** FEZANA messages and communications, meeting announcements, and meeting reports.

**FEZANA Journal:** Table of contents of recent issues, selected articles and subscription information.

Suggestions for improving the FEZANA Home Page are welcome. Send email to the FEZANA President or the Webmaster.

Other Zarthusti Associations that have recently constructed home pages on the Web are:

Australian Zoroastrian Association (under construction). Send e-mail to:

[aza@amaze.net.au](mailto:aza@amaze.net.au)

Zoroastrian Association of Greater New York (ZAGNY):

<http://www.zagny.org>

Zoroastrian Association of Metropolitan Washington (ZAMWI):

<http://www.nicom.com/~zamwi>

Numerous other individuals and students also maintain Home Pages. These sites are all very creative and informative. As more and more Associations get on the Web, the Zarthusti fraternity though spread far and wide across the globe, seems to get closer and closer.



## Houston Appoints Chairs for Congress 2000

Homi Manchershaw Davier has been appointed Congress 2000 Chair (Houston) and Sarosh Maneckshaw Program Chair (Houston) for the Seventh World Zarthusti Congress in Year 2000 in Houston, Texas.

Davier looks forward to active participation from Zarthustis from all over the world — from not only Iran, India, Pakistan and Australia, but from Europe, Uzbekistan and Tajikistan as well.

"This will allow us," writes Davier in a letter to FEZANA President Dolly Dastoor, "to reach out and touch the very souls who due to political digression have been away from our midst ... We have a span of three to four full years at hand to put forward a spectacular program which will be embedded in one's memory for the next decade. We need a team which, in its zeal to excel, will leave no stone unturned to put on a great show,"

Dastoor, congratulating Davier and Maneckshaw said: "We look forward to a great collaborative work and active participation from the North American and world wide Zarthusti community for Congress 2000."

## Myanma Parsee Cemetery and Fire Temple

Myanma Parsee Religious Headquarters writes: "On 19 May 1996, the City Development Corporation destroyed and removed all the graves from the cemetery. They leveled the ground and are now using the compound to keep the vehicles of the Corporation."

The community in Myanma are helpless in trying to preserve the Fire Temple and the right to worship there. They are appealing to Zarthustis of the world to appeal to the State Law and Order Restoration Council of the Union of Myanma with reference to the action taken by the Yangon City Development Corporation. [From 'What's On' Karachi Banu Mandal Newsletter].



## Oregon Mazdayasnan Order Celebrates NoRuz

The International Mazdayasnan Order celebrated NoRuz and Shadruf, birthday of Asho Zarthustra on March 25th and 26th, at the Faramarz Library at the Mazdayasnan Center at 312 North 19th, Springfield, Oregon 97477. Members meet at the Center on Sundays, for Mazdayasnan Fireside, to discuss Zarthustra's life and teachings.

## ZSO Silver Jubilee Jashan

As part of Zoroastrian Society of Ontario's Silver Jubilee celebrations and "to give our heartfelt thanks to Ahura Mazda for His bounteous gifts to our community", the Ontario Chapter of the North American Mobeds Council organized a 'mega jashan' on March 29, at the Mehriban Guiv Darbe Mehr in Toronto. Twenty-one Mobeds, led by Mobed Yezdi Antia, participated.

## Day of Iranian Americans

The governors of the states of New York, New Jersey and Delaware officially declared March 21 the "Day of Iranian-Americans". Dr. Manucher Shahidi, who led the group of prominent Iranian doctors that organized this effort, is continuing to pursue similar declarations in other states as well, and hopes, very soon, to have more than 25 states recognizing the day.

This gives Iranian Americans recognition as an official ethnic minority group in the US, with lobbying power in Congress to institute our culture and history into America.

## Errata

Minoo Netervala [FEZANA Journal, Spring 1997, page 40] did not get a Master's degree, but did graduate work in marketing research.

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See inside back cover for subscription form  
Renew for multiple years to avoid book-keeping

### Call for Advertisements in the Brochure of the 1998 Congress in NY

ZAGNY invites you all to submit your business and goodwill advertisements in the Congress brochure. It will be an excellent vehicle to market your services and products to the community. We encourage you to capitalize on this opportunity. The form identifying the rates and the page specifications is as follows:

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Please send your camera ready art work with this form and a check payable to ZAGNY CONGRESS 1998 to: Mrs. Teshter Irani, 105/10 62nd Road, Apt 4S, Forest Hills, New York 11375.

## Census of Zarthustis

According to official statistics based on the 1991 census in India, obtained from Padma Shri Homi J. H. Tale-yarkhan, there are 76,382 Zarthustis in India, females outnumbering males by 910. 3187 live in rural areas. Some of the data does not seem complete, establishing beyond doubt the need for Zarthustis in each geographical area to collect their own data and update it periodically. [Fed Newsletter, February 1997]

## PARADISE in Karachi

Through the generosity and sponsorship of Happy Minwalla of Trade Winds, Shahriar and Shervin Shahriari of Vancouver, gave a performance of Asho Zarathushtra and Cyrus the Great in PARADISE [photo below] for the Zarthustis of Karachi. The gala performance, before an audience of over 500 at the Hotel Metropole in Karachi, on April 10, raised funds for two local charities.



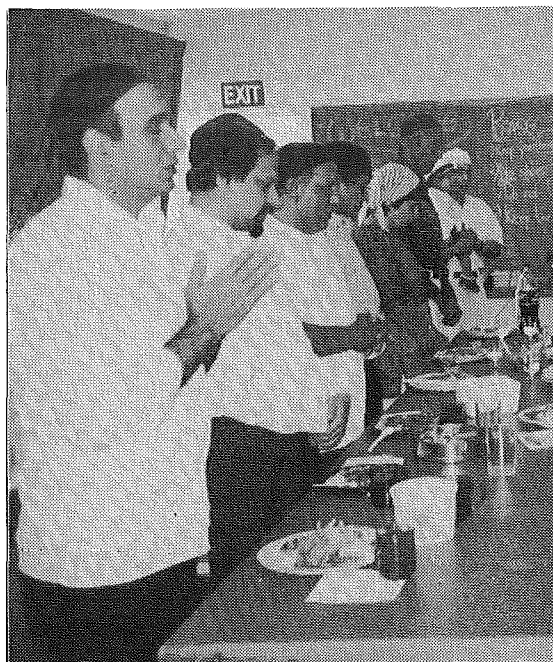
## Zanzibar Zarthustis

At one time over 800 Zarthustis lived in Zanzibar. Today only two remain. The agiary, built there nearly 100 years ago does not exist any more. There are now about 50 Zarthustis in Mombasa and 60 in Nairobi. Most are over the age of 50 years. [From What's On, Karachi Zarthusti Banu Mandal, March 1997]

## Zarthusti Named UN Special Envoy

Pakistan's former UN Ambassador, Jamsheed Marker, has been appoint-

*Members of the Traditional Mazdayasni Zarathushtrian Anjuman of New Zealand, celebrating the Maidyarem Gahambar (Fasli), in Auckland, on January 4th. Writes Jamsheed Sidhwa, President, "It was simple and low-key, but we got the feeling of a large family reunion – full stomachs and happy hearts. When one returns home, it is with rejuvenated zeal towards our religion"*



ed Secretary General Kofi Annan's personal representative for East Timor, the former Portuguese territory, whose annexation by Indonesia two decades ago remains a matter of contention.

He is the first Zarthusti to serve on the Security Council, or be appointed an International mediator.

[ZSO Newsletter, April 1997]

## 1000 Days to the Next Millennium

Sunday, April 6, was 1,000 days from the start of the next millennium, on January 1, 2000. Numerous events and celebrations marked this moment. The "One Day in Peace" rally is campaigning that no guns be fired anywhere on earth, for 24 hours on Jan 1, 2000. Not even on television. Visit the website at [www.worldpeace2000.org](http://www.worldpeace2000.org).

## Navjote in Sweden

On April 5, Mobed Kamran Jamshidi performed a triple Navjote ceremony at his home in Gothenburg, Sweden. The Navjotees were Trita Parsi, Gautam Bhattacharyya and Alexander Bard, all three residing in Stockholm, Sweden, and already members of the Stockholm Zoroastrian Anjuman. Members of the Swedish Zoroastrian Society participated, assisted at, and celebrated after the ceremony which

was performed according to the tradition of the Tehran Anjuman. [From a posting on the Zoroastrian alias on the Internet, by Hanjamana Zarathushtri Stockholm, e-mail: [tralala@bahnhof.se](mailto:tralala@bahnhof.se)]

## Navruz is National Holiday in Uzbekistan

"We are glad to let you know that Navruz has been declared as the Principal State Holiday in Uzbekistan", writes Rustam, a member of the Uzbekistan Anjuman, to Zarthustis on the Internet alias (address list), "and Zarathushtrian Achaemenian and Sassanian symbols have been placed on the coins." It was only 17 years ago, when many Iranians feared that Navruz would be destroyed by the new regime in Iran. It is great to know that not only the Islamic Republic of Iran recognizes Navruz as a National Holiday, but also, now, Uzbekistan. Contact Rustam by e-mail at [armati@silk.org](mailto:armati@silk.org).

## Observance in London

Her Majesty Queen Elizabeth and The Prince of Wales attended the 1997 Commonwealth Day celebration at Westminster Abbey on March 10. Rusi K. Dalal, President of the Zoroastrian Trust Funds of Europe (ZTFE), representing Zoroastrians, was one of the 'Honorary Stewards' presented to The Queen.

# The World Zoroastrian Organization (WZO)

By Adi Davar  
WZO Committee Member  
Falls Church, Virginia

**Z**oroastrians have steadily emigrated from their traditional home countries since late 1950. Political fragility in east and west Africa in the sixties and in Iran in the late seventies, accelerated this diaspora. Less than 50% of the world population of Zoroastrians today lives in India, Iran and Pakistan. The remainder are now dispersed, in tiny pockets across Australia, New Zealand, Africa, Middle-East, East and South Asia from Nepal to Japan, Europe, North America and UK.

**How was WZO born?** The World Zoroastrian Organization (WZO) was born as a result of the mandate of three consecutive world Zoroastrian congresses that a world body should be created to protect the interests, foster unity and promote the welfare and well-being of our tiny community scattered across the globe.

The first Congress in Tehran in 1962 astutely anticipated the emigration trend. That became a reality by the time of the next two, in 1976 and 1978, in Mumbai. Delegates to all three Congresses therefore unanimously decided on the expeditious creation of a world body for the community. Each entrusted our Indian co-religionists with the lead to realize this mandate. But they took little action beyond issuing invitations in 1978 to associations abroad, to nominate persons to a conference to look into the proposal.

Drastic political developments in Iran led Dr. Farhang Mehr of Iran to suggest in early 1979, that as the Indian co-religionists had so far been unable to realize these repeated mandates, the European association (now

renamed the Zoroastrian Trust Funds of Europe) should instead try its hand. In response, ZTFE invited world leaders (including Jamshed Pavri and Mehraban Zartoshty of Canada, Jamshed Gazdar (who declined), Noshirwan Irani and Dadi Mistri of India, Arbab Guiv, Farhang Mehr and Rostam Yeganegi of Iran, Rostam Sarfeh and Kersey Antia of USA and Dastur Sohrab Kutar, Bailey Irani and Shahpur Captain of UK, to form an international committee to consider a draft constitution for a world body.

After incorporating the Committee's many suggestions, the draft constitution for a world body, named the World Zoroastrian Organization, was finalized. The mandate of three consecutive Congresses was thus realized. The committee members became WZO's Founder Members. After incorporation in UK, with London as headquarters, WZO was born in January 1980 as our community's international organization.

**What does WZO do?** WZO's constitution stresses world-wide Zoroastrian unity as the essence, to give the community strength and vision to forge ahead and achieve progress. Its major objectives are summarized as under:

- Promote understanding and foster unity between Zoroastrians across the world.
- Represent the Zoroastrian cause and Zoroastrians internationally.
- Protect the cultural, economic, political, social and other interests of Zoroastrians throughout the world.
- Study, ameliorate and resolve problems faced by Zoroastrians anywhere.
- Promote study and research on Zoroastrian culture, doctrine, faith, history, practices and scriptures.

- Disseminate results of such studies or research, and any reliable information, relevant to Zoroastrianism.

- Alleviate poverty and uplift poor Zoroastrians anywhere.

**Who are WZO's Members?** Membership is open to individuals and associations. The founding fathers felt that if WZO's objectives were to be realized in a widely scattered global community, both must have an equal voice in community affairs. Two factors influence them: their experience that when faced with difficult or controversial issues with political or social implications, associations usually studied them to death or sat on the fence to avoid decisions; and perception at the time when finding legal residences for many displaced Zoroastrians was critical, a world body's hands would be stronger with governments and the international community, if it could vouch for them rather than small scattered associations. Given both imperatives, they chose the most democratic system possible, namely, of giving only one vote to each WZO member (individual or association).

Today, besides an association, any Zoroastrian, his Zoroastrian or non-Zoroastrian spouse and their children, can each become a separate member of WZO. Any member can nominate persons for election as WZO's directors, suggest study of any community issue or problem, and — by voting by proxy — decide in a referendum on the proposals of such a study and elect the directors.

**How is WZO managed?** WZO is managed by an Executive Committee of 36 directors. Today, they come from Australia, Canada, India, Iran, Pakistan, Singapore, UK and USA. The Committee considers and decides on major policy matters relevant to WZO through correspondence and telecommunication. Its members at their cost, travel to keep in touch with the community in various countries, by talking, rather than superficially through correspondence.



At present Canada is represented on the Committee by Rusi Balsara and Mehraban Zartoshty, and US by Kersey Antia, Meherwan Boyce, Dhunmai Dalal, Adi Davar, Sorab Felfeli, Kaikhosrov Irani, and Farhang Mehr. Nani Palkhivala, Rostam Yeganegi, Byram Avari, Dadi Balsara and Purviz Kolsawalla are amongst leaders from India, Iran, Pakistan, Singapore and Australia.

Because WZO is headquartered in London, directors on the Committee from UK/Europe provide WZO's administration and serve as its executive arm to implement policy decisions.

**WZO chapters.** WZO has established chapters in countries with large Zoroastrian populations, like India and Pakistan, to focus more sharply on its community's specific needs, marshal local talent and involvement to implement programs better, and generate additional financial resources.

WZO is keen on a chapter in Iran to pursue activities to help our Iranian co-religionists. However, they have indicated that in the present political situation, they would signal when the time was ripe.

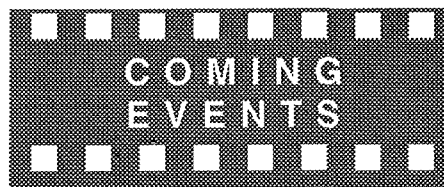
**What has WZO done.** Immediately on its formation, WZO assisted displaced Zoroastrians from Iran to settle in UK, the West and elsewhere. It acted vigorously with the UK Prime Minister's office, US State department, Canadian Foreign Affairs, Indian and Pakistani External Affairs, Ambassadors in London of many countries, and the UN Refugee Commission in Geneva. The most recent example is intervention to persuade a government to release a Zoroastrian jailed without trial.

WZO has fostered study and research on Zoroastrian culture, history and religion by eminent scholars, and organized conferences in India, North America, Pakistan and UK. Recent examples are the first of its kind seminars on: the Gathas, Zoroastrian scriptures, and for young adults and

adults to interact on issues critical to North American Zoroastrians. To disseminate knowledge, papers from conferences are usually sent to WZO members as conference booklets. A quarterly journal, Hamazor, is published to engender unity.

In addition, WZO has established an outstanding record in improving the quality of life of poorer Zoroastrians. It has developed projects to help students, young entrepreneurs, the unhoused, poor priests, widows, farmers living in absolute poverty in Gujarat, and many others. It helps the poor to get medical care, and those needing medical expertise unavailable in developing countries, to get it in the West.

Such thoughtfully planned and well-mannered activities have, however, led detractors to label WZO as a "mere philanthropic organization", or a "glorified Red Cross". That is praise which damns, because it serves to obscure other substantial work that WZO does as the community's world body, created over 16 years ago, as a result of unanimous mandates of three consecutive World Congresses. The annual fee per individual is US \$10 and only US \$20 for associations. ■



## Upcoming Festivals

- Maidyarem Gahambar (S)*  
Mah Daye - Mehr (Jun 3-7)
- Maidyoshem Gahambar (F)*  
Mah Tir - Khorshed (Jun 29-Jul 3)
- Jashan-e Tirgan (F)*  
Mah Tir - Tir (Tue, Jul 1)
- Pateti-Navroze (K)*  
Mah Fravardin - Hormuzd (Wed, Jul 23)
- Mukhtad-Gatha Days (S)* (Aug 17-21)
- Pateti-Navroze (S)*  
Mah Fravardin - Hormuzd (Fri, Aug 22)
- Khordad Sal (S)*  
Mah Fravardin - Khordad (Wed, Aug 27)
- Fravardian Jashan (S)*  
Mah Fravardin - Fravardin (Tue, Sep 9)
- Paitishahem Gahambar (F)*  
Mah Shehrevat - Ashtad (Sep 12-16)
- Jashan e Mehrigan (F)*  
Mah Mehr - Mehr (Thu, Oct 2)
- Maidyoshem Gahambar (S)*  
Mah Tir-Khorshed (Nov 30-Dec 4)
- Asho Zartosht Death Anniversary (F)*  
...Mah Daye-Khorshed (Fri Dec 26)
- Maidhyarem Gahambar (F)*  
Mah Daye - Meher (Dec 31-Jan 4)
- (F)=Fasli, (S)=Shenshai, (K)=Kadmi

## EDITORIAL POLICY

**FEZANA JOURNAL** encourages its readers to submit relevant information, news and views for publication. Articles in the Journal are intended for the general reader, and should not be very lengthy or highly technical in content. All unsolicited submissions should be limited to 600 words. Articles or letters that attempt to conduct ongoing public dialogue with other letter-writers, revile any religious doctrines or practices, or attack or slander individuals will be rejected. The Journal reserves the right to accept articles, hold them for future use, and edit them for clarity or to meet space constraints.

## In Coming Issues of FEZANA Journal ...

### Fall (September) 1997: Exploring the Date and Place of Zarthustra

Sarosh Maneckshaw of Houston, Texas, will be the guest editor of this issue. Readers interested in submitting articles or letters for publication, please contact Mr. Maneckshaw at 11415 Overbrook Lane, Houston, Texas 77077, Tel: (713) 870-9317.

Submission deadline is July 1.

### Winter (December) 1997: Zarthusti Initiation Rituals

Submission deadline is October 1.

**ZAGNY proudly announces hosting of**  
**The Eleventh North American Zoroastrian Congress**  
**on**  
**THE ZOROASTRIAN COMMITMENT IN THE NORTH AMERICAN CONTEXT**  
**at Rye Town Hilton, Rye, New York**  
**July 2 to 5, 1998**

This congress is conceived as providing an opportunity to the Zoroastrian community to discuss matters of concern to the North American Zoroastrian Community. Thus we are looking forward to discuss the issues of religious commitment, commitment to ritual practices and explorations of socio-economic issues. We are expecting to distill suggested approaches towards solutions to these perceived issues. Along this line, the program committee is researching into organizing sessions on the following topics:

- Demographics and projections to 2001 and beyond
- What is it to be a Zoroastrian?
  - Faith and Community
  - Rituals
  - Intra and Inter Faith Marriages
- Community Enhancement and Preservation
- Belief and Devotion
- Social Structures

**The events:**

- Thursday, July 2, 1998 FEZANA workshops in the afternoon. Early registrations open.
- Friday July 3, 1998, start of Conference, Award luncheon, and Youth night
- Saturday July 4, 1998, Social Banquet in the evening
- Sunday July 5, 1998 noon, the Conference ends.

**Rye Town Hilton:**

- is 30 minutes North of Manhattan in Westchester County, New York. This resort complex is set on 45 wooded acres of land. It is located one mile from Rye Train station (Metro North Commuter Railroad), 10 minutes from the Westchester County Airport (complimentary service is available). The hotel also has scheduled hourly shuttle service between the hotel and LaGuardia and Kennedy Airports.
- Indoor and outdoor pool facilities, tennis, Jacuzzi, spas, Fitness Center, plus more are available on site. World class shopping is nearby.
- The room rate for the Congress is \$125 per night for single, double/twin, triple and quad. All events will be held at the hotel site.

**The Finance Committee** for Congress '98 is working actively and diligently in raising funds for the upcoming congress. One such activities is **Calendar Sweepstakes: Goal: to sell 2,000 tickets.**

Fali and Perveen Shroff have designed this fun activity as a part of fund raising. The sweepstakes sales will end with the big drawing at the Pateti function in August '97. There are a number of prizes throughout the campaign. At ZAGNY, we had a great response at the Navroze function, selling 460 tickets. But we still have a long way to go. We have requested all Zoroastrian associations and groups to help sell the tickets. We need everyone's help in meeting our objectives. If we each sell 10 tickets to our friends and co-workers we can easily meet our goal. So let's reach out and get the tickets sold. For tickets, contact one of the Co-Chairs.

The Congress Co-Chairs are:

**Noshir A. Langrana**

19 Brookfield Way, Robbinsville, NJ 08691  
(609) 275-9154 (home)  
(908) 445-3618 (work), (908) 445-3124 (fax)  
e-mail: langrana@caip.rutgers.edu

**Gev Nentin**

29 Swarthmore Lane, Dix Hills, NY 11746  
(516) 462-0763 (home)  
(212) 270-4413 (work), (212) 661-8396 (fax)  
e-mail: gevntentin@aol.com

Mark these dates on your calendar and plan to be a part of the active Zoroastrian Community.

## Religious Retreat

The Mazdeyasnie Connection will hold its annual Religious Retreat in California in June 1997. For information call (714) 995-8765.

## Kankash Summer Camps

Under the leadership of Mobed Fari-borz Shahzadi, the Council of Iranian Mobeds of North America (*Kankash e-Mobedan*) holds 3-5 day camps for Zarthusti youth at locations across the country. These popular camps continue to draw enthusiastic youth. The tentative plan for 1997 is:

Jun 27-29	Vancouver
Jul 3-8	London, UK
Jul 23-27	San Jose
Aug 7-9	Houston
Aug 14-16	Chicago
Aug 22-24	San Clemente (Inn by the Sea)
Aug 29-Sep 1	Washington, DC Toronto

For more information, or to organize a seminar, class, lecture or religious camp in your area, or request a Jashan or Sudreh-Pushi (Navjote) performed, contact Mobed Shahzadi of the Kankash at (714) 348-2735

## World Youth Congress in London, July 1997

The Second World Zoroastrian Youth Congress will be held in London, England, from July 4-11, 1997. All youth between 14 and 40 are invited. Registration is £175 (including 3 nights luxury hotel, meals, dances and programs). Contact your local Association or Kerman Jasavala, 24 Griffiths Road, London SW19 1SP, UK, e-mail: 101366.3704@compuserve.com tel: 0181-542-7195; fax: 0182-241-7150.

## Zarthusti Business Expo

A Zarthusti Business Expo is being planned, organized by the FEZANA Business Committee in Las Vegas, Nevada, in the Fall of 1997. The Expo will feature exhibits by businesses and entrepreneurs. Contact Farshid Salamati at (510) 727-0480, e-mail: sabehan@aol.com, or Rohinton Rivetna at (630) 325-5383, e-mail: rivetna@lucent.com.

## FEZANA AGM IN CRESTONE, COLORADO

The Tenth Annual General Meeting of FEZANA will be held in Crestone, Colorado, from Saturday August 9, 9 am to Sunday August 10th noon. The meeting will be devoted to developing further, the Strategic Plan for the community, as well as a brainstorming session for Congress 2000.

Crestone is 4 hours by road from Denver airport, so if you can arrange to arrive in Denver before early Friday August 8, morning, we can pool car/van rental and leave together for Crestone by 10 am on Friday. This would give us time to absorb the beauty of the place.

Town house rooms, each accommodating 2 people have been booked in Crestone. Cost of each room is US\$50 per night. In keeping with the pristine atmosphere, a round table discussion is being planned on "Zarthusti Spirituality, Rituals and You."

Meeting coordination is sponsored by Buckey Amaria of the Rocky Mountain Zoroastrian Association. For further information call Katayun Kapadia at (609) 795-0946 or Dolly Dastoor at (514) 656-2036.

## First North American International Avesta Conference

The First North American International Avesta Conference will be held at the Sheraton Tara Hotel, in Framingham near Boston, November 15-17, 1997. It is sponsored by the Zoroastrian Education and Research Society, co-sponsored by FEZANA and ZAGBA (Boston).



A unique conference arranged to promote knowledge and understanding of Avestan literature and theology of Zoroastrianism as it has evolved in the last 3,000 years, topics include the Old Avesta (Gathas and Old Avesta texts), Young Avesta, Pahlavi, Parsi/Persian Literature, Rituals and History. Designed for religious scholars, academicians, students, members of the Zarthusti community, and those interested in understanding the Zarthusti religion, the conference will provide a forum for perceptive and reflective exchanges.

Among world renowned scholars presenting are: Jehan Bagli, Keki Bhote, Carlo Cereti, Richard Frye, John Hinnells, Helmut Humbach, Pallan Ichaporia, K. D. Irani, Dasturji Firoze Kotwal, William Malan-

dra, Sarosh Maneckshaw, Farhang Mehr, Khojeste Mistree, Antonio Panaino, James Russell, Shaul Shaked, Martin Schwartz, Mario Vitalone, Gernot Windfuhr, and representatives from the Mobeds Councils.

Conference registration including lunches and banquet is \$100, and \$70 for students. Contact: Pallan Ichaporia at (610) 589-5419, Khorshed Jungalwala at (508) 443-6858 or Sarosh Maneckshaw at (713) 870-9317.

## Eleventh North American Congress in New York in 1998

The Eleventh North American Zoroastrian Congress, will be hosted by ZAGNY, July 2-5, 1998, at the Rye Town Hilton in Rye, New York, not far from the Darbe Mehr in New Rochelle. [Further details are on page 10]. Contact Co-chairs: Gev Nentin at (516) 462-0763 or Noshir Langrana at (609) 275-9154.

## Second Avesta Conference in Alberta in 1998

The Second North American International Avesta Conference, sponsored by the Zoroastrian Education and Research Society, and hosted by the Zoroastrian Association of Alberta (ZAA) will be held in Alberta, Canada, on September 25-27, 1998. Contact ZAA president Firdosh Mehta at (403) 438-4371.

**Early Memories.** Jehangir R. Paymaster (Medora) grew up in the British cantonment of Deolali before India became a republic. His father had been a prosperous Parsi building contractor, erecting clubs, military housing, schools, cinemas and houses for the area.

The first car which arrived in Deolali was owned by Jehangir's father. Symbolically, when the car arrived from Mumbai (formerly Bombay), that was when Jehangir chose to make his appearance in the world. The event was well remembered by his brother Keki, who is three years older. "It was late in the morning when they both came," he reminisced.

Jehangir attended the Parsi school of Dhondi Road. In the evenings, there were sports — cricket, tennis, badminton and when it rained, billiards inside the house. Parsis excel in individual sports, but do not play team sports like football or hockey. But cricket was a passion in his growing-up days, and although he never progressed beyond mediocrity, he enjoyed the game. He did hit a few over-boundaries.

**Musical Ventures.** For extra-curricular activities, he began to learn how to play the violin. Since his brother had also studied violin and played considerably better, Jehangir's mother switched him to playing the mandolin. Another subject he attempted was voice lessons. In fact, music became a dominant part of his life. Indian music was added to his other musical pursuits, and later, also lessons on a foot pedal-operated harmonium (which was an expensive instrument). After a few lessons on the harmonium, he became bored and threw in the towel. With the mouth organ he progressed a little better, mainly because he had been influenced by seeing British army boys playing on them.

And that's where he developed his smoking habit — imitating the army kids. Jehangir had his share of punish-

# JEHANGIR MEDORA MAN OF MANY FACETS

By Mollie Stewart, Toronto  
and Meher Master Moos, Mumbai

ment when he was caught smoking (which is viewed by the Parsis as a heinous crime). He confessed to the misdemeanor honestly and received, heroically, strokes from a malacca cane on both palms.

Although the college he attended was not a prestigious one, he managed to acquire a Bachelor of Law degree (LLB). In those days the law profession was overcrowded, and that is why half the class failed. He felt lucky he had made it, especially with the beautiful distractions he had encountered in the college girls.

**Coming to America.** The 1939-1945 war was coming to an end, and everyone was talking about the United States. Jehangir obtained a Parsi-funded scholarship loan, and was admitted to an MBA course at Columbia University in New York, in 1947. He stayed at the International House — a hostel with 1,000 rooms, housing the best and brightest students from all over the world.

**At the UN.** The UN office was a much coveted place of employment, and with his luck still holding out, Jehangir secured a job at the UN Secretariat, as an Administrative Assistant. In 1949 he was sent to Korea. The UN objective was to bring about unification of North and South Korea, (which it has still not succeeded in doing!).

The UN flag color, a pale blue, could not stand up to the rigors of Korean weather, fading fast to insignificance. So Jehangir sent them back with a letter explaining that the flag had been flown from this date to that, describing the fading problem, and suggesting that a better dye could be

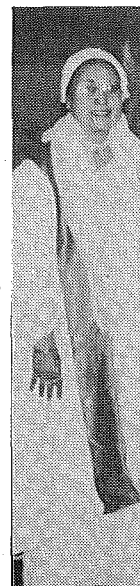
used for future flags. As a result, the returned flags are now on display in the UN Museum in New York City with a written notation which reads:

"This United Nations flag was flown in Seoul, Korea in 1949 ..."

Jehangir R. Paymaster, Administrative Officer  
UN Commission in Korea, Seoul, Korea

**Indian Air Force Supply Mission.** After his sojourn with the UN (1948-1950), Jehangir joined the Indian Supply Mission and worked in Washington, DC for three years. He was procuring parts for the Indian Air Force training planes — surplus Harvard Trainer planes — which due to scarcity of parts, had been grounded. Since the planes were no longer in production, the parts had to be purchased from surplus dealers. Jehangir had established an excellent rapport with these businessmen and could have parts shipped out within 24 hours when needed. The IAF sent him a letter of thanks for his efforts.

**Return to India.** During his years away from home, his mother yearned for him to get married, have children and settle down. Her letters would invariably begin: "When am I to become a grandmother ...?" Subsequently, in 1953, Jehangir returned to Mumbai. His mother was now dismayed at the condition of his teeth. In the early days, she used to give him a special dentifrice (sugarcane) to keep his teeth white. However, during his stay in America, he had indulged his sweet tooth, and his teeth had





suffered. Whereupon, his mother would rebuke: "With teeth like that what girl is going to kiss you?" She got her point across, and Jehangir promptly made an appointment with the dentist to remedy the situation.

He became director of a British firm in New Delhi, and three years later, Manager of the Import License Department at Larsen and Toubro in Mumbai.

**Emigration to Canada.** But soon he became restless and longed to return to North America. Since there was a greater obstacle to US immigration, he emigrated to Canada. At this time (1960) he changed his name from Paymaster to Medora — his parents came from a small village in India named Medora (or Mendhor).

Jehangir came prepared for the cold winters in Montreal. However, the job he landed was in Thompson, Manitoba, a frozen spot of land 700 miles north of Winnipeg, with an average temperature of 75°F below zero in winter. He was with the Inco Company, and there was money to be made. He adjusted to the weather and life was not so bad.

He stayed there for three years during which time he met and married a lovely English-Canadian lady. She could cook, run a household, handle his finances and generally improved his life. After 25 years of marriage she passed away in 1992, and once more Jehangir was alone.

**Helped Parsis Emigrate.** In 1967-1968 he had begun to assist Parsis from India to emigrate to Canada. He helped nearly 2,000 Parsis to relocate. Many of them found it tough at first, but with good education and the indomitable spirit of the Parsis they settled down in their adopted land. This was one of Jehangir's most rewarding achievement.

**Flag for Zarthustis.** In 1993-1994 Jehangir worked with a passion to design and produce a flag for the Zarthustis. The flag has been entered into the British Flag Archives. After his wife's death, Medora returned to Mumbai in 1995, and lived with his brother for a year. He had major surgery done on his heart, but was on his feet within a few months, promoting his Zarthusti Flag. He had the Flag printed on glossy, colored, laminated paper, and distributed 10,000 free of charge in Mumbai and elsewhere. Medora is glad that his dream of a Zarthusti flag has been realized and Parsis have taken to the idea.

Jehangir is now in his 78th year, but still very much young at heart. He keeps busy working part-time in the hospital industry, and working on various projects in his home. His mother had lived to the age of 92, and he is confident that he will inherit her longevity gene.

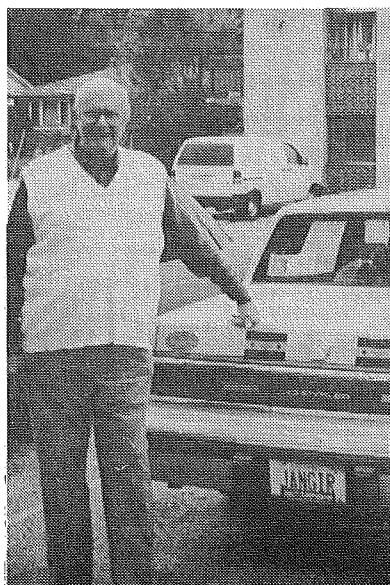
**Varied achievements.** Among his numerous achievements, he has writ-

ten and published a medical book and dabbled with inventions. Not content with the success of his flag, he is now considering composing an anthem for the Parsis. Another projects is inventing a substitute for sandalwood, which is very expensive now.

He is also committed to unifying the Zarthusti community worldwide so they do not disintegrate and lose their heritage as a people and as an ethnic group. Jehangir takes great pride in the fact that there are no Zarthusti criminals; that they are a healthy, moral, law-abiding and highly educated people, and an asset to any country, having produced intellectuals, doctors, lawyers, writers, poets and musicians and the greatest industrialists from their ranks. ■

*[Dr. Meher Master Moos, MA in Law, Oxford University and LLM (University of Michigan) is President of the Zoroastrian College in Sanjan, India. Mollie Stewart, daughter of a major in the British army, was born and grew up in Bangalore and now lives in Toronto. She is author of the book "Child of the Raj."]*

*Medora's Zoroastrian flag: with Dr. Mehr Master Moos and delegates at World Zoroastrian Congress in Tehran (left) and flying over Medora's family apartment in Mumbai (right). Photo center: Medora with flag bumper-stickers on his car.*



*Our Zarthusti community in North America has produced many outstanding individuals who can only be described as stalwarts. Three of them are profiled here.*

## KEIKHOSROW HARVESF

**K**eikhosrow Harvesf was born in Kerman, Iran to Morvarid and the late Mehraban Khodamorad Harvesf. He is married and has two children Mojdeh, a graduate student, and Cyrus, a middle school student in Jacksonville.

**Education and Professional Background.** Dr. Harvesf attended grade and middle school at Kaviani School and Iranshahr in Kerman, Iran, and high school at Firooz Bahram in Tehran. He received his medical degree from the University of Tehran, in 1964, working as a physician in charge of the night shift in Jaleh Clinic, a local clinic in Tehran from 1963-1964. He entered the military as required by law, serving his duty as a physician from 1964-1966. Upon completion he received a certificate of honor from the military university in Tehran. In 1967 he began his residency in Surgery at Sina Hospital.

To further his education in pediatrics, Dr. Harvesf came to the US in 1968 and did his internship at Memorial Hospital, affiliated with Albany Medical Center in Albany, New York. He completed residency in Pediatrics in Jacksonville, Florida by attending the University of Florida College of Medicine (JHEP) and then went to Philadelphia and obtained his sub-specialty degree in Pediatric Gastroenterology from St. Christopher Children's Hospital at Temple University. In 1973, Dr. Harvesf established his private practice in Jacksonville, Florida where he has been practicing for 24 years.

Along the way, he has been the recipient of many awards and recognition, including a silver medal from Kerman, Iran, and a letter of appreciation and recognition from Dr. Jahanshah

Saleh, who was Iran's Minister of Health and President of Tehran University in 1963.

Dr. Harvesf currently holds numerous positions, some of which are: Chief of Department of Pediatrics at St. Vincent's Medical Center, and member of several Boards there; Member of the Board of Directors at the Duval County Medical Society; Board Member and President of the Speech and Hearing Center, a United Way Agency; Board Member and Chairman of the Credential Committee of North Florida Physician's Association; and numerous other national and state professional societies.

**Religious and Social Activities.** Dr. Harvesf is one of the founders of Sazaman Fravahar, a Zoroastrian Youth Organization in Tehran, Iran, which has been active for the past 35 years. He succeeded in convincing the Iranian Army to allow Zoroastrian servicemen to observe their religious holidays, which was officially approved by the Second Branch of the Iranian Armed Forces in 1965. He was also solely responsible for the use of the Avesta instead of the Koran for graduations, swearing in and receiving ranks by Zarthusti servicemen. He has donated several Avestas to the Iranian Armed Forces for swearing in ceremonies, in 1966. In return the Iranian Armed Forces had honored Dr. Harvesf with a certificate of appreciation and recognition for his services.

Dr. Harvesf has given lectures on Zoroastrianism in churches, universities, civic groups, and schools. He is one of the founders and chairmen of the Gathas Translation Committee, and has contributed a number of religious, social and commentary articles in different magazines, newspapers and newsletters.

More importantly, he has tried and succeeded in correcting mistakes and false statements about the Zoroastrian religion in books and publications in the Western world. Unfortunately, many more exist. And for that reason, with Ahura Mazda's blessing, Dr. Harvesf is in the process of forming an independent committee to take on this important and vital task. He has even contacted the poet Maya Angelou to remind her that in her inaugural poem for President Clinton, she mentioned many religions and professions, but failed to include Zoroastrianism. After a long discussion, she promised Dr. Harvesf to remember this piece of information for future occasions.

He has been in close contact and cooperation from the beginning in the creation of the much needed World Council of Zoroastrian Federations, along with Mr. Rohinton Rivetna. Dr. Harvesf was asked by both the Rustom Guiv Foundation and the Darbe Mehr Zoroastrian Temple in New York to serve as a mediator by trying to bring the two sides together, for which he received thank you notes from both sides.

Dr. Harvesf is the founder and President of the Central Florida Zoroastrian Community. He has worked closely with FEZANA, holding several FEZANA Committee positions, including: Chairman of the Funds and Finance Committee; member of the North American Zoroastrian Center Committee; and member of the Education Conference and Scholarship committee.

The most important mission in Dr. Harvesf's life, which he has devoted most of his time to achieve, is to bring about unity between the Iranian and Parsi Zarthusti communities, without which we may not be able to survive.

## KHODARAHM SHAHRYARY

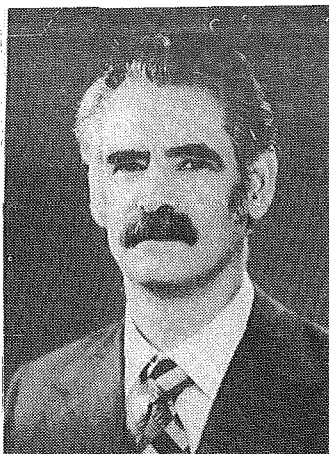
**K**hodarahm Shahryary was born in Kerman, Iran in 1925. In school, he excelled in sports and was active in scouting. He vividly remembers that at one of the all-Kerman scout camps, he was given the storage room key, because, as a Zarthusti, he was considered trustworthy. But there was discrimination towards Zarthustis also.

On the first day, when he tried to serve desserts to the scouts, no one would accept them. The next day, the camp president had to tell the scouts it was alright to accept food from a Zarthusti. His love was always sports and the military. He was commissioned as a 2nd lieutenant in the infantry division in 1949. He was sent for training at the US infantry Center at Ft. Benning, Georgia, in 1955 and 1958 and to the US Military Academy at West Point in 1956, 1958 and again in 1960.

He was an outstanding officer, winning the respect of his soldiers and superiors, resulting in rapid promotions. In 1974, he received the rank of Brigadier General, and two years later, he became Vice-Commander of the Military Officers Academy. In October 1978, he was promoted to Division Commander of the Sanandaj Army in Kurdistan, with command over 16,000 men.

"One of the prime reasons for my achievements was that I didn't have to worry about any family problems, due to my very encouraging and kind wife, who stood by me in all my transfers and missions, like a brave soldier," says Shahryary.

After retiring from the army in 1980, General Shahryary and his wife, Irandokht came to the USA. Immediately, they both became active in the Zoroastrian Association of Metropolitan Washington. Known to everyone as 'Timsar', he encouraged other Zarthustis from Iran to attend the Association meetings and take



part in all activities, even when they complained of difficulties in communication in English. Timsar and his family are always present at all functions, be they for Iranian festivals, Gahambars, or Parsi celebrations like Pateti.

In 1988, the Guiv Foundation had promised a donation of \$250,000 to ZAMWI for the purchase of land for a National Center in Washington, DC area. But when the Trustees expressed concern that there were very few Iranian Zarthustis on the ZAMWI Board, he was instrumental in getting the Trustees to go forward with the donation, and in fact increase the donation to \$450,000. The land was purchased in 1992. A separate Trust called the Vansdar Trust was established to manage the Center. The culmination of his efforts came when the Center was opened for all Zarthustis on August 28, 1993.

Today, he is working tirelessly to raise funds to build a larger facility including a library and a larger meeting hall and exhibits for visitors to the National capital.

## KAIKHOSROV DINSHAW IRANI

**P**rofessor Kaikhosrov Dinshaw Irani taught philosophy at the City College of New York, where he is Professor Emeritus, and Past Chairman of the Department of Philosophy. He is Director of the Academy of Sciences and Humanities of the City University of New York, and a member of the Academy of Science in New York, the American Philosophical Association, the Philosophy of Science Association, and the American Academy of Religion.

Dr. Irani has lectured in his field at such institutions of higher learning as

*Top to bottom, General Khodarahm Shahryary, Dr. Kaikhosrow Harvesf with children Cyrus and Mojdeh, and Professor Kaikhosrov Dinshaw Irani.*

UCLA, the Universities of Michigan, London, Goetingen, Vienna and Rome.

A very popular lecturer at national and international conferences on the subject of Zoroastrianism, Kaikhosrov has studied the Gathas on his own for many years and relies primarily on the translations of Humbach, Insler, Mills, Bartholomae, Taraporevala and that of his father, the late Dinshaw Irani.

In 1966, Irani was the recipient of the FEZANA 1996 Lifetime Achievement Award. In a glowing tribute to him, Dinshaw Joshi, Chairperson of the FEZANA Awards Committee, called Kaikhosrov "a great North American Zoroastrian who has not only achieved excellence in his chosen profession, but has enhanced the cause of the Zoroastrian faith and religion throughout the world, and contributed immensely to Zoroastrian communities all over the world." Joshi spoke of him as "a Plato among living Zoroastrian philosophers and a Socrates to whom Zoroastrians in North America and indeed the world have turned to for scholarly knowledge and wisdom of our faith."

"In the last 25 years, Kaikhosrov has worked and researched in the area of History and Philosophy of Ancient Thought —, Religious, Moral, Mythical and Technological.

"He has been a tireless ambassador who has selflessly traversed the globe to advance the knowledge of our faith, religion and community. He is a beloved teacher who has stimulated Zoroastrians, both young and old, to tackle issues facing the community and the faith, with care, prudence and understanding, and yet he has been a pragmatic and visionary leader who with foresight and wisdom has steered the community away from pitfalls.

"Indeed, he is perhaps the only scholarly voice of reason and moderation among Zoroastrians in both written and spoken word."



## BOOKS AND SUCH

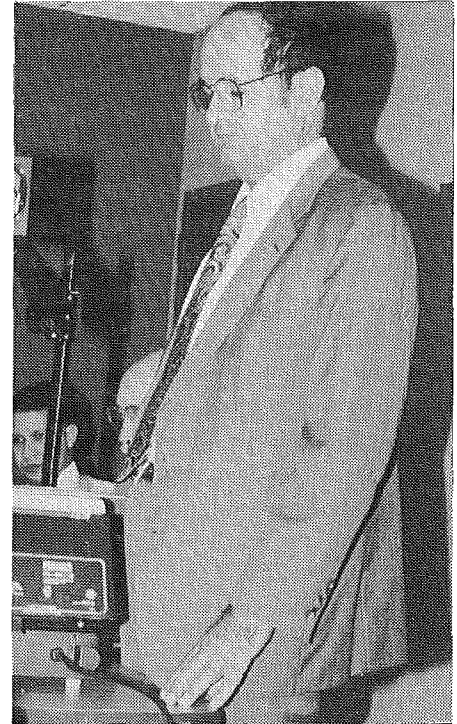
### THE ZOROASTRIAN DOCTRINE AND BIBLICAL CONNECTIONS

By Daryoush Jahanian, M.D.

#### The Zoroastrian Doctrine and Biblical Connections

Daryoush Jahanian, M.D.

*New book on Zarthusra's life and his message from scholar and author Daryoush Jahanian (right) of Kansas.*



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**THE ZOROASTRIAN DOCTRINE AND BIBLICAL CONNECTIONS** is the most recent publication of respected scholar and author, Daryoush Jahanian, MD [see profile on page 57] Deeply committed to the cause of Zoroastrian religion and communities, Daryoush Jahanian has presented and published numerous papers on the religion and its history. The book is a treatise on:

- Zarathushtra's Time and Homeland.

- Zarathushtra: His Message, Legacy and Vision.

- The Zoroastrian Doctrine of God, Truth, Good and Evil, Heaven and Hell, Creation, Freedom of Choice, Zoroastrian Mysticism, Fire and Fiery Test, and "Cow, A Myth or Living World."

- Zoroastrianism and Biblical Connections: The First Declaration of Human Rights; Influence of Zoroastrianism on Other Religions.

*The Zoroastrian Doctrine and Biblical Connections* forms a welcome addition to any library.

**THIS IS A NOT FOR PROFIT PUBLICATION.**

All income from this book will be used for publishing more books about the Zarathushtrian religion.

**[BOOKS continued on page 98]**

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# YOUTHFULLY SPEAKING

"THE MOUTHPIECE OF A GENERATION..."

Our great community is full of all types of great professionals. More often than not though, several professions are overlooked or not given the attention they deserve. In an effort to bring one of those professions to light, I humbly offer you, the reader, a chance to see how two renowned writers in our community have influenced me. Bapsi Sidhwa and Rohinton Mistry have given our community so much with their work.

My contribution to this issue is an homage to those professionals in the literary & fine arts. Therefore, I have chosen to submit a short story I have been working on for some time. Enjoy!

## Ashes Over Batian "...a story of oppression and triumph."

by: Aaron Rustom

Sitting under the thorn tree, outside of his Nairobi bungalow, fifteen year old Arach Commissariat put down his copy of No Picnic on Mount Kenya. Closing his eyes and imagining had been the only way he could summit the formidable mountain up to this point. But now his dreams had in some ways been intensified, after reading about the two Italian prisoners of war who climbed in the book.

In some ways Arach saw himself as 'Felice Benuzzi', the architect of the climb. Benuzzi, along with two other prisoners, managed to escape from the English POW camp, successfully climb Mount Kenya, and then sneak back in. They did this just to break the monotony of life in the camp, not to mention sticking it to their British captors.

Life at the Catholic school was much the same way for Arach. He was luckier than most Indian boys at the school. Many people mistook him for a well tanned English adolescent, all due to his dirty blonde hair. It was a feature that served its purpose at school; but only when Arach was not surrounded by his Indian peers. Jayant Singh seemed to resent Arach's looks the most. This was jealousy that Arach could live with, considering Jayant was the one whom the older white boys picked on the most. Arach never really minded the jokes Jayant would make at his expense; the blonde hair was actually a trait of all the young Commissariat men and not the result of Arach's mother's infidelity with numerous white men, as Jayant would have others believe.

Jayant never understood how or why Arach was so nice to him, but no matter what occurred, Arach's friendship never wavered. If Jayant knew that Arach had in some way felt sorry for him because of what Arach had witnessed in the shower room, it would be impossible for them to ever look at each other again. Life for Arach and Jayant would for ever change after that day when Jayant bowled out the school's best batsmen and rallied the Indian boys' comeback - in effect

taking the school cup, not to mention restoring the feeling of pride and dignity stolen from the Africans and Asians under colonial rule.

After Jayant hit the last sixer, they all lived in that instant where they were not only equal to their white counterparts, but they were better than them. Drunk with victory and his chest stuck out, Jayant hopped down from his mates' shoulders and marched into the field house to congratulate his opponents on a good game played. Arach was the only one to see Jayant go in. Not realizing that the heroics of his actions had died on the grass at the end of the match, Jayant for a moment forgot about the social policies that plagued colonial East Africa.

"What the bloody Hell do you think you're doing here?" cried out Henry Carrington; a small frail boy by any standard, much like his father, the Major, always one of the instigators but never the enforcers.

Ronald, the much larger batsman, who cost his mates the match, walked from behind the lockers to see what the yelling was all about. Enraged by Jayant's presence he barked, "Why you dirty little bugger! You have the nerve to show your face in here before we're through?"

"Maybe Gunga Din wants to wash his dirty skin to a more civilized color." Henry yelled.

"I just wanted to congratulate you chaps on a match well played." Jayant always tried to sound like a proper Englishman but the voice never matched the look.

"In that case we would like to honor you with a special celebration, reserved for dark wankers like you!" Ronald snarled sardonically.

And at that moment, like a frenzied pack of wild dogs, the boys grabbed Jayant and dragged him screaming into the showers, where they took turns beating on him.

Arach wondered what was taking so long and ventured into the

shower room hearing all of the commotion.

"Grab the bat!" he heard someone yell.

"That's it lads, hold him down while I even the score," it was Ronald's voice Arach recognized.

Arach wanted so much to leap from behind the lockers and help his friend out, but he was too scared and the adrenaline rushing through his body had settled in his legs, rooting him to the ground. His inability to react and help his friend still festers in his heart to this day.

On the wet tile floor lay Jayant face down, stripped bare, his arms stretched to his side and two boys sitting on his legs; ironically, he resembled the image of the Christ hanging only yards away. His turban was soaked and the long locks of hair appeared to be fleeing the confines of their hive.

With rhythmic precision of slaps then screams, Ronald proceeded to savagely count out the number of runs they lost by on Jayant's exposed back side.

Arach managed to wince just before each strike landed on the unclad buttocks, but he could not muffle the thwacks of wood meeting flesh, nor the shrieks that followed.

And when Ronald felt like the insult of losing had been readily stamped out on Jayant's body, he set the bat aside and spit on the subjugated cricket champion.

"Just so you and your kind don't forget who really won today you God-damned Sikh, you can fill your bloody cup with this!" After Ronald finished urinating on Jayant, one by one, the other boys stood in line to piss on him and reclaim the real prize taken from them in that game, their English pride.

Arach managed to sneak out without being noticed. His teammates were still tossing the cup around and he thought he should never take this victory away from them, as it had been stolen from him and Jayant that day in the field house.

It would have to be another day that Arach would stick it to his oppressors; today still belonged to the English, and they had once again managed to write that message in the dirt, with the blood of another Indian boy.

Summer had once again fallen across the East African planes. There wasn't much to delineate the summer months from the winter, except for the fact that school was let out and Arach's father left for the month to settle his affairs in India. Arach would go to the coastal town of Mombassa to stay with his

grandparents for the first part of the summer. Upon his father's return, Arach would go back to Nairobi.

The days at his grandparents' home seemed like penance for Arach, but only when his grandfather was around. Arach's grandfather Cyrus, was a strict disciplinarian who cared more about his image as a figure in the community than bonding with his family. Cyrus' months were spent at his sports club and his time was bided by the fifties of gin he and his cronies consumed. Every now and then Cyrus actually took to the cricket field which he helped build those many years ago.

Cyrus Irani was credited with bringing cricket to the Kenya coast. Cyrus never let his family forget that and never let Arach forget that cricket was the sport of men and athletes. Arach had always been more interested in the adventures off the playing field and preferred the uncertainty of a hike or a climb in the wilderness.

"Hello boy, tell your grandmother to fetch me my tea." His grandfather always demanded tea before feigning interest in the ongoings of those in his household.

"So why is it that you chose not to come to the club today? All of the other young men were there and had a fine match of cricket."

Arach knew it was a baited question but chose to answer anyway, "I'm not that interested in cricket Grandfather. I went to town today instead to look at climbing equipment."

"Climbing equipment?" Cyrus asked his grandson with disbelief.

"Yes sir. I am planning an expedition with my school mates when I return to Nairobi." his voice shaken fearing what was to come.

"Climbing my boy is for children and monkeys. Cricket is the sport of men and you should damn well be playing it daily as I did at your age. What about your friend Jayant? Have you not learned anything from him? He is as fine a bats-man and bowler as I have ever seen. Why don't you try and play more with him?"

"Grandfather, with all due respect, it's a game I play, but do not love?"

"Damn-it boy if you practiced and played enough you would grow to love it! I brought the bloody sport to Mombassa and my own grandson can not, nay will not play! Quit having these silly fantasies of climbing to the tops of the world, reality is on the field. You are exactly like your mother, a dreamer



taken with fantasy and look where it got her."

To Cyrus, love was something understood never needing to be practiced. Cricket however, this was true love that must always be nurtured. The death of his daughter weighed heavily on Cyrus, but he would never admit it. And it never crossed his mind that it could be even tougher on the nine year old boy she left behind. To Cyrus, that was eight years ago, Arach he thought should be well over it.

A mixture of frustration and the gin & tonics fell over Cyrus and he retired to the bedroom for his mid-day nap.

Arach sat quietly at the dining table while his aunt Rashna made him a butter and ham sandwich. Lunch time was quiet time at the Irani household. There was to be absolute silence in the house and any of the children who dared to create a stir would incur the wrath of the cane. On more than one occasion, Arach was subject to beatings from his grandfather.

Today though, Arach was too involved in the Life Magazine cover to let his grandfather's words bother him.

Sir Edmund Hillary and his Sherpa guide, Tenzing Norgay stood atop Mount Everest. The first human beings to ever do so.

Many years later Arach would ponder the reason why Hillary's name is synonymous with Everest while Norgay's is not.

"Aunty, look at this." Arach called, his eyes aglow. "They did it, they did it, they finally conquered Everest!"

Rashna, usually a reserved woman, sensed Arach's excitement and responded accordingly. "Arach that's so exciting but somewhat disappointing."

"Why would you say that?" Arach wondered.

"Oh...I don't know, I always thought you would be the first one to reach the top of the world."

"Aunty, reaching the top of the world does not require standing on top of Everest. It just means you were there to at least try. You said that to me, remember?"

"Yes-yes, you are so right, I did say something to that effect. I only wish my students listened to me half as well as you do."

Rashna had always been the mother in Arach's life ever since his mother died of tuberculosis, a disease that would nearly be wiped out some few years later.

Rashna felt it was her duty to take Arach under her care and nurture the boy as best she could, during the short time she had with him in the summers. She knew the month in Mombassa could be particularly rough on Arach without his close friends or his father.

Soon Arach would return to his father's home in Nairobi. But, for the time being, Rashna would make it her priority to see that Arach was looked after.

...To be continued next  
issue!



**ZYNA**

*PROUDLY PRESENTS...*

**Z•CRUISE '97**

**"THE CARIBBEAN CAPER"**

***ZYNA would like to announce plans for a 4 day / 3 night cruise from Miami to Caribbean ports and back. This unique youth congress will feature talks and workshops during the day and fun social activities at night.***

***We are looking towards the coming Christmas week as the tentative date. The cost of the cruise will come to about \$450 per person, including round trip flight from all major US cities. The dates will be arranged so that they will include the weekend. All information is tentative at this point. We will be mailing out registration material by the end of June. If you have not received any information from your ZYNA representative or regional organization by this date, please contact any of us; Arriane, Trity, or Mehernosh. We will also be, simultaneously, posting registration forms on the internet through the "Z-Alias".***

*(Address all correspondence to: ZYNA, 46 Spiers Rd. Newton, MA. 02159)*

**HEY, WRITE IN AND SHARE YOUR STORIES, EXPERIENCES, OR WHATEVER ELSE YOU WOULD LIKE TO TALK ABOUT! THIS IS YOUR CHANCE TO BE HEARD. ...USE IT!**

# ZYNA : "A SIT DOWN WITH THE REPS"



Trity Porbahrami, Mehernosh Mody, and Arianne Teherani are the new co-chairs of ZYNA (Zarthusi Youth of North America).

Trity is a member of the Zoroastrian Society of British Columbia and a student of physics and physiology at UBC. She was one of five Zarthusi youth to participate in the UN50 Interfaith Youth Conference "Rediscovering Justice in San Francisco, in June 1995.

Mehernosh graduated from Northeastern University in Boston with a B.Sc. in Biology and is currently doing his masters at Tufts, while working at the New England Medical Center as a lab technician working in molecular biology. Mehernosh has been involved with ZAGBA for the past three years, first as assistant secretary in charge of the newsletter and at present, serves as vice-president.

Arianne was the president of the California Zoroastrian Center's Youth group for a year. She has worked closely with the Zoroastrian Association of California and has been a youth committee member in the past. She received her bachelor's in psychology and Social behavior from the University of California Irvine, and is currently working on her doctorate at the University of Southern California.

FEZANA Journal recently interviewed Trity Mehernosh and Arianne about their plans for ZYNA.

**Q: What approach does ZYNA take that differs from other youth groups?**

*A: First off, we really don't think that there has ever been a serious thrust such as this to get the regional youth encompassed under one national umbrella organization focused on uniting them as a community of Zarthusis.*

*Secondly, other attempts in the past really didn't make a whole-hearted drive to get local representation. We want to create a pyramidal type scheme which can effectively delegate and represent the North American youth. Our feeling is that, in the past, we tended to organize around a cause and then look for interested people willing to help out. In other words, people just jumped into a cause without truly and thoroughly planning things out ahead of time. This, unfortunately, lead to less than desirable results.*

*What we realized early on is that we needed to recruit regional representatives who were truly committed towards our goal of youth, unity, and knowledge. We will dedicate our term towards getting as many people into the fold as possible. Ultimately, based on our experiences, everything will flow from a powerful and effective infrastructure and indeed our current role's may be obviated as a result.*

**Q: What are some of your aims and objectives? Any upcoming events that you all have thought of?**

*A: We want to inform the youth about our religion and how they can integrate that into their lives. We would like to bring them together to grow as a community of Zarthusi North Americans dedicated towards the betterment of the world around them.*

*To that end, we want to have organized activities at least twice a year where we can encompass as many, if not all, of the above ideals. We are also responsible for helping to organize activities for all upcoming congresses; our current undertaking is the London Congress. Helping to maximize youth attendance at congresses. Giving the "State of ZYNA" report and representing the youth at the FEZANA AGM. Completing the national database on professionals for the youth to use. Finally, we are responsible for setting up an annual North American youth congress.*

**Q: What did you all discuss at your meetings in Vancouver and Chicago?**

*A: The Vancouver meeting was our first face to face meeting as a threesome and we all became good friends very quickly. Our objective in meeting was to find out what each one of us wanted out of ZYNA and how we could facilitate a common goal for it. Once we decided what to do with ZYNA, we then focused on the constitution. This would be our central focal point for the duration of the week long Vancouver meeting. It would have to be a very carefully orchestrated document which allowed for the changes of the future, but did not let any single person or group of people control an organization. Plus we wanted to empower those who followed behind us to do the right thing and sort of try to create a recipe book for what we knew worked and what didn't.*

*The Chicago meeting, recommended and hosted by Mazda Antia, was meant to obtain an outside perspective from others as to what we had worked on and discussed in Vancouver. There were only a handful of us present, but what it did for us three was immeasurable.*

*The items and thoughts that had been discussed in Vancouver were rough and unrefined. The Chicago group focused us and gave us perspective. It allowed for a few more people to give us their views on ZYNA and what we should be doing. They also helped us plan future events and congresses. But most of all it gave us a sense that we were not alone and that there were people out there who would help us and support us. In those few days we really bonded as a group.*

**Q: Why did you three choose to get involved in ZYNA?**

*A: Our parents, when they came here felt a sense of loss. They had nothing resembling their communities or culture from which they came from. To a certain extent, their interpersonal relationships were also different. Equally important was the fact that their children were not being exposed to their own cul-*





ture and heritage. They were losing too much of what was important for themselves and for their families. To remedy these problems, they formed associations throughout North America to try to recapture as much as possible, what was lost for them.

However, we now are in the midst of a transformation. The children of yesterday are now the capable young adults of today. Their needs and reasons for "community" are different, although not that much different. We still want to see our children learn about and understand their culture, heritage, and religion. But, if we are going to perpetuate our organizations, then we need to revamp and restructure the way our associations work. This requires that youth become more active in their associations and that is why the three of us have taken on this duty. We feel that by creating a united youth that works and grows together, these goals will naturally be accomplished. All three of us want to see our children grow up and be part of a strong and healthy community. This in turn will make them strong and healthy individuals! ZYNA is simply attempting to be a means to that end.

**Q:** What is the role of Zarthusti youth in ZYNA?

**A:** ZYNA is here to bring the youth together. We see this as our ends and the activities as the means.

The youth can be as involved as they want. They can be a representative or stand for a co-chair position. They can input on ideas that they want to see done or they can simply participate in our activities. ZYNA is what they make of it, pure and simple!

Hope to meet you all soon! Arriane, Trity, Mehernosh...

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trityp@physics.ubc.ca

Mehernosh Mody:  
mmody@opal.tufts.edu

Arianne Teherani:  
teherani@scf-fs.usc.edu



**WHAT:** ZYNA asks. Have you ever found yourself doodling in class, a committee meeting, or the FEZANA AGM? Well then, here's your opportunity to put your skills to good use and earn some notoriety. We are holding a contest, open to anybody below 30, to find a logo which we feel best represents ZYNA.

**HOW:** Using a computer, your hand, etcha-sketch, or whatever you have. Create a logo for us which shows:

A) strength and unity

B) The ZYNA motto

Athea Jai Vaem Khyama

Yoi Im Frashem Kerenauun

Ahun, Mazdaosheha Ahura-  
ongho"

Yasna 30.9

C) Any other ideas or symbols that are appropriate for what you think ZYNA should represent.

D) Logo should be legible in 1"x1" size.

**WHEN:** Only entries received by August 1<sup>st</sup>, 1997 will be considered.

**WHERE:** Send all entries to:

M.Mody  
46 Spiere Rd.  
Newton, MA.  
02159 USA

**WHY:** "WE CAN'T DRAW!!!"

## LETTER FROM THE EDITOR

*I hope that everyone who reads this section of the FEZANA Journal, takes something away with them. Everyone that contributes to this section works hard to give the very best!*

*However, as the person who has to put the "Youthfully Speaking" section together, I often wonder if there are other youth who have anything to say.*

*There are several other contributing editors who contribute, but they chose to do so, as did I. But, what about the rest of you? I know from attending the youth congresses and adult congresses, that there are a number of youth who always have many things to say.*

*I love working on this and do so with many other things taking up time in my life, as does every person working on this journal! I would love nothing more than to see other youth sending in their contributions. Whatever you want to write about, do it! I know y'all have plenty to say!*

*I have this buddy Cavas and I'm going to put him on the spot now. Others who met Cavas used to say, "Why doesn't he ever talk?" I always responded, "Oh he does, when he has something to say."*

*Let me tell you, Cavas has plenty to say and his opinions and "Seinfeld like" wit are something to behold. After a few years, Cavas started talking and making his sarcastic comments to everyone, much to many people's dismay. But folks, if Cavas will talk to us all now, I know you guys can! So please, send something in; North America wants to hear you. "Do it for Cavas!"*

*Aaron Rustom...*

## Voices of the New Generation

Read what a new generation of North American Young Adults voiced to Adult Leaders, for the first time on this continent, as its perception of "Issues Facing Contemporary Zoroastrians." These voices were heard at the interactive seminar in May '96, pioneered by ZAMWI, and supported by the World Zoroastrian Organization and FEZANA. Limited copies are available for free distribution in North America. Those wishing a copy, should phone or e-mail Aaron Rustom. Any donations to help defray costs will be welcome.

(512) 459-1966 or [a.rustom@mail.utexas.edu](mailto:a.rustom@mail.utexas.edu)

**YOU SPEAK**



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*For thousands of years, human beings have been trying to communicate.  The cave-men left messages to each other and possibly future human-kind. *

*When thousand of years from now, archaeologists find issues of the FEZANA Journal, wouldn't you want to let them see what you had to say?  Come on, write in, be part of something big!*



This issue of FEZANA Journal is dedicated to all the Zarthusti professionals who have enriched the communities in which they live in North America. We showcase here, a cross section of our community's professional wealth, and especially thank those who have shared their experiences with us.

# Zarthusti Professionals in North America

By Dolly Dastoor, Montreal, Canada

The story of the 'Zarthusti Professionals of North America' is a continuation of the story of the immigrants who came to this continent, which we were privileged to read in the FEZANA Journal [Spring 1997]. This issue goes a step further. It looks at what the second generation of immigrants including those who came as students, are involved in. If you suspect a bias towards the new generation of younger professionals and their involvement in the creation of Zarthusti dynamism on this continent, you are not wrong. Attempts were made to seek out young Zarthustis who have trained on this continent and will carry the torch forward in the next millennium.

The exercise of publishing a Directory of Zarthustis of North America was our first step in developing a panoramic snapshot of the community. From the big picture we are now zooming into details. The zoom shot of the business community [FEZANA Journal, Winter 1995] was

*Editing and formatting of source materials by Roshan Rivetna*

one such attempt, and this is another. We have made an attempt here to profile a representative cross-section of the community through personal

their own profession, but also give generously of their time to local, national and international voluntary community work in the true spirit of Zarthusti principles. The spirit of voluntarism is very much alive among Zarthustis.

We have amongst us Governors and international chairs of service organizations, be it the Rotary, the Lions, the Kiwanis, Shriners or Zonta.

Our own organization FEZANA, together with the FEZANA Journal is operated most successfully by professionals who volunteer their time and talent generously, issue after issue.

The volunteer professional efforts of Roshan Rivetna and Rustom Kevala are much appreciated in the production of the Journal. Art work for the cover story was volunteered by Goolita Wadia-

Shave, a professional artist, and assistance in analyzing the census data was volunteered by a professional demographer, Rashna Ghadialy. I acknowledge the contributions of these and many others over the years.

From the following pages, it is not very difficult for the reader to discern

## PROFILES OF ZARTHUSTI PROFESSIONALS IN NORTH AMERICA

LOGO BY GOOLITA WADIA-SHAVE

knowledge, announcements in FEZANA Journal and on the Internet. The response and the depth of talent was a humbling experience.

Zarthustis in North America are not only deeply involved and excel in

the variety of professions in which Zarthus-tis of both genders, are involved.

Today, in North America, we have professionals in all aspects of community life, in academia, in the governmental and non-governmental agencies, in hospitals, space and computer industry, financial and accounting, science and technology, in the armed forces, in the arts and humanities, in music, dance, literary arts, films, TV, sports, in architecture, the press and the media.

The Zarthus-ti community has traditionally been associated with 'serving professions' like doctors, engineers and lawyers. In the US and Canada these three groupings represent over 35% of the community, whereas the performing and visual arts have been generally neglected — they represent only 2.5% of the community.

In preparation for this issue, attempts were made to seek out and promote the artistic talent of the community. I was overwhelmed by the response of artists who use their own medium of expression to promote Zarthus-ti themes, be it in dance movement, martial arts, music, painting or the written and spoken word. We have highly acclaimed classical ballet dancers, black belt karate champions, martial arts specialists, renowned composers and conductors of symphony orchestras, world class photographers, and authors.

There are over 300 physicians and dentists listed in our directory (and I am sure there must be an equal number not listed). If, to this we add all the other health professionals like psychologists, social workers, physical and occupational therapists, speech and audio therapists, and others, we can easily form a good size Association of Zarthus-ti Health Professionals in North America.

Another profession that has attracted Zarthus-tis in large numbers is the high-tech computer industry. There we find the members of our community playing key roles in the cutting edge of technology of design, research, in

both hardware and software manufacture, as well as policing the industry for 'software piracy'.

The only profession that has not been profiled here as a group, is the priests. Even though we are blessed in North America with several scores of dedicated priests, none practice it as their only profession. However, a special issue of the Journal is being planned to be devoted to Zarthus-ti priests of North America, who serve the spiritual needs of their communities most generously with fervor and devotion.

Immigrants add richness to the cultural and social diversity as well as to the economic growth of the host community, and the Zarthus-ti immigrants and their progenies have certainly added their own contribution through the professions they work in. I am sure that this miniscule community already makes a significant contribution towards the GDPs of US and Canada.

I invite you to celebrate the success of our young, growing and dynamic community through this special issue showcasing the Professionals of North America.

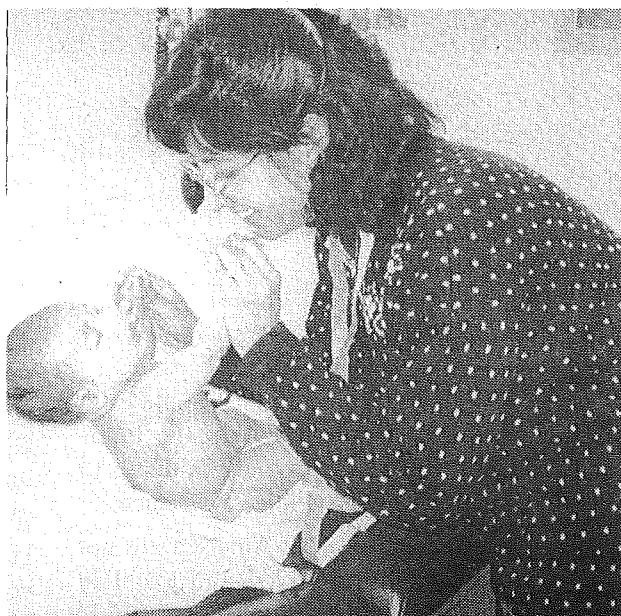
Starting in 1992, FEZANA attempted to get a count of the number of Zarthus-tis on the North American continent. Towards that end, Zarthus-tis have been asked to send information on themselves to the FEZANA

Census Committee through their respective local associations. In 1996 the North American Directory was published which also listed professions of many Zarthus-tis. While many people chose to list their professions, many chose not to do so. On the basis of existing replies, the following major categories of professions were identified by Rashna Ghadialy, who has volunteered to analyze the existing census data.

The variety of professions in which North American Zarthus-tis are involved ranges from accountants to yoga teachers, environmental engineers to music conductors, attorneys, chefs, M.D.s, car salespersons, computer scientists, auto mechanics, bank tellers, dry cleaners, journalists, travel agents, 7-11 owners, pilots, flight instructors, microbiologists, statisticians, sociologists, home-makers and many, many more.

The FEZANA Census had a question on profession of the respondent and spouse. The following results are based on a preliminary analysis of 1949 respondents, which may be skewed because of a low response rate for the question on profession. Please note that this analysis only includes Zarthus-tis. Those who checked non-Zarthus-ti were deleted from the analysis.

*Below, neurologist Niloufer Baria of Vancouver [page 56] and accountant Meherji Madan of Maryland [page 27]*



Topping the list, nearly a third of all respondents reported a career in business, including accounting, finance, management, sales, human resources, and clerical. One in five were involved in the engineering and technical field. The latter includes Zarthusis in numerous computer fields, technicians, mechanics, pilots, flight instructors and a variety of other technical areas.

Medical professionals, comprising of doctors, nurses and therapists accounted for close to 14% of the Zarthusi professionals. Homemakers were about 9%; retired persons and students, each made up 6%. Teachers, artists, entertainers, social scientists, lawyers, self-employed, physical scientists, combined, added to under 15% of the total.

- Rashna Ghadialy

#### ACADEMICS



**MINOO ADENWALLA**  
*Political Science Educator*  
Appleton, Wisconsin

Minoo Adenwalla, specialist in political philosophy, constitutional law, and South Asian and British politics has been a Professor of Government at Lawrence University in Appleton, Wisconsin, since 1959. In 1989 he was elected to the Mary Mortimer Chair in Liberal Studies, one of six endowed professorships established by gifts of over one million dollars to the university. Election to an

endowed chair is the most prestigious recognition in academia, and is awarded to only very selected distinguished faculty members.

With a BA (Hons.) from the University of Bombay, Adenwalla went on to get a Ph.D. from Northwestern University in 1956. After teaching positions in political science at Kenyon College (1957-58) and the University of Missouri (1958-1959), Adenwalla started his long and distinguished career at Lawrence University as an Assistant Professor of Government in 1959. He served as Associate Professor of Government for two summers at Wesleyan University, and was Director of the Associated Colleges of the Midwest India Studies Program for three years.

In 1962 he was awarded a Howard Foundation Fellowship for a year at the School of Oriental Studies at London University. On a ACM Non-Western Studies Research Fellowship funded by the Ford Foundation, Adenwalla researched the Swatantra Party in India during 1967-1968. This research continued in India in 1969 with a Lawrence University Summer Research Grant. In 1991, Adenwalla was awarded the Lawrence Excellence in Teaching Award.

A prolific writer, Adenwalla has published widely on subjects ranging from "Gandhi and Indian Nationalism" [*Modern Age*, 1959] and "British Responses to Indian Nationalism" [chapter in the book *Studies on Asia*, 1964], to "The Hostage Phenomenon" [*Commerce*, March 1981] and "India and the US: Political Areas of Understanding" [*Commerce*, July 1982].

With his breadth of expertise in the political arena, Adenwalla is a popular speaker and has given a plethora of public lectures at universities and political science conferences in the US, UK and India. In 1967, he trained groups of India-bound Peace Corps volunteers, in Wisconsin. In 1976, he was nominated to participate in the State Department's Scholar Diplomat Seminar Program on South Asia, by the Center for South Asian Studies at the University of Wisconsin.

#### FARHANG MEHR

*Lawyer, Economist, Educator and Public Administrator*  
Professor Emeritus of International Relations, Boston University  
Newton, Massachusetts

With LLB and BS degrees from Tehran University, Professor Farhang Mehr went on for an LLM from London University, a Ph.D. from Southampton University, and an LLD (*honoris causa*) from the University of Pennsylvania.

Farhang Mehr has held numerous administrative positions including: President of Pahlavi (Shiraz) University; Chairman of the Insurance Pools, Regional Corporation for Development (RCD); Managing Director and Chairman of the Board, Iran Insurance Company; Vice-prime minister for Economic Affairs; acting and deputy Minister of Finance; Executive Under-secretary, Ministry of Finance; Director General of Economic Affairs, Ministry of Finance; Governor for Iran in the Organization of Petroleum Exporting Countries (OPEC); Director General of Petroleum Affairs and Foreign Relations, Ministry of Finance; Chairman of the Department of Industrial Relations and International Contracts, National Iranian Oil Company (NIOC). He also served as Advisor to the Minister of Labor, and the Minister of Economy.

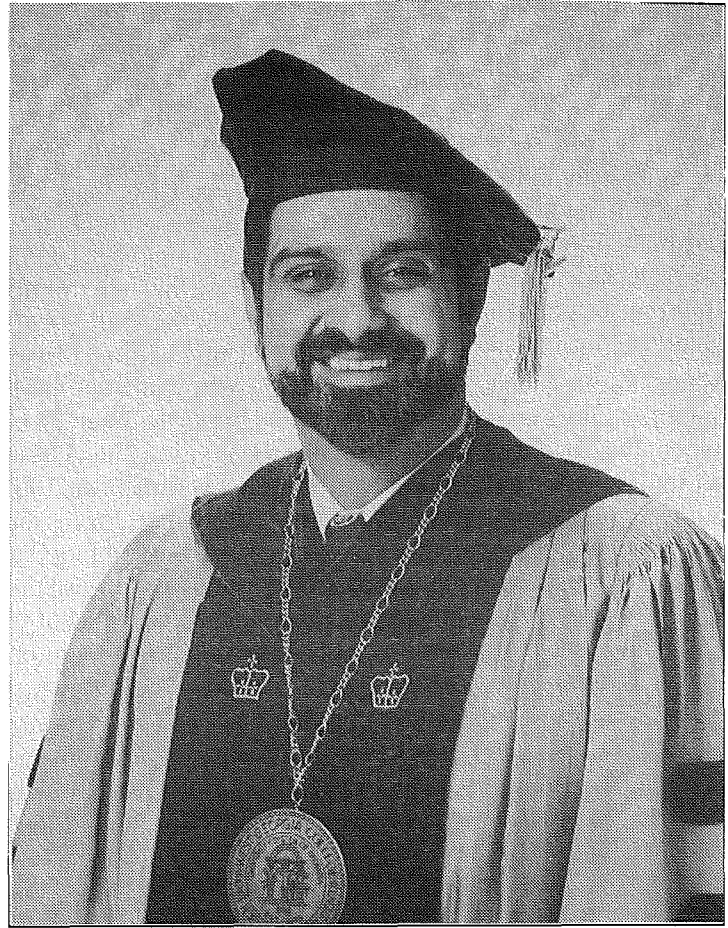
Among Farhang Mehr's academic positions are: Professor Emeritus of International Relations at Boston University; Professor National University, Military Academy, Tehran University, College of Insurance and Pahlavi University. He is also on the Board of Trustees of Kerman University, Institute of Computer Sciences, Institute of Political and Strategic Studies, and College of Insurance.

A dedicated Zarthusi, Farhang Mehr was a founder and executive secretary of the Tehran Sazeman-e Javanan-e Zarthusi (Youth organization), Member and Chairman (for 12 years) of Tehran Zarathushtrian Anjuman; a founder and Director of





*Farhang Mehr: lawyer, economist, educator*



*Beheruz Sethna: first Indian to be US University President*

the Ancient Iranian Cultural Society; Jt. Secretary of the First World Zarathushtrian Congress and participant in the third to sixth world congresses; honorary president of the Sixth World Congress; a member of WZO, ZAGBA and ZAGNY; a participant in several North American congresses, and Gatha and Avestan conferences.

Farhang Mehr has published nine books and over sixty-five articles on legal, economic, political and Zarathushtrian subjects. He has given dozens of interviews on Middle East, Oil, and the religion of Zarathustra on leading news networks, and lectured widely in the US, Canada, England, Iran, Pakistan and India. He received a prize from Reza Shah for educational achievements, and was decorated eight times under the Shah, including the first rank Homayoon with Sash and the second rank Tadj.

Married to Parichehr, the Mehrs have three grown children. His father was Mehraban Mehr, Chief Accountant of the Iranian Parliament (Majlis) for 40 years, and served on the Zoroastrian Anjuman of Tehran for fifty years. His mother was one of the founders of the Tehran Zoroastrian Women's Association. [Also see Dr. Farhang Mehr's article on page 89].

#### **BEHERUZ N. SETHNA**

*President,  
State University of West Georgia  
Carrollton, Georgia*

As President of the State University of West Georgia (with a student enrollment of 9,000, 300 faculty and a total budget of \$70 million), Beheruz N. Sethna was the first person from any ethnic minority to become President of a predominantly white or racially integrated University or College in Georgia. He also probably has the distinction of being the first person of Indian origin ever to become President of a University in the US.

Originally an electric Engineer from IIT, Bombay (1971), Sethna has, among numerous other post-graduate degrees, a Ph. D. in Business (1976) and a Master of Philosophy (1975) from Columbia University, NY. He also attended the Institute for Educational Management at Harvard.

With prior experience at a senior level in multinational companies such as Lever Brothers and Proctor and Gamble, Sethna started his career in academia at Clarkson University in Potsdam, New York where he became Chairman of the Department of Marketing and MIS. He then moved to Lamar University in Beaumont, Texas, where he was Dean of the College of Business and subsequently Interim Executive VP for Academic and Student Affairs.

Beheruz has received numerous national and international honors. He was the recipient of a Fulbright senior scholarship, and along with

his wife, Madhavi (to whom he has been married for over 22 years) winner of the Washington Times Foundation National Service Award in 1996.

He has the unique distinction of national honors for instructional innovation by the Decision Sciences Institute for six consecutive years. He is also the author of over 50 scholarly papers and a book, *Research Methods in Marketing and Management*, and a top-rated teacher in undergraduate, graduate and executive courses.

Sethna is active in the community. A Rotarian with perfect attendance for almost 13 years, he is also on the district board of Boy Scouts of America and Leadership Beaumont, is a past PTA president, and member of city panels and mayor's task forces. He has made over 100 regional, national and international appearances, on TV, radio and in the press.

"I am enjoying my administrative responsibilities," says Sethna, "Yet somehow scrape some time to teach and do research."

"We did enjoy the Olympics," he says, "My University was a training site for two Olympic teams, and Madhavi (who is a faculty member at Carrolton Tech, has three Masters degrees, and is the recipient of numerous national and university teaching awards) was a technology volunteer at the airport.

"But the Olympics will always be most special for my daughter Anita (a freshman at Georgia Tech, and graduated as valedictorian of her high school) — she was an official Olympic torch bearer and carried the torch along a main street in Carrollton. It was about 1:30 am, yet the crowds cheering her on were so large that the police cars had to keep pushing them back!

"It was a great night. Particularly significant was her route — she carried the torch to the entrance to my university where I was waiting to welcome her officially. As if that were not enough, she was in the

Olympic band, performed in the opening ceremonies, played the clarinet in the closing ceremonies, and also played in several other official Olympic events."

Both Anita, and son Shaun, a junior in high school, who is also close to the top of his class "have been a tremendous joy and pleasure in our lives," says Sethna, "We have indeed been blessed with the quality of our children."

## ACCOUNTING, BUSINESS

### KATAYUN KAPADIA

*Chartered Accountant.  
Cherry Hill, New Jersey*

Katayun K. Kapadia was born in



Mumbai, and came to New Jersey in 1979 after her marriage to Kersi Kapadia. Since her arrival, she has been active in the Zarthusti community and involved in the activities of the

Zoroastrian Association of Pennsylvania and New Jersey.

Katayun matriculated in 1967 from the J. B. Vachha High School in Dadar, Mumbai, and obtained her Bachelor's degree (Hons) in Commerce and Economics with a major in Accounting from Podar College. Katayun was active in the North Bombay Jaycees and won the Outstanding Jaycee Award in 1978.

She was employed with the University of Pennsylvania for 16 years, starting as a Staff Auditor in 1980, and working her way up to Associate Director, University Audits. Currently she works in the Corporate Audit Department at Rhône-Poulenc Rorer, a pharmaceutical company with offices world wide.

A Certified Internal Auditor (CIA), a Certified Fraud Examiner (CFE), and a Chartered Accountant (CA), she was elected President of the Philadelphia Chapter of the Institute of Internal Auditors (550 members) for 1995, and led her Chapter to achieve the Gold level of excellence in professional development.

Katayun lives in New Jersey with her husband Kersi and teenage children Zarin and Farrokh. She also teaches Zoroastrian religion to 11-15 year-olds for ZAPANJ. Katayun was the co-chairperson for the Ninth North American Congress hosted by ZAPANJ in the Philadelphia area in 1994.

Katayun was elected Secretary of FEZANA in 1993. Katayun enjoys the challenge of balancing her family responsibilities, her professional career, and her active involvement in the Zarthusti activities of ZAPANJ and FEZANA.

### MEHERJI K. MADAN

*Auditor, Accountant, Consultant  
Chevy Chase, Maryland*

Meherji K. Madan [photo on page 24] currently serves as Control Specialist in the World Banks front-office of the VP and Controller, having transferred there from the Trust Funds Accounting Division. This has brought him full circle, having earlier left as Senior Manager in Price Waterhouse, London, to embark on his Washington DC career at the World Bank in Internal Auditing, as their first Computer Audit Manager.

In the intervening years he held senior appointments as VP and General Internal Auditor at two major financial institutions in Washington — Sallie Mae, and Perpetual Savings Bank. Madon has also consulted with many US Federal Agencies and done public service.

Meherji, has a B.Sc. (Honors) in Economics from the London School of Economics, with a major in accounting, and is a Fellow of the Institute of Chartered Accountants in England and Wales.

He played a major role in organizing and producing the full length color docu-drama *On Wings of Fire*, starring Zubin Mehta, and is currently working actively to complete distribution of the film in North America. A serious music listener, who studied the pianoforte passionately as a youth (he is an Associate of the Royal College of Music, London, and a Licentiate of the Trinity College of Music, London) Meherji also served as Music Consultant for the film.

For many years he has been deeply committed to the American Red Cross efforts and served on the DC Chapter's Board, and numerous Committees. He is also an avid squash player, gaining some recognition as a qualified referee of the top game.

#### **SHAVAK R. MADAN**

*International Accounting  
Oakville, Ontario*

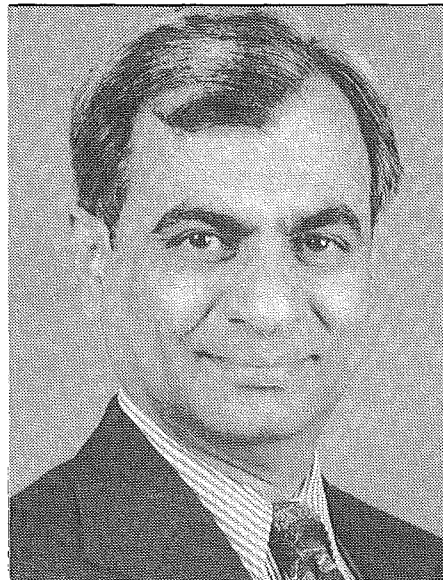
With over forty years in public accounting, including as a partner in the international accounting and consulting firm of *Deloitte & Touche* in Canada, Shavak has been responsible for serving both multi-nationals and owner-managed businesses in all sectors of the Canadian economy. He is the National Director of the firm's Japanese practice in Canada, and an elected Fellow of the Institute of Chartered Accountants of Ontario, which is the highest designation the profession can give — an honor awarded in recognition of Madon's service to the profession and the community.

Deeply involved in Canadian community affairs, Shavak is a member of the Board of Governors of Oakville-Trafalgar Memorial Hospital since 1992; chairman and member of the Board of Arbiters, on numerous occasions for the Ontario Ministry of Environment; Director of the Royal Canadian Mint (1988-1994); member of the Federal Minister of National Revenue's Advisory Committee on Goods and Services Tax; a high-ranking member of the Masonic Order (since 1960) and the

Shriners (since 1976). Shavak is married, and both sons are also Chartered Accountants.

#### **SHAHROKH (SAM) MEHTA**

*Corporate Finance and Business  
Syracuse, New York*



Shahrokh Mehta is the founding partner and owner of Integrated Technologies, LLC, a multi-discipline consulting firm operating in New York State. Shahrokh has a diversified background in corporate finance, multi-product manufacturing and business consulting.

He started his career in public accounting in Karachi and after serving two years with a leading American offshore drilling corporation, transferred to Tehran in 1965 to start a multi-million dollar offshore drilling operation in the Persian Gulf. While in Iran, he spent five years with Pars Toshiba Corporation, and later joined Carrier Corp. and became Managing Director of the entire air-conditioning operations in Iran.

After the Iranian Revolution in 1979, Shahrokh and his family transferred to Carrier's world headquarters in Syracuse. Shahrokh led the consulting practice of Coopers & Lybrand in upstate New York for 5 years and in 1993 formed his own consulting practice.

Integrated Technologies, LLC specializes in four areas: Business Assessment and Strategy, Organiza-

tion Development, Process Redesign and Optimization, and Information Systems. The firm is dedicated to improving business performances of its clientele, and has been responsible for keeping over a dozen corporations and thousands of jobs from leaving New York State.

Shahrokh has a bachelor's degree in business and is an alumnus of Harvard Business School's Management Development program. His clientele include IBM, Corning, Kodak, GTE, DEC, and over 100 other businesses.

Shahrokh's wife Gool, who first came to USA as a foreign exchange student in 1956, has taught both at College of Home Economics in Karachi and later at Tehran International School. Son Kershaw is with IBM in software design and development. Daughter Parastu (Dubash) is profiled elsewhere in this issue. Both children were born in Iran.

#### **ACTUARY**

#### **YASMIN S. PAVRI**

*Actuary  
Houston, Texas*

Yasmin Pavri is a Fellow of the Society of Actuaries (FSA). To become an FSA one has to pass a lengthy series of challenging exams administered by the Society of Actuaries (SOA) or the Casualty Actuarial Society (CAS). In the US and Canada combined, there are fewer than 20,000 people who have reached either Fellowship (all exams passed) or Associateship (partial list of exams passed).

In a broad sense, an actuary expresses likely future results of actions, in monetary terms. How much money will an employer save on health insurance if the annual deductible is increased from \$100 to \$200? What is the impact on pension costs if the retirement age is lowered from 65 to 62? How much should residents in Texas be charged for flood insurance? These are typical questions an actuary is asked. Actuaries have tra-

ditionally worked for insurance companies, consulting companies, government and colleges. Current growth areas for actuaries are managed healthcare and investment expertise for asset/liability matching.

Yasmin works in the Houston office of Milliman & Robertson, a consulting firm with offices throughout the US. Her area of expertise is pricing and financial projections of health plans. She works with insurance companies, HMOs, employer self-funded health plans, and government health plans such as Medicaid and Medicare.

A graduate of Purdue University with a Masters in Statistics, Yasmin taught mathematics at Kingswood School in Houston, and later became an associate actuary.

### BEHRAM MEHELLI DINSHAW

*Actuary  
Palatine, Illinois*

Behram Mehelli Dinshaw, originally of Karachi, has attained the highest achievement as an Actuary by becoming a Fellow of the Casualty Actuaries Society (FCAS) in the US, and has been nominated a Member of the American Academy of Actuaries (MAAA). This outstanding achievement at the young age of 26 years, distinguishes him as one of the youngest Actuaries in America, and his singular achievement is a matter of great pride and honor for his parents, family and community.

A student of the Karachi Grammar School with a brilliant academic record, Dinshaw proceeded to Drake University (known as the Harvard of the West) in Iowa, in 1988, for higher studies in Actuarial Science. He graduated in 1991 with a BS in Business and Public Administration *Magna Cum Laude*. Notable among his many awards was the Drake University Presidential Scholarship, Excellence in Actuarial Science Award, nomination to *Beta Gamma Sigma* Professional Business Honor Society, and being placed on the Dean's Honor List every semester.

Upon graduation, he was invited and offered Actuarial position by major US Insurance Companies. He opted for Allstate, where he worked in their Head Office in Northbrook, near Chicago, as an Actuarial Analyst. Since then, he has climbed up the corporate ladder, and today is a Senior Actuary in Allstate's indemnity Company, the biggest insurance company in the US. He is the senior manager in charge of the pricing of two-thirds of the country, including all the big premium and strongly regulated and legislated states.

With hard work, dedication and leadership, Behram rose fast in the company, and in 1996 also successfully passed all the professional exams to achieve the ultimate goal of full Fellowship of the Casualty Actuaries Society.

Behram plays golf and racquet ball, and is an avid builder and flier of both free flight and radio controlled model aircraft. He also takes keen interest in air-rifle and air-pistol target shooting.

## ADVERTISING

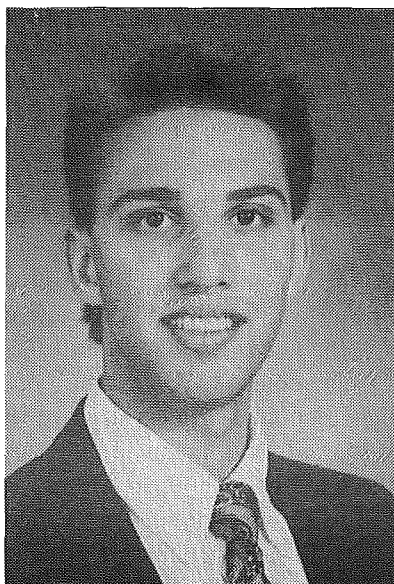
### ANAHITA PRINTER

*Account Executive  
Mississauga, Ontario*

Anahita Printer received her B.Com from McGill University in Marketing and Accounting in 1992, and set out to pursue a career in Advertising. After a brief contract position with United Distillers working in Market Research, Anahita set out for Toronto, where she joined Lackey Communications, a small, full service advertising agency. Here she began her training in the professional world of advertising and into her current position as Account Executive.

Anita began in Public Relations, coordinating and administering a variety of PR campaigns and executions, from developing media databases to writing press releases, as well as putting together event promotions. Next, she moved on to become

*Photo left, Behram Dinshaw. Below, Anahita Printer (center) with co-workers from Lackey Communications, at a 'pedal-cart' race for a charity fund-raiser.*





ing an Account Coordinator and Inside Sales Rep servicing the Toronto Star Community sections. This provided her an opportunity to gain greater insight into the newspaper medium.

The next step provided an opportunity to broaden her background as a production coordinator. Projects included preparation of magazine and newspaper ads and flyers, packaging, and working on promotional campaigns including radio and TV.

In her current role as Account Executive, Anahita oversees the complete project for her clients, that include Agfa Film, Air Canada Vacations, and many more.

Anahita also volunteers with the Mississauga Hospital Foundation. She plans to pursue an MBA and eventually put her knowledge and experience to use on the client side or towards her own business.

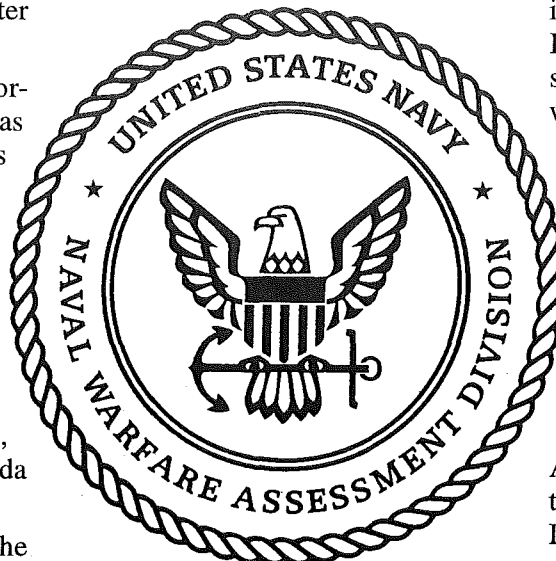
#### ARMED FORCES

**ABAN NARIMAN DARUWALLA**  
*Weapons Systems Scientist*  
*Riverside, California*

Aban Nariman Daruwalla is one of the few Zarthusis who made inroads into the US Federal Government. She is a Department of Defense official specializing in the reliability, maintainability and availability of weapons systems. She has been in civil service for the past 17 years, prior to which she was on a post doc fellowship at the University of Michigan in East Lansing, where she studied under the world-renowned test and measurement expert, the late Dr. Robert Ebel. On completion of her fellowship, she was offered an assignment at Ft. Lee US Army base in Petersburg, VA.

Aban received a doctorate in research design and statistics at Memphis State University, in Tennessee. She received her indoctrination into government civil service at the Quarter Master School, and the Army Logistics Management Center at Ft. Lee, receiving specialized

training on defense weapons systems, and is an expert on radars,



*Official Seal of the naval Warfare Assessment Division, Corona, C A.*

launchers, fire control systems, missiles, guns and more. She conducted basic research on weapons performance, weapon systems readiness, soldier/equipment interface, and cost and training effectiveness analysis.

In a short while she was ready to move on to face awe inspiring challenges which she discovered at the White Sands Missile Range (WSMR) in New Mexico. She found herself working with the Pershing missile which was tested at WSMR. She also participated in and conducted studies on the Patriot missile, in the European and Korean theaters. Very soon Aban was at: the Rhine Main Base and Grafenwoehr, Germany; the US army base in Livorno, Italy; army bases at Seoul, Pusan and Tegu in Korea (where she had the opportunity to visit the demilitarized zone, DMZ, between north and south Korea); Ft. Shafter, Hawaii; and Guam airforce base.

During eight years of service with the army, Aban worked on a range of weapons from the Shorad Air Defense missiles like the hand-held Vulcan, Chaparral, Red Eye and Stinger missiles, to surface-to-air missiles like the Improved Hawk, Pershing and Patriot.

For new challenges she chose the navy, and moved to the Naval Weapons Station at Seal Beach, California. After studies on the Trident II (D5) submarine missile which was still in the manufacturing phase, she was ready to conduct evaluations at contractor sites.

The Trident II (D5) is the most prestigious weapon in the world, that had a nuclear warhead, in the pre-Perestroika era, and was carried on a submarine. Because of the enormous size of this weapon, new submarines had to be built to accommodate the missile.

Aban next moved to her present location, the Naval Warfare Assessment Division in Corona, CA. Here she was exposed to surface ship guns, fire control systems, and their accompanying radars. This time she had hands-on training for the equipment on various ships of the US Navy. She has taken ship rides on aircraft carriers to cruisers.

During her 17 years in civil service, she has been recognized five times for excellence in service which is accompanied by substantial monetary awards. Aban is also very active in professional societies on base and within the community. Aban is very quality conscious (she was taught by the world-renowned quality expert, Dr. W. Edwards Deming) and finds this to be substantiated in the teachings of Zarthusra. She has also taken courses by Steven R. Covey.

Due to her efforts as base coordinator for the American Society of Quality Control (ASQC) during National Quality Month, the base is now a sustaining member of ASQC. In 1995, she was the guest editor for the special supplement issued to mark the occasion, in which Keki Bhote provided the lead article. She is active with the Military Operations Research Society (MORS) and contributes technical articles in government journals and technical bulletins for the fleet, on weapons systems.

Dr. Daruwalla was admitted to the University of Iowa as a Fulbright Scholar



in 1962. Upon arrival she applied for other aid and received concurrent ones for her research and training.

She firmly believes in repaying the community from which she benefited, and is on the Board of numerous volunteer organizations: Habitat for Humanity, Girl Scouts and the local PBS station. She also works individually with women who need direction in their studies.

An avid traveler, Aban likes to discuss the role of women in the countries she visits. She is very partial to their needs and strengths and constantly encourages them to take their rightful place in the home, the society and their country.

**ADI M. MANECKSHAW**  
*Programs Manager*  
*US Department of Defense*  
*Waldorf, Maryland*

Adi M. Maneckshaw, PE, who will retire shortly after 28 years of service with the US Government Department of Defense, was born in 1939 on "the same night that Britain was bombarded by the Germans." "My name is Adi," he claims, "short for Ardeshir or 'lion of the battlefield', which is why I enjoy challenge and never give up a battle."

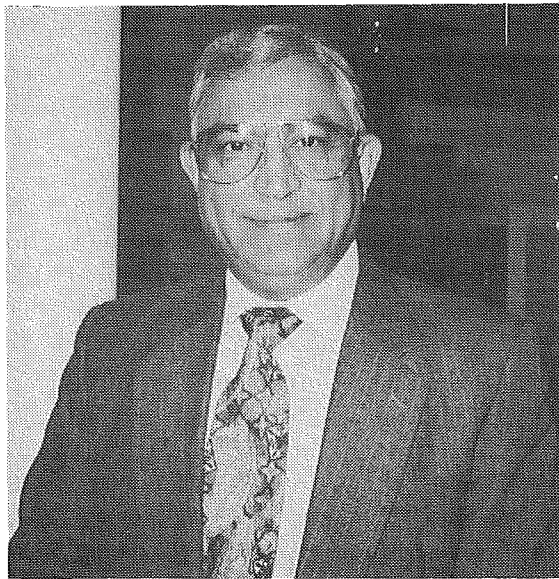
Sent to boarding school in Khandala, near Pune, at age 4, he recalls his days at Billimoria High School in Panchgani as the most memorable of his life. "I established values, goals, morals, drives, disciplines that I carry with me to this day." Though he belonged to the group of recognized mischievous troublemongers, he enjoyed life to the fullest, participated in all athletics (hockey, soccer, cricket and tennis), and was elected Senior Prefect.

He spent an unforgettable four years at Nawrojee Wadia College, Pune. "We were the young men, full of confidence, vim and vigor, who sat in the last row (they were called LLB or Lords of the Last Bench), and were sent to Principal Dr. Choksy's office on more than one occasion." He

remembers these as the "carefree, fun loving days of my life."

Maneckshaw came to the US in 1962 to the Indiana Institute of Technology. "After paying tuition, room and board, I was left with 50 cents to my name. But with faith, courage, sheer guts, good friends (Vatcha, Talati, Dubash, Irani) and luck, I was able to find work to put myself through a BS in Electrical Engineering from Illinois, and 4 years later received Professional Engineer status in Wisconsin.

He started his career with Uncle Sam at the US Army Weapons Command during the Viet Nam era, and was later selected by the US Department of Defense to go to Industrial College of the Armed Forces to study Management in Washington, DC. He later completed a Juris Doctor from Illinois and a Masters in Electrical Engineering from Pacific Western University at the US Naval Weapons Station, in California.



Among Maneckshaw's early jobs were a four-year stint as Shop Engineer with the C&NW Railroad in Chicago, Plant Engineer with General Dynamics, and Project Engineer with the Chicago Sanitary District. He started in the Army as a Senior Electrical Engineer at the US Weapons Command in Rock Island, responsible for testing major armament and radar systems going to Vietnam.

On being promoted to the US Naval Academy in Maryland, as Manager of the Engineering Division, Maneckshaw supervised the design, construction and takeover of the Engineering Studies Complex (Rickover Hall), and was the recipient of the USNA Superintendent Award. Nine years later, he transferred to the US Naval Weapons Station in California, as Director of the Maintenance Control and Engineering Division, and implemented major energy saving programs, including research on wind generation which was acclaimed in the San Francisco and Concord newspapers.

After subsequent promotions — to Manager (of 180 million dollar design and construction contracts), and Chief of Engineering and Construction in Virginia, Maneckshaw started a new Master Planning and Engineering Field Division, and was in charge of developing the total field support for engineering design, construction, field inspection, utility conservation and economic analyses.

Maneckshaw is currently Programs Manager in Charge of the Eastern Region, Europe and sections of the Far East. Married to Carol Rosenberg, they have three adopted children, and four from his previous marriage. "All are pursuing graduate work at universities or gainfully employed, and contributing to my DOD payroll! It finally paid off!" remarks Maneckshaw.

He contributes his services generously to the community through Elks and Lions Club, Kiwani, Jaycees, B'nai B'rith and Knights of Columbus.

He attributes his success to his parents, friends from his schools and colleges in India (especially the Parsi Union Engineering and Science Fraternity), his Parsi friends at Indiana Tech, professors, mentors, bosses and family members. "They all were a great influence and naturally are still a part of who I am today."

He feels his values were well established before he came to the USA, while his philosophies in life have developed over the years. 'Maneckshaw's Rules of Thumb' as he affectionately calls them include:

- Act positive, be positive, think positive and smile.
- Be caring and loving, but not gullible.
- Never say "No" to a challenge.
- Be honest, ethical and truthful.
- Use diplomacy only if needed.
- Persistence is paramount.

"Genius is one percent inspiration and 99 % perspiration. In my case it was 100% perspiration.

"There were smarter people than I, who never made it to the US or went up the ranks, because they lacked vision, ambition, goals, discipline to work hard, manage programs with every inch of will and motivation to succeed."

Not the least of Maneckshaw's qualities is a good sense of humor. As the only Parsi in his agency, he has taught his American colleagues to greet him in the morning with "Sahebji Adi-bawa, Kem Chevo".

## CAINAZ AND KESHVAR VAKHARIA

US Army

New Orleans, Louisiana

Twins Cainaz and Keshvar Vakharia were born in Mumbai, India in 1972. They spent a year in India and then went to Tehran, Iran, where their father, Captain Adi Vakharia was transferred. After spending 7 years in Tehran, the family left Iran and returned to Bombay. In 1980, their father was transferred to New Orleans, Louisiana where the family still resides.

Keshvar attended Mount Carmel High School in New Orleans and then went to Loyola University, New Orleans, on a ROTC scholarship. She graduated in 1995 with a BS in Biology and was commissioned into the US Army Corps of Engineers. She attended her officer training

course in Fort Leonard Wood, Missouri, and is now stationed in Fort Hood, Texas, where she is a Platoon Leader in the 68th Engineer Company (Combat Service Support). At



Fort Hood, Keshvar has been involved in road construction and building projects.

Cainaz attended Benjamin Franklin High School in New Orleans and then Tulane University, also on a ROTC scholarship. She graduated in 1994 with a BS in Biology. She was commissioned into the US Army Intelligence Corps. She is currently stationed in Weisbaden, Germany and has just returned from a tour of duty in Turkey. She is currently the Executive Officer of the 302nd Military Intelligence Company.

Their parents Adi and Arnavaz and younger sister, Mazarin, reside in New Orleans, and are active participants in the Zarthusti community.

## ARTISTS & DESIGNERS

### FEROZA FITCH

Bethesda, Maryland

Graphic Artist

Juggle, juggle, juggle. Every mother learns that fine art very soon. Grocery shopping, sick kids, unpaid bills, endless tasks that amount to a full time job in themselves. Now pile on running a home-based business (Feroza is a graphic designer), toss in a healthy dose of volunteerism (she was secretary of ZAMWI for the past four years), and you have what is typically 'today's woman.'

Feroza was born in Mumbai, and lived in Nigeria for four years, before migrating to the US in 1970. She graduated from the University of Wisconsin with a liberal arts/art history degree.

In 1978 (now married to her husband, Mark), she borrowed \$3000 from her family, leased equipment, hired a helper, rented an office in downtown Washington, and established a company called *Lexicon Graphics*. It was hard work — many sleepless nights and long periods with not a single day off. Mark, a programmer, would go to his job each morning, and come to the shop every evening and on weekends. Shopping was often done at 2:00 am! Home-cooked meals were a forgotten commodity.

Eventually, it paid off. Feroza had to expand her offices downtown, and hire a larger staff. The client list included national associations, ad agencies, universities, hotels, and others. The company specialized in designing brochures, identity pieces, conference materials and annual reports. It won several national design awards.

When the Fitch family grew with the births of their two sons, Feroza decided to downsize the business,

*Wise men talk because they have something to say; fools because they have to say something* — Plato (Fed Newsletter)



Above, Zenobia Rivetna, right,  
Goolita Fredoon Wadia-Shave

and move it into their home. She has been running it alone since 1992, juggling kids with work. "Listening to customers and interpreting their needs are key to a successful design business," says Feroza, who has maintained most of her clients over the years.

In 1987 her father Fali Chothia passed away, and Feroza helped establish the Fali Chothia Charitable Trust under ZAMWI, for needy Zoroastrian students.

It was again a family effort, when Feroza became secretary of ZAMWI. There were days when she, Mark and her mother Khorshed would sit at the dining table folding flyers, licking stamps, and sorting labels. Or the family would go to the newly donated Darbe Mehr and clear the land, mow the lawn or clean the building.

Doing a juggling act means taking the kids to the doctor while other professionals are working in their offices. It means burning the midnight oil while other professionals are asleep. But, it also means being able to always be around for the children. Thankful for her family support, Feroza is able to juggle her worlds, and be a 'Today's Woman'.

**ZENOBIA RIVETNA**  
*Editor and Art Director*  
*Cambridge, Massachusetts*

Zenobia Rivetna was born and raised in Chicago. After receiving a BS in Landscape Architecture from Purdue University in 1993, she found her way to Boston, where she lives today. Through an interesting mix of fate, determination, creativity and luck, Zenobia landed herself a staff position at *Editorial Humor* (formerly the *Boston Comic News*), a small publication boasting a satirical review of national and international events.

She is now Editor and Art Director at *Editorial Humor*, and is responsible for its editorial content and production. As head of a three-plus employee production department, she makes all design decisions. She manages five free-lance writers and artists weekly. As a senior graphic designer, she designs and produces a majority of the advertisements that run in the publication, and all in-house flyers, forms and promotional materials.

Zenobia has also designed and produced flyers, letter-heads, logos and newsletters for numerous organizations, including producing the quarterly *United Religions Journal*, and

being the 'resident QuarkXpress consultant' for FEZANA Journal.

Being in a small business, Zenobia has been fortunate (or unfortunate depending on the situation) to be integrally involved — aside from her responsibilities in the editorial and art departments — with virtually every aspect of running the operation, from payroll and budgeting to management of interns, community interaction and special events. For two years she organized an art auction of donated artwork from local and national artists and raised over \$15,000 for the local food bank.

Last year she developed a very successful Public Art project throughout Boston by organizing a group of local artists to create 'masterpieces' out of ordinarily drab, unnoticed *Editorial Humor* newsboxes on Boston streets.

More out of necessity rather than choice, Zenobia also assumed the task of encouraging and training her computer-phobic co-workers in the use of the company Macs. This proved to be a very rewarding experience, as she became up-to-date with current publishing software and graphic design techniques. Just recently, Zenobia, with local internet gurus, is developing a web site to give *Editorial Humor* a presence on

the World Wide Web. This new and ever-evolving information technology, is re-inventing itself on a daily basis, and neither Editorial Humor, nor Zenobia, can afford to be left behind.

Zenobia finds her greatest challenge to be juggling the many major and minor crises that occur daily (including flooding in the office on production day, and a power outage minutes before an important phone interview).

As an emerging professional in a rapidly changing business world, Zenobia believes that it is absolutely vital to update and apply acquired skills continuously. She looks forward to continuing her career path in various publishing venues and perhaps ultimately starting her own architectural or design-oriented publication.

### **GOOLITA WADIA-SHAVE**

*Artist*

*Victoria, British Columbia*

I am an artist working out of my home, in Victoria, British Columbia. My love of art and architecture began early from observing my dad, an architect, who amidst clients and deadlines, always took time to share his knowledge and his love of the creative process. But it was a trip back to Bombay, after years in Canada, that made me realize and follow further with my study of art. On returning to Victoria from the trip, I applied at the University of Victoria and in 1995 completed my Bachelor of Fine Arts degree.

I have completed several courses and workshops using different mediums. One of the most memorable workshops was held by Professor Deoki Sharma, who taught us the ancient methods used to create Jaipur frescos.

My work consists primarily of acrylic and watercolor paintings. My focus has been on architecture and landscapes. I welcome commissions to create paintings of family homes, vacation spots and other memorable landmarks.

While at the University I began to search for images from Persepolis

and ancient Persia. I created some lithographs using a few of the recognizable images. This search for Zarthusti images has lead me to seek a deeper understanding of our religion and culture to which I am devoting my time at present.

My ultimate goal is to collaborate with other artists, historians and anyone interested in discussing and compiling a visual record of Fire Altars, Agaries and Atash Behrams.

I believe great possibilities lie ahead for our community as we begin to access and share the wealth of knowledge available from Zarthusti communities around the world.

### **AUDIOLOGIST**

#### **NAVROZE RUSSI BALSARA**

*Audiologist*

*Mississauga, Ontario*

I have lived in Toronto, Ontario since 1967, and after completing my high school education, proceeded to the University of Guelph to pursue a BS in Psychology. I developed a keen interest in hearing disabilities while working as a Research Assistant on a project involving experiments on the human auditory system. One summer job at the Canadian Hearing Society allowed me to tour Ontario with audiologists conducting free hearing tests on persons with hearing disorders.

After graduation, I continued my studies towards an MS in Audiology at Idaho State University at Pocatello. My thesis on "Aural Rehabilitation Practices of Clinical Audiologists in America" was published in the Journal of the American Audiology Association.

On my return to Toronto, I worked as an audiologist at the Sunnybrook Medical Center and Mount Sinai and Toronto Hospitals. I enjoyed extensive duties consisting of evaluation of hearing and rehabilitation, teaching medical students and supervising graduate students in audiology.

With increasing volatility in the medical professions in Canada, when the opportunity to work for a hearing aid

manufacturing company was offered, I changed my career path to become a Territory Manager at Phonak Canada. I work with audiologists across the country providing technical support for Phonak products.

My wife Andrea is a sign-language interpreter, fluent at facilitating communication between hearing and hearing-impaired people. Her focus is interpreting business meetings, educational seminars, workshops and public events.

Our latest endeavor as a couple is starting a home-based business with Oxyfresh Worldwide. When certain natural nutritional antioxidants were introduced to Andrea for her work-related joint and muscle pain, and the effect was a remarkable increase in mobility and no pain, we took a hard look at Oxyfresh. We are delighted to be working to help others in the same way Oxyfresh has helped Andrea.

### **AUTHOR**

#### **BAPSI SIDHWA**

*Author*

*Houston, Texas*

Bapsi Sidhwa — "Pakistan's finest English-language novelist" [*New York Times Book Review*] — is the author of four novels: *An American Brat* [1993], *Cracking India* [1991], *The bride* [1983], and *The Crow Eaters* [1982], and several short stories and essays. [See her article on page 100 of this issue of FEZANA Journal]. Sidhwa was born in Karachi, Pakistan and grew up in Lahore. She became an American citizen two years ago, and now resides in Houston, Texas, but travels frequently to Pakistan and India.

Bapsi is a distinguished international writer whose works have been translated into French, Russian and German, and has been critically acclaimed:

"Bapsi Sidhwa is a writer of enormous talent, capable of endowing small domestic occurrences with cosmic drama and rendering calamitous historical events with deeply felt personal



meaning. Her *Cracking India* is a lively, compelling novel, ambitiously conceived, skillfully plotted, and beautifully written."

- *New York Newsday*

Notable among Bapsi's many honors are: the \$105,000 Lila Wallace Reader's Digest Writer's Award in 1993, and both the Sitara-I-Imtiaz, a Pakistan national honor, and the Liberatur Prize in Germany for *Cracking India*, in 1991. Bapsi has been a Bunting Fellow at Radcliffe/Harvard and has taught at Columbia, Rice, and the University of Houston. This spring she is *Distinguished Writer in Residence* and Professor of English at Mount Holyoke College.



Left, noted author Bapsi Sidhwa

work as independent consultants or contractors on high-tech jobs.

Stanford, University of California at Berkeley and Santa Clara University are the top three major local universities supplying research and graduates for the valley's growing companies. Many local community colleges and state universities are upgrading and adapting their curricula to meet the needs of local industries.

A large number of Zarthusis work in Engineering and Computer professions in top high-tech companies in Northern California. They enjoy a demanding market for their skills, and receive well-deserved recognition. Many of them have found their way into management positions.

Silicon Valley is a haven for aspiring, young Zarthusis who combine a top level Western education with a rich Eastern culture. They fit well into the new breed of computer 'whiz' and entrepreneur problem-solvers, who dare to work on the cutting edge of a burgeoning technology. Their diverse background is an asset and not a handicap.

A natural match for immigrants who may not have yet mastered the language, computer and engineering fields attract newly arrived immigrants from Iran and India. They excelled in school and worked hard, influenced by their culture, their parents and their religion. A quick look at Northern California Zarthusi directories, shows a Director of Software Development at Oracle Corporation, a manager at Sun Microcomputers, and a large number of independent computer consultants.

At Zarthusi gatherings, computer "shop-talk" is common. Many youth enjoy the opportunity to network with other professionals in the field and find role models. It is interesting that Zarthusi women have equalled or excelled in engineering and computer jobs, traditionally a male-dominated profession.

- By Mehran Sepehri

## CHEMIST

### RUMY JAL MOHTA

*Analytical Chemist  
Midlothian, Virginia*

Originally from Mumbai, Rummy Mohta has been in the US for 11 years. He has an MS in Analytical Chemistry from S.D.S.U. and is currently working as an Analytical Chemist in the Quality Assurance Department at Allied Signal in Hopewell, Virginia.

In addition, Rummy owns a travel agency, Richmond Travels, involved in selling international tickets at wholesale prices. There is a special discount for all Zarthusis and 'at-cost' tickets for emergency travel.

Rummy is married to Marg, and the couple have two sons, Eric (6 years) and Cyrus (8 months). Their recreational activities include fishing, volunteering for non-profit organizations and charity events, participating in local Indian and Zarthusi functions, and traveling.

## COMPUTER PROFESSIONALS

### WORKING IN THE SILICON VALLEY

Northern California is home to the world famous 'Silicon Valley' and the birthplace of Apple Computers, Intel Corporation, Hewlett Packard, Netscape, Silicon Graphics, Sun Microcomputers, Oracle Corporation, and thousands of other world class computer industries. New companies have been mushrooming in the area, with innovative computer-related products and services. It has the highest concentration of Computer Professionals, Software Engineers, Hardware Technicians, Management Information Systems Consultants, and numerous related jobs.

The Silicon Valley area is a dreamland for creating one's own company. Inspirational entrepreneurship is prevalent everywhere. Many start-ups and small business owners start from a small office or a garage to bid on the growing business. A large number of professionals prefer to

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## TODAY'S INDUSTRY PAR EXCELLENCE

Computing is today's knowledge-based industry par excellence. It is true that Microsoft is based in Seattle, Compaq, the leading PC maker, is in Texas, and IBM is in New Jersey. But most of the other technology leaders—such as Sun Microsystems, Hewlett-Packard, Oracle, 3Com, Applied Materials, Netscape, Cisco Systems and Intel — are in and around the Silicon Valley, about 40 miles south of San Francisco. That's where the best jobs are today, if you have what it takes to succeed in its unique culture.

According to *The Economist*, the success of Silicon Valley is due to:

- Tolerance to failure
- Job-hopping-creative destruction
- Risk-taking
- Enthusiasm for change
- Promotion on merit
- Obsession with the product (corporate culture)
- Collaboration
- Variety of companies
- Lack of gender or color bias
- Hands-off policy of government.

We are told that Bangalore, in South India, is vying for the title of Silicon Valley of India. But for the moment, according to *The Economist*, Bangalore lacks the entrepreneurship ingredients noted above, and seems to be better at making products for others, than coming up with new ones of its own. No wonder that many of the brightest Indians still prefer to seek their fortune in California.

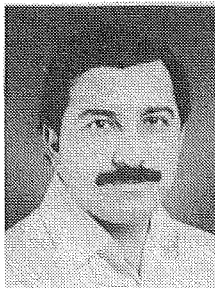
Between 1987 and 1992, value added to the company per employee rose by \$50K to \$115K. Naturally, salaries have risen accordingly. In 1996, average salary for software engineers in Silicon Valley was \$78K. Today, an engineer with an MS in computer science or Electronic Engineering can expect a starting salary of \$50-55,000. A fresh Ph.D. commands a salary of over \$80,000. Other salaries are: semiconductor engineers - 75K; computer/communications engineers - 64K; bioscience majors - 60K; environmental engineers - 40K; and professional services - 38K. The

largest number of new jobs are in the professional services area, where engineers hop from job to job depending on short-term needs of various companies. Despite lower salaries, many engineers prefer this area because of the variety of assignments available.

*By Rustom Kevala*

### PORAS T. BALSARA

*Professor of Electrical Engineering  
Dallas, Texas*



Poras obtained a diploma in electronics from VJTI, Mumbai, in 1980, a BE in electrical engineering from Mumbai in 1983, and a Ph.D. in Computer Science from Penn State University in 1989. Currently, he is an Associate Professor in Electrical Engineering with the Erik Jonsson School of Engineering and Computer Science at the University of Texas, Dallas. His research interests include VLSI design, design of energy-efficient digital circuits and systems, computer arithmetic, application-specific hardware design, and parallel architecture. He received a National Science Foundation Research Initiation Award in 1990.

Poras feels that there is no longer a hard boundary between computer hardware and software, so that circuit and systems design has become a challenging area. Although a BS level education is sufficient to get a job in this field, graduate level education is needed to gain in-depth understanding and advance the state-of-the-art. Poras is the only priest in the Dallas area, and is planning to start a class for pre-navjote children. His wife, Pearl, is a CPA.

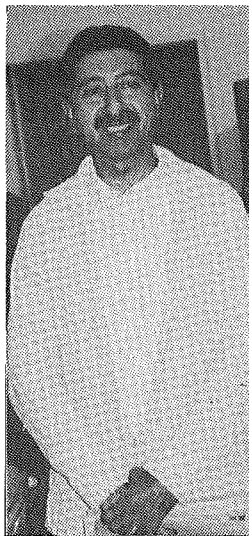
### MANECK N. BHUJWALA

*Software Development Engineer  
San Jose, California*

Maneck Bhujwala received a BE in electrical engineering from Maharaja Sayajirao University of Baroda, in 1964, an MS in electrical engineering

from the University of New Mexico in 1967, and an MBA from San Jose State University in 1984. He has worked as a test engineer, design automation engineer, database administration engineer, and CAD systems manager at several companies in California. Today he is manager of CAD software development at Mentor Graphics Corporation in San Jose.

"Job security is not guaranteed," Maneck advises, "but you can improve your chances by keeping technologically up-to-date and getting diverse experiences in related fields. Building a good working relationship with your manager and co-workers is also very important. You should be flexible in taking different assignments and volunteer for special tasks."



Maneck co-founded the Society for Rapid Advancement of India in Los Angeles, which shipped technical and medical books, equipment, and clothes to schools and organizations in India. He was instrumental in starting

the Zoroastrian Association of California in Los Angeles, as well as the Zarthusti Anjuman of Northern California, and served on the executive committees of both. Maneck represents the Zarthusti religion at various interfaith events in California, and is the Zarthusti representative on Stanford University Associated Ministries, a campus group.

### HORMAZD COMMISSARIAT

*Electronics Engineer  
Mountain View, California*

Hormazd obtained a BS in electronics engineering from the University of Bombay in 1992 and an MS in electrical engineering from Virginia Tech in 1995. Before coming to the

US in 1993, he was a trainee engineer at Godrej & Boyce Manufacturing Co., and a software engineer developing a financial accounting package at a management and software technology company in Mumbai.

At Virginia Tech, he supported himself by working as an audio-visual technician at \$6 per hour and later as a graduate research assistant working on rapid prototyping of application-specific Signal Processors using VHDL. He joined Intel Corp., Santa Clara Processor Division in 1995. His work includes VLSI circuit design for Intel's next-generation microprocessor (MERCED).

Hormazd says: "The electronic engineering field has a lot of good potential now and in the future. I like my job." Earning potential is in excess of \$50,000 with tremendous benefits. Hormazd serves on the governing board of Club-Zed, which is a private club primarily for discussing Zarthusti singles-related issues on the Internet.

#### **NATASHA DESAI**

*Systems Engineer  
Dallas, Texas*

Natasha Desai received a BS in electrical engineering from the University of Texas at Austin. She is currently a systems engineer at Electronic Data Systems, an information services company that "shapes how information is created, distributed, shared, enjoyed, and applied for the benefit of enterprises and individuals."

She started her career supporting an internal EDS financial system. Her next move was to Mexico City where she lived for a year improving her Spanish skills and supporting the country's credit card system. Her current project is to design/develop an application that will be used on the internal EDS intranet.

#### **JAMSHED DUBASH**

*Digital Semiconductor Engineer  
Marlboro, Massachusetts*

Jamshed Dubash was born in Mumbai. He obtained a BS in micro-electronic engineering from Rochester Institute of Technology in 1988 and will complete an MBA in Hi-

technology from Northeastern University in 1997. He is currently a Principal Engineer at Digital Equipment Corporation in Hudson, MA, which he joined ten years ago.

#### **ERACH A. IRANI**

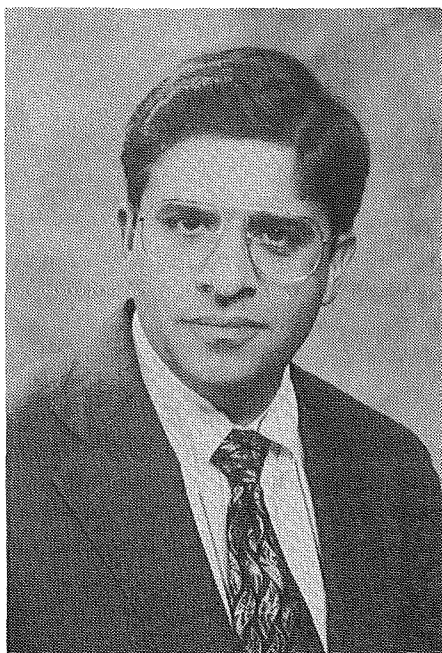
*Computer Software Development  
Woodridge, Illinois*

Erach Irani received a B.Tech. from the Indian Institute of Technology, Mumbai, in 1985, and an MS and Ph.D. in computer science from the University of Minnesota in 1993.

He worked as a lead developer on business functions using voice processing such as time reporting, distribution, sales, airline refund, and medical insurance; and did some work on data mining and data warehousing. During the last four years, he worked with Oracle and Sybase-based applications development. Recently he underwent training and certification for SAP ABAP/4 training through the SAP Partner Academy. He is now a consultant in SAP and diagnosis and rectification of layout problems.

#### **HOMI KAPADIA**

*High-Tech Consulting  
Chadds Ford, Pennsylvania*



Homi Kapadia is a partner with Deloitte & Touche LLP, and the Managing Director for the Northeast Region of Deloitte & Touche Consulting Group/ICS. He currently

leads the region, which has over 250 consultants that focus on enterprise transformation using leading package systems such as SAP and BAAN. Homi has over 19 years of industry and consulting experience in distribution and manufacturing. His clients are leading Fortune 500 companies in the high technology, process, pharmaceuticals, consumer products, and aerospace and defense industries.

Prior to joining Deloitte & Touche LLP, he held management positions in Management Information Systems, product distribution, master production scheduling, customer order management, and production control, at Burroughs Corporation's Systems Manufacturing Group in Pasadena, California.

Homi has an MBA in Management Strategy and Policy, an MS in Computer Science from the University of California at Los Angeles and a BTech in Electrical Engineering from the Indian Institute of Technology in Mumbai. He attended Cathedral High School in Mumbai.

He is past-president of the American Production and Inventory Control Society (Inland Empire Chapter), and is certified in Production and Inventory Management by APICS.

Homi lives in Chadds Ford, near Philadelphia, with his wife Shireen, who is a clinical psychologist, and his children, Sarita (9) and Cyrus (7).

#### **JAMSHED KAPADIA**

*Software Engineer*

#### **RITA KAPADIA**

*Internet Services*

*Carlisle, Massachusetts*

Jamshed and his wife Rita are both computer professionals. After graduation from IIT, Mumbai, Jamshed came to the US in the 1970s and earned his MS in Electrical Engineering and Computer Science. He is a group engineering manager with Digital Equipment Corp. and manages software product development.

Over the years, Jamshed has worked in computer systems architecture, software development technologies



*Computer professionals Jamshed and Rita Kapadia, with Roshni and Cherag*

and application development for industries like health care, retail, pharmaceutical, banking and finance. He consults on bus-driven, client-server, distributed applications solutions for global enterprises, business re-engineering, exploiting IT paradigms (like client-server and the Internet), software development tools and methodology.

After coming to the US in the early 1980s, Rita studied computer science at the University of Massachusetts. She has started a company, *R.K. Systems*, which specializes in Internet/Web development and turnkey Web solutions, including consulting, design and programming. Rita is currently constructing a Web home page for FEZANA [see page 5].

The Kapadias are active in the local community and school activities, and enjoy going to ZAGBA functions and religion classes. They care for their Zarthusti community and values, and share a vision of a flourishing and prospering community.

#### **K. EDDIE MEHRFAR**

*Communications Engineer  
Las Palma, California*

Eddie graduated from the College of Engineering, University of Tehran, in 1978; and received his MS in Engineering and Ph.D. in Computational Fluid Dynamics from the University of Akron (Ohio) in 1986. Eddie is

employed at MCI Systemhouse Global Access Unit in the areas of Internet access and communications. He is a founding member of the *American Global University*, which is a correspondence/net-based university that offers degrees in many subjects. Started by Mehrfar with some others (Iranians and Americans) about 6 months ago, it is registered in the West and the Midwest, and has the goal of "providing higher education to anybody, anywhere ..."

Mehrfar is married and has two children aged 9 and 6.

#### **PERCY NIKORAWALLA**

*Internet Services  
Plainsboro, New Jersey*

Having completed his HSC in 1991 in Mumbai, in Computer Science, Percy Nikorawalla moved to Kalamazoo, MI to continue studies at Western Michigan University (WMU). He had been involved with computers since the 4th grade, but was even more intrigued with the Internet and the evolution of the World Wide Web in 1993. He quickly mastered HTML and CGI and took his first steps towards becoming a 'Webmaster'.

At WMU, he was appointed student representative of the Internet Committee. As the growth of the Web exploded during 1994 and 1995, he played a small role in creating the

specifications for HTML 3.0, making suggestions to NCSA and Netscape. He also helped various departments in the University establish themselves on the Web.

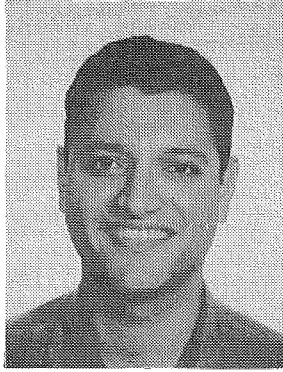
Being amongst a handful of experienced Webmasters at the time, and having his resume available on the Web in HTML format at a time when most resumes were sent by 'snail mail', he received numerous job offers from companies such as DEC, NeXT, Apple, Activision, Ford, GM, some Web consulting firms, and even NASA. He accepted an offer from a consulting firm that caters to several Fortune 500 companies.

Currently he is stationed at one of the world's leading financial services institution, and proud to be one of a small team of developers who are breaking new ground by bringing financial services to the desktop of the consumer, via a web-based service that allows them to view their account, get stock quotes, news and research on-line.

His responsibilities, among others, include incorporating several new technologies that will help make the web site secure, scalable, and robust. His job also involves interaction with industry giants such as IBM, Microsoft, Netscape, Adobe, Sun, and others.

Surfing the web and staying up-to-date on new technologies is part of his job. "Getting paid for what you love to do! Is this the best, or what?" says Nikorawalla. "Over the past years, I have associated with USENIX, SAGE, the International Association of Webmasters and The HTML Writers Guild. You can also catch me trying to help out (and seek help) in newsgroups such as comp.lang.javascript and com.lang.java.programmers. You can drop me a line at [percy@percy.com](mailto:percy@percy.com)"

During his free time, he loves to fly (he is working on his private pilot license), take pictures with his Minolta XG-M, collect antique pocket watches, and of course, surf the web!



Top, Burzin Patel, Jamshed Patel and Mehran Sepehri.  
Below, Aspi Wadia and wife Ketty, with sons Raiyomand and Bahman

**BURZIN A. PATEL**  
*Software Engineer*  
*Columbia, South Carolina*

Burzin Patel received a BS from Thadomal Shahani Engineering College in Bombay in 1992, and an MS from University of South Carolina in 1994. Fresh out of school, Burzin started off at NCR Corporation (known as AT&T GIS then) as a developer in the Performance Engineering department, working on Transaction Processing oriented compiler optimizations. In 1996 he became Microsoft NT Feature Team Leader. He has been the editor and co-author of a book entitled NCR NT Tuning Guide.

The approximate earning potential for someone just out of school in computer-related fields with a BS degree is \$28K to \$42K, and with a MS degree, in the range of \$35K to \$50K, and is very dependent on the job location.

Burzin says: "The 'computer field' offers tremendous opportunities.

Finding a job never seems to be a problem these days. I have found that for finding a job and doing well, what truly matters is not which school you graduate from, but what you learn out there." Burzin plans to continue working for a computer company for a few more years. Later, he plans to start his own computer-oriented business dealing with hardware and/or software.

**JAMSHED N. PATEL**  
*Computer Engineer*  
*Redwood Shores, California*

Jamshed Patel obtained a BE in electrical engineering from VJTI, Mumbai, in 1988, an MS in electrical engineering from Vanderbilt University in 1990 and a Ph.D. in computer engineering from Purdue University in 1996. He now works in the Advanced Technologies division at Oracle Corporation, prototyping new ideas and technology.

In engineering, analytical and logical thinking is required, and good written and oral communication skills are

always important. In addition, one has to be prepared to learn continuously in the fast-paced technology-driven computer engineering field in which starting salaries can range from \$40K to \$80K, depending on the degree and area of work. Jamshed plans to start his own company some day.

**MEHRAN SEPEHRI**  
*Consultant, Information Systems*  
*Mountain View, California*

Mehran Sepehri is a faculty member at Kenna Business School of Santa Clara University. He teaches MBA and undergraduate courses in Operations and Information Systems. He is also responsible for Corporate Information System and Technology at Applied Materials in Santa Clara.

Mehran earned a Ph.D. from Stanford in Industrial Engineering and Computer Science. His prior education was at MIT and Arya-Mehr University in Iran.

With over 14 years of experience in computers and engineering, his expertise ranges from database systems, to strategic planning, computer integrated manufacturing, and technical training. His most recent work is in semiconductor equipment and database technology.

**ASPI WADIA**  
*Computer System Engineer*  
*Austin, Texas*

Aspi obtained a BE (Hon) in Telecommunications Engineering from Government Engineering College in Jabalpure, India, in 1964, and an ME in Advanced Electronics from the Indian Institute of Science in Bangalore, in 1966. As he had always stood first or second in class during his college, he received a Harvard University Fellowship. He obtained a Ph.D. in Engineering from Harvard in 1970 and immediately joined IBM Research Division in Yorktown Heights, NY. Aspi has worked for IBM in various capacities and at various locations ever since.

His early career at IBM involved him in the development of fault-tolerant



logic, self-checking circuits and error-correcting algorithms for which he received several US patents. Between 1973 and 1981, he worked on various research projects for compiler design, error-correcting schemes, and continuous speech recognition.

The next nine years, Aspi worked at the IBM Financial Systems Division in Charlotte, NC in the general area of secure workstations. He was responsible for developing the IBM signature verification technology. From 1992 to the present, at the IMM RISC/6000 Division in Austin, TX, Aspi has been involved with special projects in computer system performance.

Aspi received an Award for Excellence in 1993 in recognition of his outstanding achievements. During the course of his 26-year career with IBM, he has received three Invention Achievement Awards, 9 US patents, 11 technical disclosures, and authored 11 technical publications.

He says: "I kept the intensity of work high by changing areas of work rather than changing companies. I kept abreast of new technology and shifted into areas which were considered critical by IBM at all times. Above all, I studiously kept out of political hankerings." Salaries in his field at IBM range from \$45,000 to \$130,000, depending on capability and experience.

Aspi and his wife Ketty try to make newly-arriving Zarthusis feel at home in Austin, and surrounding areas. A few years ago, they started a class for studying Zarthusi scriptures, but "lack of community interest and entrenched conservative beliefs of some of the attendees caused the endeavor to fizzle out."

## DANCE

### RUKSHANA ENGINEER

*Classical Ballet*

*Victoria, British Columbia*

Classical ballet teacher from the Vancouver area, Rukshana Engineer, has had a passion for ballet as long as she can remember. After completing her

major studies in her native Vancouver, she was accepted by the National Ballet School in Toronto, from which she later received her Teacher's Diploma with distinction.

During 1989-1990 she undertook an extensive study tour of world-renowned ballet institutions in New York, Cuba, Denmark and Russia, where she studied with pedagogues of the Vagonova Institute in Kirov and Bolshoi School.

In 1993, turning down several offers from company schools, she opened her own academy in Vancouver. "My goal is to have a small school where I can nurture and coach serious students keen on achieving technical and artistic excellence," says Rukshana, "I believe teaching is an art and one should constantly seek stimulating, innovative approaches to enrich tradition and challenge students beyond the confines of any one methodology." Although the school is still in its infancy, students have consistently received top exam and competition results.

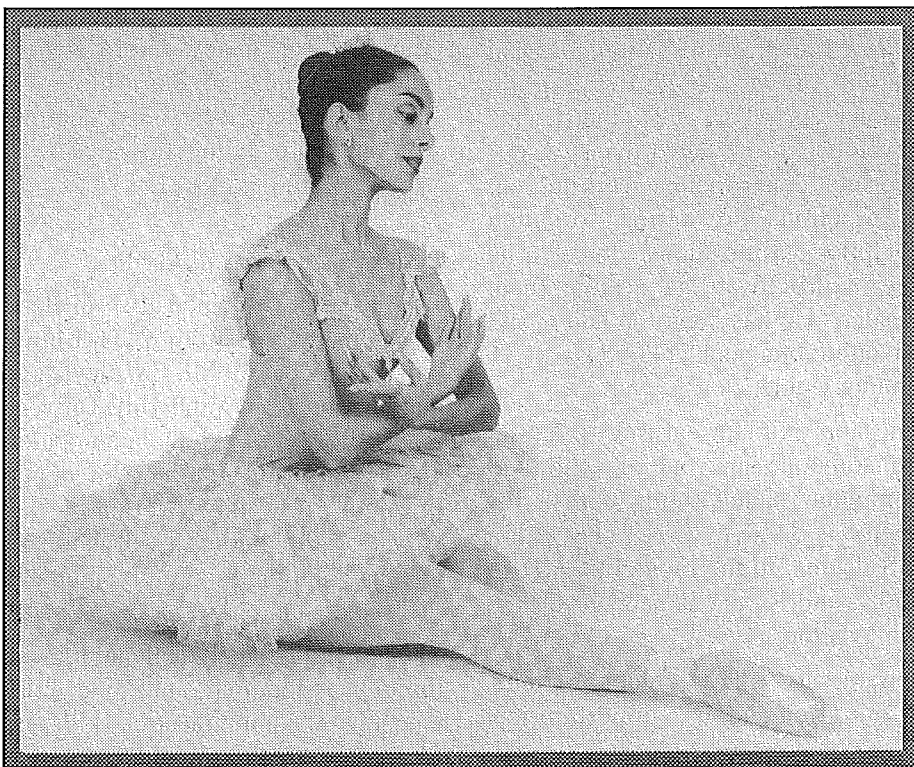
Beyond her regular teaching, Rukshana has guest-taught master and professional classes and given lecture demonstrations, contrasting different dance techniques.

Always keen to learn, her love of dance embraces many styles. In addition to her expertise in classical ballet, she has studied and performed Chinese dance, flamenco, ballroom and Bharat Natyam. Recently she performed in two premiers — *Offrande* and *Narcissus* by international Bharat Natyam artist Jai Govinda, at a festival of contemporary Indian dance.

Rukshana has credentials and certificates from the National Ballet School, Imperial Society Teachers of Dance, Maestro Ceccetti Societies International, the Benesh Institute of Choreology (London), the Beijing Dance Academy and the Canadian Dance Teachers' Association. She has also been awarded several grants, including one from the Canada Council.

"I strongly feel that the arts are greatly undervalued in North American society," says Rukshana, "Be it dance, music, drama or painting, art has the power to inspire and uplift and should in some small way touch all our lives."

*Rukshana Engineer, Artistic Director of the Vancouver Children's Ballet*





## FIRDOUS BAMJI

Theater Actor

New York, New York

A 7th grade school performance of *Bye Bye Birdie* fired Firdous Bamji's love of drama and the theater. "I love the emotional and intellectual excitement of creating something off the written page, and putting it into visual form," says Bamji.

After graduation from Kodaikanal International School in India in 1983, Firdous keenly pursued his interest in theater at the Journalism School of the University of South Carolina. On a scholarship, he completed his Master of Fine Arts from the same University in 1992, all the time working with the University Theater, as also with *Trustus*, a local theater group.

In 1990, Firdous played the lead role in *The Fantastics*, representing the University. This production was chosen to represent the US at the International Theater Festival in Moscow (formerly the USSR). The University then sponsored him for a year's internship at the prestigious Shakespeare Theater in Washington, DC.

His first experience on Broadway came when noted playwright Eric Bogosian chose Bamji for his new play *Suburbia*, which opened at the Lincoln Center Theater in New York in April 1994. Coincidentally, he had also just landed a lead role in a theatrical adaptation of Edgar Allen Poe's *The Fall of the House of Usher* at the Kennedy Center in Washington, DC, which he had to turn down.

His experience includes plays such as Shakespeare's *Measure for Measure*, and *In the Heart of America*, directed by noted playwright Tony Kushner at Long Wharf Theater in New Haven, CT. A recent performance of *Galileo*, at Baltimore Center Stage was highly popular, and starting March 1, 1997 Bamji will be in *The Changeling* at The Theater for a New Audience, in New York. Bamji finds comedy most difficult,



Firdous Bamji as Paris in *Troilus and Cressida*, at the Shakespeare Theater in Washington, DC. He was the first student ever to be asked to play a major role immediately following a one-year internship at that prestigious theater.

especially "when you are expecting a response and none is forthcoming." So also are first nights, as "you have an unrealistic audience — people with production companies — and everybody is nervous."

Bamji has also played minor roles in TV soaps *All My Children* and *One Life to Live*.

## DEMOGRAPHER

### RASHNA GHADIALY

Survey Methodologist  
Washington, DC

Rashna Ghadialy received her MA in Demography from Georgetown University in 1992. During the two years at Georgetown, she had the honor of being assigned as a research assistant to Professor Jacob Siegel, a pioneer demographer from the US Bureau of the Census. Since graduation, she has worked with the National Opinion Research Center at the University of Chicago, a leading survey research company, as a Survey Methodologist in the Statistics and Methodology Department in Washington, DC.

Her everyday job involves developing samples for various telephone, mail and face-to-face surveys in the data collection process and later analyzing the data gathered and writing reports.

In the past five years, Rashna has worked on studies and surveys in the fields of: methodology (1990 US Census Re-evaluation Survey, Evaluating Non-Response in Transportation Surveys); education (National Educational Survey); health (National Medical Expenditure Survey, US News and World Report - Best Hospital Survey); and drug use and abuse (National Household Survey of Drug abuse).

Rashna is a member of the Washington Statistical Society, American Association of Public Opinion Research. She is also on the Board of ZAMWI and is helping with the analysis of the Zarhusti census data for FEZANA.

"There are many misinterpretations of surveys and polls in the media," says Rashna, "I feel that can be minimized by survey professionals, using clearer and concise reporting of the data."

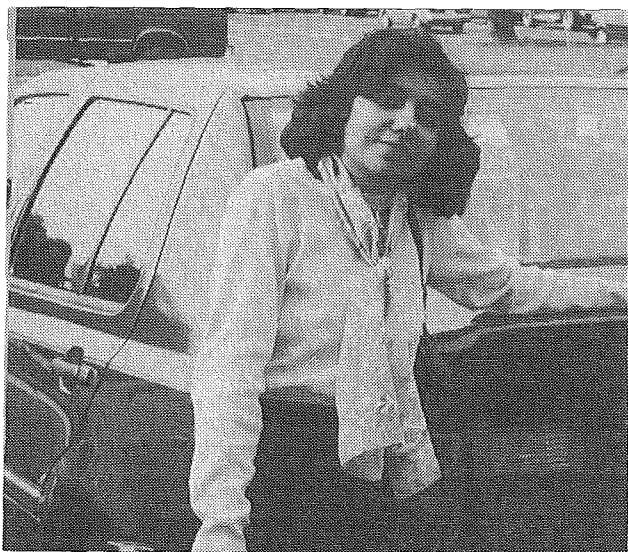
## DENTISTS

### RUSTAM K. DEVITRE

*Dental practice, Orthodontist  
Boston, Massachusetts  
[See advertisement this issue].*

Rustam K. Devitre is in dental practice with his wife, Virginia Shahini, DMD (Prosthodontist). After graduating from Government Dental College in Mumbai with a BDS degree in 1973, and Orthodontics MDS (I) in 1974, Devitre received an Advanced Education Certificate of Achievement (Prosthodontics) from Tufts Dental School in 1976, and a Tufts Dental DMD in 1977.

He was an Assistant Professor at Tufts Dental from 1977-1985 and Assistant Adjunct Professor in Post-graduate Prosthodontics from 1986-1990. Since 1985, he has been in private practice at two locations — in Boston and in Hingham, MA.



### YASMIN JAMSHED GHADIALI

*Private Dental Practice  
Baldwin, New York*

Dr. Yasmin Jamshed Ghadiali migrated to the USA in 1976, and is one of the most respected and revered members of the New York area Zarthusti community. She started her practice as a dentist in Brooklyn, New York. Her gentle manner puts her patients at ease. She is an active member of the Indian Dental Association USA, and has served as its President.

Her helping hand extends beyond the boundaries of the Zarthusti community — she often performs *pro-bono* work for those who cannot afford professional dental care. She believes in the Zarthusti motto 'Happiness to those who make others happy', and practices this principle of our faith every day. A 'giver' in every sense of the word, her presence is felt in every facet of New York's Zarthusti community life.

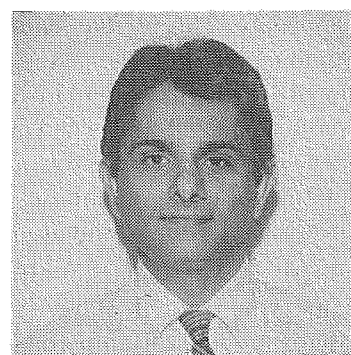
Yasmin has played a leadership role in many fund-raising events, from general funds to medical emergencies, to Zarthusti charities in India, devoting her life towards the goal of helping other human beings. She has a very noble heart and is always on the forefront when organizing charitable events, including the annual fund-raising drive for the Parsi General Hospital in Mumbai.



Orthodontics for 6 years before moving out west. Since 1969, she has been in the private practice of orthodontics in El Cajon.

Dr. Jahina was elected as a Fellow to the Academy of Dentistry International in 1991, and a Fellow to the International College of Dentists in 1994. She is currently an Associate Professor at University of Southern California and has worked and lectured extensively with Dr. Terry Tanaka in the field of TMJ and facial pain. Dr. Jahina is a member of the Cleft Palate Team and Craniofacial Anomalies Team at Children's Hospital in San Diego, and a consultant to the Departments of Maxillofacial Surgery and Plastic Surgery at the Naval Medical Center in San Diego.

A member of 12 dental societies, she has published papers dealing with growth and development and the Pierre Robin Syndrome. Her volun-



*From left, survey methodologist Rashna Ghadiali, and dentists Mitra Javidan-Mazdy and Kobad Malesra*

Yasmin has served on ZAGNY's Board of Directors as Secretary, and on the Board of Trustees for the Darbe Mehr Zoroastrian Temple in New Rochelle, New York.

### SOONA B. JAHINA

*Orthodontist  
San Diego, California*

Dr. Jahina received her Dental degree from Loma Linda University and her Masters in Orthodontics from the University of Pennsylvania. She remained at that University, as an instructor in the Department of

teer work in cleft lip and palate and craniofacial anomalies has taken Dr. Jahina to far off places such as Mexico, Ghana, China, and Kenya.

### MITRA JAVIDAN-MAZDY

*Dentist  
San Diego, California*

Born in Tehran, Iran in 1957, Mitra Javidan-Mazdy finished high school in Iran. In August 1978, just prior to the Revolution in Iran, she moved to the USA, and in 1980 graduated from Southern Illinois University with a BS in Biology.

She married Mehran Mazdyasni in 1980, and a son Arya was born in 1982. In 1986, she graduated with a DMD from the University of Kentucky College of Dentistry, and went into private practice in Lexington, Kentucky. Daughter Sheila was born a year later.

In 1991, Mitra started working for the US Navy as a contract dentist in San Diego. "I loved the job," she says, "I had no business responsibilities, only dentistry." Since 1992, she has been practicing dentistry in San Diego, which she enjoys. Their third child Layla was born in 1996.

She is very appreciative that her husband helps a lot, not only with the family, but also organizing, advising, and managing the dental practice. She also thanks her parents Zoleikha Delgosha and Jahangir Javidan, and brother, Rostam Javidan, whose help is always unconditionally there.

Her hobbies are her family. She also loves cooking, baking, walking and swimming, and hopes that she can one day find the time to start painting. "I am proud to be a Zarthushti" says Mitra, "in any way that I can help the society, I will try to do so."

#### **KOBAD B. MALESRA**

*Private Dental Practice  
Cranston, Rhode Island*

Kobad B. Malesra graduated in 1970 with a BDS from Bombay University, and received his DDS degree from Rhode Island in 1979. He currently has a solo private practice in Cranston, RI.

With a variety of mostly community-oriented interests, Malesra is past president of the Cranston Dental Society, a board member of the YMCA, an active member of the Cranston Lions Club, ZAGNY and ZAGBA (Boston), and also coaches the soccer league for Cranston youth. Malesra and his wife Debra, have two sons Kyle (13) and Craig (10).

#### **YAZDI SHAWAKSHAW TURNER**

*Dental Surgeon  
Montreal, Quebec*

Dr. Yazdi Shawakshaw Turner came to Canada in 1971, with a BDS from Bombay University and a Silver Medal in Periodontics. In Mumbai he engaged in private practice and concurrently participated in an Oral Cancer Research Program at the Tata Institute of Fundamental Research in affiliation with the National Institute of Health, USA. In 1974, he completed his DDS from McGill University in Montreal, and has successfully managed two private practices in Montreal.

Turner practices all phases of dentistry including Pedodontics and has specialized in Prosthodontics, Crown and Bridge, Cosmetic Dentistry, Periodontics, Orthodontics and Implantology. He has a great love for his profession, and is an active member of various dental associations.

Besides dentistry, Turner also excels in sports. He has played in collegiate soccer and badminton, and has represented his college in Track and Field competitions. Married to Mahnaz (née Ferzandi) who is also his very able and competent dental administrator, he is the proud father of three children who have inherited his dynamism and love for sports.

#### **ZARTHUSTI DENTISTS IN USA & CANADA**

Some additional Zarthushti dentists are listed by State below. The list, compiled by Yasmin Ghadiali, is not meant to be exhaustive.

*Arizona: Cyrus Austin; California: Nadir Camay, Rustom P. Dastur* — a retired dentist, actively pursuing the study of law—*Rostam Forooghi, Joseph Hakimi, Kamal Taraporewalla; Illinois: Maharoukh Kravich; Maryland: Soli Choksi, Maryam and Bahman Guiv-Nejat; Massachusetts: Rusi Gheewala, Noshir Mehta; Missouri: Merzban Patel; New York:*

*Jamshed Garda; Ontario: Rusi Bal-sara, Ramin Dehmoubed; Pennsylvania: Malcolm Morris; Quebec: Gita Aidun; Texas: Dina Anousheravani, Mike Behrami-pour, Behramji Mehta; Virginia: Behram Dalal.*

#### **ECONOMIC DEVELOPMENT**

#### **ADI J. DAVAR**

*Director, World Bank  
Falls Church, Virginia*

Adi Davar has devoted a major part of his life to the cause of economic development of Third World countries. Many of them across the globe, and millions of their poor, have been touched by his professional contributions.

He trained as an economist and international lawyer, and earned Bachelor degrees in economics and law from Bombay University and a MS in international law from Harvard. By age 30, he had become a Senior Executive Officer of the engineering giant, Tata Engineering, of Tata Sons, helping it to create its new manufacturing complex and township in Poona.

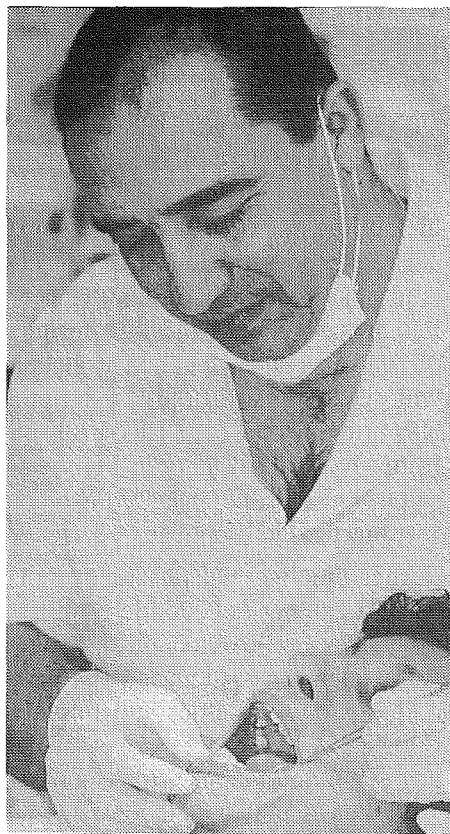
In 1966, he joined the World Bank. Indeed, Davar was the first Zarthushti to join that prestigious international development organization, to reach its middle management level within three years and to become part of its senior management as a director.

He successively became Chief of its divisions in the Caribbean, Mexico, Middle-East, Afghanistan, Thailand and Indochina, and then Director of its East Asia and Pacific Region Projects. Incidentally, he is perhaps the only North American Zarthushti to hold ambassadorial rank (while serving in Thailand), besides Ambassador Jamshed Marker of Pakistan. Since leaving the World Bank in 1988, he has been the VP of International Development Specialists, Inc., a prestigious consulting company in Washington, DC.

Adi helped pioneer many new and enduring ways of enhancing the economic development of several Third

*Character is integrity plus altruism. Fame is vapor; Popularity an accident; Riches tak wings; and those who cheer you today will curse you tomorrow. Only one thing endures — Character. - Nani Palkhivala*

World countries. Like Henry Kissinger, he undertook 'shuttle diplomacy' that helped successfully resolve a few intractable international development issues: US and Egypt settled sizeable Egyptian debts in the early 1970s; Greek and Turkish Cypriots co-operated in the mid 1970s, on mutually beneficial development projects, for the first and only time since their separation in 1974; Turkey, Iraq and Syria, traditional antagonists, began discussing an equitable sharing of scarce waters of the Tigris-Euphrates rivers in the late 1970s; and Turkey was helped stave off economic bankruptcy in the early 1980s.



Davar's contributions touched many areas. He helped: organize international efforts and financing that enabled the Suez Canal to be reopened after the 1974 Arab-Israeli War; conceive a program in 1975 through which oil-producing countries were given technical assistance; pioneer in 1979, the international concept of Third World countries, undertaking fundamental reforms to structurally adjust their economies; and initiate in the mid-1980s, the basic reform at the national level, of public enterprises and issues of urbanization in the Phillipines, of public administration in Papua-New Guinea, of University education in Malayasia, of industrial and trade policies in Indonesia and Thailand, and of the entire health, irrigation and urban systems in Indonesia.

He has personally dealt with a number of Third World ministers and well-known national leaders, including Anwar Sadat of Egypt, Saddam Hussain of Iraq, Sultan Qaboos of Oman, Prince Nawaf of Saudi Arabia, Archbishop Makarios and Rauf Denktash of Cyprus, Costas Karamanlis of Greece, Torqut Ozal of Turkey, Prem Tinsulonda of Thailand, Corazan Aquino of Phillipines and Forbes Burnham of Guyana.

Adi Davar's involvement in the international economic development arena has not precluded him from

actively serving the North American Zarthusti community. He was one of the founders, and the Founder-President, of the Zarthusti Association of Metropolitan Washington. He has served FEZANA on its Planning & Coordination, Education, Zoroastrian Scholars, and Historical Research & Preservation Committees. He is a respected researcher, speaker and teacher of Zarthusti history and the Gathas. He is currently a VP of our community's world body, the World Zoroastrian Organization, and has been on its world Executive Management Committee since 1994.

Always guided by Zarthusti values, Adi has perhaps done more to touch the lives of millions in Third World countries including the lives of those in our community, than most Zarthustis on this continent.

#### **RUSSY D. SUMARIWALLA**

*President Emeritus*

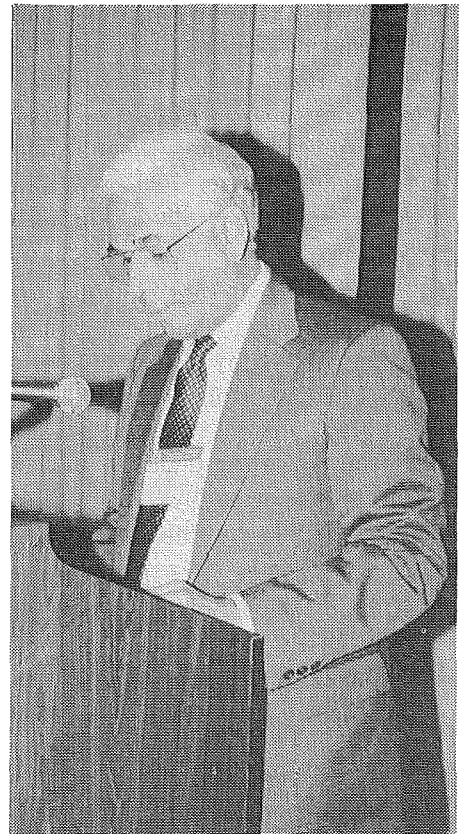
*Co-chair of the Aspen Institute*

*Non-profit Research Fund*

*United Way International*

*Pacifica, California*

On May 1, 1992, Russy D. Sumariwalla was named president and CEO



of United Way International (UWI), and almost 4 years later, in 1996, he became President Emeritus of UWI. He is also co-chair of the Aspen Institute Non-profit Research Fund. Sumariwalla salvaged an organization that was near demise and built it up to its current prominence as a global advocate of philanthropy and voluntarism and a transnational civil society building entity.

During his brief régime, UWI's presence spread to over 30 countries. In his endeavor to promote nonprofit sector development globally, Sumariwalla held meetings with heads of state and senior government, corporate and foundation leaders, and lectured and made presentations world wide. New United Ways were launched in Belarus, Hungary, Indonesia, Israel, Kenya, Poland, Russia, Slovakia, Trinidad and Tobago.

Among the many challenges encountered at UWI were: revitalizing and internationalizing the Board, building a core staff team, creating strategic alliances, and designing a five-year Master Plan.





From left, dental surgeon Yazdi Turner, Adi Davar of the World Bank and Russey Sumariwalla of United Way International.

Russey joined United Way of America in 1971 as senior consultant and rose to the rank of senior VP for Research, Development and Program Evaluation. He took early retirement in 1991 as senior fellow, Strategic Institute. Over his 20-year career at UWA Sumariwalla consulted and lectured extensively and authored over 200 papers, books, reports and studies on philanthropy and voluntarism, nonprofit accounting, budgeting, planning, evaluation, needs assessment and services classification. He served as senior consultant for UWA's Management and Community Studies Institute (MACSI) since its inception and directed/participated in several MACSI studies.

As senior fellow, Sumariwalla was responsible for developing, directing and guiding various projects and studies and for organizing and conducting seminars and symposia. He also provided technical assistance to local United Ways and major national philanthropic organizations.

Prior to joining UWA, Sumariwalla was Senior Planner with the five-county Bay Area Social Planning Council. He has also served in an

advisory capacity with: National Center for Charitable Statistics, Internal Revenue Service and State Charities Regulation Offices, National Charities Information Bureau, American Association of Fund-raising Council, and many others.

Russey began his career in 1961 in Amherst, MA, as a Graduate Research Associate, University of Massachusetts, Office of Institutional Research; and Assistant Director, Peace Corps Training projects for Senegal, Niger and Ivory Coast. He holds a BA, MA and LLB from University of Bombay, LLM from the University of Virginia School of Law, and MA from the University of Massachusetts, Amherst. He also undertook further studies at Harvard, the Hague Academy of International Law, and in France. He is married to Anita (née Hurlimann) of Basel, Switzerland.

#### EDUCATORS

##### ABAN HOMI ERANI

*Elementary School Principal  
Aberdeen, South Dakota*

Born in Porbunder, India, Aban Homi Erani attended school in Panchgani and Ootacamund, and received a BA from Sophia College in Bombay in Philosophy, Education and Psychology in 1963.

Following a 3-year teaching position at Cathedral School in Bombay, Aban and husband Homi moved to Kodaikanal in 1969, to help manage the family-owned Carlton Hotel for 4 years. In 1974, the family relocated to Madras, and Aban worked at the International School there.

In March 1980, the Eranis moved to the US. Aban went back to college and received an MA in Special Education and an MS in Elementary Administration. She taught Special Education in Pierre, South Dakota for two years.

When the family moved to Aberdeen, South Dakota, she went to work for the Aberdeen School District. She

taught Gifted Education for two years and then became principal at Simmons Elementary School in Aberdeen. She is now in her twelfth year as principal and has grown professionally in many ways. Aban and Homi have three children and two grand-children.

##### MEHRABAN KHODAVANDI

*Educator*

*Kohler, Wisconsin*

Mehraban Khodavandi was born in Tehran, Iran, in 1947. He received a BA and an MS in Rehabilitation Administration in Tehran. He moved to the US in 1976 where he received his Ph.D. in Educational Administration and Studies in Behavioral Disabilities from the University of Wisconsin (UW). In 1980 he finished his postdoctoral education in Adult Education.

Mehraban was a teacher of Zoroastrian Studies at Zoroastrian high schools in Tehran, and at *Sazemane Fravahar* (Zoroastrian Youth Organization). From 1978-1980, he was a project director at UW and conducted educational research projects. Khodavandi joined the Lakeland College faculty in 1981 as Chair of the Department and Professor of Education and Psychology. In 1991 he established and directed a specialized project — the Urban Teachers Outreach Program for minority students. In 1993, he was promoted to Dean of the Graduate School at Lakeland. In his present capacity he provides administrative leadership for graduate studies, the award-winning Compton program (that prepares individuals of color for teaching positions) and also serves as liaison between the College and the North Central Association of Colleges and Schools.

Mehraban lives with his wife, Jahan, and his two sons, Babak and Jamsheed, in Kohler, Wisconsin.

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*Service is nothing but love in  
work clothes.*

- Deen Parast, August 1996



**SHEHERNAZ JOSHI  
VERAHRAMI**

*Educator*

*N. Potomac, Maryland*

Shehernaz Joshi Verahrami is Executive Coordinator of the International Legal Studies Program at George Washington University Law School and also of its International and Comparative Law Program which is rated amongst the top ten international law programs in the country. She is also responsible for the overall coordination of managerial, academic and administrative matters pertaining to the activities of the International Rule of Law Center, which was established to promote the rule of law and democratic pluralism. She finds her job extremely rewarding both in terms of intellectual stimulation, creative thinking and personal friendships. Working with foreign attorneys has been a learning experience. Her students are all practicing lawyers in their own countries, in some instances, senior legal advisors in their governments, who have been sent to GW for specialized training. Her job entails reviewing and making decisions regarding admissions, academic advising, administrative counseling, supervision of scholarship programs, and extensive liaison with domestic and international law firms, the US government and international organizations.

Director of the program, Thomas Buergenthal, one of the world's leading authorities on international law and human rights recently asked Shehernaz to assume more of a leadership role in regard to his work with the United Nations Human Rights Committee and the State Department. Shehernaz also has a keen interest in human rights and intends to pursue another degree in the area of human rights and women and development.

Born in Indore, India, Shehernaz moved to USA with her parents in 1973. Throughout high school, in Washington, DC, she was active in school and extra-curricular activities.

As layout editor of the yearbook, she received the Scroll Journalism Award of Distinction from Columbia University, and as member of the chorus and orchestra, performed one year at the White House Christmas Concert.

Upon graduation with a BA from George Washington University, she was hired by the World Bank to collaborate on a consultancy project establishing school quality trends in 118 countries. After a dual MA in International Affairs and Middle Eastern studies, Shehernaz did a 7-month internship with the UN Environment Programme. One of the highlights of her internship was the hosting of World Environment Day at the Smithsonian in 1987. Following her internship, she worked as Special Assistant to the Director of the UN Development Programme.

Shehernaz served as President of the Zoroastrian Association of Metropolitan Washington for two terms, and as a Trustee with four different Boards. She was the first youth to form the Washington Zoroastrian Youth Group, and has an abiding interest in issues facing the North American community and in FEZANA. Married to Farhad Verahrami, she has a daughter, Anahita.

"I juggled it all," says Shehernaz, "I took an active role in our Zoroastrian Association, participated in professional organizations, worked 12 hour days, and spent time with my family and friends. I was superwoman on the go! My 'career' was never an issue, that is, until I became a mother. Then my world's collided. My daughter was born and I was confronted with raising a child in an environment far different from that of my own childhood. All of a sudden, everything else paled in comparison, and I was faced with the issue of being a 'working mother'.

"I underwent a lot of soul searching as I adjusted to motherhood, and it has led me to believe, albeit very tentatively, that the juggling act can be successful. It can be done with verve, energy, tremendous help and encour-

agement from a supportive husband and family, and most of all by just being around our children. We have realized that our greatest strength lies in the presence of our children and in the belief of our faith." [Also see *Sherernaz's article on page 91*].

**GENEALOGY**

**RUBINA JAMSHED PATEL**

*Genealogist*

*Silver Spring, Maryland*

Born in Lahore, Pakistan, Rubina Jamshed Patel earned an AB degree in Biology from Hood College in Maryland, and an Sc.M. and Ph.D. from the Department of Immunology and Infectious Diseases at Johns Hopkins University. Rubina worked



*From left, educators Aban Homi Erani, Shehernaz Joshi Verahrami and Mehraban Khodavandi.*

at the Armed Forces Institute of Pathology in Washington, DC, where she continued her post-doctoral research on rapid methods of identifying mycobacteria (the causative agents of tuberculosis and leprosy) using DNA probes.

For the past five years, Rubina has put her professional life on hold to enjoy her "most important project" — her son Jamsheed. Last year she started an annual tradition of explain-

ing the NoRuz festival to Jamsheed's classmates, complete with hands-on setting of a traditional NoRuz table. She is also the coordinator of children's classes at ZAMWI.

Rubina's husband Dr. James Lovelace [see page 110] is Associate VP of Academic Affairs at the University of Maryland Biotechnology Institute.

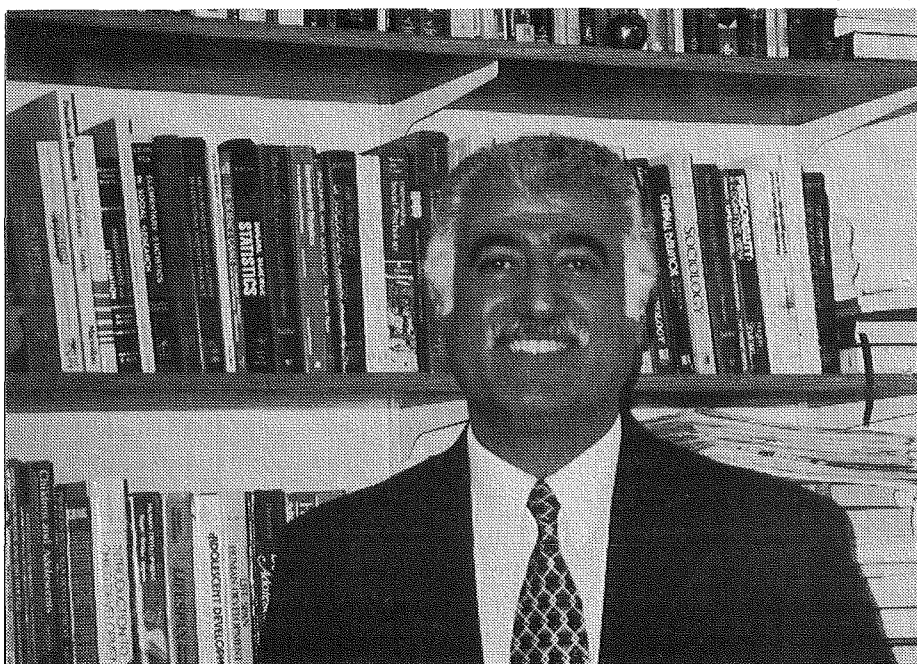
Rubina's latest love is genealogy. While tracing her own family history after her parents passed away, and discovering the connections of all her relatives, she came across a computer program which organized the material, constructed family trees, and created customized relationship lists.



While adding people to her family file, she realized that interconnections extended in all directions, not only in Karachi, but also Mumbai, Surat, and Yangon (Rangoon). The tree was actually more like a web. What started as a personal quest became a giant jigsaw puzzle of the community in which she grew up, the Parsis of Karachi. To date, she has entered over 5,000 people and has discovered extensions of several families not only in India, but globally. No only is the transmission of medical disorders within her own family of interest to her, but on a

more general level, she wonders whether certain biological characteristics are present in higher frequency within the community than in the surrounding populations.

Rubina feels genealogy is important for our community: "Learning about relatives and the veritable web of a small population is rather fascinating. Those to whom I've sent information about their families have been pleasantly surprised and delighted. It has encouraged them to provide more names and information to complete their family trees. But more importantly, in the years to come, and especially in the western diaspora, should a young adult want to know about his pedigree, a few key strokes would display several



generations, at once giving him a sense of belonging or rootedness. At one time, family connections were general knowledge; today one is less likely to know the extent of his kith and kin. As our repositories of wisdom, i.e. the older generation, pass on, family information is being irretrievably lost. Now is the time to establish a genealogical archive, so future generations can see the proud heritage from whence they came.

"Genealogical archives are also a means of maintaining living history, providing a study of migration patterns, and showing population trends. Knowledge of familial traits such as

allergies, heart disease, diabetes and G-6-PD deficiency can provide important information to the family physician."

Apart from her own family and the genealogy of Karachi Parsis, with information provided by ZAMWI's Brigadier Panthaki, Rubina was able to trace 32 generations of priests in the Panthaki family. From the chart it immediately became apparent that just one family had provided more than 500 mobeds over the past six centuries — an awesome example of faithful transmission and selfless service to the Zarthushti community of India.

With Panthaki, Rubina recently compiled a preliminary genealogy of Udvada priests, tracing the nine clans descended from Mobed Nairyosang

Dhaval (Sanskrit scholar of the 12th century) to present times. When the Panthaki family chart was compared to the Udvada genealogical record, it was possible to tell at which juncture in history, Ervad Panthaki's ancestors left Udvada and settled in Saronda. Eventually they hope to document the genealogy of all priests of the Indian subcontinent.

Some descendants may now be scattered the world over, so any information provided by readers, will be greatly appreciated. It will be a part of recorded history which future generations can behold with pride.

## GOVERNMENT

### FEE JACOBSEN

*Secretary of the State Senate (Retd)  
Pierre, South Dakota*

Fee Jacobson came to the US from Mumbai in 1968, at the age of 22, a few months after her marriage to Jerry Jacobson (whom she met in Mumbai at the Peace Corps office). By a strange coincidence of events, she and her husband, found themselves responsible for a 10,000 acre family ranch, with herds of sheep and cattle. Fee learned very fast, what it was like cooking 3 meals a day for over 12 people at each meal with snacks for two coffee breaks.

This was a far cry from a sheltered schooling in Presentation Convent in Kodaikanal, with the 'ayah' to look after ones every need! After two years of the sheep ranch, Fee got her license as a real estate agent, then worked as a stock broker, and finally as a secretary in the South Dakota state legislature in 1970 for the President *pro tem*.

Fee steadily moved up through the ranks to be voted secretary of the state Senate, a position she held from 1987 until 1992, and again from 1995 till her resignation at the end of the session in 1996. Fee lost her job for two years when the Democrats had control of the Senate! As chief administrator for the Senate, she oversaw the duties of 1 clerk, 2 assistants, Senate page, Sergeant-at-Arms, in addition to directing the business of the Senate while in session. This included reading aloud the titles of bills from her podium in front of the chamber. The soft-spoken Jacobsen called the Senators' names; recorded the votes and made sure the Chamber was run according to its rules.

At present, Fee works as an Assistant Curator at the South Dakota State Historical Society Museum. An avid gardener, she also coordinates the Young Gardener's Club of the City of Pierre's recreation department.

Fee and her husband ran a successful Soft-Serve Ice Cream parlor for 11 years, with their sons Eric (26) and Zak (20). Fee also volunteers for the American Cancer Society. Jerry is a Data Administrator in the Bureau of Information and Telecommunications in the South Dakota state government.

## HEALTH SERVICES

### FARRAH MAHRUKH SHROFF

*Holistic Health, Professor  
Vancouver, British Columbia*

Farrah Mahrukh Coomi Shroff is a university professor who teaches public health and social sciences in the Ontario Midwifery Education Program, recently rated as the world leader in midwifery education at Ryerson Polytechnic University in Toronto. Her research focuses on holistic health care, health policy and social justice issues — on which she is currently writing a book. Her first book (on midwifery and state regulation in Canada) will be published this year.

Among other academic projects, she continues to work in women's health, HIV/AIDS, midwifery and community health. Shroff has presented papers at academic gatherings around the world, including Australia, New Zealand, South Africa and England. She has won numerous athletic, academic, leadership and service awards.

Born in Kenya of parents from India, Farah has worked in many countries as a health researcher, educator and planner. Speaking fluent French, Spanish, English, and a few other languages, has facilitated her work in Mexico, Costa Rica, Cuba, India, Nigeria, South Africa, the Canadian Arctic and the USA.

Farah feels her Parsi roots have given her the curiosity to know more about the world, as many cultural influences have shaped her (Indian, African, Latin American, Canadian, etc.). Mostly, she is grateful to her extended family, especially her grandmothers, for raising her with lots and lots of love. Feeling a sense of connection with our community is



really important to her: "I love the eccentricities of our community, especially that silly sense of humor so many of us have! I also really appreciate knowing about our history and how we have survived through the centuries of migration and changes."

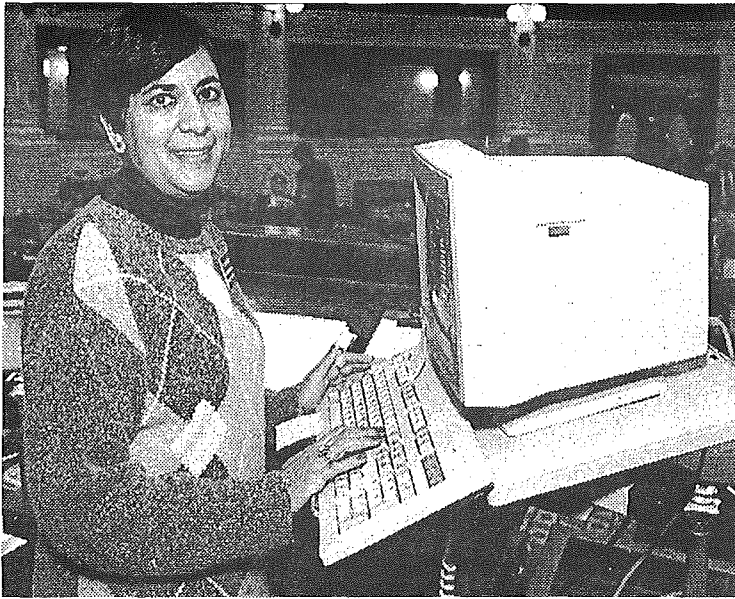
This love of the community has prompted her to initiate an oral history project in which younger Zarthushti women interview elder women in the community. She is keen to find people who are interested in pursuing this (seedling) project with the small group that has already been formed. Interested persons may contact Farah at (604) 221-7660, or by e-mail: fshroff@acs.ryerson.ca.

This 'Renaissance woman' is also an athlete (gymnastics, soccer, race walker), and does yoga, martial arts and Arabic and Kathak dance. She also loves to sing and write poetry. And is in the process of starting a consulting business to provide health research, policy and planning to various groups. Life for her is about "laughter, love and light".

### ON TRUTH

*This above all; to thine own self  
be true. And it must follow as  
the night the day, thou canst  
not then be false to any man.*

*- Shakespeare's Hamlet*



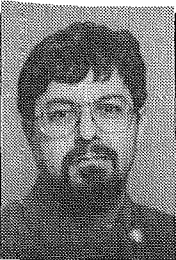
From left:  
Farrah  
Shroff, pro-  
fessor of  
public  
health,  
and Fee  
Jacobsen,  
secretary of  
the State  
Senate in  
Pierre,  
South  
Dakota.

## INTERPRETER

### MINOO GUNDEVIA

*Interpreter, French Teacher  
Ste. Emilie, Quebec*

Minoo Gundevia was introduced to the work of interpretation purely by chance. About eight years ago, Société l'Automobile du Québec was searching for an interpreter from French to Gujarati. Someone called the National Association of Canadians of Indian Origin, and that is how Minoo got introduced to the Société. The Société, in turn, gave his name to the Ministère de la Justice, for whom he still works from time to time.



At the Société, Minoo interprets questions from French to Gujarati for a driver's oral exam. And at the Ministère, he does simultaneous inter-

pretation, once again, from Gujarati into French and vice versa. Most of the cases he has worked on were criminal ones (eg. smuggling drugs). Gundevia works as a French teacher, and has worked as a journalist, and TV cameraman. Having aspirations to be an actor and writer, he has acted in several plays and a French TV serial and has written a feature length screenplay.

## INSURANCE

### KHORSHED F. JUNGALWALA

*Contract Specialist  
Boston, Massachusetts*

Khorshed F. Jungalwala is a consultant with the Concord Insurance Group, Inc. She holds degrees in history, political science and law, and is also a Licentiate from the Trinity College of Music, London, in piano and voice. At present she is a Director on the Board of the Third World Scholars Consortium and the President of Community Concerts Associations — an affiliate of Columbia Artists Organization of New York. Khorshed is the recent past-president of the Zoroastrian Association of the Greater Boston Area.

Khorshed is currently on the Research and Preservation Committee of FEZANA and has authored a paper in the first issue of the committee's journal which was published recently. She is also the co-chairperson of the Zoroastrian Education and Research Society, a non-profit organization, which will be sponsoring the coming North American International Avesta Conference in Boston.

Her interest in music, religious philosophy and archaeology has taken her to many exotic areas of the globe. She has arranged seminars (such as the Harvard Series) and conferences on Zoroastrianism and for other pro-

fessional organizations, has written and published several articles in community and professional journals and has been an invited speaker at numerous conferences. She has also been appointed Notary Public and Justice of Peace by the State of Massachusetts. Khorshed has won awards and professional recognition in her field of insurance contract law and music. Married to Dr. Firoze B. Jungalwala [profiled under "Scientists"] Khorshed has two grown children and has been living in Sudbury, Massachusetts since 1971.

## INTERNATIONAL MANAGEMENT

### ZAREEN KARANI

#### LAM DE ARAOZ

*International Management  
Winchester, Massachusetts*

Zareen Karani Lam de Araoz is the Founder Director and Professor of International Studies (Intercultural Relations) at Lesley College, in Cambridge MA. As President, Karani Lam & Associates, Managing Across Cultures, she is an international management consultant and trainer, with expertise in cross-cultural team-building, leadership and facilitating communication across cultures, specializing in Indo-US joint ventures.

Zareen comes originally from India, is based primarily in the US, and trains and consults in Europe, India, Japan and the US. She is also the International past-president of the Society for Intercultural Education, Training and Research, that comprises 2000 intercultural specialists in 60 countries.

Zareen has worked closely with US corporations entering India, and with Indian corporations collaborating with the US. She has trained US corporate presidents, regional VPs and managers entering India, as well as the US Ambassador to India in 1992. She has conducted pre-departure briefings for directors of multi-nationals, regional VPs for SE Asia and managers relocating to India. With her deep insight into the Indian managerial culture and its changing





*From left, Firoze and Khorshed Jungalwala, Jimmy Mistry and Zareen Karani Lam de Araoz*

norms, as well as a sensitive understanding of American, Japanese, German, Austrian and Swedish managerial culture, she is often invited to conduct workshops in these various countries. Her clients include DuPont, AT&T, Polaroid, Proctor & Gamble, Telco, Voltas, Air India, and many others.

For the past six years she has also been working with the UN Industrial Development Organization in Vienna, training people from 92 countries in Leadership and Cross-Cultural Management. She also trains physicians and health-care personnel, and diplomats, and is presently an NGO representative in the UN.

Zareen has a sensitive understanding of the Zarthusti culture and value conflicts and transitions of Zarthusti families immigrating to the US. She was VP of ZAGBA (1986-1987), and a representative to FEZANA. She has given great thought to issues of leadership and community building in Zarthusti communities. Her great-grandfather was the founder of the Karani Agiary at Cusrow Baug, Mumbai, where her father, the late General Noshir Karani was a Trustee.

Zareen has a Ph.D. in Counseling Psychology, a Law degree (LLB), a

MS in Comparative Education, and a MS in English Literature and German. Her husband, Alberto, an engineer and economist, who was with the UN, is a researcher in International technology transfer at the University of Massachusetts School of Business; and her son, Farokh, is an International Business Development Manager with Smartel, a Telecom firm in Boston. [Also see Zareen's article on page 94].

#### **JIMMY MISTRY**

*International Procurement Manager  
Mississauga, Ontario*

Jimmy Mistry is International Procurement Manager, with Stone & Webster engineering company. He was previously with Bechtel Corporation, responsible for major international projects. This included purchasing of plant equipment and materials, contract management and administration, international customs, transportation and logistics, inspection and expediting from worldwide vendor's facilities to project locations.

Jimmy gave up his marine career when he immigrated to Canada in 1969. He started with a shipping company in Toronto, who transferred him to Miami to help with operations

of cruise ships of the Norwegian Caribbean Lines. He was also transferred to Vancouver to help set up cruise line operations for the West Coast. He later moved to Bechtel Corporation, that took him to Edmonton, Tokyo, Algeria, Toronto, Australia, Papua New Guinea, Italy, Saudi Arabia and St. John.

"I met a lot of Zoroastrians everywhere I went," says Jimmy, "even in Papua!"

Jimmy's recommendation to young, budding engineers today is to remain very flexible, adaptable, and willing to take on new opportunities that come along in today's never-ending, ever-changing *modus operandi*. They should never be afraid to learn new and vastly different things — every bit helps. And above all, learn how to get along with *everyone* in their organization, starting at home!



## JOURNALIST

### PORUS COOPER

*Journalist*

*Cherry Hill, New Jersey*

My name is Porus F. Cooper and I work as a journalist. I am currently Assistant New Jersey Editor at the *Philadelphia Inquirer*, one of the largest and most respected metropolitan newspapers in the US. Directly or indirectly, I supervise about 40 reporters and editors. I assign news stories and I edit stories. I help decide if an event becomes a story in the first place. Some days I feel I am quite influential!

My journey to this important position at this paper in this land, so distant from my beginnings in Mumbai, still remain a wonderment to me, more than two decades since I nervously set foot in the TWA terminal at John F. Kennedy Airport in New York.

I came to New York to attend Columbia University Journalism School in 1975. I was already working as an editor and writer and doing very well at the *Times of India*, when the bug to travel abroad bit me.

I suppose what kept me going in America was that at every turn, my abilities and hard work and desire to do well kept getting recognized and rewarded, often to my utter surprise.

At Columbia, along with a master's degree, they threw in the Taylor Award for being the best foreign student in the Class of 1976. More significantly for me then, the nice bronze medallion came with \$500 in cash. It was the most money I had seen in one place that challenging year, and I desperately needed every penny of it.

The money was to enable me to travel to the South, which had for long fascinated me because it was the arena for a historic battle for human dignity. Instead, I used the money to buy food. Yes, all year, because of an unfortunate loss, I had barely enough money to make myself just one small meal a day — an egg and a couple of

slices of toast sometimes, a can of spaghetti some afternoons, or a slice of pizza when I absolutely could not resist splurging.

I was hungry all the time.

At Columbia, I shrewdly picked assignments I could walk to, so I would not have to spend the dollar or so it took for a round trip on the New York subway. I survived by the grace of God and the kindness of strangers who had just become friends.

The experience weakened my body but toughened my mind. I wouldn't recommend deliberately suffering this sort of privation to anyone, but I can testify that when pushed by circumstances, the human spirit can accomplish the impossible. I not only survived, I thrived.

I went on to get a job at the weekly *India Abroad*, then at the *Courier-Post*, a daily newspaper in suburban Cherry Hill, near Philadelphia. There I started on the most awful shift — working on the copy desk from late night into the bright sunshine of morning. It was a job and an income I desperately needed, to replenish both my body and bank account.

To satisfy my craving to write, in my spare time, I wrote for the paper's op-ed pages articles on various international topics. I was encouraged by the man who edited those pages. What a great country, I recalled thinking. Here I was, someone who couldn't get around Cherry Hill without getting lost, and somebody was trusting me to set the paper's direction on the Middle East and China!

Then, as it so often happens with success, luck lent a hand. One afternoon, as I fitfully tried to sleep, with traffic noise outside and a pillow on my head to simulate darkness, the phone rang. I reached grumpily for it, and there was the editor, asking me if I would like to fill a vacancy on the paper's editorial board. Goodbye night shift.

Years later, I would move to the *Inquirer*, where again I started in a relatively humble position on the

copy editing desk. I sought to apply to their editorial board, but was told there was no vacancy there for me. I took a chance. The time seemed to be right. The *Courier* was coming under increasing stress, the *Inquirer* was the next logical step up.

Here, too, I have benefited from running into people who have encouraged me. To promote me, these kind people sometimes had to overrule the preconceptions and cronyism of others evidently not so well disposed toward a guy with an accent, from India. The higher I have risen in this profession and at the *Inquirer*, the clearer I have seen the racial and other fault lines in this society. Even a great metropolitan newspaper is not exempt from them.

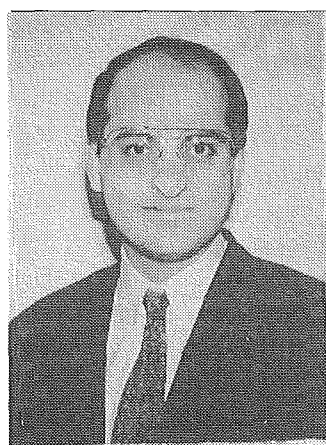
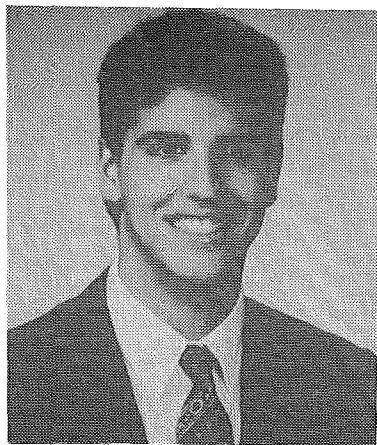
A combination of core values has sustained me throughout: the integrity, diligence and community spirit I absorbed during my Zarthusti upbringing in a Parsi colony in Mumbai; the sense of fairness and charity my parents demonstrated every day — especially their feelings for the underdog; the patience and life wisdom that I think I imbibed from the great Hindu culture of India; the can-do spirit that is demanded in America, and now, the love of my wife and two children.

## JOURNALIST

### NEVILLE BILIMORIA

*Litigation and Corporate Law*  
*Lombard, Illinois*

Neville Maherji Bilimoria, born in 1970, is the recipient of India Tribune's Nehru Award for academic and leadership excellence in the Indian community, the Zoroastrian Outstanding Youth Award, as well as several other awards and scholarships including the Kappa Alpha Pi Award from Northwestern University, given to students displaying academic excellence, leadership and community service. Neville was valedictorian of his class of 550 students and an editor of one of the top six high school newspapers in the nation. He was also co-author of two



From left,  
lawyers  
Neville  
Bilimoria and  
Cyrus Mehta  
and librarian  
Aban  
Rustomji

books, *Voices of Conflict* [Adama Books, New York, 1988] and *Voices of Hope* [Adama Books, New York, 1987].

He spent one summer studying philosophy and ethics at Harvard University. He graduated from Northwestern University with a BA in Philosophy, in 1991 and was a member of Delta Tau Delta fraternity. In 1994, he received his Juris Doctor degree from Northwestern University School of Law, where he held the prestigious position as a Note and Comment Editor for the Journal of Criminal Law and Criminology.

During his law school career, Neville has been associated with several prestigious law firms. Currently, Neville is an associate with the 90-attorney Chicago law firm of Casiday, Schade & Gloor, which practices corporate, professional malpractice defense, products liability, construction, environmental, labor and health care law. Neville focuses his practice on hospitals and physicians in all areas of litigation and corporate law.

Neville has written and published many legal articles. His article on AIDS Discrimination in Employee Medical Plans won him a 2nd prize and national exposure in the Detroit College of Law Review's National Labor Law Writing Competition.

Neville has been playing the piano for over 20 years and is an avid basketball, football and golf player and a sports enthusiast. During law school, he was involved in the Cabrini Green

Youth Program providing support to inner city youth of Chicago. Maestro Zubin Mehta is his long time friend and idol, second only to his wife, Ami, and his close family.

#### **CYRUS D. MEHTA**

*Immigration Law  
New York, New York*

Cyrus D. Mehta practices law in New York City. He has his own thriving practice in midtown Manhattan and employs two attorneys and four paralegals. His firm is at the forefront of immigration law. He represents businesses, individuals, refugees, battered immigrant women and people in deportation proceedings.

Born in Mumbai, he graduated with a BA from St. Xavier's College, Bombay University, and got his MA from Cambridge University, and later a Master of Laws (LLM) from Columbia University. Extremely active with the American Immigration Lawyers' Association (AILA), Cyrus played a major role in its lobbying efforts against cuts in legal immigration last year. Their efforts also dented some of the harshness in the punitive law Congress managed to introduce against illegal immigrants and refugees. He has been nominated to chair the Young Lawyers Division of AILA nationwide for 1997.

Cyrus' firm has successfully represented corporate and individual clients under novel and difficult circumstances. Deeply committed to human rights, his firm has done *pro bono* work for the New York based

Lawyers' Committee for Human Rights. He also counsels SAKHI for South Asian women, an organization that advances the cause of battered immigrant women.

Cyrus writes a regular immigration column in News India-Times and appears on a TV program. His views are sought by the press on immigration matters, and he was recently profiled on Japanese public television. Cyrus regularly conducts training workshops for advocates that help battered immigrant women and social workers. He is currently championing the cause of immigrants with mental disabilities who are unable to become citizens.

In his spare time, he plays the violin and viola, and has just joined a New York lawyers' orchestra.

#### **LIBRARY SCIENCES**

##### **ABAN HODIWALA RUSTOMJI**

*Library Media Specialist  
Houston, Texas*

Three rows of houses, a high compound wall, kids playing kick-the-can across the Agiary describes Parsi Colony in Quetta, Pakistan. A place where everything happened and nothing occurred. Under the umbrella of delicious fruit trees, caring aunts, and concerned uncles, Parsi Colony fostered community. Parsi Colony was family where each member was valued. This colony was Aban's first home.

Aban Hodiwala Rustomji, an adventurer and an avid reader, has a pas-

sionate zest for life. Her educational journey started in her early teens as Pakistan's representative at a Juliette Low Conference in Switzerland. Balanced by her mother's high expectations and her father's emphasis on education, Aban claims many firsts: the first Parsi student to win a scholarship from Baluchistan University, the first to get the S.P.I.L. Gold Medal at Karachi University, and of course, the first to race to a prime spot in a parking lot!

After graduating with a BA from Kinaird College in Lahore, Aban accompanied her husband Purvez to the US in 1964. She worked on her Masters in Library Science and started her library career at Loyola University in Chicago as a reference librarian.

In 1969 she returned with Purvez to Pakistan and obtained a job as a senior high school librarian at the Karachi American School. It was at K.A.S. that Aban drew upon her US expertise to increase the library standards for overseas schools. Her adherence to these high standards earned her a position on the library accreditation team for American Overseas Schools where she traveled to Tehran, Bahrain and Athens in order to establish and certify library collections and services.

Ten years later, Aban and Purvez immigrated to Houston where she attained her secondary teaching certificate and serves as a Library Media Specialist at Spring Woods High School. Aban continues to explore the challenges of finding innovative, efficient ways to share resources. She is an advocate for both libraries and public education and has been president of the Council

of Librarians in Houston and the Delta Kappa Gamma, Lambda Alpha Chapter.

As the pace of technological change quickens and timely access to information becomes essential, Aban wants to establish a database for FEZANA where Zarthusti literature can be accessed from one central location. She would love to hear suggestions from a computer-savvy person who could give tips on the design, readability and accessibility to get this project on the internet.

For all her firsts, it is her family which comes first in her life. Her son Arish is presently working at Coating Engineers, Inc. and daughter Nerina

Growing up in Quetta's Parsi Colony has provided Aban a foundation for her values. Living in America has made her aware and active in her community. She realizes, like many Zarthusti immigrants, that she has the best of both worlds. She supports programs which draw the community together, such as Purvez's plan to establish a Zarthusti Colony built around the Center in Houston, and FEZANA's goal to make the Zarthusti community in North America a dynamic, thriving family.

## MANUFACTURING

### KERSI MANECKSHA DORDI

*VP Manufacturing  
Thorould, Ontario*



Kersi Dordi, [photo left] VP Manufacturing at Exolon's Canadian Foundry, was featured in *The Standard* [October 7, 1995] a local newspaper in Ontario, in an article entitled "Back from the Brink" which credited him with turning around the failing foundry. "Kersi Dordi is a major player in pulling the foundry operation out of its tailspin," says the *Standard*. "For the more than 50 people who work at the Exolon foundry (which manufactures abrasives for sandpaper, grinding wheels, and drills), circumstances at the foundry had them fretting for their livelihoods ... and they were bracing for the day when the company padlocked the gates."

Things began to look up when Kersi Dordi was transferred from Exolon's New York foundry to take over as General Manager. Dordi has overseen more than \$1 million in spending to clean up environmental problems and upgrade machinery. With his engineering know-how and experience, and with his concern and involvement with the employees, many of whom had been

is at Columbia University. Purvez has worked relentlessly for the last ten years to build the Zarthusti Cultural and Heritage Center at Houston.



with the plant for two or three generations, Dordi was able to turn it around. Almost 200 jobs could have been affected.

The Standard quotes a production superintendent as saying "I don't know if this plant would be here today if it wasn't for Kersi." Dordi credited the foundry's employees for turning a disaster into an operation with a promising future.

Dordi is now VP of Manufacturing for Exolon's Canadian operations and the Tonawanda operations in New York, and is on the Board of Directors for the Norway Operations.

Originally from Surat, India, where his family still resides, Dordi has an MS in Engineering from the University of Pittsburgh (1974) and an MBA from the State University of New York. He lives with his wife Sarna, and 10-year-old son, in Amherst, New York.

## MARTIAL ARTS

### JEROO JAMAJI

*Gymnast, Martial Arts  
Montreal, Quebec*

I came to Canada at age 5 in 1976. Ever since I was a child I always loved athletics. At 7, my parents enrolled me in gymnastics classes. For the next ten years I trained rigorously and achieved high rank as a competitive gymnast in Quebec.

As my gymnastics career came to an end, I desperately started looking for another athletic activity that would engage me. In college, I found nothing that would spark my interest. Luckily, when I entered McGill University, another Zarthushti, Shernaz Kotwal told me about a Martial Arts course that she was taking. I tried it. And thus was born my involvement in this sport.

When I initially enrolled in the Concordia University Martial Arts program, I never would have thought it would become a passion and life-long pursuit. My interest grew as I realized that learning martial arts was

not simply a physical endeavor, but also an intellectual and spiritual one.

My training in martial arts is multi-disciplinary. We study different systems from around the world. A typical student in our club could become proficient in *Wing Chun* (a self-defense system from China), *Capoeira* (a system developed by African slaves in Brazil), *Kali* (a Filipino warrior art), *Boxe Francaise* (a fusion of English boxing and French Savate), *Shooto* (a modern wrestling form from Japan), and *Tae kwon Do* (from Korea) to name a few. Each student must depart on his/her own journey to find what is workable for him in philosophy, technique, tactics, strategies and principles.

Martial arts has given me so much more than just technical skill in fighting. It has taught me about different people and cultures. It has fostered my personal growth by making me more self disciplined, confident and focused.

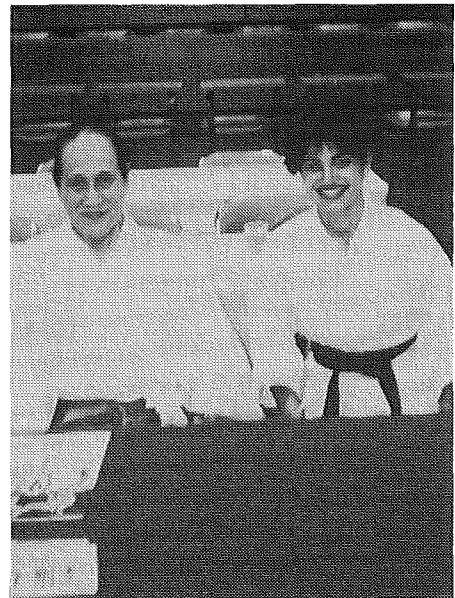
After six years of training, I am a black belt student and an assistant instructor at the Concordia University Martial Arts Club. It has acquainted me with some of the best martial artists from around the world. I am now considered a senior student, but I know that to be an expert takes years and years of training.

I graduated in Physical Education with a certificate in management from McGill University in 1995. I currently work with a special program for potential high school drop outs.

### AZITA (OSHIDARY) KANAI

*Karate  
Vancouver, British Columbia*

'The Way of Empty Hands' is the literal translation for the word Karate-Do. What this means is that you never have anything in your hands to physically hurt anybody, or in other words, you never start an attack. If you take this one step further, it also means that you must never hold anything evil in your mind or your heart against anyone. This to me is very close to Zoroastrianism — you must



*Azita (Oshidary) Kanai with the late Master Gogen Yamaguchi, founder of the International Karate Do Goju Kai Association*

never hurt anybody and you must always have Good Thoughts, Good Words and Good Deeds. As the late Master Gichin Funakoshi said:

"To win one hundred victories in one hundred battles is not the highest skill. To subdue the enemy without fighting is the highest skill."

I began this journey exactly 17 years ago and soon after I learned that this is a life long journey, a way of life. I first began studying martial arts to keep in shape and to be able to defend myself. Before choosing to stay with Karate, I tried other martial arts, namely Tae Kwon Do, kickboxing and Kung Fu. They each had something to offer, but I found that for me, Karate was the best as it was unique and offered more.

Like any beginner, I was excited to learn how to block, kick, punch and strike and see and feel my body get stronger every day, but at the same time, as a young Zarthushti girl who had just immigrated to Canada from Iran, I had to battle with the cultural difficulties that faced me — "Nice girls don't do Karate!"

Once I fell in love with Karate and set a goal for myself to reach the level of black belt and to become a champion, the desire, ambition and

persistence set in. I put all the difficulties that I was facing behind me, and focussed my energies on one thing — my Goal.

With three years of hard work, sweat, blood and tears, I earned the level of black belt and was the first student in a club of approximately 200 students to do so. In the three years following, I competed in as many competitions as possible to earn the title of number 3 Canadian Women's Champion in 1986.

Karate gave me the strength — physically, mentally and spiritually, to endure, to persevere, to believe in myself and to reach the goals that I had set. It gave me patience, courage and the strength to never give up, as nothing worthwhile is attained easily. One of the most important things that Karate taught me was that no matter how strong a person you are and regardless of how much you have achieved, you must always be a *Good citizen*, a *Humble person*, and have *Respect* for all human beings.

In 1987, I got a scholarship to further my studies in Japan. While there, I went to a Karate School, where I started again as a white belt (beginner) and earned my first degree black belt within a year, and my second degree a couple of years later.

I have been teaching Karate for over 8 years. I hope to give back to the art by passing down to my students the teachings of this beautiful art. I would also like to encourage my fellow Zarthustis to study Karate and its teachings, as I assure you it will definitely benefit from it.

I would like to conclude with a teaching of the late Master Chojun Miyagi, founder of the Goju-Ryu Karate-Do (the style that I practice): "Do not be struck by others; do not strike others; and avoid trouble at all costs", which means "Be strong, never be defeated; the strong must care for the weak and seek peace and quiet; never be belligerent."

## MEDICAL PROFESSIONALS

### ARDESHIR ANOSHIRAVANI

*Psychiatrist*

### SHIDA ANOSHIRAVANI

*Pharmaceutical Chemist*

*Corona Del Mar, California*

Shida and Ardeshir Anoshiravani were both born in Kerman, Iran, in the same Zarthusti neighborhood (Eish-abad) where they occasionally saw each other and played as children. Their families (Anoshiravanis and Farhangis) both emigrated to Tehran for bigger and better things. They met again about 15 years later (not entirely by chance) and Ardeshir's childhood dream of marrying her was fulfilled after receiving the blessings of their parents following a 2-year engagement.

A few months later, in December 1970, they arrived in New Jersey for completion of their studies. Shida had a bachelor's degree in chemistry and Ardeshir had secured an MD from Tehran University. They both were able to achieve their educational goals with the types of struggles and hardships common to any new immigrant family, such as missing family and friends, unfamiliarity with the American culture, and other visible and invisible obstacles.

Shida obtained her Master's degree in pharmaceutical chemistry in 1971 while she was pregnant with their first child, Arash. Ardeshir became a board certified psychiatrist in 1975. They moved to Southern California in 1978 with their two children Arash, 6 and Ara, 3.

Ardeshir is in private practice of psychiatry and holds a clinical Associate Professorship at University of California, Irvine, and also is Medical Director of the St. Jude Hospital outpatient program.

From the beginning they both became deeply involved in the affairs of the Zarthusti community in Southern California. Shida worked closely with Farangis Shahrokh and the board of trustees of California

Zoroastrian Center, and played a major role in its formative years. Shida is currently the president of California Zoroastrian Center's Board of Trustees and dedicates a great deal of her time to serving the Zarthusti community.

Meanwhile Ardeshir, who always, since his childhood, had pursued another dream — to build or be involved in building a Dar-e-Mehr — seized the opportunity of the initial excitement of the community and became deeply involved in the construction, fund raising and finally the inauguration of the new Rustom Guiv Dar-e-Mehr. He served as the chairperson of the construction committee and worked closely with Iraj Mavandadi, another committee member and the contractor, and Keki Amaria, an architect, during the period of construction. Later on, he was elected chairman of the Board of Directors for California Zoroastrian Center.

Son Arash is a second year medical student at Harvard University. He is a winner of the 1996 FEZANA Outstanding Zoroastrian Student Award. Ara is a senior at the University of San Diego, and has already secured a job at a major accounting firm in Los Angeles.

### ROHINTON BALSARA

*Cardiac Thoracic Surgeon*

### GULNAR BALSARA

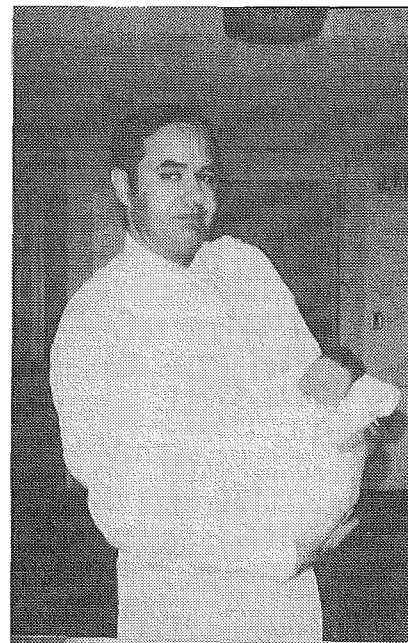
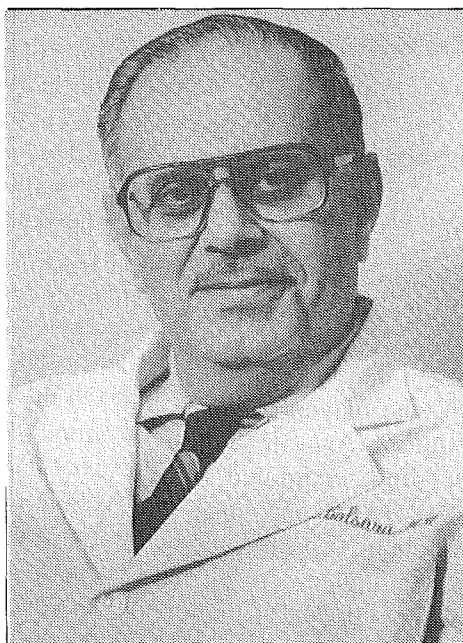
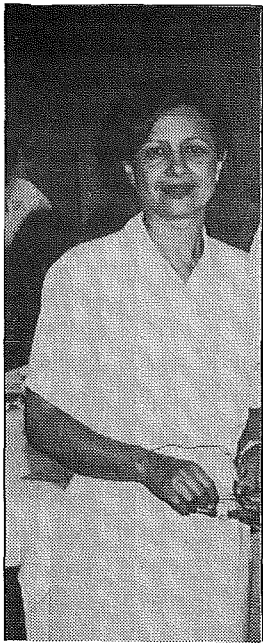
*Pathologist*

*Lafayette Hill, Pennsylvania*

Rohinton Kakobad Balsara was born in 1935 in Mumbai. After early education at Wadia Vachha School at Dadar, Mumbai, he moved to Bangalore and completed European High School and his Senior Cambridge exams. He obtained an Interscience degree from Government Intermediate College in Bangalore and joined Mysore Medical College from where he obtained an MBBS degree in 1960.

After a short stint in government service, Balsara went to Ottawa, Canada on a Tata Travel scholarship, and did





From left,  
Shida  
Anoshira-  
vani,  
Rohinton  
Balsara and  
Daryoush  
Jahanian

his internship in surgery. Subsequently, he moved to Jewish Hospital in Cincinnati, Ohio where he completed his general surgery training. His love of cardiac surgery brought him to Philadelphia in 1967. After completing his training in pediatric and adult cardiac surgery, he joined the staff of Temple University as an Assistant Professor. He is currently a tenured full Professor of Surgery, Pediatrics, and Orthopedic Surgery.

A member of numerous professional societies, both national and international, he has published widely. His scientific interests include surgery of the chest and repair of congenital heart defects besides heart transplantation. He has traveled extensively in the Orient and Europe on medical missions. His aim in life is to help the poor and, as such, volunteers his time to different institutions in India where he not only lectures, but has also trained junior surgeons.

His hobbies include cross country travel, wildlife safari, and fishing. He is a life member of ZAPANJ and served two terms as its Joint Secretary. In 1994, he was Chairman of the Hospitality Committee for the North American Zoroastrian Congress in Philadelphia. Recently, he was elected VP of ZAPANJ.

In 1970, Rohinton married **Gulnar** (née Goawalla) an MD, pathologist

and Associate Professor at Allegheny University Medical College in Philadelphia. They have three children, Anahita, Keki and Zarine.

#### **NILOUFER BARIA**

*Neurologist  
Vancouver, BC*

In 1977, Niloufer Baria [photo on page 24] graduated from high school, and was chosen as one of forty students from across Canada to participate in the Young Scientist Program in Summer 1977. She entered University of British Columbia and completed a degree as a physiologist and occupational therapist. A few months later, realizing she needed more of a challenge, she wrote all the entrance exams and applied to medical school.

For her internship, she went to Montreal. "It will always be a very special place for me, for it is where I met my husband," says Niloufer, "we were both in the Montreal General ER, arguing over an elderly man with abdominal pain. He thought it was gas, and I felt it was diverticulitis. I think neither of us were correct."

After her internship, she was groomed as a surgical resident: "The buzz one gets rushing off to a trauma and the technical challenges in this male-dominated field, provide me with ample challenge."

She returned to Vancouver in 1988, and began neurosurgery. She got married in 1989. Her husband was in the middle of a psychiatry residency, which kept the couple very busy. Shortly thereafter, their son was born. "I enjoyed my residency, but the 24-hour calls, the late OR, not getting home till 8:30, began to take its toll," says Niloufer, "I felt resentful that I had to work so hard, and I was missing out on my son's early years. Nevertheless, I hung in." In her fifth year, she took one year off, and had her second son. She returned to residency and completed it, but made a decision that she was not prepared to work at the same pace the rest of her career.

At present, Niloufer has a Family Practice in Vancouver. She also does two days a week at Workers' Compensation Board of BC, doing complex assessments dealing with back, neck and closed head injuries. This allows her to use her neurosurgical skills and training. She is also on the Board of the Vancouver Area chapter of the Federation of Medical Women.

"These life choices have allowed me to find some balance in my life," says Niloufer, "I fully enjoy my active sons, and husband. We have just finished building a cottage in the interior on a lake. So there are many weekends when we are away from all the activities of the city."

## DARYOUSH JAHANIAN

*Obstetrician, gynecologist  
Kansas City, Kansas*

Born in Tehran, Iran, Daryoush Jahanian was educated in the Zarthusti schools, Jamshid-e-Jain primary school and Firooz-Bahram high school. After obtaining a medical degree from the University of Tehran Medical School in 1964, Jahanian served a year and a half in the Iranian Royal Army. From 1966 to 1971, he had his internship and residency training in obstetrics and gynecology at Washington University in St. Louis, MO. After a one-year stay in Iran, Jahanian has been a practicing obstetrician-gynecologist in the Kansas City area.

Daryoush has always been very active in community affairs. He is a founder of the *Fravahar* Zarthusti youth organization of Tehran, and its first president. This organization set up religious classes, from which some of today's scholars have graduated. Currently, over 300 students attend the Friday classes. *Fravahar* organizes lectures, and has published teaching books with colorful illustrations. Other activities of the organization include sports, arts, publications and social functions. *Fravahar* promoted the publication of two volumes of Persian translations of the Gathas by the late Mobed Firoz Azargoshasb, a monumental work following 15 years of endeavor by the learned Mobed. Other publications of *Fravahar* include a bimonthly journal.

After moving to the US, Daryoush has served as a trustee of the Rustam Guiv Trust of California (1981-1989), a trustee and VP of the Rustam Guiv Foundation of New York since 1990, and its president since 1992. He is a founder (in 1991) and two-term president of the Zoroastrian Association of Kansas (ZAKA)

Speaker and author, Jahanian delivered a talk on "Ahura Mazda and Zoroastrian Mysticism" [*Gatha Conference, Los Angeles, 1994*], "Liber-ty and Freedom of Choice"

[*FEZANA Meeting, Kansas City, 1995*], and "History of Zoroastrians in Iran After the Arab Conquest" [*North American Congress, San Francisco, 1996*]. His most recent publication is a book on *The Zoroastrian Doctrine and Biblical Connections* [see page 16]. He teaches religion classes for Zarthusti children in Kansas City, and has given talks on the religion to area schools and community organizations. He currently resides in Kansas City, Kansas with his wife Mahin and two sons, Arash and Keyarash.

"The most important issue for us in the entire world is the religious education and training of future scholars," says Jahanian, "Despite problems facing us and at times, infighting, I believe the real threat to us is indifference. With all the enormous obstacles, we have achieved a lot. The future is bright, because we have dedicated members, and we have the will to survive as we did in Iran and India."

## KHURSHED JEEJEEBHoy

*Gastroenterologist  
Toronto, Ontario*



Khush Jeejeebhoy was born in Rangoon, Burma. When he was seven, he and his mother had to flee the Japanese advance. They flew out in a military plane while his father walked out. It was 3 months before they heard from him. As his father

was now in the military, he attended school in different parts of India, from Simla to Madras.

He entered University at 16, studying economics at a Jesuit college in Delhi. This was because he was too young for medical school. Later, he attended Vellore Medical School, graduating with top honors, and winning every prize he was eligible for. After 6 months in surgical residency at Lahore, he left for England. Within 3 years he had his London and Edinburgh memberships and his Ph.D.

He married a nurse, Olive, from Lincolnshire and then left for Bombay to take a position with the Atomic Energy Commission. He soon rose to become Head of the Medical Division and was noted for his research in tropical sprue, amongst other things.

In 1968, he accepted a position in Toronto. Soon after arrival there, he realized that a huge segment of the population had no access to medical care, so with the permission of the minister at Little Trinity Church, he opened a clinic there. Every Saturday for the next few years, he would be at Little "T", looking after all who came, with the help of a Catholic nun. Khurshed moved to St. Michaels Hospital in Toronto in 1990, and is now Director of their Nutrition program. Khush has over 40 publications, and has supervised trainees from Canada, Switzerland, Australia, China, Japan, Belgium and Spain.

His wife, Olive, works at Princess Margaret Hospital on the leukemia service. Daughter Shireen Anne, married to Normand, is a writer, editor and computer expert; son Pheroze John Khurshed, married to Kim, has a Law practice; and daughter Farida Mary, married to Mike, is a second year medical resident.

Khush enjoys learning everything he can, and excels in all areas. He loves tennis, sailing and cross-country skiing; took a navigator's course and obtained his pilots license. Intensely interested in people and all things around him, he never does anything

in half measures. Currently the stock market has his interest, and he has built up quite a good record. His greatest achievement was to go against the medical thinking of the time and enable someone who could not eat, to live for more than 20 years on artificial feeding.

Khush is a good friend of the ZSO and most helpful to anyone needing professional guidance and treatment.

### **DHUN NORIA**

*Pathologist, Laboratory Director  
West Concord, Ontario*

Dhun Noria wears many hats: wife, mother, friend, physician, teacher, business woman, and community worker. She excels in all these roles.

Born in India, Dhun obtained her MBBS from Osmania Medical College in Hyderabad, India. Arriving in Canada in 1969, Dhun completed an internship at the Wellesley Hospital and Residency in Anatomic Pathology at the University of Toronto in 1975. In 1974 she became a Fellow of the Royal College of Physicians of Canada. Her two children, Sabrina and Zubin, were born while Dhun was still a resident. In 1975, Dhun joined Central Hospital as staff pathologist, and in 1977 became Chief of Pathology and Director of Laboratory at Central Hospital.

In 1985, Dhun accepted the position of Chief of Pathology and Director of Laboratory at the newly opened Scarborough Grace Hospital, a position she currently occupies. She has been on committees too numerous to mention, was President of the Medical Staff Association, and on the Board of Directors of Scarborough Grace. Committed to bringing total quality management and continuous quality improvement in medical and non-medical areas, Dhun has effected innovative programs at the hospital.

Dhun has provided considerable volunteer service in the health care field. She has been a member of the Metro Toronto District Health Council since 1989, and served as its Chair

1995-1996. As Chair, she oversaw numerous projects for hospital restructuring, in the Metro Toronto area. Her projects can be used as a model throughout Ontario.

Dhun was awarded special honor by the President of University of Toronto for outstanding services to health care in Ontario. Later that year, she was



nominated for the Gardiner Award, from the Toronto Junior Board of Trade, for Volunteer Service to the Community.

Dhun the businesswoman owns and operates a medical laboratory, bleeding station, and EEG, Holter and PFT laboratory in Scarborough, and is one of the owners of a medical building.

Dhun is also very active with the Zarthusti community and the ZSO. She has been VP of ZSO, and organized the Fifth North American Zoroastrian Congress in Toronto. Dhun was the Chair of the Banquet Committee of the ZSO in 1996, its Silver Jubilee year. The unequivocal success of the Silver Jubilee Banquet

was, in great part, due to Dhun's organizing skills.

Dhun was a member of the Dragon Ball in 1997, and helped raise \$800,000 for a nursing home.

Yet, Dhun is not a workaholic. She loves the opera, symphony, and quiet weekends fishing with her family. She loves to entertain and invitations to her parties are much sought after. Her family and friends will tell you that when they need her, she is always there — with a smile and the right advice.

I cannot think of a better role model for Zarthusti youth, than the example set by Dhun Noria. In the words of Rudyard Kipling: "If you can fill the unforgiving minute with sixty seconds' worth of distance run — yours is the Earth ..." Dhun knows how to do that and more.

*- By Katy Driver*

### **PHYSICIANS IN THE US AND CANADA**

A cross-section of physicians in the US and Canada are listed here. This list, compiled with the help of Hutoxi Contractor of Pittsburgh, Dr. Katy Driver of Ontario, and Dr. Katie Irani of Houston, is not, by any means, exhaustive. Rather, it presents a cross-section of the variety of medical specialities that Zarthustis have engaged in.

*Arizona:* **Armaity Austin**, family medicine; **Mehraban Irani**, pathology.

*California:* **Eruch Guard**, **Hormez Guard**, **Lily LaPointe**, **Nergish Surti**, **Jimmy Vevaina**.

*Florida:* **Keikhosrow Harvesf**, pediatrics

*Illinois:* **Khorshed Bulsara**, OB-Gyn; **Malcolm Bilimoria**, in residency; **J. M. Jehangir**; **Hooshmand Kadkhodaian**; **Firdausi Mazda**, urologist; **Mehroo Patel**, family practice; **Khushroo Patel**, cardio-vascular surgeon; **Roda Patel**, pediatrician, volunteers her services to help set up the Gram Seva Trust, a new Child Health Care Service serving 41 villages in the Valsad district of India. Committed to pro-

viding total child health and nutrition to this community suffering from malnutrition and fatal diseases, Roda spends several months each year in Valsad. **Avan Vania**, family medicine.

*Louisiana:* **Farokh Contractor**, physical medicine and rehabilitation.

*Michigan:* **Baji Gandhi**, endocrinologist; **Yazdi Sidhwa**, OB-Gyn.

*Massachusetts:* **Jasmin Bhatena**, pediatric resident; **Shireen Engineer**, anaesthesiologist, Tufts University; **Shireen Patton**, pediatrician.

*New Jersey/New York:* **Darius Antia**, neonatologist, Elmhurst Hospital; **Jessy Colah**, psychiatrist; **Nilufer Clubwala**, pediatrics; **Sher-naz Godiwalla**, pedi-uological surgery; **Pouruchishti Hirjibehdin**, OB-Gyn; **Khushru Irani**, Ellis Hospital; **Farzana Irani**; **Cyrus Kapadia**; **Ruby Malva**, pediatrician, VP of NTL pediatric society; **Ketayun Mama**, Emergency Room physician; **Monica Mehta**, Rehab Specialist; **Darayes Mobed**, general surgery; **Peshotan Kotwal**, radiologist; **Firoz Mistry**, cardio-vascular surgeon; **Phiroza Modi**, internist; **Katy Patel**, anaesthesiologist; **Roda Patel**, pediatrician; **Behzad Pavri**, cardiologist; **Freny Sagar**, OB-Gyn; **Jeroo Sethna**, Bayonne Hospital; **Farokh Tarapore**, psychiatry, Brookdale Hospital; **Rusi Udwardia**, Amherst.

*Nova Scotia:* **Farokh Buhariwalla**, family medicine; **Reeshad Buhariwalla**, family medicine; **Rusi Buhariwalla**, pediatrician.

*Oklahoma:* **Sami Framji**, orthopedics.

*Ontario:* **Manijeh Atashband**, ophthalmologist, a recent arrival, at the Hospital for Sick Children; **Darius Bagli**, pediatric urologist at the Hospital for Sick Children; **Tozer Bhe-sania**, cardiologist, trained at University of Toronto, in private practice of non-invasive cardiology; **Katy Driver**, pediatrician, at Hospital for Sick Children, specialist in child abuse and non-accidental injuries. She says: "The community should feel proud that in my 25 years as a child abuse expert, I have never

had to assess a Zarthusti child with suspicion of abuse." **Dan Mehta**, rheumatologist in private practice and at Orthopedic and Arthritic Hospital, Toronto; **Silloo Mistry**, pediatrician, practicing in Oakville; **Daisy Pavri**, pediatrician, practicing in London; in developmental and behavioral pediatrics; **Dinshaw Panthakee**, orthopedic surgeon in Hamilton; **Iraj Zare Parsi**, North York; **Zubin Punthakee**, medical student at McMaster University, Hamilton; **Sam Rhadakrishnan**, resident in cardiology; **Rustom Sethna**, geriatric psychiatry, in practice at Markham-Stouffville and Sunnybrook Hospitals. Interest in neuropsychiatry and community outreach; **Sohrab Shahzadi**, Toronto; **Mahrukh Tamboli**, family physician, practice in Ottawa.

*Pennsylvania and W. Virginia:* **Sher-na Bharucha**, anaesthesia, Harrisburg; **Farhad Contractor**, interventional radiology, mammography, President of TriState Association of Physicians of Indian Origin, Allegheny General Hospital; **Niloofar Dalal**, anaesthesiologist, Rolling Hill Hospital; **Khursheed Dastur**, neuro radiologist, Merci Hospital; **Darius Desai**, general surgery, Lankanau Hospital; **Erach Engineer**, anaesthesiologist, Johnstown; **Arya Farhamand**, resident; **Homyar Karanjia**, podiatry practice; **Khorsheed Karanjia**, emergency medical, retired; **Minoo Karanjia**, ENT, Indiana Hospital; **Homi Kotwal**, OB-Gyn; **Neville Kotwal**, psychiatrist; **Meherwan Mistry**, surgeon; **Jasmin Mitra**, OB-Gyn, Jefferson Hospital; **Rohinton Morris**, cardio-thoracic surgeon; **Behzad Pavari**, cardio-vascular medicine; **Adi Tamboli**, allergist,

*W. Virginia:* **Jasmine Tamboli**, family practice; **Behnaz Toorkey**, pathologist, Frankford Hospital; **Niloofar Varjavand**, internal medicine, cardiology, Jefferson Hospital; **Taruna Vidge**, anaesthesiologist;

*Texas (Houston):* **Thrity Desai**, pediatrician; **Yasmin Engineer**, OB & gyn; **Bomi Hormuzdi**, pediatrician;

**Adel Irani**, cardio-thoracic surgeon; **Dinshaw Irani**, family medicine; **Katie Irani**, physiatrist, physical medicine and rehabilitation; **Natasha Dastoor Irani**, resident in pediatrics; **Dinaz Mody**, pathologist; **Phiroze Sabavala**, Anaesthesiologist; **Jeroo Sethna**, psychiatrist.

*Quebec (Montreal):* **Jehangir Appoo**, resident in cardio-thoracic surgery; **Burgiz Mistry**, resident in anaesthesiology; **Yasmin Patel**; **Zubin Punthaky**, resident in plastic surgery.

*Virginia:* **Faruk Presswala**, Deputy Chief Medical Examiner, Commonwealth of Virginia.

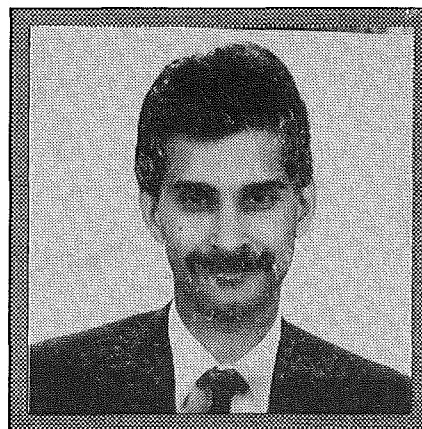
*Wisconsin:* **Burzoe Ghandhi**; **Yezdi** and **Shirley Godiwalla**;

## MOTIVATIONAL SPEAKER

### MEHER AMALSAD

*Professional Speaker, Author and Seminar Leader  
Westminster, California*

**MEHER**<sup>TM</sup>  
*Rising in Love, Light and Life.*



Born in Karachi, Pakistan, Meher Amalsad came to the US in 1985, at the age of 26, after having completed his undergraduate degree in Electrical Engineering from the Nadirsha Eduljee Dinsha University (NEDU), the only Engineering University in Karachi. He obtained his Master's degree in Electrical Engineering from Northrop University in Los Angeles. In Karachi, he taught at NEDU as well as at the Pakistan Naval Engi-



neering University, and in the US he has been a visiting professor at West Coast Engineering University. He worked at ITT Technical Institute to create programs in computer networking, electronics and career planning. He later joined Hughes Aircraft Manufacturing Corporation as a Program Manager and Staff Engineer.

In 1995, Meher changed professions completely. He left his technical job, and joined the independent Capital Management Group and became their district manager. He has now branched out into the field of helping others to enhance their human potential. For more than a decade, Meher has educated, motivated, entertained and influenced the lives of thousands.

Meher is an interactive presenter, who speaks to Fortune 500 corporations on how to achieve the American Dream. He shares his sensitivity, strength, expressiveness, creativity and intuition, to help others enhance and develop their fullest potential. He also speaks to professional associations on "Healing Relationships Through Unconditional Love."

Meher's books and inspirational talks have been promoted on TV and Cable, as well as in nationally syndicated radio talk shows. He will be a speaker at Whole Life Expo in 1997. Dr. Mehrdad Zomorodi of Xerox Corporation writes: "Not only did you create a positive vision for us, but also you left us all supercharged. Keep up the marvelous service to humankind."

His book, *Gifts that Lifts, Shifts, and Uplifts*, [order on the Internet at [www.healthy.net](http://www.healthy.net)] presents concepts, quotes and affirmations on parenting, unconditional love, spiritual consciousness, success and excellence, has been widely acclaimed, and endorsed by health organizations, churches, and schools.

His next book *Bread for the Head* [see Books, page 98] has just been released, and Meher has had several book signing presentations at Bodhi Tree, Barnes & Noble and other book

stores. Author John Bradshaw calls it "An inspirational book teeming with the wisdom of the ages. It belongs in everybody's pocket." Meher has also made several other best-selling audio programs, including *Math Magician*, a book for children who have problems with math.



Meher has been very involved in community work as well. He was the founder of "Helping Hands Zarthusti Youth Communication Network" committee of FEZANA, and the conceptualizer of Youth Congresses. He chaired the First North American Zoroastrian Youth Congress in Los Angeles in 1987, and the First World Youth Congress in 1993, also in Los Angeles.

He produced *Navzote Master*, an audio tape which teaches Avesta prayers to infants and toddlers in a unique way. At present, he is Director of the Zoroastrian Youth Superstar Group, which creates self-empowerment songs based on Zarthusti prayers. Meher is married to Ketayun, and has a 7-year-old daughter Anahita, who he claims, is the inspiration for his work.

## MUSICIANS

### FAROBAG COOPER

*Conductor and Music Director  
Chicago, Illinois*

Music Director of the Chicago Philharmonia since 1985, and Artistic Director of the Professional Instrumental Music Series at the University of Chicago, Farobag Homi Cooper [photo left] has performed on the piano at Carnegie Recital Hall and participated as a chorus member in over 100 performances with the New York Metropolitan Opera. He was accepted as a scholarship student in violin at the Manhattan School of Music, and, in 1975, continued studies in piano, theory, and conducting at the Eastman School of Music while simultaneously enrolled at the University of Rochester as a degree candidate in mathematics and philosophy.

In addition to symphonic repertoire, Farobag Homi Cooper is also a skilled interpreter of Baroque literature. Cooper's stylistic renditions which concatenate period performance techniques with modern instruments have led ensembles specializing in seventeenth century repertoire to request his services as an artistic advisor. One of these, the Camerata Virtuosi, was featured with Cooper on Illinois Tourism Bureau commercials in 1990 and 1993.

### PIROOZI COOPER

*Performer, Oboe and English Horn  
Lawrenceville, New Jersey*

Piroozi Cooper graduated from the Manhattan School of Music, acquiring her Bachelor's in Music in May 1988. She studied English Horn with Thomas Stacy, English Horn of the New York Philharmonic, and Oboe with Robert Bloom, former Assistant Oboe and English Horn with the Philadelphia Orchestra.

Piroozi has also undergone Montessori training for preschool children and trained in Kindermusic with Linda Swears. She has extensive

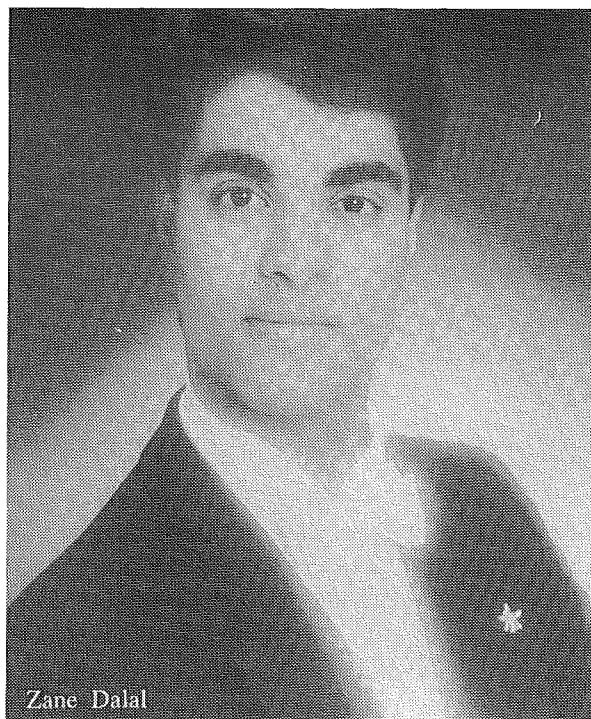


experience in teaching at the pre-school level including teaching music to children between the ages of 18 months to 5 years at the Jewish Community Center at Stamford, Connecticut. Piroozi has had engagements playing the Oboe and/or English Horn with several orchestras including the New York Chamber Symphony, the Greater Trenton Symphony Orchestra, Long Island Opera, the Opera New England, and the Chicago Philharmonia.

She has performed with various chamber music ensembles including Alice Tully Hall in New York City, Connecticut Chamber group, the Gesualdo Quartet at the Juilliard



School of Music, and has given solo Oboe/English Horn recitals in Stamford. She has participated in the Thomas Stacy International English Horn Seminar and the Estherwood Music Festival in New York.



Zane Dalal

#### *Zane Dalal*

Cooper resides in Lawrenceville, New Jersey, with her husband Behzad Pavri and their 4-year-old son, Cyrus.

#### **ZANE DALAL**

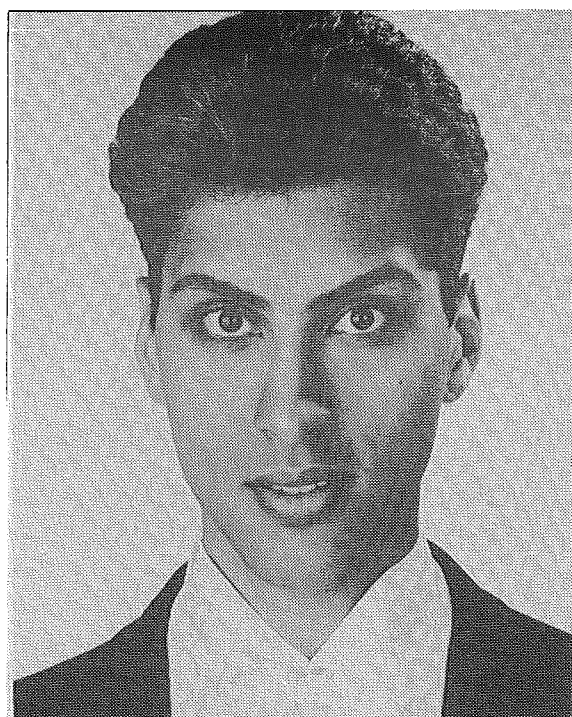
*Conductor and Music Director  
Dallas, Texas*

"Zane Dalal is an extremely gifted conductor who possesses a good command over the orchestra, as his stick technique is very clear and communicative and his musical ideas substantive and well thought out. I think he is on the verge of embarking on a good career."

*- Zubin Mehta*

Zane Dalal was born and educated in England. He was awarded an Organ Scholarship to the University of Oxford where he held the position of Choirmaster and Organist at Oriel College Chapel. During his tenure the choir made several tours within the UK, notably to the cathedrals at Lichfield, Ely, Coventry and York. He holds Masters Degrees in Music from both Oxford, UK, and Indiana University at Bloomington.

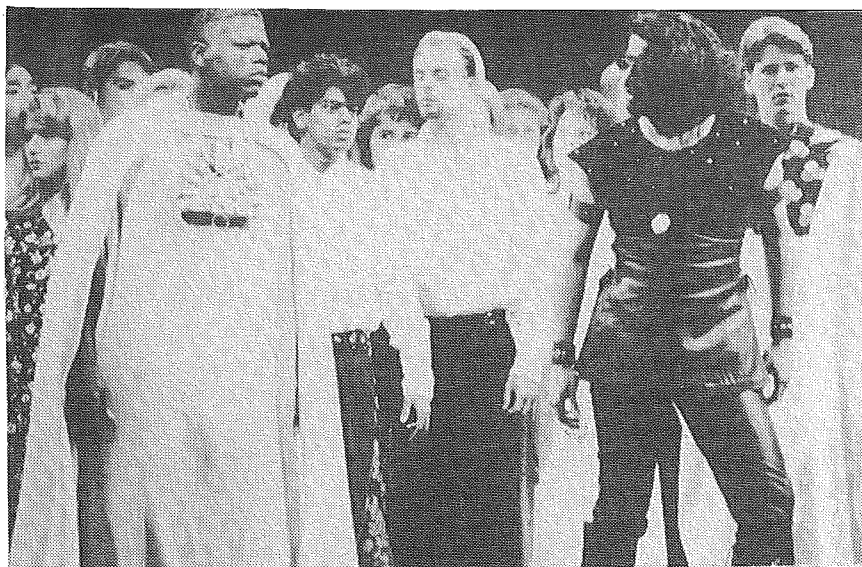
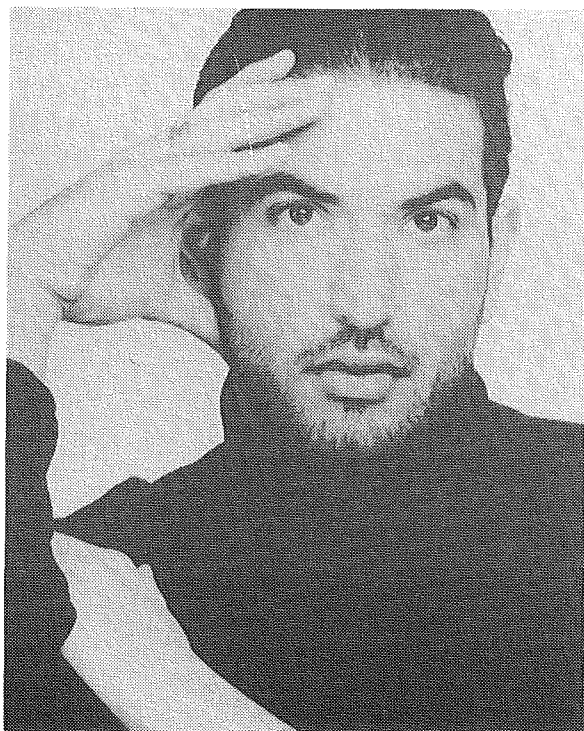
Dalal made his debut in Orchestral Conducting in the US at Indiana University. He became one of their most distinguished conducting students, performing a wide range of new works, concerti and symphonic



#### *Cyrus Ginwalla*

repertoire. In 1989, he was named the Assistant Conductor of the Opera Department and was extensively involved with several major productions, including Verdi's *Otello*, John Eaton's *Cry of Clytaemnestra* and an acclaimed public performance of Humperdinck's *Hänsel and Gretel*. Also in that year, Dalal attended rehearsals and coachings at the Bayreuther Festspiele, under the auspices of Maestro Daniel Barenboim and Wolfgang Wagner. He has participated in several music festivals and competitions including the international competitions in Besançon and Lugano.

Dalal was appointed to the University of Oklahoma where he was Music Director of the Symphony Orchestra and Conductor of the University Opera Theater, from 1991 to 1993. Under his direction, the Orchestra received tremendous recognition when they made their first statewide tours. In this capacity, he was appointed to several fundraising committees and was a major contributor to the outreach program for the College of Fine Arts. He has appeared as guest conductor with the Oklahoma City Philharmonic and the American Youth Symphony in Los



Left, Sorab Wadia. Above, Wadia (in black costume) as the evil Monostatos in the Aspen Opera Theater's performance of Mozart's *The Magic Flute*, in Aspen, Colorado.

Angeles. He has also been invited to audition for Associate Conductor at the St. Louis and Cincinnati symphonies.

In 1994, Dalal led the Utah Symphony Orchestra in a special gala concert for the Lord Mayor of London, launching the St. Paul's Cathedral Appeal Fund in the United States. Prior to this event, he recorded a compact disc with the Utah Symphony Orchestra that traverses both 'pops' and 'classical' repertoire and has been hailed as a breakthrough in recording technology.

In 1995, Dalal competed in the prestigious *First Leonard Bernstein Jerusalem International Conductor's Competition*. From a starting field of 233, Dalal was one of seventeen international candidates invited to conduct in Jerusalem. Of three candidates advanced to that stage from the US, he was the sole winner of the competition held in Tanglewood — conducting members of Boston Symphony in the final round.

Last year, by nomination, he was one of nine participants at the National Conductor's Preview, held in Kansas City, under the mantle of the American Symphony Orchestra League, and spent much of the summer at the

Ravinia Festival by invitation of Maestro Christoph Eschenbach. This year, Dalal was invited to be acting assistant and cover conductor with the Dallas Symphony for selected concerts with Maestro Andrew Litton.

Michel Block says of Zane Dalal: "There is no doubt in my mind that he is a young man with an important future."

#### CYRUS GINWALA

*Music Director and Conductor  
Kingsport, Tennessee*

This year was Maestro Cyrus Ginwala's first season as Music Director and Conductor of the Kingsport (Tennessee) Symphony Orchestra. Prior to that appointment, Ginwala was Music Director and Conductor of the University Orchestra at Towson State University, and of the Young Victorian Opera Company, a professional summer light opera company in Baltimore.

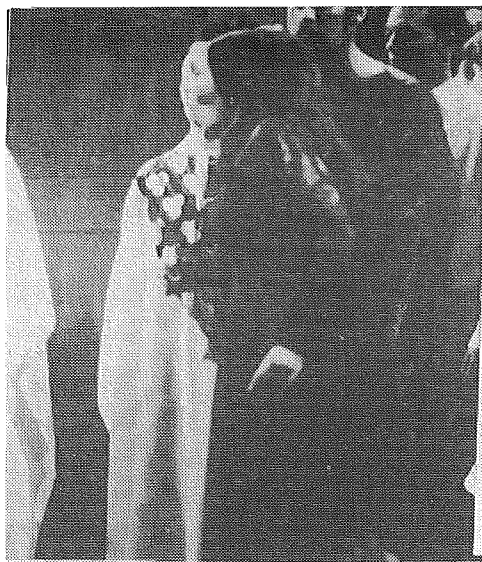
Cyrus has maintained an eclectic performing career, including appearances in orchestral, operatic and chamber music concerts. He has also appeared with the Minnesota Orchestra, the Boca Pops and the Sewanee (Tennessee) Summer Festival Orchestra. He recently spent five weeks as visiting faculty at the St.

Petersburg Conservatory. Ginwala is a former Assistant Conductor at the Peabody Conservatory, where he conducted annual opera productions and was the only conducting student entrusted with a major production of the Peabody Opera Theater.

He has conducted summer festivals in Aspen, Colorado, and participated in the International Seminar for Orchestral Conductors in Italy in 1984. He has been a member of the Young Artists Programs Conducting Staff at Tanglewood. During his years at Tanglewood and at Towson State, he conducted choral music.

Ginwala has worked extensively with young musicians as guest conductor with the Greater Baltimore Youth Orchestra, and at several Orchestra Festivals for high school students; and presented lectures and workshops for school students and faculty. He appeared on Maryland Arts "Opera-on-Film" series, "Meet the Strings", a program for children, and "Face the Music", a popular program broadcast on Baltimore's WBJC.

Cyrus has a Bachelor of Music in Piano from Boston University, and an MM and DMA in Orchestral Conducting from Peabody Conservatory.



## SORAB WADIA

*Pianist, singer, actor*  
*Baltimore, Maryland*

I began studying piano at 4 with my Mom, Coomi Wadia, who is conductor of the Paranjoti Chorus in Bombay, and later with Farida Dubash.

After doing a diploma, the Licentiate of the Trinity College of Music, London (LTCL), I was the first Indian to be awarded the Palamkote Bursary to study at the college in London and spent a term there in 1988. It was my first experience of studying music in the West and it thrilled me. I vowed to do it full time and not as a hobby any more. So it was off to the States for me.

Fortunately, I got a wonderful opportunity at a superb school of music—*The Peabody Conservatory* of the Johns Hopkins University in Baltimore. Though both my Bachelor and Master of Music degrees were in Piano Performance, I got a chance to explore and get attracted to the world of opera, and now I am as much an opera singer as I am a pianist.

I have been a featured pianist with the Bombay Chamber Orchestra, the Peabody Wind Ensemble, the Peabody Camerata (an ensemble specializing in 20th century music) and have played several solo recitals in India [1] and the USA. As a singer, I've performed with the Aspen Opera Theater, Opera Omaha's Heartland Opera Theater, the Young Victorian

Theater Company, Peabody Opera and the Curtis Opera.

Highlights include doing a world premiere of an opera, *Ligeia*, written for and conducted by Mstislav Rostropovich, at his Festival (*Recontres Musicales d'Evian*), in Evian, France. Last season I sang at the Scotia Festival in Halifax, Nova Scotia [2] and then went on to Aspen, Colorado, to do *The Magic Flute* with the Aspen Opera Theater.

"Performing at the prestigious Aspen Festival (in Aspen, Colorado) was truly awesome," says Wadia, "the experience changed my life. I got to work with some of the finest musicians in the world and spent nine weeks in one of the most beautiful parts of America. I have been invited back to Aspen this year."

After Aspen, I spent two and a half months traveling all over Nebraska, Iowa and South Dakota with Opera Omaha's Heartland Opera Theater. I sang the role of the Witch in Humperdink's *Hansel and Gretel*. Another evil role, but this time it was a female [3]!

I have chosen to specialize in character tenor parts and also love narrating works like Prokofiev's *Peter and the Wolf* and William Walton's *Facade*.

My mission in life is entertaining people in music, piano, opera, theater, radio, TV — whatever, and wherever. I work a lot with children (and adults), conducting Masterclasses and Workshops. I love doing this because I get to infuse a love and understanding of 'classical' music in people that erstwhile thought classical music was for prudes.

"I want to show kids that classical music can be quite hip, cool and fun. I want to de-mystify this 'unapproachable' music. I am currently working on a radio show that will allow me to do just that.

"Besides my passion for music, I also love cooking Indian food (Parsi, Goan, Gujarati ...), yoga, e-mailing, walking and trekking especially in places like Nova Scotia and Aspen,

and learning languages. Currently I'm working on French and Italian. And this year I have vowed to go sky-diving!"

[1] The Merchant of Venice and Piano Recital were reviewed in the *Jame Jamshed*, Bombay, March 3, 1996: "Sorab Wadia looked every inch the Prince of Morocco, and one couldn't believe he's the same boy that mesmerized the audience at the National Centre for the Performing Arts only last month with his Moonlight Sonata. Sorab is a volcano of talent."

[2] The Chronicle-Herald, Halifax of June 1, 1996, said: "But nothing could prepare you for the brilliant comedy of Bombay tenor Sorab Wadia ..."

[3] The Lincoln Journal Star of Lincoln, Nebraska October 21, 1996 reviewed the performance: "Kudos go to Wadia, the scariest Witch on record ... Wadia's every movement and his coaxing lines meant some parents had to tell the kids that this was, after all, just a story."

## OCCUPATIONAL THERAPY

### JASMINE COOPER

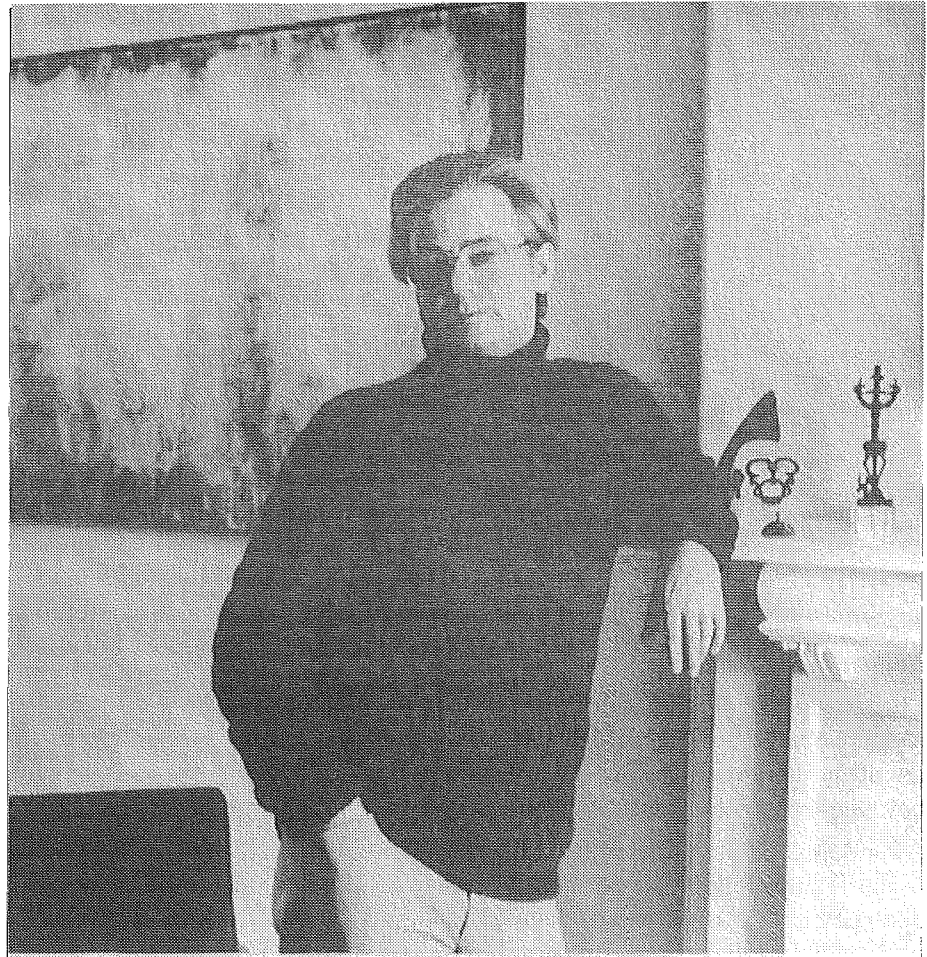
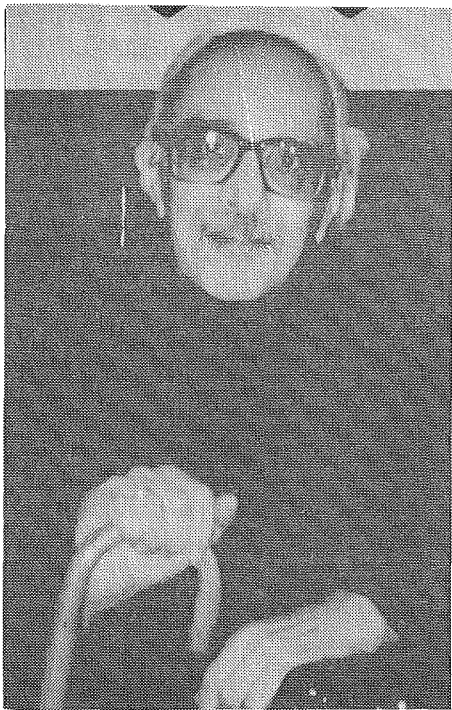
*Pediatric and Adolescent Psychiatry*  
*Montreal, Quebec*

Jasmine Cooper [photo, right] obtained her Bachelor's degree in Occupational Therapy from Bombay University in 1988, graduating first in her class. While waiting to process her Canadian student's visa, she put her newly acquired OT skills to work as a volunteer OT at the B.D.Petit Parsee General Hospital.

Soon after, she was accepted into McGill University's Master of Rehabilitation Science program, and made her move to Montreal, Canada. She graduated with a Master's degree in 1992 and formulated a standardized sensory battery for children as part of her graduate study. She has also presented her work at several conferences and published papers on the subject.







*Portrait of Canadian novelist John Metcalf by Sam Tata, from 50 Portraits by Sam Tata [Deneau Publishers, 1983]. In a tribute to Sam, Metcalf states: "Without him, our lives would have been thinner. His art has ennobled us."*

For the past five years, Jasmine has worked at the Montreal Children's Hospital in pediatric and adolescent psychiatry. She deals with children who have severe behavioral problems, issues of physical, sexual and substance abuse, suicidal attempts, as well as developmental and functional difficulties. She was also a partner in a consultation service for adults with Attention Deficit Hyperactivity Disorder.

Jasmine enjoys teaching, to which she was first exposed during her Master's work. She is a guest lecturer for a few courses at McGill, and has been invited to teach an elective course in Child and Adolescent Psychiatry. For the last four years, she has been a member of the Publication Committee for the Canadian Association of Occupational Therapy, whose duties entail creating policies

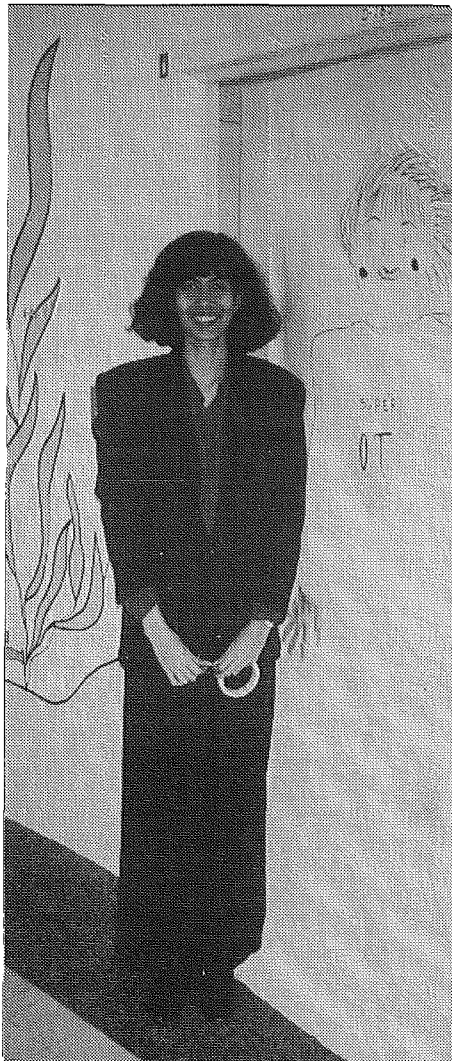
and monitoring procedures regarding publications submitted to the national association.

**SHEROO MADAN**  
*Occupational Therapist*  
*Montreal, Quebec*



Sheroo Madan graduated from Bombay University with a Bachelor of Science in Occupational Therapy.

This was originally a diploma program at King Edward Memorial Hospital, but was phased out due to the advance of science and technology, and due to increasing emphasis on health care needs of society. Madan joined the KEM Hospital as a clinician, provid-



*Above, Sam Tata, photographer. Below, Jasmine Cooper, occupational therapist.*





*Shahrokh Khanizadeh is a leader in Quebec's strawberry and apple breeding program, and is also involved in breeding diverse resistant lettuce for the Quebec climate. His major research objective is to breed cold, hardy, disease-resistant strawberry and apple cultivars with good quality and long shelf life. He has developed and released three new strawberry cultivars and two new apple cultivars.*

ing therapy to clients and their families treating a wide spectrum of conditions.

Sheroo emigrated to Canada in 1971, and as a 'door-opener', started working at Jean Michel Hospital for cerebral palsy children in Longueuil, Quebec. Next, she joined the dynamic team at L'Institut de Réadaptation de Montreal (IRM) as an Occupational Therapist. This is a 104-bed hospital for adult patients.

Presently Sheroo is Assistant Head of the Department with a staff of over 30 people. IRM is a facility affiliated with the University of Montreal, and is specialized in the field of rehabilita-

tion. There are five major programs here: stroke, amputee, spinal cord injury, closed head injury and cerebral palsy. With the number of years of service, she has achieved a wide range of experience as a clinician, researcher (with clinical-published articles on multifunctional hand prosthesis, shoulder pain in hemiplegia and others), administrator and a teacher in the rehabilitation field, all within hospitals and universities in the Montreal and Ottawa area.

Sheroo was a clinical students' coordinator in occupational therapy at the IRM for Montreal and McGill University students, and received an award from the McGill University in 1996 for contributions made to clinical assignments for students. Sheroo has also worked on numerous committees at the provincial and national level promoting Occupational Therapy, and ensuring standards of excellence.

#### PHOTOGRAPHER

**SAM TATA**  
Photojournalist  
Montreal, Quebec

Born in 1911 in Shanghai, China, where his father was the manager of two Tata cotton mills, Sam Tata, LLD, BCom (failed, as he jokingly says) should have been a businessman and followed his father into the textile business. First Sam went to Hong Kong University, where a chronic weakness in mathematics ended a career in science. Sam's father was undeterred. "Who needs higher mathematics to run a cotton mill?" he asked. But Sam fared no better in business. "My father despaired of me," says Sam, "because all I ever achieved at the mill was the status of a glorified clerk."

It was in the mid 1930s that Sam discovered photography. He was drawn to portraiture, and became adept in the use of lighting and techniques of the pictorialists. Shanghai was bombed by the Japanese in 1937, and occupied by them through World War II. These years were spent by Sam in pursuit of pictorial work, seeking out rare photographic materials.

After the war, Tata devoted himself full-time to photography. In 1946, laden with cameras, Sam spent two years traveling and discovering through his lens, the country of his origins, India.

In 1948, in Bombay, he visited an exhibition of photographs by French photographer Henri Cartier-Bresson, whose photography was to influence a generation of photographers. This fortunate meeting and the close and lasting friendship that developed between the two, resulted in a complete break with traditional photography for Tata.

Sam returned to Shanghai in 1949 and along with Cartier-Bresson, roamed the streets of the city documenting the fall of the Kuomintang regime and the advent of Mao Tse Tung's government. Sam's photographs of those turbulent events are, according to Canadian novelist Hugh Hood "the most searching record in existence anywhere ..."

With the Communist takeover, the family's management of the Tata mills came to an end. In 1952, Sam and his wife Rita, whom he had met in Shanghai, moved to Hong Kong, In 1956, at age 45, Sam and Rita emigrated to Montreal, Canada, with their daughter Toni. He soon gained some acceptance in Canada as a photo-journalist, and practiced photo-reportage full time.

Tata's works have been exhibited in well known art galleries across Canada including the National Art Gallery in Ottawa, the Museum of Fine Arts in New York and the National Portrait Gallery in London; and published in magazines (*Macleans*,

Chatelaine, Time, Weekend and others). Numerous books of his photographs have been printed. His *Collection of Works of Sam Tata 1937-1987* in the Canadian Writers series is currently being published. A major retrospective *The Tata Era*, organized by the Canadian Museum of Contemporary Photography, toured Canada.

Sam is the recipient of many national and international prizes in recognition of his lifetime endeavor. In 1982, he was honored with a Doctor of Laws by Concordia University, Montreal. The Canadian Association of Photographers and Illustrators presented Sam with its Lifetime Achievement Award in 1989.

[Excerpted from *Geoffrey James foreword to A Certain Identity — 50 portraits by Sam Tata*, Deneau Publishers, Canada, 1983.]

#### PLANT BREEDER

##### SHAHROKH KHANIZADEH

*Plant Breeder, Physiologist, Statistician  
St-Jean-sur-Richelieu, Quebec*

Shahrokh Khanizadeh, Eng. Ph.D. was born in Kerman, Iran. After finishing high school in Firooz Bahram in 1971, he obtained a degree in Agricultural Engineering in 1975 from the University of Tehran. After two years of military service in Iran, he moved to Montreal in 1979. In 1983, he obtained his M.Sc. and in 1989 his Ph.D. from McGill University in the area of tree fruit physiology and biochemistry.

During his post-graduate work, he set up his own business in computer programming, hardware and software setup, data analysis and consultation in landscaping and horticulture.

His post-doctoral research was in the area of Plant Breeding, Genetics and Physiology. From 1992 to 1995 he was Assistant Professor at McGill University before joining Agriculture and Agri-Food Canada, Federal Horticultural Research and Development Center as a Research Scientist, work-

ing as a Plant Breeder, Physiologist and Statistician. He supervises graduate and doctoral level students, and has published over 80 refereed articles and authored 3 book chapters.

As an invited guest speaker at international and national scientific meetings, and member of several professional organizations, he organized the scientific program of the 92nd annual meeting of the American Society of Horticultural Science, the 40th annual congress of the Canadian Society for Horticultural Science in 1995, in Montreal.

Shahrokh has developed 8 PC programs related to horticulture, and 3 mathematical formulae for evaluating and scoring fruit characteristics such as appearance, firmness, flavor, vigor, susceptibility to disease, etc. These formulae are used extensively in evaluating horticultural crops in Canada, USA and Europe. Two of his statistical analysis programs are very popular, and used frequently in research.

Until 1991, no software existed in drawing a pedigree of breeding lines and cultivars. Shahrokh was the first to develop a Pedigree for DOS, used by research scientists to trace the pedigree and maintain information for over 34 different horticultural crops. The Windows version (3.x, 95, NT) of Pedigree will be released in April 1997. His web site can be visited at WWW.Pgris.Com.

#### PUBLIC RELATIONS

##### JIM ENGINEER

*Communications Specialist  
Philadelphia, Pennsylvania*

Jim Engineer is a communications specialist at Mellon Bank Corporation in Philadelphia, where he serves as spokesperson for the Corporation more than 130 branches. His primary responsibilities for the past two years have consisted of communicating Mellon's expansion initiatives and breadth of financial products and services to both an internal audience of more than 3,500 employees, and to

the public through newspaper, radio and television media. Additional responsibilities include: speechwriting for senior management; staffing interviews between senior executives and the media; creating multi-media presentations for quarterly senior officer meetings; and serving as a reporter for Mellon's corporate-wide newsmagazine, *Newslink*.

Prior to his current post, Jim served for two years as an account executive at a small public and investor relations firm in Illinois, where he gained basic client/agency and media relations experience. Jim graduated from Northern Illinois University with a BA in Journalism and a minor in Business, in 1992.

He attributes his modest growth to experiences at three summer internships: his first as a reporter with the *Naperville Sun*, a suburban Chicago newspaper, where he had served as a reporter since age 16; his second at Chicago-based Leo Burnett, the world's largest privately-owned advertising company; and his final internship (unpaid) at Margie Korshak Associates, one of Chicago's leading public relations agencies.

Jim recently garnered his first public relations award from the Public Relations Society of America (PRSA) for outstanding public relations programming of a Mellon-sponsored anti-violence project. He is a member of the International Association of Business Communicators, and while working in Chicago, served as co-chair for PRSA/Chicago's Young Industry Professionals.

Jim is Chair of the FEZANA Public Relations Committee. Previous contributions to FEZANA include a term as Co-Chair of the Zarthusti Youth Network of North America (ZYNA) with Mazda Antia, and creator and editor of the Youthfully Speaking section of FEZANA Journal, both of which continue to grow under new leadership.

Jim, who is 26, attributes his development to three fundamental princi-



*Top, Jim Engineer, communications specialist.  
Bottom, Mohur Sidhwa, psychic and palmist.*



ples: the ability to effectively market one's self, a determined approach to gathering experience through relationship building, and maintaining an unrelenting passion to achieve any desired goal or dream.

## PSYCHIC

### MOHUR SIDHWA

*Psychic and Palmist  
Houston, Texas*

I've always been psychic, though it was closer to age 6 or 7 that I realized that not all people had the ability to come to the correct conclusion about events and situations based on minimal data, the way I often could. At 10, I spent a summer in Afghanistan and was exposed to a gifted and wise lady who encouraged me to sharpen

my skills. Over the years I learned to read palms as an aid to my natural pre-cognitive skills.

Growing up, I also discovered another very important aspect to my gift — the ability to look at pictures, and touch handwriting samples to get an enhanced 'sense' or connection to the person or situation being investigated. It works the same for business logos.

I did my graduate work in Anthropology as this is one of the few fields in which I could study the art and science of precognition and the paranormal from a cross-cultural and academic perspective.

While in graduate school, word got around that I could give unique insights into people and situations. I found I had a better income from doing readings than from my teach-

ing and research assistantships! So, upon graduation, I set up an office in Tucson, Arizona, in 1985, advertised to the general public, and kept my fingers crossed.

Meanwhile, from 1985-1994, I gave lectures in a class on Paranormal Anthropology at the University of Arizona, specifically in the area of pre-cognition. A popular subject, classes were always full.

I had to work very hard to distinguish myself from the fly-by-night fortune teller types in this field, who promise to solve all problems for all people for the right amount of cash. As time went on, my business thrived, word went out, and people from all over the country called for readings. Over the next ten years I developed a good client base. In 1996 I moved to Houston to be closer to family and am building up business here.

I consider myself a fairly competent psychic, and to the extent that I can keep tabs on my accuracy rates, it is about 80%. Occasionally there are people I just cannot read — it may not be appropriate for them to know their future, or because I know them too well to give an unbiased reading. I no longer read for family or friends.

Doing readings is fairly exhausting. Usually my limit is 4 people a day. For every hour I spend for a client, I need a half hour of meditation time. I do not encourage people to have readings too often, as there is the danger of building a dependency. I'd rather people be busy creating a life, than waiting for life to happen.

Most of my client base is American, of both genders, of above average education. They are often sheepish or uneasy the first time. Their culture frowns a bit on 'fortune tellers'. My rates range from \$30 for a simple specific question to \$60 for a comprehensive look.

I take my work and professionalism very seriously and have enormous respect for my field, and do not work from home. If I'm accosted at a function with an outstretched palm, asking to be read, I decline to do so. That would be equal to reading a couple of sentences of a book — that would be out of context.

## PSYCHOLOGISTS

### PSYCHOLOGISTS AT WORK

*By Parastu Dubash*

Did you know that there are many Zarthusti psychologists in North America? As a psychologist myself, I found it very interesting to contact and learn about many of them. The individuals you will meet in this article share many attributes. They are fascinating, motivated and successful; they are recognized in their fields; and they are making significant contributions to the field of psychology and to the lives of many people with whom they interact.

For non-psychologists, the field of psychology is perceived as fairly narrow. An image of a Freudian psychoanalyst interpreting the dreams and unconscious thoughts of a client on a couch, or a scientist in a white lab coat teaching rats to run through mazes, might be images that psychology invokes for many. Others who have taken an introductory psychology course may be more aware that topics psychologists examine and approaches they use are quite diverse. And yet others, are more familiar with the empirical and scientific nature of the field. Every day, psychologists conduct experiments and use other scientific methods to better understand the actions of humans and animals, from the activity of a single nerve cell to the working of memory, to the social conflicts in a complex society.

Because psychology is a science, all of its subfields emphasize empirical research — in other words, research that goes beyond philosophical speculation or reasoning about behavior

and mental processes, to carefully gather and systematically analyze information about psychological phenomena.

Through my conversations and queries into the personal and professional lives of a number of Zarthusti psychologists, I met some individuals who will hopefully broaden your perspective about the practice, research and application of psychology.

I will begin this exciting tour of psychologists with professionals who have worked, practiced and researched for many years in the field. They are accomplished, active and involved in their professions. I move next to young professionals who are just a few years beyond their hard-earned degrees, and are at the beginning of their careers. Later, we examine the interests and pursuits of graduate students and one undergraduate in psychology whose excitement about the field is refreshing.

**BAPAI BATLIWALLA** was born in Bombay in 1918, and, in 1943, was the first Parsi woman to receive a Master's degree in Political History. She earned her first Master's of Social Work from the Tata School of Social Work in Mumbai in 1947. Later, upon completion of her second Master's at Smith College in Massachusetts in 1950, she returned to India as the first psychiatric social worker in Mumbai.

After a brief stay in India, she returned to the US to fulfill a commitment to the Henry Street Settlement House where she helped migrant Puerto Rican families settle in New York. Eventually, she returned to India to complete her psychoanalytic training and worked in a multi-disciplinary agency, primarily with children.

Restless for more challenge, she began a nursery school which provided child, parent and family therapy, and also helped develop a school of social work at a local college. Fueled by these projects, she helped establish and became a founding

member of the Confederation of Indian Social Workers, and helped coordinate its first conference. In 1960, Bapai acquired full professional membership of the Indian Psychoanalytical Society, and the International Psychoanalytical Society. She has also held positions with Zoroastrian Unandi Dwara, N.M.Wadia Charities, JJ Hospitals, Parsi Panchayet, Lakeshore Hospital in Toronto, Montreal Children's Hospital, and Westminster Institute of Bioethics.

Bapai emigrated to Canada in 1961, where she still resides. She was called upon as a consultant to the newly-established Calgary School of Social Work in Alberta. She also served on a number of social work faculties at the University of Manitoba, Cambrion College, Fanshawe College and Case Western Reserve.

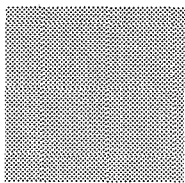
Bapai retired in 1978, but in name only. She pursued her doctorate, and served on a number of community boards dealing with issues such as home health care and the development of ethical professional standards.

Seven years ago, Bapai became totally blind, however she is in excellent health. She continues to be involved in community projects such as serving on Task Forces dealing with Community Health Services, and working to create and implement the Ontario Provincial Disability Act. Her particular interest is in "human nature and dignity of the individual rights, particularly of non-white women, handicapped groups, and those caught under the clutches of bureaucracy and of power positions."

In 1994, Bapai was honored by the President of Smith College with the Day-Garrett Award, the school's highest honor. Bapai, a 1950 alumnus was cited as a social worker, educator, humanitarian, innovator, mentor and advocate.

**DOLLY DASTOOR** was born in Bombay, where she did her Master's in Clinical Psychology at Bombay University. She left for Nigeria in





Top left, Parastu Dubash and  
(right) Ferzin Patel.

Below, Tinaz Chinoy and Dolly  
Dastoor, two psychologists bonding.

1964 only two weeks after her marriage to Phiroz Dastoor. In Nigeria she worked at the University teaching hospital, in Ibadan as a research fellow in the department of psychiatry. She was responsible for two major projects: WHO project on Schizophrenia, and a Rockefeller Foundation project on evaluating the efficacy of treatment for psychiatric patients in a hospital setting as opposed to being treated in a therapeutic village (ARO) that had been set up by a Nigerian psychiatrist.

When she came to Montreal in 1973, Dolly started working as a part-time research assistant for an evaluation project on Psychogeriatric Evaluations. She later became a staff psychologist, and besides her clinical responsibilities, became involved in two major research projects which have shaped her career tremendously.

She started work with a young biological psychiatrist who was interested in doing a trial with lecithi/choline in Alzheimer's Disease. This sparked an interest in this disease, even before her own mother developed multi-infarct dementia. With the pool of families who were dealing with Alzheimer's disease she started the Alzheimer Society of Montreal, and was their President for several years, and developed several community projects. This year the Society is celebrating its 15th anniversary and recognizing Dolly for her contributions.

At the same time, Dolly started developing an assessment tool for measuring dementia, with another psychiatrist. It has been a success story, as their scale, "The Hierarchic Dementia Scale" is published and available on the market and widely used all over the world, especially in Australia and New Zealand. She cites this as having been a very satisfying experience to see the development and growth of this scale, to see it being referred to in literature, and to meet people who are using the tool in various clinical settings. Dolly has

several publications and book chapters to her credit.

Dolly now works at the Memory Clinic of the Douglas Hospital, and has a university appointment in the Department of Psychiatry at McGill University as an Assistant Professor, and also as an Assistant Professor in the Center for Aging.

Dolly is involved in voluntary work. Her two passions include work with the Alzheimer Society, and promoting the status of women. She has been a member of the ZONTA International, a service organization promoting the status of women, and was the International Chair for the status of women committee for three years. In this capacity, Dolly attended the UN Commission on Status of Women in Vienna, representing ZONTA, experiencing how deals get made within governments at the UN. ZONTA is an NGO with Class One Consultative Status, so the group was not on the deal making circuit, but all the other nations were.

Dolly has found her work with the geriatric population (especially the demented) very satisfying. She remarks that her work in her profession has taught her a lot of humility, and respect for human being and for the resilience of the human spirit.

**MAHZARIN BANAJI** is a social psychologist and Associate Professor at Yale University. Her educational background begins with a BA in an interdisciplinary Major of English, Philosophy and Psychology from Nizam College and an MA in General Psychology from Osmania University, both in Hyderabad, India. She was then at the Center for the Study of Social Systems, Nehru University in Delhi for two years before she came to Ohio State University on an international fellowship from the American Association of University Women and earned a Ph.D. in Psychology in 1986.

♦♦♦♦♦♦♦♦♦♦

*God promises a safe landing, but  
not a calm passage* -Fed Newsletter

Her occupational history includes positions as a research assistant and instructor at Ohio State, a postdoctoral fellow at University of Washington in Seattle, followed by Assistant and Associate Professor positions in the Department of Psychology at Yale University. This spring, she is a Visiting Scholar in the Department of Psychology at Harvard.

Mahzarin has received many honors and awards including a Prize for Teaching Excellence at Yale in 1991, which remains her most prized recognition. She has been an associate editor or on the editorial board of

numerous highly respected journals in the field, including *Psychological Review*, *Journal of Experimental Social Psychology*, *Psychological Bulletin*, and others.

Mahzarin has over 30 major publications.

Her list of conference papers and colloquia is even longer, with over 80 papers between 1981 and 1996.

Her research program

on studying unconscious prejudice continues to be a source of new research, even after eight years.

Mahzarin takes the role of being a woman in science seriously, even though it often entails accepting administrative positions well beyond the call of duty, such as serving as Director of Undergraduate Studies in Psychology, in Women's Studies, and in the joint program in Computer Science and Psychology, taking responsibility for an unusually high number of graduate student advisees, and serving as editor of professional journals. Mahzarin says she does these all with the risk of fatigue, but with great joy.



*Mahzarin Banaji*

**TINAZ CHINOY** is a Clinical Psychologist in Montreal, Quebec. Born in Hyderabad, India, she emigrated to Canada in 1970 at the age of 3. Tinaz is the daughter of Adi Chinoy and Homai McPherson, and is married to Glenn Washer. Tinaz received her Ph.D. in Clinical Psychology from McGill University in 1995. Her occupation is divided into two principal areas: clinical practice and research activities. She is currently working in a private practice as a clinical psychologist where she conducts consultations and psychotherapy with a wide variety of clinical cases. She is referred

patients from a variety of settings including other psychologists, social workers, an eating disorder clinic, and a self-help group for eating disorders. Her specialty is treating Anorexia Nervosa and Bulimia Nervosa eating disorders. She conducts marital counseling, family therapy, and individual therapy with a vari-

ety of patients and psychopathology. Tinaz is co-therapist of a Multiple Family Therapy Group in the Child Psychiatry Department of the Jewish General Hospital. On the research front, she is working part-time at the Montreal Children's Hospital as a research psychologist on a study of Adult Attention Deficit Hyperactivity Disorder.

Tinaz has been a recent board member of the Zoroastrian Association of Quebec Executive Committee. Asked how her profession can contribute to the Zarthusti community, she responded: "Sadly, I believe there is a stigma attached to needing psychotherapeutic services. As a

psychologist and a Zarthusti, I would like to suggest that seeking psychological consultation is not only acceptable, it is a testimony that an individual is taking responsibility for their lives. I would be available to guide individuals and families in the direction of necessary services."

**PARASTU DUBASH** was born in Tehran, and moved to Syracuse in 1979, with her parents, Shahrokh and Gool Mehta and brother Kershaw. She teaches psychology at Providence College in Rhode Island and is a researcher in the area of social psychology. She graduated from Colgate University with a BA in Psychology in 1989, and from Carnegie Mellon University with her MS (in 1991) and Ph.D. (in 1993) in Social Psychology. Within a month after defending her dissertation, she left Pittsburgh, married Jamshed Dubash, and moved to Marlboro, Massachusetts where they still live.

She has taught courses in Social Psychology, Introductory Psychology, Psychology of Gender, Research Methods (Experimental Psychology), and Child Psychology at a number of colleges in New England including University of Massachusetts at Dartmouth, College of the Holy Cross, Worcester Polytechnic, and Providence College.

In addition to her teaching activities, Parastu is involved in social psychological research. Some areas of her research include interpersonal relationships, relationship certainty and level of attention, individual and group decision-making in children and adults, altruism and selfishness, and monitoring of needs in communal and exchange relationships.

Her two new programs of research are examining blame and criticism as coping mechanisms in individuals and groups in academic, athletic, family and work settings; and examining individual's attempts at influencing others, with particular interest in type and strength of relationship, gender, age, and ethnicity. She has co-authored a chapter "Toward

understanding emotions in interpersonal relationships", in the book *Perspectives on Close Relationships*.

Parastu was involved with ZAPA, and since her arrival to the Boston area, has been very active in ZAGBA, working as Secretary, then VP, and since March 1996, as the President. Her main goals are to increase participation, as well as awareness of the association, and most importantly, to create a real sense of community in her local area. Her goal is to make all the Parsis and Iranian Zarthustis feel that the association belongs to them. Parastu is also very active in the Boston Youth Group known as the "Bawas".

**FERZIN PATEL** was born in Cambridge, England, and came to the US at two, with her parents, Firoze and Khorshed Jungalwala. She was recently married to Rajan Patel, and lives in Pomona, NY.

Ferzin received her BA in Psychology in 1991 from Clark University and her MA in Developmental/Clinical Psychology from Columbia University in 1993. She also has received certified training in Applied Behavioral Analyses and Cognitive Behavior Therapy.

Her varied work background includes being a lab assistant at the Neurochemical department of the E. K. Shriver Center and working as a research assistant for the Neuropsychological Department of Boston University and the Shriver Center's research on Attention Deficit Hyperactivity Disorder, and Oppositional Defiant Disorders. In addition, she has done research of autistic children and behavioral learning mechanism affiliated with New England Center for Autism and Northeastern University.

Ferzin has been active in ZAGBA, has organized "Z-Ski" ski programs, and has most recently volunteered to help organize the 1997 North American Congress in New York.

Ferzin thinks her profession can help people understand how their world view creates and affects personality.

**BAKHTAWAR BHADA** lives in Glendale, California, is married, and the mother of two young children, Varun and Mithra. She has a Bachelor's in Psychology from Bombay University St. Xavier's College. She came to the US in 1990 from Mumbai for an MS in Education at University of Southern California (USC). She has worked in miscellaneous jobs after graduating in 1992, and then joined a Ph.D. program in Developmental Psychology also at USC.

Bakhtawar is a third year Ph.D. student at USC in developmental psychology. She is conducting research on the ethnic identity of Parsi immigrant teenagers. Her second year project was on this topic, and she intends to continue on it for her dissertation. She is currently trying to put together the logistics of collecting data in India with a group of about 50 Parsi teenagers.

Bakhtawar has worked as a Research Assistant on reading projects for the head of the developmental psychology area. She finds that most currently, her research interests stem from her concerns about raising children in the US.

Tenacity she finds, is the key to success in her profession, which will be very useful as she points out that her future plans are to teach at a college after completing her Ph.D. Her involvement in the Zarthusti community is as a member of the Zoroastrian Association of California, and a past member of their Education Subcommittee.

**FARHAD DASTUR** was born in Kampala, Uganda, and moved with his parents, Nanu and Zarin to Canada in 1973. He currently lives in Halifax, Nova Scotia, and is a Ph.D. graduate student in Psychology at Dalhousie University.



*Farhad Dastur: desire to contribute to society by "helping advance our understanding of disorders and by applying psychological knowledge to help people in their everyday lives."*

sity. His educational background includes a B.Sc. in Biopsychology from University of British Columbia, and an M.Sc. in Psychology from Dalhousie University. He anticipates earning his Ph.D. in 1998.

A typical day for Farhad involves spending 4 hours at the Maternity Hospital where he is conducting research in "Smell Perception and Morning Sickness". He then spends about 4 hours working on studies dealing with anxiety, and on neuropsychological studies dealing with the effects of exposure to mercury. He is also a Study Skills Counselor which involves helping students learn effective study strategies.

Farhad describes his most current work as involving 85% research and writing and 15% individual counseling and group workshops. His motivations to pursue a career in this field were a desire to contribute meaningfully to society by helping advance our understanding of disorders (morning sickness, anxiety, public health hazards), and by applying psychological knowledge to help people in their everyday lives.

Farhad's future plans are to teach, to conduct research, to lead workshops, to write novels, and to become more politically involved. His activities in community organizations include working to promote the ideals of multiculturalism. His involvement in the Zarthusti community is to learn about the community and pass that on to others. He feels his profession can contribute to the Zarthusti community by setting up a mentor program where young Zarthustis interested in psychology can be introduced and connected to established Zarthusti psychologists.

**ARIANNE TEHERANI** was born in Tehran, and came to Los Angeles in 1987 with her parents, Kaveh and Shirin, and brother, Arman. She earned her BA in Psychology and Social Behavior from University of California at Irvine, and started graduate school in Educational Psychology at USC in 1996. Her work

experiences have included working for the USC National Institute of Child Health and Human Development on a study of Early Child Care. She is currently working on a study of aging with disability, at USC.

Her typical day involves classes, and work as a research or teaching assistant. Her motivations to pursue a career in this field were that she was always interested in what motivated people and kept them motivated. She decided to make a career of it through research. Her activities in community organizations include a homeless project of the USC Education Graduate Organization. Arianne is currently co-President of ZYNA, the Zoroastrian Youth of North America, and has been a California Zoroastrian Center Youth President.

Arianne is interested in eventually studying how collective efficacy operates throughout the Zarthusti community, and what motivates people.

**NEUSHAD BARDOLIWALLA** grew up in New Jersey and graduated from Cornell University in 1996 with a BA in Psychology with Distinction. He is currently enrolled at a New York University in the Social/Personality 4-5 year Ph.D. program. His typical day involves coursework, research preparation, running subjects in lab studies, and meetings with faculty. His most current work involves understanding the basic social psychological processes of bicultural individuals, specifically Asian-Americans, including Indians.

Neushad's proudest career achievement was being a recipient of NYU's Henry Mitchell MacCracken Fellowship and his proudest personal achievement was being applauded by Grammy award-winning saxophonist Joe Henderson after playing a guitar solo at a Cornell Jazz Band concert.

Neushad feels that social psychologists are uniquely poised to understand the values of the Zarthusti community, and how these values have shaped attitudes towards intermarriage, assimilation, and other rel-

evant cultural issues. An understanding of these processes can offer valuable insight as to why so many people from our community are resistant to change, in terms of welcoming new members into our community, and how we might go about promoting a broader acceptance of new members.

**NAVAZ COOPER** came to Boston in 1996 to pursue a Master's degree in Education. Her BA in Psychology and English from St. Xavier's in Mumbai, and her Bachelor's of Education in English and Geography from Bombay University had led her to a career as a secondary school teacher for six years. She taught English and Social Service to Grades 6-10 at an ICSE (Indian Cambridge Secondary Examination) school.

Her current work involves studying how to frame administrative policies and planning for education of the future. Her love for teaching and her ability to communicate with children at a deeper level were among her motivations to pursue a career in this field. She believes that if you cannot 'reach' the child's level of understanding, no matter how many degrees you earn, they are useless!

Her proudest career achievement was when her class of social science in 1991, her first batch of 10th standard, all graduated with honors. She is often asked how she finds the patience to deal with children. She responds that you don't need patience, you only need to respect and understand them.

When asked about how her profession can contribute to the Zarthusti community, she responded that a teacher can contribute to the well-being of any community. After all, the students come in contact with the teacher and can learn to express awareness, hope and the vision of the future depending on the way the teacher guides them. This, she said, was true for the Zarthusti community too.





**SHARMIN SPENCER** was born and raised in Karachi, Pakistan. She first arrived in the US in 1994 as an undergraduate at Ohio Wesleyan University. She is majoring in Psychology and Economics and expects to earn her BA by May 1998. During the Fall of 1996, she completed a semester-long internship at the American Psychological Society in Washington, DC. The APS is an organization whose purpose is to promote, protect, and advance the interests of scientifically oriented psychology in research, application, and the improvement of human welfare.

Now that she is back at Ohio Wesleyan, most of her activities revolve around class, studying for exams and writing papers for Psychology classes, and having discussions with professors on independent research projects.

Sharmin finds the science of human behavior quite intriguing and this interest motivated her to pursue psychology. The question most often asked by others about her profession is: "Why are you doing Psychology when you can do so many other more lucrative and practical things like medicine and business?" Her response, like the responses of many others is that it is because she *likes* it and finds it very interesting.

Her future plans are to be a counseling psychologist and she sees the motivation to do well as the key to success in her field.

As a final note, there are no doubt many more psychology students and professionals throughout North America, whose stories and life experiences would be welcome additions to this article. To them, I offer my admiration for the work they are pursuing, the research they are conducting, and the contributions they are making to their communities. I hope that you read this not with disappointment that you were not included, but with pride that our profession is being showcased. Through the research I did for this article, I recognize the need to form a network among these psychology professionals and students. Anyone interested in participating, please contact me.

FEZANA JOURNAL — SUMMER 1997

## QUALITY & PRODUCTIVITY

### **KEKI R. BHOTE**

*Corporate Consultant  
Quality & Productivity Improvement  
Glencoe, Illinois*

Keki R. Bhote is the President of Keki R. Bhote Associates, a company specializing in Quality and Productivity Improvement. He has consulted with over 300 companies all over the world, ranging from diverse manufacturing and service industries to universities and governments.

Keki has retired from Motorola, where he was Senior Corporate Consultant on Quality and Productivity Improvement. He played a key role in Motorola winning the prestigious *Malcolm Baldrige National Quality Award* — the first company to win this honor as a total corporation — and in launching its renowned *Six Sigma* process for continuous quality improvement. He is still a Consultant Emeritus with Motorola.

Keki received a BS in Telecommunications Engineering from the University of Madras and his MS in Applied Physics and Engineering Sciences from Harvard University. He joined Motorola as a development engineer and rose through the ranks to become Group Director of Quality and Value Assurance for Motorola's Automotive and Industrial Electronics Group, before promotion to Senior Consultant for the whole corporation.

He is the author of nine text books on topics related to quality, success and customer satisfaction, and co-author of two. He is in the process of authoring four more text-books, among them: *Supply Management — A Corporate Gold Mine*, *Powerful Quality Tools for the 21st Century*, *Best-in-Class Quality Systems*, and *The 4 Stages on the Road to Excellence*. He has also published over 200 papers and is on the Editorial Board of a British Business Strategy publication.

Keki is a seminar leader for the American Management Association

and the Management Centers of Europe and for the Middle East. He is an Associate Professor at the Illinois Institute of Technology, and a Visiting Professor at the University of San Diego. He has lectured extensively on four continents — the Americas, Europe, Asia and Australia — and has consulted with companies world-wide to solve chronic quality problems, and has addressed numerous professional societies.

Notable among his numerous awards are: The Zero Defects Award from the US Department of Defense, the Cecil B. Craig Award from the American Society for Quality Control, Distinguished Service to the UN Award from the UN Associations. He was selected one of Ten Outstanding Young Men by the Chicago Junior Chamber of Commerce; one of Six Outstanding Naturalized Citizens of Chicago, by the Immigrant Service League; and one of New Quality Gurus, by Quality Digest magazine. Bhote is listed in numerous Who's Who publications.

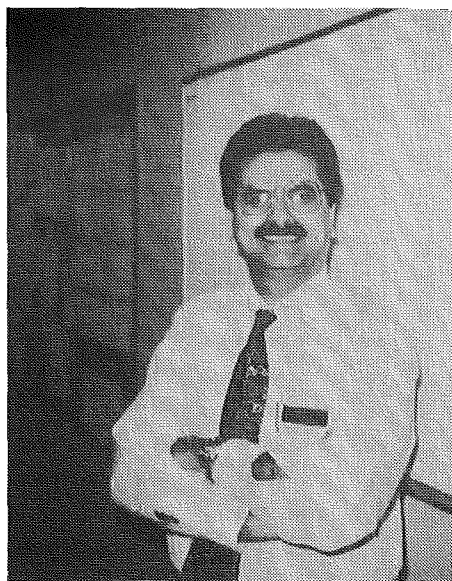
Keki resides with his wife, Mehroo, in Glencoe, Illinois, where their four children grew up. He has been active in civic affairs, including: President of the Glencoe School Board, Chairman, Council of Presidents, UN Association of America; President of the New Trier Township Board of Trustees; President, UN Association of Illinois. Keki has been the invited speaker at many Zarthushti Congresses, Seminars and Conferences. He was founder and first President of the Zoroastrian Association of America; and Chairman of the Second North American Zoroastrian Congress, in Chicago. [Also see Keki's article on page 92]

## RADIATION PHYSICIST

### **RUSTOM S. DUBASH**

*Radiological Physicist  
Shreveport, Louisiana*

Rustom S. Dubash, born in Wai, India, and educated in Panchgani, came to the US in 1978 to attend the University of Arkansas at Little Rock to study physics and electrical engi-



*Rustom S. Dubash*



*Jamsheed K. Choksy*

neering. He graduated in 1984 with a BS in Applied Physics and was accepted into the Sigma Pi Sigma National Physics Honor Society, and also received a full graduate scholarship to Louisiana State University in the Department of Nuclear Science. He graduated in 1986 with an MS in Radiation Physics. His graduate work centered on brachytherapy using radioactive material to perform implants on cancer patients as well as external beam radiation utilizing linear accelerators.

Rustom worked as a Radiation Physicist and Radiation Safety Officer at Good Samaritan Hospital in Dayton, Ohio from 1986 to 1988. Since 1988, he has been at Schumpert Cancer Center in Shreveport, Louisiana. He is a member of a team of professionals responsible for diagnosis and treatment of patients, with direct influence on the diagnostic, therapeutic, and radiation safety procedures used on patients. The physicist assesses, implements, coordinates, monitors, and evaluates all aspects of radiation physics within the department, as related to equipment, personnel and patients, and coordinates Radiation Safety throughout the Medical Center.

The physicist has the obligation to stay current with the development of new techniques, and the responsibili-

ty for coordinating education and training for hospital staff.

Rustom belongs to the American Association of Physicists in Medicine. He is married to Niloufer (née Balaporia) of Vancouver, Canada, who works in Human Resources at Schumpert Cancer Center. They are members of ZANT (Dallas, Texas). There are only two Zarthusti families in Shreveport.

#### RELIGIOUS STUDIES

##### **JAMSHEED K. CHOKSY**

*History, religion, languages  
Bloomington, Indiana*

Jamsheed K. Choksy is Associate Professor with academic tenure, and Director of Undergraduate Studies, in the Department of Near Eastern Languages and Cultures at Indiana University. He was a Member of the School of Historical Studies at the Institute for Advanced Study at Princeton (1993-1994) and Visiting Assistant Professor in the Department of History and International Relations at Stanford University (1991-1993). In 1988 he was awarded a teaching fellowship in the Department of Anthropology and Archeology at Harvard, and was a Junior Fellow in the Society of Fellows at Harvard (1988-1991).

With a Ph.D. from Harvard in History and Religions of the Near East and

Inner Asia (1991), and an AB from Columbia University in Middle Eastern Languages and Cultures (1985), Jamsheed's fields of research include history, religions, archaeology, and languages of the Near East and Inner Asia, Iranian studies, history of religions and numismatics. His research languages include Arabic, Avestan, Bactrian, Elamite, English, French, German, Gujarati, Khotanese Saka, Khwarazmian, Manichaean Middle Persian, Mazandarani, New and Old Persian, Pahlavi, Parthian, Sinhalese and Sogdian, with some knowledge of Greek, Latin and Sanskrit.

Jamsheed is the recipient of a large number of awards and grants, notable among them being the John Simon Guggenheim Foundation Fellowship (1996), AAR Research Grant (1995), National Endowment for the Humanities Fellowship at Princeton (1993) and Achaemenid History Grant (1990) and the Andrew Mellon Fellowship at Stanford (1991). In 1988, he was honored by the North American Zoroastrian Congress with a Scholar Excellence Award. He is listed in *Five Thousand Personalities of the World* (1996), and is a Fellow of the Royal Asiatic Society of Great Britain and Ireland.

Jamsheed is author of two books: *Conflict and Cooperation: Zoroastrian Subalterns and Muslim Elites in Medieval Iranian Society* [New York, Columbia University Press, 1997] and *Purity and Pollution in Zoroastrianism: Triumph over Evil* [Austin, University of Texas Press, 1989]. He has written extensively on Zoroastrianism, and published widely.

Some of his academic publications include: *An Introduction to Zoroastrianism: History, Doctrines, Mythology, and Rites* [Yale University Press]; "Review of Recurrent Patterns in Iranian Religions" [Journal of the American Oriental Society], "The Theme of Truth in Zoroastrian Mythology," in *Zoroastrianism and the Parsis* [Ed. P. Godrej, 1998], "Doctrinal Variation within Zoroastrianism" [K. R. Cama Oriental Insti-

tute, 1996] and "Zoroastrians in Muslim Iran" [*Iranian Studies* 20, 1987].

Jamsheed has contributed articles to numerous encyclopedias, including *A Guide to the Late Antique World* [Ed. Bowerstock et. al, Harvard University Press], *Encyclopedia of the Modern Middle East* [New York, Macmillan, 1996], *Encyclopedia Iranica* [Costa Mesa, Mazda Publishers] and *Encyclopedia of Asian History* [New York, Asia Society and Charles Scribner's].

Jamsheed is a tremendous source of information on Zoroastrian doctrine, history and culture. In 1990, he was a consultant to PBS Television on Inner Asia, and has been an invited speaker at Universities, the AAR, Zoroastrian Congresses and Conferences, and has taught numerous courses on Zoroastrianism and related subjects.

#### **BURZINE WAGHMAR**

*Zarthushti/Iranian Studies*  
Boston, Massachusetts

Burzine came to North America in 1993 after having spent the first 20 years of his life between Mumbai and Bahrain, where his parents, Kersie and Hilla Waghmar live. Kersie is currently President of the Bahrain Zoroastrian Association.

Interested in pursuing a career in political science, specially International Politics, and finding opportunities for this study limited in India, he came to the College of William and Mary, in Williamsburg, VA, to obtain his undergraduate degree in International Relations, specializing in Development — Near East and South Asia.

His Master's degree from Boston University was in International Relations (Near East). His dissertation was on "The Vice Regency of the Jurisconsult: Sacred position in the Islamic Republic of Iran." He analyzed Khomeini's political philosophy based on medieval Shiite political thought, heavily overhauled to suit present conditions. According

to his research, Khomeini was the only Islamist who has been successful in officially organizing an Islamic way of life. His doctoral dissertation will be on "Comparative Analysis of Islam/Zoroastrianism in Sassanian Iran: pre-Islamic and Early Islamic Arabia." Burzine reads Avestan, Old Persian, and New Persian languages. His special research interests are Islam-Zoroastrian-non-Muslim (Dhimmi) relationships and influence in Iran.

Burzine's dream job is to have a research position in Encyclopedia Iranica.

### SCIENTISTS

#### **LOVJI D. CAMA**

*Chemistry of Antibiotics*  
Tenafly, New Jersey

After obtaining a BS and B.Tech. from University of Bombay, Lovji Cama came to the US in 1960, and obtained an MS in Pharmacy and a Ph.D. in Chemistry from Columbia University. After two years as a post doctoral fellow at Columbia, he joined Merck and Co. of Rahway, NJ, in 1969 as a research scientist. Presently he is a Senior Investigator and his area of research is the chemistry of antibiotics. Other Zarthushtis at Merck are **Gool Patel, Firoze Antia, Rohinton Kapadia, Jehangir Irani** and **Mehryar Rivetna**.

As a founding member of ZAGNY and a past president, he has remained closely associated with the Zarthushti community. While president of ZAGNY, he coordinated the Third North American Zoroastrian Conference, in New York. He has organized religious education classes for children 5-15, at ZAGNY, since 1973. For almost 20 years he has taught Zarthushti history, culture, philosophy and religion to children 10-15. One of his primary areas of interest is youth-related activities, and he has, for the last ten years organized summer camps for youth of the NY area. Since its inception, Lovji has also been a trustee of the Darbe Mehr

Zoroastrian Temple which owns the Arbab Rustom Guiv Darbe Mehr of New Rochelle, NY.

He has lectured on Zoroastrianism in New York, London and India, and contributed to the text book used for the Good Life program for US Scouting, which is administered by ZAGNY.

#### **FIRDAUS S. DHABHAR**

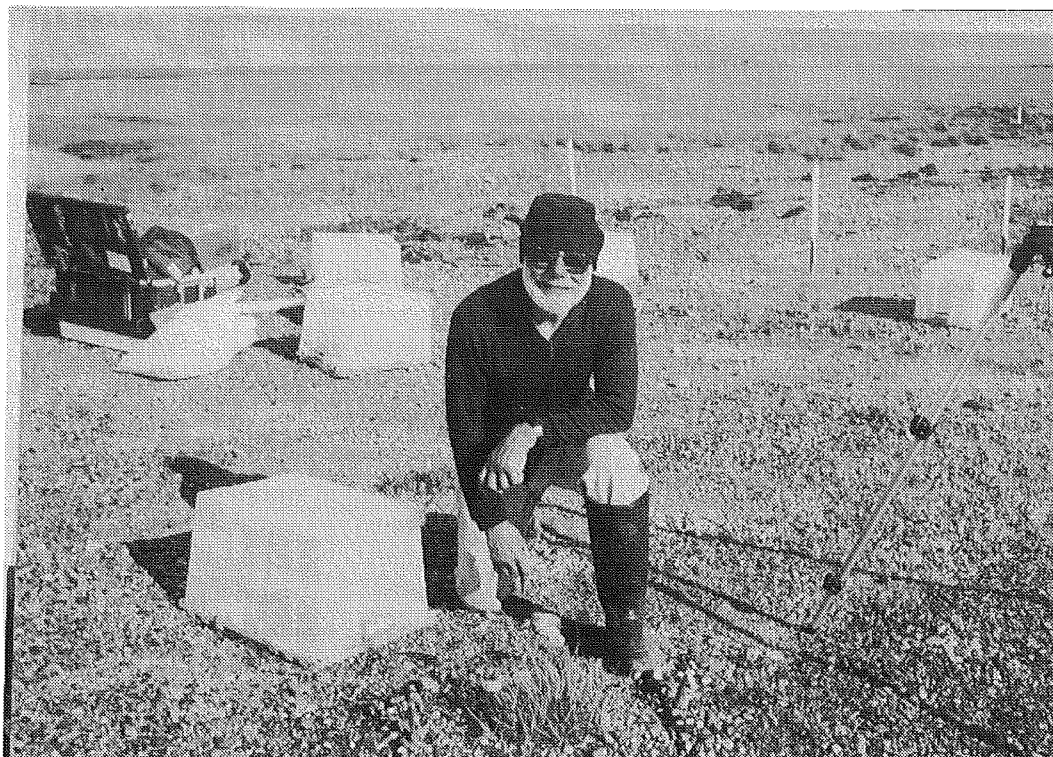
*Neuro-Endocrine-Immunology*  
New York, New York

Firdaus S. Dhabhar came to the US from Mumbai, in 1986 on an undergraduate scholarship from Dartmouth College. He pursued a double major in Biological Science and Political Science, completing part of the latter during a foreign study program at the London School of Economics. At Dartmouth, Firdaus was on the Solar-Powered Car Racing Team, the Marching Band, the International Percussion Ensemble, among others. He was inducted into the Phi Beta Kappa and Sigma Xi Honor Societies. He graduated Summa Cum Laude, ranking seventh in a class of 1000.

In 1990, Firdaus accepted a fellowship to the doctoral program in Biomedical Science at Rockefeller University in New York, where he specialized in Neuro-Endocrine-Immunology. He received among others, the Eduljee Dinshaw Merit Scholarship and served as leader of the Student Council.

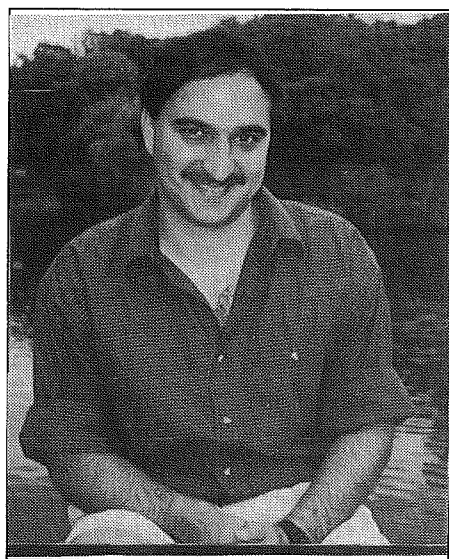
In 1996, Firdaus received his Ph.D. from Rockefeller University, and joined the ranks of its faculty as post-doctoral fellow. Firdaus' research focuses on elucidating the biological basis of how the brain, emotions, and stress may affect health, and how one might maximally harness an individual's physiology to naturally resist disease and maintain health. His findings have won international acclaim, and have been featured in scientific journals and popular press, such as the New York Times, American Scientist, and Discover.

Over the next few years, Firdaus will work with clinical research groups



*Left, Firdaus S. Dhabar.*

*Top, Minocher Reporter at Prudhoe Bay in Alaska, one of the Northernmost ports in the world, The Oregon State University research team is trying to find solutions for restoring the tundra (where the ground is frozen a foot from the surface in summer). The present gravel roads and buildings atop more gravel, will be eventually scraped from these fields after the oil gives out. The solution will need a huge cooperative effort on the part of biologists, botanists, ecologists and engineers.*



**FIROZE B. JUNGALWALA**  
*Neuro-scientist*  
*Sudbury, Massachusetts*

Firoze Bamanshaw Jungalwala is Research Director of the Biomedical Sciences Department at Eunice Kennedy Shriver Center for Mental Retardation, and has adjunct appointments as a Senior Research Biochemist at Massachusetts General Hospital and as Associate Professor of Neuroscience at Harvard Medical School. Firoze obtained his Doctorate degree in Biochemistry from the Indian Institute of Science (Tata

Institute) in Bangalore, India in 1963 and soon after that arrived in the USA to conduct postdoctoral research at the University of Wisconsin, Madison. Later he moved to Washington University Medical School in St. Louis, Missouri to initiate research in Neuroscience and Brain Development.

In 1968, Jungalwala was given a special fellowship by the American National Multiple Sclerosis Society to conduct research in Multiple Sclerosis at Cambridge University in England. Since 1971, he has been at the Shriver Center in Boston. Firoze has received continuous research grant support

from the National Institute of Health to direct research in Mental Retardation, Disorders of Brain Development, as well as Regeneration of Injured Brain.

Firoze has published over 250 research articles in neuroscience and is on the editorial board of several scientific journals. He was on the advisory committee to the Director of National Institutes of Health for eight years to review and evaluate research grant proposals. He has traveled across the globe as an invited speaker at numerous scientific conferences and as a collaborator in international research projects. He has trained many scientists in his laboratory from different parts of the world.

Founder and first president of the Zoroastrian Association of Greater Boston Area he continues to be involved in its activities. He is married to Khorshed Jungalwala and they have two children Ferzin and Jehangir.

**MINOCHER REPORTER**  
*Biochemist*  
*Corwallis, Oregon*

After a BS in Biological Sciences from Johns Hopkins University in 1952, and a course in Medical Sciences at Harvard, he received his

across the US and apply his findings to treating patients suffering from certain cancers, infectious diseases and skin-related disorders.

Dr. Wiesel, President of the University, and a 1981 Nobel prize winner says: "There is no doubt that Firdaus Dhabhar falls into the category of Outstanding Scientist. This University accepts only 15-20 of the best students from the US and foreign countries. Firdaus is among the very top of this group of outstanding students and will no doubt emerge as a leader, and be a credit to Science."



Ph.D. from MIT in 1960 in Biochemical Engineering. A post doctoral NIH fellowship followed, to study aging pigments in the human heart at the National Heart Institute in Baltimore.

His plan to start manufacture of desizing enzymes for cotton cloth in Bombay, came to naught after a brief visit there. He decided to stay in the US. His work on photosynthesis and developmental biology of muscles cells, at the NHI, led to another post-doctoral fellowship at the Carnegie Institution of Washington. He studied the effects of poisons on heart development — from no hearts to malformed and enlarged hearts, in chick embryos. These varying research experiences led to a job with the Kettering Research Foundation in Yellow Springs, Ohio, to bring cross-talk between researchers on Photosynthesis and a new group started on Developmental Biology. This was a stimulating research atmosphere, at the lab located on the campus of Antioch College.

He spent 23 years there, working among other research projects, on the important world problem of biological nitrogen fixation. When the lab was disbanded in 1985, he moved to Oregon to the EPA in Corvallis.

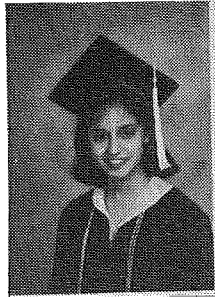
He is now associated with Oregon State University in the Botany and Plant Pathology Department, and spends summers researching Tundra restoration techniques at Prudhoe Bay in the Arctic Circle. Minocher is married to a Greek lady, and has grown daughters.

#### **SHERRI TREASURYWALA**

*Neuro Oncology Research  
Scottsdale, Arizona*

I am part of the Neuro Oncology Research group at the Barrow Neurological Institute in Phoenix. Brain tumors are highly lethal, and although they do not metastasize to other parts of the body, they do invade normal brain. Thus, following surgery, radiation and chemotherapy, one finds that new tumors pop up. In our labs, we study brain tumor

invasion — why cells move the way they do, how we can manipulate invasion by altering genes — and translate our findings into effective therapies. Our other interest lies in studying cells from recurrent brain tumors for genetic aberrations that make them so fiercely resistant to chemotherapy and radiation.



*Sherri  
Treasurywala*

I am from Bombay. I have a B.S. Magna cum laude from Grand Canyon University (where I received the top 1% scholarship for 3 years), and a Ph.D./MD from Arizona State University/Cornell University. I was on the National Dean's List, and received several awards and scholarships. My dissertation, "Novel Gene Therapies for Brain Tumors" is dedicated to my grandmother, Dina Dara Rivetna, 'for love, dignity and courage'. I chose to pursue cancer research as a career, because I watched her suffer and die with breast cancer.

My parents, Bhikhoo and Kersi Treasurywala of Mumbai, from a long ways have always encouraged me to be the best at whatever I do (except bungee jumping, which my mom has finally convinced me to give up!). I am grateful to them for not only giving me strong, solid roots, but also for letting me fly.

I enjoy the symphony and ballet, hiking and mountain biking, and I ski every chance I get!

One of my goals as a scientist is to encourage young people to pursue careers in basic sciences. Being the youngest member of our research team (I'm 23), makes me the logical choice to broadcast this message. I give a lot of seminars at high schools, and work hands-on with college students in the summer. When people ask me what I do, I tell them I am a DNA DR ... that is, by the way, what my license plates say as well!

#### **KETAYUN H. GOULD**

*Demographer, Social Studies  
Stafford, Virginia*

Born in Nagpur, India, a turn of fate brought me to this country as a teenager. It was a completely unanticipated development since one female and one male from India were selected to attend Ohio State University as a one-time experiment in undergraduate international living. This opportunity, early in life, seemed to fit my experiential preparation for a multicultural world view. I had a strong Zarthusti identity that nevertheless reflected a minority person's development in India's pluralistic society. Alternative explanations of reality were always fascinating and non-threatening to the totality of my Zarthusti experience.

Thus the inclusion of a foreign culture allowed me to explore another world and put me on the road to establishing a multicultural identity. At the University of Pittsburgh where I received my doctorate in social work, I insisted on doing my dissertation with two generations of Polish residents — a fascination with ethnicity that won out against my advisor's admonition that I would not get anywhere with an alien culture.

After completing my degree, I began teaching at the University of Illinois at Urbana. I was Professor of Social Work and Faculty Member, Center for Asian Studies. I stayed at the University until 1990 when I elected the early retirement option to pursue my research and scholarship. I am now Professor Emerita in the School of Social Work at the University of Illinois and a partner in Independent Scholars Associated in Stafford, VA.

My tenure at the University and at present as an independent scholar has reflected an effort to pursue my dual scholarly interests which I perceive to be an extension of my own dual identity. My research and writing have dealt with two main areas: feminist theory, models and practice

frameworks in the area of women and ethnic minority concerns in this country, and historical and demographic studies of the Parsi Zarthusti community in India. The commitment to the first area of research grew out of a personal experience in discrimination in academia that succeeded in radicalizing me, my thinking and my total perspective on societal institutions. I won the fight for salary discrimination after a long ordeal, and it succeeded in providing an edge to my scholarship. The significance of this research and writing are three-fold:

- (1) Development of new theoretical models and devising ways to convey this to students to encourage a critical societal perspective.
- (2) Utilizing research data to challenge discriminatory university and professional programs and policies.
- (3) Getting together with colleagues to establish and serve on national committees in social work and Asian studies to improve the status of women and minorities in academia and the professions.

The work on the Parsi Zarthusti community in India is based on a similar personal commitment to utilize scholarship that might benefit the natal group. Currently, I am writing a book on the historical and demographic decline among the Parsis that is based in part on a study of 551 households in the rural and urban areas of Gujarat.

The quantitative data, however, are only a small part of a historical work that uses the wealth of vernacular and English language materials and census data in Bombay and the India Office Library in London.

The broad questions that are of interest in this study are the following: What were the possible *indigenous* variables within the Parsi Zarthusti community that could account for the historical chain of events that led up to the present demographic decline? What were the structural and institutional factors with the British? Will a

change in orthodox thinking allow us to view this relationship from a Parsi-British direction rather than the other way around, so that the answers are heard in the insiders' voices?

If these questions have a wider significance, it lies in the search for a community context to explain the demographic and sociological dilemmas rather than *The Good Parsi* [by Tanya Luhrman, 1996] style of analysis and discourse on the travails of a 'colonial elite'. [Also see Gould's article on page 96].

#### SPEECH PATHOLOGIST

##### GULOO AUSTIN

*Speech/Language Pathologist*

##### MARZBAN AUSTIN

*Electrical Engineer*

*London, Ontario*



Guloo and Marzban Austin reside with their three sons in London, Ontario. Marzban is a professional electrical engineer and worked for Bell Canada for a number of years. Unfortunately, due to downsizing at Bell, Marzban now works for Ghafaris in Michigan.

Guloo is a Speech and Language Pathologist, practicing since her

graduation in England in 1969. In private practice since 1981, she has clients ranging from 2 1/2 to 90 years in age, with all kinds of speech and language disorders. This could be just a functional delay in children, or children with autism, attention deficit disorder, learning disability, stuttering, articulation or voice problems, to name a few.

Her adult case load comprises mostly of those who have suffered strokes or progressive neurological diseases such as ALS, Parkinsons or Muscular Dystrophy. Guloo has recently diversified into 'Accent Training' and is now certified to improve the immigrant accent to a more accepted and intelligible speech.

Speech pathology is one of the top three professions in demand in terms of job prospects. Guloo would encourage our youth to think about this as their future vocation.

Guloo is the founder member of the Head Injury Association of London, and a current Board member. She is also an active member of the Anti racism and Ethnocultural Equity Advisory committee for the London Board of Education. She runs religious classes for the last ten years.

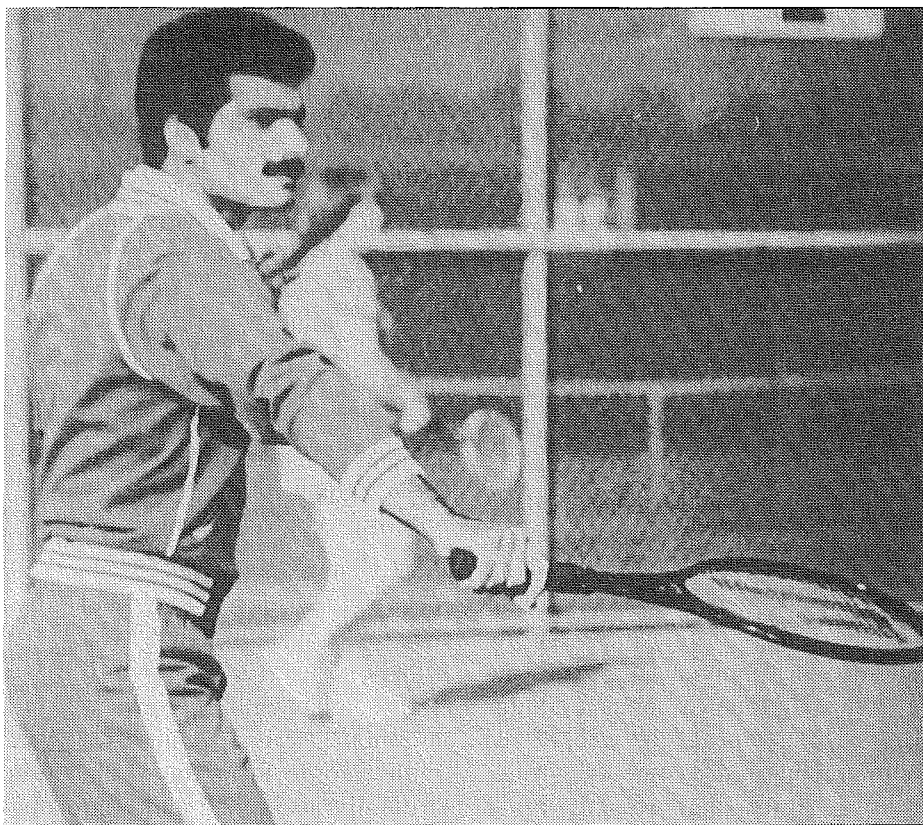
#### SPORTS

##### BURZIS KANGA

*Director of Tennis*

*New Orleans, Louisiana*

Thirty-seven year old Burzis Kanga came to the US from Tanzania 22 years ago at the age of 12, having won a tennis scholarship at the University of New Orleans. He is the former "All American" at the University of New Orleans. Being extremely interested and talented in Tennis, he has been both a player and a University coach. After he lost his mother five years ago to breast cancer, Burzis has been organizing charity tennis events to benefit cancer research. Last year he raised \$55,000. Burzis has received an award from the US Tennis Association, the premier tennis event of the South.



For the past four years, Burzis is the Director of Tennis at the beautiful Château Golf and Country Club in New Orleans, and is responsible for managing the "Pro Shop".

Burzis holds a degree in Business Management, and hopes to complete his graduate degree very soon.

Burzis is very interested in meeting other Zarthusis who share his love of professional tennis.

#### TELECOMMUNICATIONS

##### **DINSHAW FRAMROZE JOSHI**

*Telecommunications Services  
Chevy Chase, Maryland*

Dinshaw Framroze Dinshaw Joshi has the distinction of being the first Zarthusi with over 50 years of continuous service in the field of public telecommunications services, at both national and international levels — first in India for over 27 years with the erstwhile Indian Posts and Telegraphs department (P&T) and then over 23 years with the prestigious World Bank in Washington, DC.

Born in Mumbai, Dinshaw attended the Elphinstone School in Mumbai

and the Dastoor School in Nasik, now named Boys Town. He holds a BS from Elphinstone College and the Royal Institute of Science; a Bachelor of Electrical Engineering (ranking first in the University of Bombay) and also a Bachelor of Engineering, Mechanical. In 1945, he ranked first among all-India candidates for the Telegraph Engineering Service of the central government, and was appointed a junior engineer in the Indian P&T.

During his 27 years with the P&T, he served in every discipline of telecommunications. He was specially selected for sensitive assignments, such as coordination of telecommunication facilities for the Indian Defense Services during the Indo-Pakistan and Indo-Chinese wars, and for visiting international dignitaries (including Queen Elizabeth and Jacqueline Kennedy). He was selected in 1954 for the UN Technical Assistance Fellowship with the British Post Office in London.

In 1964 he became the first telecommunications engineer to be seconded to the National Defense College for a

year's course on coordination between the three defense services and the civil services in case of national emergencies. He was also a member of the Indian delegation to three international conferences of the Commonwealth Telecommunications Board and the Consultative Committee of the International Telecommunications Union in India and Australia.

From 1966-1971, Dinshaw was General Manager of Bombay Telephones, then the largest metropolitan telephone network in India, where he earned high commendation and approbation from the Governor of Bombay, government ministers, citizens, the public and the press.

On being invited by the World Bank in Washington, DC, Dinshaw voluntarily retired from the P&T in 1973. For the last 23 years, he has served the World Bank, first as a regular



staff member (till 1986) and thereafter as a Telecommunications Consultant. During his tenure, he traveled extensively to countries in Asia and Africa, advising and assisting in modernizing their public telecommunications networks.

Dinshaw is married to Goolcher Rattanshaw Kotwal, whose support he acknowledges (along with daughter Shehernaz Verahrami) for his professional success. The family has been

very active in Zarthusti affairs in Delhi and Washington. In the 1950s he helped revitalize the Delhi Parsi Amateurs Society, and drafted its first Constitution. He was elected a member of the Board of Trustees of the Delhi Parsi Anjuman, and assisted in the drafting of its Constitution, and in the construction and establishment of the Dar-e-Mehr. He also established their journal *Dipanjali*, and was its co-editor for a number of years.

After coming to Washington, he joined other Zarthustis in their efforts to create ZAMWI in 1976, and had the primary responsibility of drafting its Constitution. He was the founder VP of ZAMWI, and later served as its president.

As a member of the FEZANA Welfare Committee he has acted as Appeals Coordinator for FEZANA, coordinating all appeals — humanitarian, educational and others. He was also Chairman of the FEZANA Awards Committee, entrusted with the task of orchestrating the North American Zarthusti community awards.

## TELECOMMUNICATIONS

### CYRUS BHARUCHA

*Director and Film Producer  
Forest Hills, New York*

Cyrus Bharucha has been in television for 29 years in several different capacities. He was a film Cameraman and a Producer for BBC-TV in London, Vice President of Cinemaster Studios in Washington, DC, Executive Producer for KTCA, Minneapolis, and Producer for CNN Atlanta. He has also been a freelance film and TV Producer-Director, and President of Persepolis Productions.

At present CEO of TV-ASIA, a 24-hour satellite network in New York, Bharucha started his TV career as a cameraman with the BBC in 1964, and worked there for twelve years producing numerous films from drama and documentaries (*Gandhi's India*) to music and art. He also covered sports (the Spasky-Fisher Chess match in Iceland), education, chil-

dren's shows (*Blue Peter*) and with comedians such as Benny Hill, Dave Allen and the Monty Python gang. His nightly hour-long, current affairs show *Midweek*, covered major world events including the Watergate hearings, the release of Albert Speer, Hitler's architect, from Spandau prison, the West African famine of 1973, floods in Pakistan, the Ugandan refugees, Middle East oil crisis, the Yom Kippur War, Black Panther riots, Viet Nam demonstrations and much more.

Bharucha emigrated to the US from Britain in 1976 to work for Cinemaster Studios in Washington, DC where he directed specials for PBS; and produced films for Encyclopedia Britannica, the National Space Institute and the National Science Foundation. He also produced weekly TV commercials for Lustine Chevrolet, Munro Autos and several other clients, and was a regular guest speaker at the Smithsonian on American Cinema series. From 1977 to 1980, he was Executive Producer for KTCA, Public TV in Minneapolis.

His documentary *A Day to Remember* on Dr. Martin Luther King, and his production of *From China to US*, was hailed by NY Post as the "... Television event of the year" both received EMMY nominations.

In 1982, Bharucha produced the PBS series *Crisis to Crisis*, a 13-part series examining the US's most serious and controversial issues, hosted by Barbara Jordan. *Time* called it "One of the top 10 TV programs for 1982."

During 1983-1985, as president of Persepolis Productions, Bharucha produced a feature film *On Wings of Fire*, on the life of Zarthustra and the history of his people, starring Zubin Mehta, Nigel Terry and an international cast. A monumental effort, it involved supervising a crew and cast of 400 people over a period of two years and raising \$750,000 to finance the production.

As Executive Producer at Discovery Channel during 1989-1990, Bharu-

cha produced a 13-part series focusing on personalities in developing nations around the world. At WLIW during 1990-1992, Bharucha produced *Throwing Away Tomorrow*, a 90-minute program on waste in America, with Ralph Nader and other prominent consumer advocates; co-produced *The Golden Temple* with an Indian producer; a film on *Dr. Benjamin Spock, Medical Programs* and a series on beauty entitled *Skin Deep*. In 1993, Bharucha produced a PBS special *Calculating Change*, hosted by Al Roker of NBC with an interview by US Vice President Al Gore.

Last year, as Executive Producer at Dialogue Systems in New York City, Bharucha produced a \$7M educational series for Prentice Hall, a series on law with Gerry Spence, and a 2-hour A&E special *Fireworks!* with George Plimpton, which was critically acclaimed and nominated for an ACE award.

### KHUSH PANTHAKY

*TV Reporter & News Writer  
Mississauga, Ontario*

It was the summer of 1984. I had just finished ninth grade and was about a month shy of my fifteenth birthday. I was out riding my bike one morning on my way to my first job. As I turned the corner, a car came out of nowhere and collided with me. I was thrown about 10 feet ahead and landed face-first onto the road immediately rendering me comatose. When the paramedics arrived, my life signs were so low that it was almost "prognosis: negative". In fact, it was so bleak that while I lay comatose the doctors suggested turning off all life-support systems, arguing that in the near-impossible chance that I should survive, I would remain a vegetable. And, even if I were to come out of my coma, it would take me over a decade just to get back to my pre-accident level.

I spent the next month in a coma and the next half-year in therapy and rehabilitation at three different hospitals. Needless to say, returning back





*Cyrus Bharucha*

to school was no picnic. I was put back in a lower grade, and even there, my grades left much to be desired; and because of the nature of my injuries, I suffered from terrible behavioral problems. I would lash out at authority and make a complete fool of myself in an attempt to be funny and popular. I achieved only the latter half of that goal. Oh, I became popular alright! I was now the most disliked person in the school — ostracized by my peers and victimized by my enemies. My teachers and principal had all but given up on me.

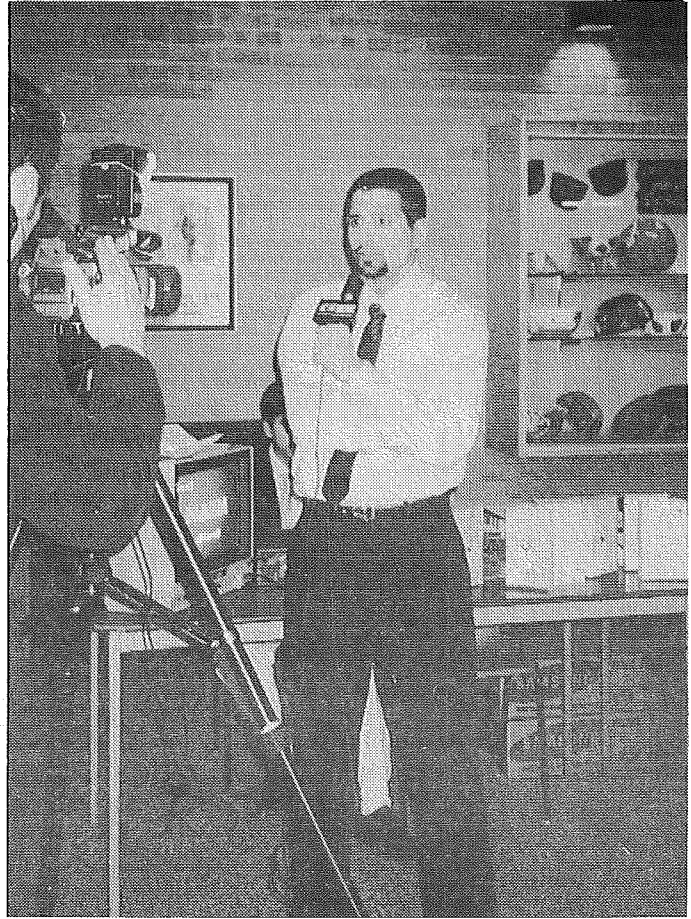
My only way out seemed to be suicide. But thank God I was talked out of my first attempt and stopped from my second. I was faced with an ultimatum: I could either smarten up, grow up and clean up my act or I could continue on this downward spiral and become yet another statistic. I opted for the former.

I decided to get involved in extra-curricular activities at school to keep

myself out of trouble. I found that not only did I enjoy these activities and the gradual popularity that they offered, but my grades also improved. And with each succeeding year, I entered more and more activities. Eventually I did become the most popular person in the school, but this time for all the right reasons.

By the way, remember the original prognosis of 10 years rehab time? Well, in less than five — four and a half, to be exact — not only did I reach the academic level of my peers to eventually graduate with the same class that I had originally entered high school with, but I was also recognized for raising the most funds in the school's history for a charity drive, I received an award that was second only to Valedictorian, and I was honored by the Government of Canada for my contributions to my school and my community. So much for doctors.

The following year, I entered the University. And while I did not grad-



*Khush Panthaky*

uate immediately (actually taking twice as long to finish the course), I eventually earned my degree in Broadcasting, and six months later, I held two jobs in the TV industry.

I started out as a volunteer for a local multi-cultural station, CFMT, in Toronto, as a news writer and eventually a reporter. At the same time, I also worked for the Canadian Broadcasting Corporation (CBC) our national network as a researcher and writer.

After my contract with CBC expired, I was promoted to Senior Reporter at CFMT, where I work for *South Asian Newsweek*. Because the show deals with news and issues from the South Asian region and community in Toronto, I have had the opportunity to see just how strong a community it is. It has also allowed me to produce and narrate a mini-documentary on Zoroastrianism. I've reported on crime, politics, education, medicine, employment and sports — all pertaining to South Asians.

I have since served as a motivational speaker at my former high school and I also served as MC at ZSO's 25th anniversary gala banquet.

So that's where I stand today. Senior reporter and news writer for CFMT. But driven as I am by my hunger for bigger and better things, you won't find me resting there on my laurels. So let this be a warning, USA — Peter Jennings won't be the only Canadian to anchor a major American newsdesk ...

[*Khush Panthaky, son of Jal and Meher Panthaky, was born in Montreal in 1969, and moved to Toronto with his family in 1983*].

### MOJDEH SHAHRIARI

*Film Producer and Dancer  
Vancouver, British Columbia*

A first generation Canadian immigrant, I came to Canada in 1986, with a strong background in writing, theater, dance and photography. I had been dancing since the age of six with various ballet schools in Iran and had taken training in Iran, France and the US.

In Canada I had continued studying both academically and independently. I obtained a double honor's degree in Film and Sociology from the University of British Columbia (UBC) in 1991, during which time I also made several award-winning short films and documentaries.

*Nostalgia*, a 7-minute 16mm film, won a Merit Award at the Montana Film Festival in 1989, and *Lines in Motion*, a 4-minute experimental video won the second-best video award at the BC film and Video Awards.

Independently produced *Us, Men, and Canada* (1991) is a 24-minute documentary about Iranian immigrants in Canada. This film was well received and is currently being used in many educational institutions including UBC's School of Social Work. I further advanced my studies and completed my Master's of Fine Arts in Film at UBC in 1994.

My award winning film, *Salt Please* (1994) is a half-hour comedy about gender roles, produced in Vancouver, with funding both from public and private sectors. This project was mainly supported by Alayar Dabestani of Vancouver, who was the Executive Producer of the film.

I am also the founder and artistic director of *Atash Dance Group*, a modern Persian dance group in BC since 1990. My dance company has won several awards from the North Vancouver Arts Council. I am also the recipient of the 1995 Ann McDonald Art Educator of the Year award in North Vancouver. *Atash* has produced several shows based on the Iranian and Zarthusti heritage for NoRuz celebrations, a celebration of *Asha va Hishta* in 1993, and Mehergan. We participate in many dance and multicultural events with dances that are all originally choreographed — a fusion of western ballet and jazz techniques with eastern styles.

Currently I am working as an independent film and video director and continue to work as a dancer and dance choreographer.

### VETERINARIANS

#### KHORSHED BALSARA

*Veterinary House Calls  
Toronto, Ontario*

I have always been very fond of animals and interested in the biological sciences. Veterinary Medicine seemed to be the perfect vocation for me. I apprenticed on farms with large animals such as cows, pigs, goats and horses. Later, at the University of Guelph, I was admitted to pre-veterinary science. The five-year course was intensive but enjoyable and prepared me well for my future as a clinical practitioner.

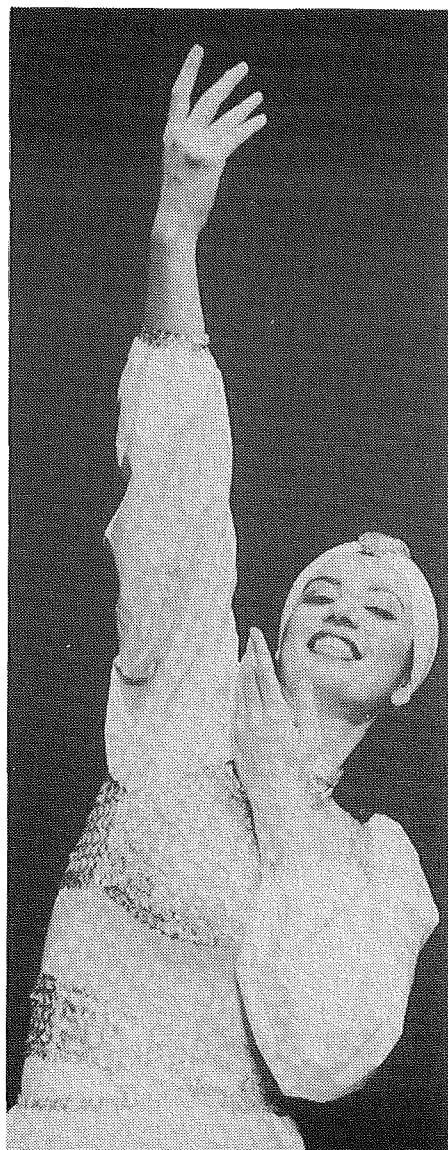
At Guelph I met my life partner Darin Tooth, and it was at his encouragement that I started my own business doing veterinary house calls. *Central Toronto Small Animal Mobile* was founded in 1988 and has been an actively growing practice ever since. This is a unique service

in the City of Toronto, and has allowed me to develop friendships with the pets and their owners.

I try to care for pets in a proactive, wellness approach, rather than the traditional reactive approach. I have the advantage of seeing the pet in its own environment, which can be very helpful in diagnosis of many problems.

Two years ago, one of my classmates from Vet School introduced me to a new product from *Oxyfresh* for the dental care of pets. As I introduced them to my clients and found they loved the products, for their ease of use and effectiveness, I decided to devote a part time effort to promoting these products to others via the method of network distribution.

*Mojdeh Shahriari, founder and artistic director of Atash Dance Group.*





Top, Toronto veterinarian, Khorshed Balsara, with daughters Zara and Emma. Below, Zaver Shroff, veterinarian with practice in California.

My husband and I have always had the pioneering spirit, first when we started a most untraditional pet house call practice, and now by entering Network Marketing.

#### **ZAVER SHROFF**

*Veterinarian, Small Animals  
Sunnyvale, California*

My name is Zaver Shroff, and I own and operate a Small Animal solo practice in Sunnyvale, California. I got my veterinary degree from the University of Bombay, and my MS in small animal surgery from the University of Minnesota. I worked in Los Angeles area for some years as an Associate, before getting married and moving to Sunnyvale.

As far back as I can remember, I bonded with all four-legged creatures. This trait, together with my love for the outdoors and exposure to the health care field (my father was a physician) had a decisive impact in the choice of my profession.

My mobile hospital is equipped to treat diseases of companion animals. It has a surgical suite with full range of anesthetic equipment, X-Ray equipment and EKG to name a few. We also board and groom animals.

A 'typical' day may consist of seeing patients in the morning, followed by one or two elective surgeries, dental prophylaxis or diagnostic work.

Like human medicine, veterinary medicine has come a long way in the last 50 years. Pets requiring more sophisticated tests like ultrasound or CAT scans, are referred to a University, as the cost of maintaining these machines in a private practice is prohibitive. Medical insurance for pets is now available and when cost is not a factor for the client, procedures like cataract surgery, total hip replacement, laser treatment for skin cancers, kidney transplant in cats and cardiac surgery to correct congenital defects is performed.

Will Rogers said "Personally I have always felt that the best doctor in the world is the veterinarian. He can't ask his patients what is the matter, he's just got to know." We have to be

compassionate, gentle and caring enough to deal with creatures who can't tell us where it hurts. My husband, Sarosh Patel, our children Delara (6) and Arzan (3), our cat Luigi and I live in Sunnyvale.

#### **YOGA**

#### **PERVIN DAVAR**

*Yoga  
Falls Church, Virginia*

Pervin Davar has a degree in Education from Poona, India. She trained as an instructor in yoga and pre-natal yoga through the Integral Yoga Institute in Buckingham, Virginia. For the past ten years she has been conducting yoga classes, including teaching in hospitals, health centers, and at the US Senate.

An interest in homeopathy, acupuncture, reflexology and Reiki, complement her work in yoga. She spends as much time as possible in her garden and also works as a potter, mainly using the pit-fired and raku methods.

Pervin teaches Hatha Yoga, which is a scientific system for the complete and harmonious development of the individual. She teaches yoga in a non-threatening environment. Through non-straining stretches, breathing and relaxation, the body, breath and mind become calmer, stronger and more flexible. Her aim is to bring a sense of balance into the lives of her students. Yoga is not meant to punish the body. It is an enjoyable way of releasing tensions and improving physical and mental health. Through focus, concentration and awareness, her students are constantly working towards a sense of balance, or harmony. There is no competition, and each person works according to their own abilities.

Much of what is learned in class can be adapted to daily life to help reduce stress and tension. She encourages her students to practice regularly. A few minutes a day is much more beneficial than only once a week in a class. She feels that anyone can begin yoga, no matter what their age, and whatever their physical type. ■





# The Engineering Profession

By Rustom Kevala  
Gaithersburg, Maryland

*"Always take on a job  
That is too big for you"*

- Harry Emerson Fosdick

**E**ver since I was a scab-kneed 9 year-old, I had always wanted to be an engineer. My concept of engineering was to build dams, roads and bridges for India's entry into the modern world. After two years of general science and math courses at Jai Hind College, I secured admission at the L.D. College of Engineering in Ahmedabad. This was 1957 and I was 18. I had confidently embarked on my life's journey. But soon, I realized how limited my family's resources really were. Often, I had no money to eat. I was devastated when I had to find excuses not to join my friends for a 'film' in the city. I finally wrote to my mother that I could not go on. That is when she suggested that I apply to the charities that were available for poor Parsi students. My dad reluctantly agreed and sent me the forms. I had no trouble getting financial help, and with the grace of our forefathers, I continued my studies.

During the final year, our class took a tour to study some of the famous dams and bridges of India. That's when I realized that building dams and bridges was not my calling. At that time (1960-62), the government of India was offering a stipend of 400 rupees per month to all graduate level engineering students. That stipend seemed quite generous, and I secured admission at the Indian Institute of Science (IISc, founded by

Jamshedji Tata for the higher education of Indians) in Bangalore towards a graduate course in aeronautical engineering. This was to be my crowning achievement. I dreamt of designing and flying jet planes built in India and making India one of the preeminent countries conducting research in aeronautics. After graduation in 1962, I joined Hindustan Aeronautics Limited at a salary of Rs. 600 per month.

Bangalore was a sleepy city in those days, with clean, wide streets, hardly any traffic, and terrific coffee-houses. I was on top of the world. But my euphoria did not last long. I felt frustrated at the pace of progress and opportunities in India and after reading of the rocket and space research opportunities in America, I applied for admission at several American universities.

Oklahoma State University, located in the exact center of the map of the US, offered me the chance to obtain a Ph.D. Again, I applied for loans and scholarships from the renowned Parsi charities in Mumbai, and with the major help of the J.N.Tata Endowment (Tata Scholarship), I arrived in Stillwater, Oklahoma, in September 1963. That November, as I sat in an examination hall, my professor announced that John F. Kennedy had been shot and killed. I did not know it then, but America was changing.

My first job was with IIT Research Institute in Chicago, doing research

on the Saturn V rocket (the moon rocket) engine. When NASA funding got shifted, I shifted to jet noise studies and then to pure acoustics. I received an offer to work with an MIT acoustics professor for two years and then obtained a position with the consulting firm of Booz, Allen & Hamilton, Inc. in Washington, DC, to help draft new noise standards for the Environmental Protection Agency.

This led to studies in noise and exhaust emission mechanisms of diesel engines and studies in modeling of atmospheric pollution from automobiles. After the energy crisis, I began to help formulate research programs for energy conservation and pollution reduction.

During those years, development of battery-powered electric vehicles (EVs) became fashionable because they would not require petroleum fuels. In the late 1980s, I found myself writing papers on the problems of batteries and electronic systems and going all over the country conducting workshops for EV mechanics. EVs are in the news again nowadays for their environmental benefits. All major car manufacturers are finally getting serious about developing EVs.

In 1992, I accepted a job as a VP of a new start-up company in New Jersey to manage a \$15 million contract for developing a fuel cell-powered bus. The idea was simple — the fuel cell, which runs on hydrogen, generated



electricity on board the bus. Its power output was supplemented by a battery to provide the power needed to drive the traction motor. The hydrogen was obtained by reforming methanol. The implementation of this simple idea required the integration of the skills and knowledge of scientists and engineers who knew automotive design (CAD/CAM), mechanical engineering, electrical engineering, electrochemistry, circuit design and host of other areas.

The fuel cell was made in Japan because none of the American companies believed that it could be made small enough to fit into the back end of a bus! Not the least part of my job was cost management, personnel relations, and keeping investors happy. By 1994, one bus was completed and tested. Two more buses were made and delivered in 1995. Today, fuel cells are at the forefront of technologies for generating electric power in remote areas and they are seriously being considered as power sources for future electric cars. All-in-all, it was a very fulfilling experience.

Last year, I became a private consultant with the US Department of Energy and several private companies in the EV area. In addition, I am working on opportunities for transferring American mass-production technologies to India. I had started out as an engineer thinking that I would help India's development by building dams. I still want to help, but to my dismay, I am finding that the political conditions and bureaucracy in India are much worse today than they were 30 years ago. I don't know if I will succeed, but I am trying — fortunately, I am having fun while trying.

#### ENGINEERING JOBS OF THE FUTURE

One message that comes across from all the engineers I have talked with is that one has to continually update skills to get ahead, and sometimes just to survive. Engineering is a very diverse field. Agility and willingness to change jobs either within the company or

outside, learn entirely new fields of specialty, and to take on ever-more-difficult assignments, are the hallmark of today's successful engineering careers. In engineering, you can't make it without a can-do attitude. If you want to reach the top, you must be willing to write well, take charge, and be willing to go to bat for your colleagues. Above all, you must know how to get along with some of the smartest and most competitive people in the world — your fellow engineers.

**John F. Kennedy had been shot and killed. I did not know it then, but America was changing.**

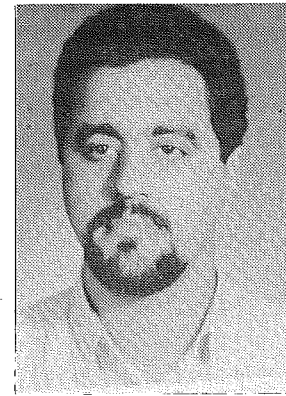
The new jobs in tomorrow's industry, in manufacturing and services alike, will call for more than button-pressing automatons. They will require workers that are literate, numerate, adaptable and trainable — in a word, educated. We often hear that the mix of jobs is changing rapidly away from manufacturing and towards services, ancient and modern. But many of these new activities are based to a greater extent than ever before on information. Engineers in the information and computer industry are profiled under 'Computer Professionals' [page 35].

Let us take a look at some Zarthushti engineering professionals (in alphabetical order).

#### KAMRAN BEHDINAN

*Mechanical Engineer,  
Computational Mechanics  
Victoria, British Columbia*

Kamran did his B.Sc. at K. N. Toosi University of Technology in Tehran in 1985, and his M.Sc. from Sharif University of Technology in 1987, in applied mechanics. He then joined K. N. Toosi University as a faculty member. In 1992, he entered the Ph.D. program in the Mechanical Engineering Department at the University of Victoria, Canada, working on "Dynamics of Geometrically



Nonlinear Sliding Beams" using non linear finite element analysis, which has applications for highly flexible structures or space manipulators.

After receiving his Ph.D. in 1996, he started post doctoral research there. He is now involved with finite element modeling of the human heart, which involves both material and geometry nonlinearities.

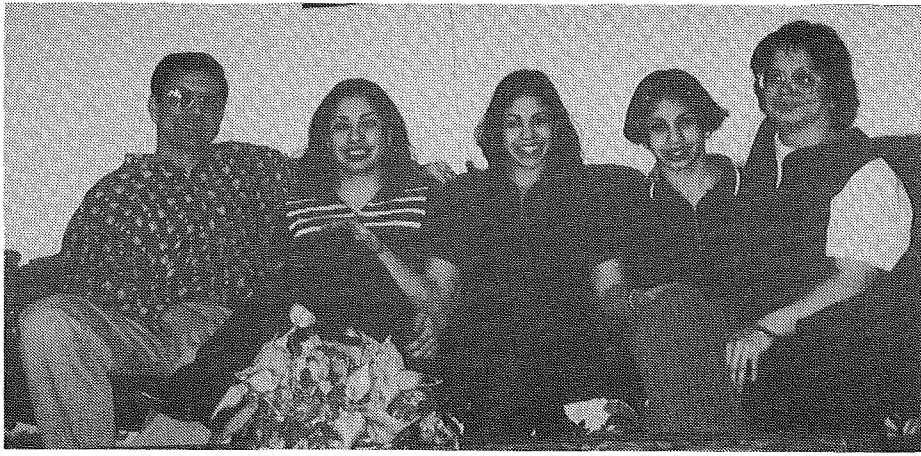
"Computational mathematics has great applications in various areas of mechanical engineering, such as aerospace and biomechanics, says Kamran, "It is highly dependent on computer technology and requires very good knowledge of engineering. I see a great future."

#### DINSHAW N. CONTRACTOR

*Professor, Civil Engineering and  
Engineering Mechanics  
Tucson, Arizona*

Dinshaw Contractor received a BE (Civil) from M.S. University of Baroda in 1957 and an AIISc from the Indian Institute of Science in Bangalore in 1961. He received his Ph.D. in civil engineering from the University of Michigan in 1963 and joined a new research organization Hydro-nautics, Inc. in Maryland.

From 1968 to 1981, he taught in the civil engineering department at Virginia Tech. This led to a full professorship in the CEEM department of University of Arizona in Tucson, Arizona. During 1994-1996, he served as the head of the CEEM department. In 1994, he received the Robert M. McGratten Literature Award for co-authoring the outstanding paper in the ASME Journal of Pressure Vessel Technology.



Above, Boman Damkevala with daughters Zarine, Diana and Persis, and wife, Bachi. Right, Siamak Farouhar with Exceptional Achievement Award.

**BOMAN (BOMI) DAMKEVALA**  
Civil Engineer  
Naperville, Illinois

Bomi Damkevala obtained his B.Tech. degree in Civil Engineering from the Indian Institute of Technology, Powai, Mumbai, and arrived in Chicago in 1969 to earn his MS in civil engineering from the Illinois Institute of Technology in Chicago. (In 1983, at the time of the inauguration of the Arbab Guiv Darbe Mehr in Chicago, he also earned the honorary degree of "I.M.S., F.R.C.S." while playing the role of Dr. Vikaji Vaghmaru in the hilarious Parsi Gujarati skit *Gher No Gahambar*.)

Bomi has worked as a structural engineer and as a cost estimating engineer with the consulting engineering firm of Sargent & Lundy for the past 24 years. They specialize in the design of nuclear and fossil fuel power plants. Prior to joining Sargent & Lundy, Bomi worked as a Highway Design Engineer for three years with Christian Roge & Associates.

Bomi lives in the Chicago area, with his wife Bachi, and three daughters Diana, Zarine and Persis. Bomi has been a founding director of the Board of the Zoroastrian Association of Metropolitan Chicago. He was one of the four initial drafters of the ZAC constitution, and has served the Zarthusti community of Chicago in various capacities — as Secretary, VP and President. No job is too small for Bomi, who feels his real

value to the community lies in his skills in changing lightbulbs, setting raccoon traps, and fixing things around the Darbe Mehr. In short, he is the resident 'Mr. Fixit' at the ZAC.

His advice to young Zarthustis is: "Be proud of our heritage, be flexible, work hard, finish the work you have started, and never give up."

**SIAMAK FAROUHAR**  
Photonics (Lasers) Research  
Pasadena, California

Siamak Farouhar received his B.Sc. in electrical engineering from the Aryamehr Institute of Technology in Iran in 1972; an M.Sc. in microwave and modern optics from the University College, London, in 1976; and a Ph.D. in electrical engineering from the University of California, San Diego, in 1983.

He then joined the fiber optics department of Rockwell International in Dallas, Texas, where he became the principal scientist in charge of design, fabrication and characterization of lasers. Next, at Polaroid Corporation, he was in charge of process development and packaging of high-power laser diodes for high-resolution printing applications.

In 1987, he joined the Photonic Technology Group at Jet Propulsion Laboratory. Here he developed the world's first continuous InGaAs strained layer semiconductor laser in the 1.8-2.1 micron wavelength range, which has many spectroscopy and medical applications.



Current sales of this type of lasers exceed several million dollars per year. He also developed the first efficient high power 980 nanometer strained quantum well lasers for optical amplifiers and optoelectronic integrated circuits and various other types of semiconductor lasers which have wide applications in communications systems.

He was promoted to Group Supervisor in 1992, for semiconductor laser, photonics and optoelectronic components, in charge of ten scientists performing research with a budget of over 2 million dollars. This position requires a great deal of interaction with different government agencies and US industries. Siamak holds two patents.

## NEVILLE GAI

*Bioengineer  
Philadelphia, Pennsylvania*

Neville Gai received a B.Tech. in electrical engineering from the Indian Institute of Science, Mumbai, in 1988; an MS in electrical and computer engineering from the State University of New York in 1991; and a Ph.D. in bioengineering from the University of Pennsylvania in 1997.

Neville received the Bombay Zoroastrian Parent-Teachers Association Award for obtaining the highest aggregate marks among Parsis in 1984, and the J.N. Tata Endowment Scholarship in 1989. He received the University of Washington Center for Bioengineering Research Fellowship and the Department of Radiology, University of Pennsylvania Research Fellowship in 1991. He is a Research Fellow at the University of Pennsylvania.

"The most lucrative and fastest-growing field in engineering is software architecture and computer communications," says Neville, "The demand far outstrips supply in this area. I would especially recommend computer science as a major for those who do not wish to pursue advanced degrees."

## NOSHIR LANGRANA

*Professor of Mechanical Engineering  
Robbinsville, New Jersey*

Noshir Langrana obtained an ME from the University of Bombay in 1968, and MS and Ph.D. in mechanical engineering from Cornell University in 1975. In 1976, he joined Rutgers University as Assistant Professor of mechanical and aerospace engineering. He became an Associate Professor in 1982 and a full Professor in 1987.

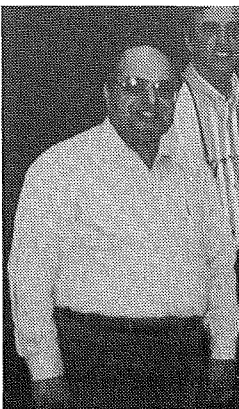
Noshir is a member of the Biomedical Engineering Graduate School Program and a Director of the College of Engineering CAD Lab. He assumed responsibilities as Undergraduate Director of the Mechanical and Aerospace Engineering Program in 1990. Since 1985, he has also

been an adjunct Professor at the University of Medicine and Dentistry of New Jersey, Department of Orthopedics. His research interests include computer-aided design, solid modeling, finite element analysis, biomechanics, and Rapid Prototyping Technology.

Noshir was responsible for managing the Directory of Zoroastrians in North America, which was published by FEZANA last year. He is the co-chair for the next North American Zoroastrian Congress, which will be held in New York in 1998.

## KAYOMARSH MEHTA

*Logistics  
Palos Hills, Illinois*



Kayomارش was born in Navsari, India, and received his BE in electrical engineering from the M.S. University of Baroda in 1969. After graduate study at the Illinois Institute of Technology in Chicago, he went on to complete his MBA in finance and marketing at Northwestern University in 1974.

He has had a very rewarding career with Viskase Corporation (formerly a division of Union Carbide) for the last 27 years. He started at the Corporate Engineering Department of Union Carbide in Chicago as an electrical engineer in 1970, and has held positions as Supervising Engineer, Manager and Senior Manager. He led a re-engineering project for the company, which resulted in the formation of Viskase Corp., in which he became Director of Finance. Recently he was promoted to the position of Director of Logistics.

"Engineering is a very rewarding profession because one gets the satisfaction of creating new technologies, machines, plants and more, and watch them grow," says Kayomارش. His whole family is very active in the

Chicago area Zarthusi community. He teaches religion classes for the youth. For FEZANA, he has developed a religious education curriculum based on ongoing activities at many North American Associations and is working on the committee for its implementation.

## FARROKH MISTREE

*Professor of Mechanical Engineering  
Atlanta, Georgia*

Farrokh received a B.Tech. in Naval Architecture from IIT Kharagpur (India) in 1967, and an MS and Ph.D. in engineering from the University of California (Berkeley) in 1974. He then became a Lecturer at the University of New South Wales in Australia, where after a sabbatical at MIT in the USA, he was promoted to position of Senior Lecturer. In 1981, he and his family emigrated to the US, and he secured a position as Associate Professor at the University of Houston. He became a full professor in 1987. Since 1992, he has been a Professor at Georgia Institute of Technology, which is ranked first or second among all engineering schools in the US. He is also a director of the Systems Realization Laboratory of the Institute.

Farrokh's teaching experience spans engineering design, naval architecture, solid mechanics, operations research and computer science. His research focus is on concurrent engineering as applied to the design, deployment, operation and support of 'open engineering systems'. He enjoys innovating and experimenting with ways in which engineering design can be learned and taught [see [www.srl.gatech.edu/DLS](http://www.srl.gatech.edu/DLS)].

He is one of the principal developers of the Decision Support Problem Technique, widely used in the implementation of concurrent engineering today; and the associated software (which sells for \$100,000 per copy). DSPT has been used in major projects at the BF Goodrich Company, Directorate of Naval Architecture, the Department of Defense in Australia, and the Maritime Research Institute of the Netherlands. He is currently supervising the research of

5 doctoral, 7 masters and 2 undergraduate students, with funding from several US and foreign governments.

He has co-authored two text books and 180 technical papers, including 15 dealing exclusively with education. He is on the editorial/advisory boards of several technical journals.



*Engineers Noshir Langrana (left) and Farrokh Mistree (right).*

In Australia, Houston, and now in Atlanta, Farrokh has been an active force in the religious education of Zarthusti children. In his spare time, he writes stories for children. Farrokh's mission in life is to have fun in providing an opportunity for highly motivated and talented students to learn how to achieve their dreams.

He advises: "Learn how to make Change your ally, by committing yourself to continually seeking knowledge."

#### **BAHMAN NORUZIAAN**

*Engineering Manager  
Nepean, Ontario*

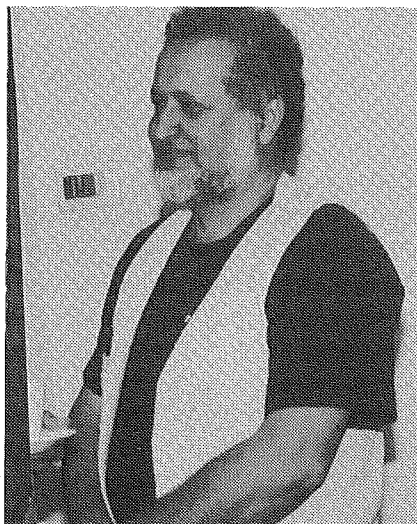
Bahman Noruziaan obtained his B.Sc. and M.Sc. from Sharif University of Technology in Iran and Ph.D. in Structural Engineering from Carlton University in Toronto, in 1995. After spending a year in Iran, he returned to Canada with his wife Parvin, who is an environmental hygienist, and two children.

Bahman works for Chidiac and Associates in Ottawa as a structural engineer. His specialty is numerical modeling of structures. He recently presented a paper on the effect of earthquakes on concrete dams, at the 6th Canadian Conference on Earthquake Engineering.

#### **SAROSH PATEL**

*Mechanical Engineer*

Sarosh obtained a BE in mechanical engineering from MS University of Baroda in 1971, an MS from Stanford in 1972, and a MBA from State University of New York in 1980. He



is currently a senior engineering manager at Taradyne Corporation.

#### **BOMI B. POCHARA**

*CNC System Developer  
Thornhill, Ontario*

Bomi obtained a BE in mechanical engineering from Pune, India, and obtained diplomas in Computer Numerical Control (CNC) programming, computer-aided design and machining (CAD/CAM) and Microprocessor Technology at Seneca College in Toronto.

Since 1988, he has been working at New Era Tool & Die company in charge of CNC programming, specializing in the precision machining of large complex components and assemblies for a broad spectrum of industries such as steel mills, pulp and paper, mining, marine, aerospace and chemicals.

#### **PURVEZ RUSTOMJI**

*Coating Engineer  
Houston, Texas*

Purvez obtained a BS in civil engineering from Karachi and an MS in structural engineering from the University of Missouri, Columbia, in 1966. After working for two years as

a structural engineer in Chicago, he returned to Pakistan to work for the Water and Power Development Authority in Quetta and Esso in Karachi. He also started a business as Coating Engineers in Pakistan.

But as the frustration and level of living day to day became difficult, Purvez decided to emigrate to the US in 1979.

The first three years in the US, Purvez worked for Sutton Coatings in Houston. After gaining experience in the working conditions in the US, in 1982, at the height of the collapse of the oil industry in Houston, he decided to start his own company again to supply industrial coatings as Coating Engineers, Inc. The company has prospered during the past 15 years. Purvez and his family recently moved into a new custom-designed home of their dreams.

Purvez's son, Arish, obtained a degree in finance and accounting from Baylor University and joined the firm after working for three years at Daniel Industries. As a result of working together, the business has doubled in less than three years.

Although his business is not in his field of education, Purvez feels that he has been successful because general engineering principles can be applied to any business requiring technological and management skills. His advice to young people is to get any kind of education, preferably up to the Master's level, gain experience by working in industry for a few years, and then start their own business: "Financial success cannot be achieved by working for others."

Purvez is active in the Houston Zarthusti community. Since 1982, he has been the Chairperson of the Zoroastrian Building Fund which has been successful in making the Zarthusti Center project a reality. His next project is to establish a Zarthusti colony including a retirement home on 16 acres of land surrounding the Center.

*[Continued on page 98]*



'Profession' generally connotes an occupation and specifically one that involves knowledge and training in a branch of advanced learning in contrast with manual and vocational work. The term is also employed to indicate a full-time occupation for a living by an individual, contrasted with amateur work.

By Farhang Mehr  
Professor Emeritus  
Boston University

### THE BLACK YEARS

During the black years of the Arab, Mongol and Turkish rule of Iran, characterized by Islamic fanaticism and persecution, religious minorities including Zartushties chose to live as colonies in certain neighborhoods in distant cities and villages. This was a device for self-protection and survival. Islamic society is a closed society, everybody can join in, but nobody can leave without, under Quranic law, exposing himself or herself to death penalty. Likewise the marriage of a Muslim woman and a non-Muslim man is void and punishable under Shari'a law. A Zarthusti girl has to embrace Islam before marrying a Muslim boy.

In the early eighteenth century, a *Fatwa* (religious edict), by a paramount Muslim Jurisconsult, Mohammed Baqer Majlessy, ordained that the children of a deceased Christian (Armenian) man should be denied inheritance in favor of their converted Muslim brother. During the Qadjar dynasty this ruling was extended to Zartushties and Jews. This *fatwa*, which has no basis in Shari'a or Islamic Sunna, together with the humiliating law of *Jazyeh* (poll tax), the discriminating law of *Dieh* (or blood money), the restricting rules on housing and attiring (Zartushties had to wear a grey patch on their sleeves to be distinguished from Muslims), and forbiddance of engagement in certain trades (e.g. selling food), and professions (e.g. law), caused many Zartushties, who could no longer tolerate the religious oppression and social injustice, to confess Islam.

# Opportunity for Iranian Zartushties to Enter Professions



That was a reason for the fast decline in the Zartushti population. Under such adverse conditions the only professional activities open to Zartushties were farming, small trades, manual work, and teaching in Zartushti community schools. The number of Zartushties trading in the city bazaars was very few. Even in bazaars, Zartushties and Jews were not allowed to run a business outside their allocated space.

Hence in Yazd, Kerman and Tehran, *Bazaar Gabrha* developed and Zartushti traders gained the respect of many Muslims for their honesty and fairness. Yet generally, non-Muslims were considered *Najes* (dirty) and inferior by the majority of Muslims. In such an atmosphere there was no opportunity for Zartushties to engage in professions of high learning.

In Yazd, Kerman and Tehran  
*Bazaar Gabrha* developed, and  
Zartushti traders gained  
respect for their honesty and  
fairness

### THE SITUATION IMPROVES

In the nineteenth century, the freedom movements in Iran, combined with the efforts of Maneckji Limji Hateria, the Parsi's representative, improved the situation considerably. Some of the customary restrictions which had no basis in Shari'a law (such as the foregoing law of inheritance) were abolished; certain legal impositions (like the *Jazyeh* and discriminatory blood-monies) were

repealed. (It is regrettable that under the Islamic Republic the unjust rule concerning inheritance and discriminatory law regarding blood-money, have been reintroduced. It is accepted all over the world that the personal law of the deceased, and not that of the heir, should govern the inheritance). Consequently, the Zartushti community gradually became integrated in the larger Iranian community and gained the opportunity to go for professions.

### ZARTUSHTI PROFESSIONALS

In the late nineteenth century, two Zartushti entrepreneurs, **Arbab Jamshid Jamshidiyan** and **Jahani-an** were engaged in international banking activities. Their names are mentioned in the history of modern Iran as the first Iranian bankers. In the mid-nineteenth century, the first university under the name of *Dar al-Fonun* (Polytechnic) was formed. The first Zartushti graduates of the Medical School of the *Dar al-Fonun* were **Dr. Sohrab Barkhordar** (who graduated with honors) and **Dr. Khosrow Namdaran** (who passed away two years ago at 97, in San Jose). Soon the medical profession became extremely popular with Iranian Zartushties. In proportion to the population, the number of Zartushti medical doctors during the 1940s to 1970s exceeded those of other religious communities.

**Dr. Freydoon Varjavand** was the founder of one of the first privately owned hospitals in Tehran, after which time several other hospitals were founded by Zartushti doctors or

**Namvar Nami**, in Tehran. Accountancy was another popular profession with Zartushties. The trust placed by Muslims in Zartushti accountants helped them to hold prominent positions in the government and private organizations. **Mehraban Mehr** was the chief accountant of Iran's Majlis (Parliament) for forty five years. Zartushties in Iran have been much involved in housing-construction activities. The first town development planner in modern form was a Zartushti, **Vafadar Tafty**, who planned and developed the town of Tehran Pars. **Mehraban** and **Manuchehr Farhangi** developed the Saheli Village in Bandar Pahlavi. **Dr. Esfandiar Yeganegi**, an economist and entrepreneur, introduced for the first time in Iran, the technique of utilization of underground water through digging artesian wells (a deep, perpendicular boring into the ground through which water rises to the surface due to underground pressure or by pumping), complementing the time-honored system of horizontal or oblique *Qanats* in Iran. He revolutionized the irrigation system in Iran.

The prestige of academic jobs absorbed many Zartushti scholars to

Several Zartushties entered the legal profession and joined the Bar. One of them is **Ms. Turan Bahramy**, a talented Zartushti poet and public speaker. A couple of Zartushti law graduates joined the judiciary, unfortunately as Muslims, since by law non-Muslims were not, and are not, allowed to assume judgeship. However, Zartushties could and did serve as judge in the magistrate courts, created under the law after the White-Revolution.

The number of schools owned, founded and administered by Zartushties in Tehran, Yazd and Kerman, proportionate to the population, exceeded that of any other religious minority or even the Muslim majority. Some were ranked as the top educational institutions in the country. The principals and administrators of the schools were predominantly Zartushti. It has been a credit to the Zartushti community of Iran that their schools have been open to all Iranians alike, irrespective of their religious beliefs.

In the arts, **Sarvar Kaboly** was a promising young ballerina who had joined the Royal Ballet troop of Iran and appeared as the prima ballerina in one play. Unfortunately due to a severe leg injury she had to retire from ballet at an early age.

In the military, Zartushties made great strides. Three Zartushties attained the rank of generals. The last and highest ranking general, **Sepahbod Syouchanci**, died three years ago in San Jose, California. There were also high ranking Zartushti officers in the police force. Amongst journalists in Iran, **Dr. Rustam Sarfeh** and **Ardeshir Jahanian** are noteworthy as editors of *Hukht*.

*[Professor Farhang Mehr is a lawyer, economist, educator and journalist, and is profiled on page 25 of this issue].*

**Have you planted your summer garden yet? If not, here are some instructions ...**

*First, plant five rows of peas:  
preparedness, promptness,  
perseverance, politeness and prayer.  
Next, plant three rows of squash:  
squash gossip, squash criticism,  
squash indifference.*

*Then, five rows of lettuce:  
let us be faithful,  
let us be unselfish,  
let us be loyal,  
let us be truthful,  
let us love one another.*

*And no garden is complete  
without turnips:  
turn up for meetings,  
turn up with a smile,  
turn up with determination.*

*-Submitted by Dolly Dastoor*

## WHAT WE NEED

More doers, fewer talkers  
More to inspire others  
Fewer to throw cold water  
on any initiative  
More to point out what's right  
with the world  
Fewer to harp on what's wrong  
More to be interested in  
lighting candles  
Fewer in blowing them out.

*-Informal Religious Meetings, Mar 1997*

The International Bank for Reconstruction and Development was the original institution, founded in 1946 through the Bretton Woods Conference. Today it is part of the World Bank Group, which is comprised of a group of five organizations, all international in character, multilateral and development oriented.

The World Bank ("the Bank") is technically an organization owned by 175 member governments, and is accountable to these governments who exercise their ownership function through their respective Board of Governors. As a development organization with over 6,000 employees, the main purpose of the Bank is to promote economic and social progress of developing countries by reducing poverty and improving living standards.

The Bank provides loans and technical assistance. To date, the Bank has approved 6603 loans on credit and committed approximately \$377.7 billion in long term development projects in various sectors including industry, telecommunications, agriculture, human resources, environmental protection, education and nutrition, and health care. The Bank has had a tumultuous history in its past 50 years and is equally revered and hated, depending on the country and individual in question.

It is within this environment that one finds a significant number of Zarthustis. It is especially gratifying to see the high caliber and level of professionalism that exists and given the size of our community, to see so many employed by one entity. At last count, there have been approximately 30 Zarthustis who are or have been employed by the Bank. The author was unable to obtain records of the first Zarthusti employed, nor to determine precisely if any Zarthustis were present at the founding of the Bank. Most employed there today are part of the International Bank for Reconstruction and Development and the International Finance Corpo-

# Zarthustis in an International Environment

By Shehernaz Joshi Verahrami  
North Potomac, Maryland

*Headquartered in Washington, DC, the World Bank has always had an aura of mystique and power. One of the primary international agencies in existence today, the mission of the World Bank is to aid economic and social progress in developing countries, so that people all over the world can live fuller, better lives.*



ration (IFC). There are also some Zarthustis employed by the International Monetary Fund.

Their positions range from that of Director to Administrative Secretary to Senior Telecommunications Consultant. Ages range from 25 to 60 plus. It is a diverse group, comprised of Zarthustis from India, Pakistan, Iran, Africa and the US. All have a Bachelor's, if not a Master's degree, and apart from the Young Professionals Group, most received their college education in their home country. Many of the mid-level professionals currently take courses in their fields to keep up to date and to improve their job contributions. They are encouraged to constantly attend seminars and work groups; in fact, the Bank is well known for having a series of never ending meetings on diverse and eclectic topics that employees are expected to attend as part of their job requirement.

Within the international community, as a Bank employee, the reputation is one of belonging to an elite, glamorous organization that works its employees incredibly hard and yet looks after them equally well. In speaking to some, I discovered that the glamour has worn thin. The Bank is going through some drastic

changes in restructuring its internal administration and many staff are apprehensive about their future.

Most of the Zarthustis at the Bank immigrated to the US solely because they were offered a job at the Bank. Apart from the prestige factor, most also accepted employment simply to provide for their children's education — one of the Bank's benefits. Some staff intend to return home once their contract is over or when they reach the age of retirement.

Most Zarthustis feel the Bank is not what it used to be, and many would discourage people from applying. The competition is cut-throat, especially within the Young Professionals Program, and those who make it, are sent constantly on mission. Overseas assignments in developing countries of eight weeks duration, and incredibly long hours including weekends, is pro forma. Most families of the Bank readily admit that they rarely see their spouses for any significant period, because they are always on mission. Yet, the aura of overseas assignments, of going to strange and exotic locales, of meeting heads of state and dealing with senior government ministers, of negotiating and overseeing multi-million dollar loans

is what they thrive on, and what drives the Zarthusis to succeed.

It is therefore especially gratifying to see that two Zarthusis, Purviz Damry and Armeane Choksi, reached the second highest positions with the Bank, that of VP. There are others at Director level, such as Farida Khambatta, in the IFC, and the rest within the professional and support staff sectors. The Zarthusis really do not mix with each other, apart from the necessary office interaction, and because they are so spread out in different divisions, there is no real sense of a Zarthusi spirit within the Bank. They rarely socialize within the confines of the Bank. Getting together for lunch is unusual. In fact, apart from the weekly newsletter that lists the names of new employees, they never know when a new Zarthusi has joined their midst. Because the Bank is also such a behemoth, it is also hard for them to respond to the myriad inquiries from fellow Zarthusis about future employment, or a personal reference, and they are loath to encourage people falsely.

The spouses also play a significant role within the Bank's environment. They have their own association, World Bank Volunteer Services, and, in fact, one of the Zarthusi spouses, Ruksana Mehta, was its President for some years.

As the Bank approaches the millennium, it is important to note that Zarthusis, over the years through their work as Bank staff, have made significant contributions to the global community in alleviating poverty and increasing living standards. They joined the Bank because they believed in the Bank's mission. Whether they helped in passing through a long term loan for the creation of a drainage system within an African village, or setting up a primary school in Latin America, the Bank Zarthusis have made a considerable difference. ■

[Shehernaz Verahrami is profiled on page 46].

*Tom Peters, the famous burr under the saddle of corporations stated that American management was out of touch with its customers, out of touch with its employees, out of touch with its suppliers. Other than that it was pretty good! Even worse, American industry loses half of its customers in five years, half of its employees in four, and a half of its investors in one. In fact, the life of a company is 40 to 50 years, its half-life less than a single generation! These are the grim realities. But why this cancer on today's corporate body? Among the most serious shortcomings are a lack of character, a deviation from the time-honored principles of ethics, trust, partnership, motivation and freedom. News media are replete with company scandals, bribes, pay-offs, kickbacks and outright skullduggery. Such companies may thrive*

## How a Zoroastrian Can be

By Keki R. Bhote  
President, Keki R. Bhote Associates

**Zarthusra's Ministry: a World Moving Toward Perfection.** In some ways, our world today is not too different from the untidy world that confronted Zarthusra, as it moved from the harmony and tranquility of the Stone Age to the mercantilism and me-too-ism of the Bronze Age, nearly four millennia ago. He enunciated universal and timeless principles — the first prophet to do so — that would be the compass to guide humanity through the turbulent goodness of man, to move toward perfection — as he perceived it to be Ahura Mazda's master plan.

Adherence to these principles can enable a company to recapture its high moral ground and achieve high customer, employee and investor loyalty as the best avenue to ever-increasing profitability. Adherence to the same principles can also formulate a role model for a Zarthusi modus vivendi.

**Principle No. 1: Ethics.** Zarthusra's genius was his formulation of the *Law of Asha*. He stressed that just as God had created physical laws

that govern the material universe, He also created spiritual laws that govern human relationships — in short, ethics. In moral terms, adherence to these spiritual laws, or deviation from them constitutes good or evil, respectively; and a symbolic Heaven or Hell. It is in the mind of the human being that good and evil, a heaven or hell, reside on this earth. Man is free to follow or deviate from the *Path of Asha*. But he must also accept the consequences — an eventual gain for adherence, an eventual and grievous loss for deviation.

In corporate life, the *Law of Asha* is just as applicable. Following the path of ethic leads, in the long run, to human and economic success. Continued deviation results in an ultimate downward spiral of fickle customers, expendable employees, job-surfing careerists, fast-money speculators, evaporating profits and the silence of extinction.

For a Zoroastrian, the start is seeking employment in a corporation that has impeccable ethics and uncompromising integrity — in other words, a fit between the Zarthusi values he has been taught and parallel corporate values. And he should be guided by



*in the short run, but they lose their soul in the long run, lose the legitimacy that only the public can bestow on them and eventually go out of business.*

*By contrast, there are 'royal' companies that are shining examples, not only of the highest standards in ethics, but also of sustained profit. They have loyal customers, loyal employees, loyal suppliers and dealers and loyal investors. This paper highlights the role of Zoroastrians, first in choosing the right company, and then contributing to its success and their own, by adhering to the pristine principles that Zarthusra gave to the world, all of which are just as applicable to the modern industrial scene.*



# a Role Model in the Corporate World

the long-term opportunity, job challenge and growth, rather than by the size of the company or the size of the initial pay check.

**Principle No. 2: Trust-Mutual, Abiding.** Distrust begets distrust. In the industrial world, managers do not trust their employees, and the employees reciprocate. Management does not trust unions, unions do not trust management. Companies do not trust their customers or their suppliers, the latter do not trust the companies. Companies do not trust the public, the public distrusts companies. Industry does not trust government, government does not trust industry. By contrast, trust begets trust. When a leader trusts his people, they reciprocate by trusting him. More important, it generates a strong compulsion in people so trusted, to live up to that trust.

Zarthusra carried that trust to its ultimate distance. He trusted the omnipotence, omniscience and omnipresence of a universal God. He articulated that trust throughout the Gathas. He trusted that his message was for all people of the world, for all time. Above all, he trusted the inherent spark of goodness that

resides in each human being, to help move humanity to perfection.

For a Zarthussti, with a rich legacy of honesty — where his word was as good as gold, without a written contract — trust is a natural asset. Flowing downward, trust can encourage and challenge his people to reach for their full, never-ending potential. Flowing upward, trust is the prerequisite to dedication and productivity.

**Principle No. 3: Help — Mutual, Active, Concrete.** Zarthusra enjoined his followers to help the poor and down trodden, to be of service to the less fortunate of their fellow human beings. "Happiness to him who gives happiness to others" were his immortal words.

In the industrial world, help is the logical sequel to trust. A Zarthussti can pattern that help in several ways — emotional, administrative, technical. He must help customers receive maximum value. He must help suppliers achieve maximum profit. And have customers and suppliers refer not only to external customer and suppliers, but internal ones as well.

**Principle No. 4: The Power of Knowledge.** Zarthusra again, was the architect of what Hindus call

'gryan-yoga' — the yoga of knowledge. In one of the most famous passages in the Gathas, he urged his followers to listen to the sages, keep an open mind, and, after deep study, follow their own path to knowledge and insight.

Translated into modern terms, a Zoroastrian in industry must make knowledge a life-long, never-ending pursuit. A college degree is but an entry level passport to learning. Knowledge is power. It is a vital ingredient in leadership. It is the means by which meaningful help can be rendered.

**Principle No. 5: Motivation, Intrinsic.** It is now recognized that motivation cannot be imposed upon a person. It cannot be bought with money. It cannot be extrinsic. It must be intrinsic. It can only come from within a person.

Zarthusra emphasized this intrinsic motivation by declaring that man is endowed with freedom — freedom to follow or deviate from the *Path of Asha*. To guide him, to steer him as he wends his way through life, is that deep-down good-thought, called the conscience — Sroash. Intrinsic motivation springs from the con-

science. And the reward for following the *Path of Asha* is internal tranquility, peace of mind and a radiant happiness.

**Principle No. 6: Authority and Power.** Authority and power are ineffective if forced down from the top of a hierarchy. They are tremendously effective when based upon knowledge, example and humility.

Zarthusra did not possess the power of kings. His power lay in his vision, in his ability to inspire and enlighten people steeped in shamanism and polytheism. He founded a world religion and a theology to which Judaism, Christianity and Islam owe much of their existence.

In industry, a Zarthusti must similarly recognize, that authority and power do not flow from position or the number of employees at one's command. The true leader gains power, paradoxically, by giving it up. His real power stems from the freedom and encouragement he gives his people to fulfill goals he has set. They are likely to find better ways to achieve them than he can.

**The Binding Cement of Partnership.** Armed with these pristine principles of his religion, with the values that they nourish and with a strong work ethic that they inculcate, a Zarthusti can be years ahead of his colleagues in industry in becoming a role model for them to emulate. He can then devote his energy into forging partnerships — true win-win partnerships — between managers and employees, between the company and its customers as well as its suppliers, indeed between the company and all its stakeholders. The personal relationships and bonds that are then generated in such partnerships can fuel any company to reach its supreme objective — loyalty, loyalty to its customers, loyalty to its employees, loyalty to its investors.

That is, in the final analysis, the recipe for sustained, maximum profit. ■

*[Keki Bhote is profiled in this issue on page 73.]*

# How Intercultural Work Reflects the Needs of Zarthustis in North America

■ ■ ■ ■ ■ ■ ■ ■ ■ ■  
By Zareen Karani Lam de Araoz  
Karani Lam & Associates

As I reflect on and teach about values and behaviors of people from different cultures, I cannot help realizing that the intercultural work I do stems to a large extent from the religion and community I was born into, and is based on Zarthusti values and principles.

What is intercultural work? It helps people look at their own cultural conditioning and values, and helps them understand the differing values of others they deal with. It then assists them to develop the communication and interaction skills to bridge these differences effectively.

In a very practical way, it assists executives and diplomats working across cultural boundaries to be more effective in the work they do, be it diplomacy, negotiations, developing joint-venture partnerships or collaborating with other organizations internationally. It also enhances the effectiveness of professionals operating in a diverse culture domestically.

Zarthustis tend to fit into many of these categories. Most of us have migrated to North America from another culture, which means our early or home conditioning is of the Zarthusti (Indian, Iranian, Pakistani or North American) culture, while the world we operate in here is usually the mainstream US or Canadian culture. Intercultural competence could be a critical asset for us in our personal and professional lives and in our families, specially in 'intercultural' marriages. When I married my

husband, Alberto, he said, "I may not be a Zoroastrian, but I think Zoroaster would approve of the values I live by." Are we open to recognizing that this is possible?

Interculturalism helps us to reflect on how others view us and on the effect we may be having on others. Our tendency may be to believe that we are well traveled and westernized and 'know' those things. Do we really 'know' how to 'see ourselves as others see us' in our home, social and professional lives?

Most enlightened multinationals avail of cross-cultural assistance in entering and negotiating in a foreign market and dealing with negotiations and joint ventures. Intercultural professionals utilize complex professional processes to help people understand and adapt one's values and interpersonal and managerial interactions to be effective in a new culture. I direct a Master's Program in Intercultural Relations, where we train experienced professionals for 2-3 years, to be intercultural specialists.

The first step in intercultural competence is to understand our own conditioning; our values and assumptions, and our own expectations of situations and those around us — our individual lenses and our identities. It also means understanding that our cultural lenses have been influenced by many factors, making us unique in that combination as individuals, and yet enriched and affected by many influences that are common human experiences that bind us to others, who are seemingly different.

## CORE ZARTHUSTI VALUES

What are some of our own core cultural values? I speak as a Parsi Zarthusti, having been brought up in India, but I feel that no matter how much Zarthustis world-wide may differ on issues of dogma and rituals and history and customs, it is the common values in our Zarthusti culture that bind us together. The religion my parents taught me emphasized the following:

● **Integrity, Truth and Honesty.** Take for granted that a Zarthusti never lies or cheats and can be trusted. I grew up with a pride in belonging to this community, with an implicit naive faith (that has since been unfortunately questioned!) that Zarthustis could not and would not lie.

● **Righteousness and Justice.** The way the world functions is that 'as you sow, so shall you reap', following God's Law of Asha. This was made very real to us by my mother and father pointing out at every stage in the everyday (even difficult) things that happened, that this was a just world. If we were honest and unselfish and did what our conscience told us, God would know it and we would reap the fruits, no matter what the immediate worldly repercussions seemed to be. We have a choice at every moment between Good and Evil. I try hard to hold on to these beliefs in the face of the often harsh North American 'grown-up' realities and apparent injustices of life, and try to pass them on to my son, Farokh.

● **Purity.** My mother taught me how sensible our religion was, and that it valued Nature and encouraged us to live in harmony with it. The elements that comprised the world we lived in were respected and acknowledged symbolically in our rituals of *jashans* and *tili* ceremonies. Cleanliness (our white cotton *sudreh*s), no smoking, and keeping the body and environment clean, was also a part of it. When the world started talking about environmental protection, I was reminded that our

Prophet had thought about these things thousands of years ago. I was encouraged, almost as a religious duty, to appreciate the beauty of Nature (be it our summers in Mahabaleshwar, or living in the exotic Kashmir valley). The aim was not to conquer nature and defy natural laws and show the supremacy of Man, as it might be for some on this continent.

● **Charity and Compassion.** *Happiness to them who bring happiness to others.* We were made to see that if you made others happy 'Dadarji' would automatically give you inner peace. We were only trustees of any good fortune or material benefits — you have only so that you may give (not the North American 'if you do not take care of yourself, nobody else will'). On birthdays, giving to the poor and our servants was as much a part of the ritual as receiving gifts. Do we, in the North American context, really reach out with genuine compassion and help fellow Zarthustis and those in need, as we saw our fathers and family do?

No matter how much Zarthustis differ on issues of dogma and rituals, history and customs, it is the core common values that bind us together.

● **Equality of Men and Women and Sacredness of the Family.** Parsis were known to be progressive in the way they treated their women. Our scriptures also enjoin us to marry and have children, almost as our religious duty, and to value the sanctity of marriage. Devoted couples, affectionate, demonstrative families with laughing, happy children, is my memory of the Parsi culture I grew up in. How can these images still be created and survive in this land, within a very different kind of society and the influence of TV and other media?

● **Peace and Harmony.** I was taught it was un-Zoroastrian to be aggressive and create disharmony. I

always wondered: if Zarthustis are supposed to live in harmony, why do Zarthusti Associations and groups find it so hard to do? My parents explained that our religion tells us to speak what we believe is the Truth and fight for what we know to be right and just; and Parsis do just that. But being human, they often differ on what they believe is right! Americans, who value social harmony wonder about this.

● **Everything begins with a Thought, Manashni, Gavashni, Kunashni.** We were convinced that God could read our minds, and that judgement was passed not only on our actions, but on our intentions. Prayer (our private talk with God) was believed to be very powerful, specially when recited aloud, because the vibrations had a good effect. I had implicit faith that God was actually listening, and that my prayers would be heard. Here we are urged to be tolerant of atheists and non-believers, who might scoff at our naive, implicit faith.

● **Community, fun and sharing food.** I grew up seeing Parsis valuing being together: for Gahambars and dinners, or having pot-luck parties or large 'lagan' (wedding) and Navjote celebrations. I soon learned that wherever Parsis met, there was good food! The fun-loving part of us is very much at home in the US.

But the community spirit is very different. North Americans tend to be much more individualistic, independent and privacy-oriented, while Parsis are community and group-minded, really like to belong, and want to know and share everything about everybody!

## SOME CHALLENGES

What kind of pressure do we put on our children to grow up in a manner that has been sacred to us, in a society with many changing and transient values? How can our children, who go to American schools, still maintain what we might hold sacred? Can we expect them to? Are we willing to see that some things may need to

be adapted? Are some of us so proud of our 'westernization' that we go overboard in not expecting our children to maintain any values from our homeland?

Do we demonstrate the very intercultural Zarhusti tenet of compassion and of trusting each individual's conscience to make their own moral judgments, after opening our minds to various perspectives and even the wisdom of various prophets?

Do we give our children freedom and respect, and at the same time demonstrate the values we cherish? Intercultural Relations teaches that 'Values are Caught more than Taught.'

In the Indian context, Parsis have also been viewed as being a minority and 'different', but in a very different way. In India we may have seen it as a compliment and have been proud of it. In the North American context, minorities are seen and treated very differently. Can we adjust to not being the instantly recognized elite minority?

I have mentioned some cherished Parsi Zarhusti values. Are these equally cherished for Zarhustis elsewhere? If so, can we accept and rise above some of our other differences and find an 'Intercultural Solution' that helps bind our world-wide community together? If we can acknowledge some commonality of values, we may be able to learn to 'live and let live'. This may be crucial for our survival as a community.

Personally I would like to be able to contribute towards more harmony and collaboration in our own Zarhusti world-wide community and various associations. Together and united, we have a chance of survival and of thriving and excelling — divided, we may not last out the next century. ■

*[Zareen Karani Lam, profiled on page 49, is President of Karani Lam & Associates: Managing Across Cultures. She would like to hear from readers on the questions raised in this article, by email at 72420.3346@compuserve.com].*

# Parsi Women, Tiger Women Breaking the Glass Ceiling

By Ketayun H. Gould

Prof. Emerita, University of Illinois

**T**his article is written with only one purpose in mind: consciousness raising. It challenges some very entrenched Zarhusti stereotypes about their status in North American social structure. The myth can be summarized as follows: We Zarhustis do not need to be classified as a minority of color/women of color under affirmative action laws because we have the qualifications to make it on our own without government intervention.

This story is about one person who learned that life is not that simple. The other party in this case was an academic bureaucracy. But it could have been any number of organizational structures. The process would have remained unchanged.

I came to the University of Illinois at Urbana-Champaign in 1968 with all the qualifications and honors to make me believe implicitly in the merit system and my ability to climb the academic ladder. As usual, there were fewer females than males in my department, and some of us were women of color. As a brand new assistant professor, I had a vague uneasiness about my starting salary but it was explained away as being due to a bad budget year.

About 18 months after my arrival at Illinois, the uneasiness came to a head. Three faculty persons — an Englishwoman, a Korean woman and myself marched to the Board of Trustees office to look up the depart-

ment salaries. After a thoroughly unpleasant reception, it turned out that the university could only provide salary information that was two years old. The bureaucracy had taken a very calculated step. In 1969-70, the

affirmative action guidelines had just added women to the list of minorities of color as being eligible for redress for past discrimination. The case for equal pay for equal work was to be made by comparing a female faculty's qualifications with a male colleague whose *current* salary was higher.

We had no choice. We asked, then demanded repeatedly for information on current faculty salaries. The department was blatant in its refusal to comply. The main obstacle in obtaining the information was the fact that the universities were not compelled to follow affirmative action guidelines, until Title IX was enacted in 1972. That was a few years down the road. A mountain of memos and counter-memos followed, resulting in acrimonious departmental relations and many sleepless nights.

After much anticipation, Title IX turned out to be a paper tiger. The procedure to determine salary inequities involved the examination of an individual faculty's merit ranking and salary ranking to decide if there was a mismatch. It is not difficult to guess what happened next — the rating was performed by the same department head who had discriminated against us in the first place.





A perusal of the salaries demonstrated that the discrimination was far worse than anybody had imagined. There was no recourse left except to go outside the department to a university committee — a step that would certainly make you a pariah in the eyes of people with whom you worked every day.

All of my colleagues except one, a tenured associate professor, and myself, an untenured assistant professor, felt that they could not withstand the pressure of such a move, and dropped out. I was asked whether I too wanted to stop at this juncture. After all, I could have been fired. I thought about it, but I had faith in my qualifications and my ability to stand up for my rights.

In my appearance before the university committee, I built a strong case for salary discrimination. I was confident because I had quantitative data to make my points: a favorable count in all the areas delineated by the affirmative action guidelines such as publications, years of teaching, experience, etc. in comparison to a male colleague who earned a much higher salary.

The committee commended me for my record. They regretted, however, that they could not defy the university's procedures. They had to take the department head's lead and concern themselves solely with a mismatch between merit and salary ratings. After all the effort plus living through departmental pressures and threats, my salary was adjusted by \$200!

However, that was not the end of the story. I was taught a further lesson. Somebody in the university committee called up one of my faculty colleagues who did not dare oppose the dean and invited them to submit a vita to the committee. Without lifting a finger, the dean's favorable merit ranking resulted in a salary adjustment of \$700. At this point, I had to weigh my options. Did I want to take my case outside the university to the Equal Employment Opportunity Commission (a waiting period of years) or sue the university?

I was spared having to make any of these decisions by an event that rocked the department and shocked even the most conservative faculty. Colleagues had urged me to run for a position on the Executive Committee. Somehow, the secret ballots that would have certainly elected me to the Committee were tampered with by two faculty—a fact that was revealed a year later by a secretary who was responsible for the ballot box.

No one could deny the heinous nature of this offense. This was a turning point, a wake up call. The faculty finally acknowledged that something had to be done to right the process that had gone so wrong. My tenure and promotion to associate professor sailed through with no problems. The salary discrepancy, however, was never addressed.

■■■■■■■■■■  
"In an era of competition,  
the system ignores groups  
that do not articulate  
their demands as a  
coherent force."

It took the department head's retirement and the selection of the next dean to announce that he was not going to accept the position without a commitment to deal with this issue once and for all. No internal rankings were going to determine salary inequities since no one had any confidence in this procedure. He was going to appoint an outside committee of well known faculty from various departments to address the problem. Finally, my salary was adjusted by thousands of dollars. I say adjusted because it did not address the question of redress for past discrimination.

My promotion to full professor went through with flying colors. In the intervening years, I organized colleagues in three professional organizations to pressure these institutions to establish commissions on the status of women and ethnic minority concerns. I served on all of these

commissions. I chaired the university committees that were established to address similar concerns. In the department, I continued to be the spokesperson for faculty concerns. Circumstances had put me in that role, and now colleagues expected me to continue to fulfill the leadership promise.

Was this experience painful? It was painful beyond belief. Would I do it over again? Without any hesitation. I could not *not* do it. Was I discriminated against because I was a woman or because I was a member of the minority community? The answer is both (double jeopardy), because the stereotypes of both groups lulled the university into thinking that it was going to be an easy fight. Did the whole experience change me? Completely.

Like many Zarthustis, I had a chip on my shoulder about my abilities and an exaggerated notion of the North American society's recognition of the success of this miniscule community. I realized that it is easy to maintain a favored position as long as the status quo is not challenged. Zarthustis, as a small minority, are well aware of this fact and have followed this policy historically, for societal survival.

However, like every other ethnic group in this culture, Zarthustis will have to learn that in an era of competition, the system ignores groups that do not articulate their demands as a coherent force. At times, self-preservation requires a pro-active rather than a passive stance.

I was asked this question more times than I can remember: Was there something in my background that prepared me for this fight? I had to explain my answer to my faculty colleagues. Perhaps this audience will understand the response without any elaboration: "Parsi women, tiger women." ■

*[Ketayun Gould is profiled on page 77].*



## Engineers

[Continued from page 88]

### JAMSHED SHOGLI

Software Engineer

North Vancouver, British Columbia

Jamshed Shogli was born in Tehran. He received honors in computer science from Simon Fraser University in Vancouver. He participated in an International ACM Programming competition in which his team came 23rd overall, but beat Berkeley, Stanford and other better-known university teams.

For the past three years, he has been a software engineer at Northern Telecom, Multimedia Communications Systems in Ottawa, and software engineer for satellite communications at Macdonald Detwiler and Associates. He advises people to "Be dynamic. Technology is changing too fast for people with specific and limited skills."

### ZUBIN TARAPOREVALA

Construction Engineer

Huntington Beach, California

Zubin received a BE civil engineering degree from Walchand College of Engineering, Sangli, India, in 1987. He worked in India in residential and industrial construction for three years before coming to the US. He obtained an MS in construction engineering and project management from the University of Texas, Austin, in 1992. He is now working for a general construction company on marine construction projects for the Port of Los Angeles and Long Beach. Earning potential in his field ranges upward of \$40,000.

### FARHAD VERAHRAMI

Communications Engineer

North Potomac, Maryland

Farhad obtained his BSEE and MSEE from Cornell University in 1984 and 1985. He worked as a hardware designer at COMSAT Laboratories in Clarksburg, MD from 1985-1996. Since 1996, he has been with Hughes Network Systems in Germantown, MD. ■

## BOOKS AND SUCH [Contd from page 16]

### BREAD FOR THE HEAD

By Meher D. Amalsad

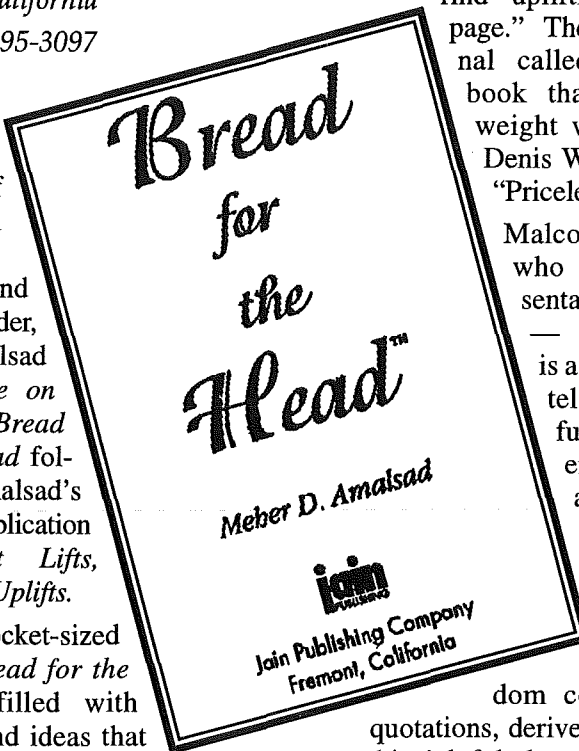
Jain Publishing Company

Fremont, California

Tel: (714) 895-3097

Another gem of a book from the pen of professional speaker, author and seminar leader, Mehr Amalsad [see profile on page 59], *Bread for the Head* follows Amalsad's popular publication *Gifts that Lifts, Shifts, and Uplifts*.

A handy, pocket-sized volume *Bread for the Head* is filled with thoughts and ideas that will inspire the heart and motivate the mind, with prime focus on Parenting, Unconditional Love, Spiritual Consciousness, Success and Excellence.



"This book is a treasure chest filled with gems of wisdom," says Jack Canfield, co-author of NY Times Best Seller *Chicken Soup for the Soul*, "I

find upliftment on every page." The Hanford Sentinel called it: "The little book that offers heavy weight words." Author Denis Waitley called it: "Priceless Gems!"

Malcolm Bhesania, who attended a presentation by Amalsad — writes: "Meher is a fascinating story teller who delightfully wove together humorous anecdotes and compelling factual information to illustrate the wealth of wis-

dom contained in his quotations, derived through clever and insightful play on words.

"Through his mantra of Unconditional Love, Mehr demonstrated how happiness and love are just a choice away." ■

### VIDEO TAPE OF TEHRAN CONGRESS AVAILABLE

A set of video tapes from the World Zoroastrian Congress in Tehran in June 1996 are available. They include speeches by Zarthusti scholars and government authorities and other events. Most of the speeches are in Farsi, with a few in English. Cost for duplication and shipping is \$40. Call Mehran Sepehri at (415) 988-8875 or e-mail: msepehri@ scuacc.scu.edu.

### PROCEEDINGS OF 1996 GATHA CONFERENCE Now Available

Proceedings of the Second North American Gatha Conference, held in Houston, in 1996, are now available. Published by FEZANA as the **Journal of the Research and Historical Preservation Committee, Volume II, 1996**, the Proceedings are approximately 300 pages long, and cost \$15(US) or \$20 (Cd) including postage.

To order, please send a check, payable to FEZANA, marked "Gatha Proceedings" to Sarosh Maneckshaw, 11415 Overbrook Lane, Houston, Texas 77077 or Pallan Ichaporia, 243 South 4th Street, Womelsdorf, PA 19567.

# Cultural Entree Through Professional Life

By Natalie Vania  
Chicago, Illinois

**Z**arhustis in North America gear their efforts largely towards the professions. Our careers aren't romantic schemes testing the extremes nor burning vocations of spirit. Most of us aim for the practicalities of a good life here and we enter the professional ranks ready to give our best to bureaucratic, corporatized structure, today the enterprise of America. The challenges and opportunities this presents on a personal and wider level are significant, and provide for values known by Zarhustis to come into play.

We relieve ourselves of our predominant challenge in the Americas, our obscurity, as we attain professional distinction. Although we may be in an age of omni-cultural embrace and of redefinition of a classic tradition, the obstacles to knowledge by others and of ourselves as Zarhustis is great. To put ourselves forward as Zarhustis, to have and give knowledge, is not always easy, but rather, double-edged. Do we present our traditions appropriately and what use would others make of it?

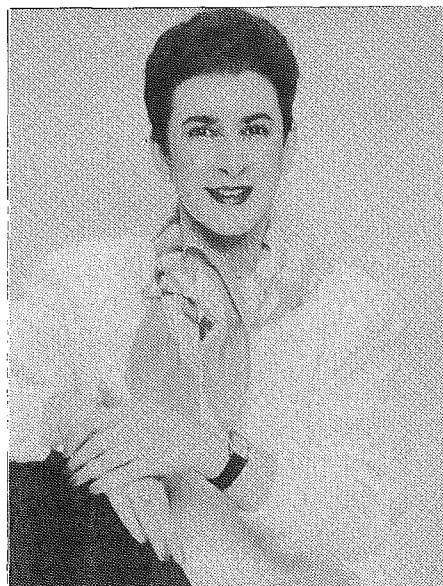
We worry over defining ourselves as different than our colleagues — for how will we fit in among them when we are of a tradition that is distinct and doesn't partake in so many of the same cultural presumptions? Yet to consign ourselves to an unknown, obscure, position is not possible in a place where nothing is private, and all is grist for cultural production.

We attain excellence as we can, then, in professional life, because that high

striving ameliorates a condition of cultural obscurity. When we are recognized in professional life and accorded respect in our competencies, we gain leeway for consideration of our underlying identities. We enter the culture through professional life, establish our reputation in it, and develop the surrounding culture's curiosity and respect for Zoroastrianism. It's not fair that we face the blank wall of incomprehension of who we are in North America, but the value of excellence, our own attempt to exceed our limitations, to do more and better, is a *modus operandi* useful in surmounting the wall between us and other North Americans.

This matches with our professional tasks entailing broad vision and purpose, one of the happiest aspects Zarhusti identity gives to us. We carry out our particular undertakings well, striving to manifest high competence, because we can see these undertakings as part of an overall integrity and functioning of the society. We hope our undertakings are entailed in an implicit structure of making the world fresh, new, truthful, and good.

Wider North American culture is wracked badly these last decades by personal and social anomie, a being lost. This is a dissolution so much apart from a Zarhusti ethic that Zarhustis have trouble fathoming its depth. Fathom it by seeing the special Zarhusti answer one gets in asking why you are a doctor, lawyer, engineer, systems analyst, financial advisor, etc. Your strongest, most inner answers will all be because



contributing to the endeavor of medicine, the law, building, information, finance, etc. aim to enrich the world and humanity towards a better state, materially and morally. To think you take up your task because you chance upon it or because it eases the problem of sustenance is almost foolish because the Zarhusti ethos is so amenable to career endeavor constituting part of the social good.

**"So the Zarhusti professional strives in the direction of excellence invigorated by seeing her or his task as one of worldly betterment."**

It's not that waking up Monday morning and dragging off to the office is any more pleasant than for another. But we aren't enmeshed in a non-worldly striving which recommends trudging through sufficient evils to await a purer disembodiment. In our tasks we are in the doing, the making, of a betterment we believe is both material and spiritual together. While an Aristotelian may look for character to *have* virtue, the Zoroastrian looks to *make* virtue, of oneself, of the world.

So the Zarhusti professional strives in the direction of excellence invigorated by seeing her or his task as one of worldly betterment. The next level of challenge is for the very

# MANNA OF THE ANGELS

By Bapsi Sidhwa  
Houston, Texas

**P**roust bit into a tiny French tea-cake, and reeled-in a cache of childhood memories so expansive it required 900 pages of print to contain them. Very few of us have the capacity to unleash anything as heroic as *A Remembrance of Things Past*, but epicurean indulgences that recall the moments of childhood bliss, and still determine the flavors we favor, retain, if not their capacity to transport us to a state of grace, to at least consign us to a satiated torpor that very closely resembles it.

My childhood favorites were not candy, but *doodh-na-puff* (milk froth) and *kharya-ni-jelly* (sheep-trotter jelly). For some obscure reason *doodh-na-puff* was a winter delicacy. Mother asserted that the milk had to be exposed to chilly night-dew in order to froth, but the rationale remained arbitrary and suspect to me. The milk could, of course, be induced to froth also in summer: provided we drove 7,000 feet up into the Murree Hills. This British built Himalayan resort, where we rented sundry dangerously listing cottages most summers, was cold enough during the monsoons to warrant log-fires.

When the right confluence of circumstances prevailed — whether we were down in Lahore in winter or in the summer up in the hills — the gallon pot of sweetened, stir-boiled and thickened milk was placed in an elevated wire-mesh *dolee*, and exposed to night-dew beneath the stars. On these occasions Mother would alert us to the forthcoming treat, and retire early in order to get up at dawn.

The next morning we awakened to the metallic jangle of the whirring egg-whisk, and a dazzling display of glasses bulging with foam arranged

on the window sill. Teetering with sleep, mouths salivating, we wobbled over to the window and carefully guided the frothing spoonfuls from the glass to our wide-opened mouths. It was the distillation of happiness.

And if a mist had crept among the pines outside the window, and the whiff of wood smoke lurked about our nostrils, the promise of indoor games further suffused us with a sense of cozy well-being. If it was a clear day, and the haze from the scorched plains had spared the intervening distance, we looked for the dawn-tinted dome of the Nanga Parbat through the window, and planned on a day of adventures outdoors.

Following the clamor of Mother's whisk to the kitchen, the verandah, or to wherever she was, we squatted on a level with her stubby cane stool while Kalay-khan, our cantankerous cook, transferred the froth into the waiting glasses. We watched as Mother expertly twirled the tiny handle on the whisk, and churned the pot of milk into airy mounds of 'puff'.

But it was a cultivated taste, its savor dependent on mystic star-lit, dew-drenched rituals, and on the renown it enjoyed as a community delicacy. I discovered this many years later, when, commensurate with her elevated status as a hospitable widow, Mother ascended to an altitude of 8,500 feet to our summer cottage in Nathyagali. Dissected by private drives and sloping lawns, the hewn-stone house forms a square with three other houses belonging to friends. They are no ordinary friends: like treasured heirlooms, they've been handed down from one generation to the next.

Nathyagali sculpts itself along the flattened tops and ridges at the apex of a cluster of sheer, fir-laden mountains. Only an hour and a quarters' zigzagging drive from the crowded bazaars of Murree Hills — or fifteen

excellence of the undertaking itself to be constituted by those values of high regard to the Zoroastrian. For example, our primary value of Truth.

Recently, I tried a not very good sales position for two weeks. The first sentence of the salesperson's scripted opening pitch started, "Hello, ... I am the *Project Manager* for ...". One was supposed to introduce oneself by deliberately creating a misimpression with *every* potential customer. I was so busy noting all the other lies expected in the job, that, to my amazement, I did not construe this particular aspect as evidently deceptive until well into the two weeks. But even more amazing, whole rooms full of people had been using this line every minute of every day for months and months, and if one were to bring it to the sales team's attention, one would be hooted down without mercy!

Indeed, we know our people as a sweet, joy filled, kind, caring bunch. When we think of our pretty festivities and of our relatives from the old country, aren't we reminded of their fun and nurture? Our communal life gives us a clue to an important aspect of virtue. Virtues require balance between extremes and require melding with other virtues. So it is part of the Zarhusti challenge for a doctor to tell her patient an unpleasant truth, but to do it with compassion and reflective judgment.

Professional life is a challenge for which one is equipped by a Zoroastrian ethos. It is all a matter of entering North American culture in our initial generations here, surmounting obscurity with our striving, showing that life has purpose by construing larger purpose and significance to our endeavors, and forwarding Truth whether it requires ingenuity, courage or steadiness. ■

[Dr. Natalie Vania is Professor of Philosophy consulting in Chicago on projects involving finance and ethics. She is currently editing on a first-of-its-kind Internet project with *Encyclopaedia Britannica*.]



minutes away as the Frontier Governor's helicopter flies — Nathyagali is still remote: safe and quiet for most of the week.

So the *doodh-na-puff* continued to be made by Mother, and continued to be devoured: the ritual now followed also by our children.

One afternoon, when gusts of rain smote against our windows, and we sat holding our hands to the small fire crackling in the ancient cast-iron stove in the living room, Basharat, whose sprawling house overlooks ours, confided:

"Ever since I was a child, I've been hearing about those famous *doodh-na-puff*. I finally persuaded Baijee to make us some. Bambi and I got up early. It was such a let down," he whispers wryly, almost apologetic, careful not to be overheard by Mother in the next room. "There was no substance. It was like swallowing flavored air — almost a fraud. There was an inch of residual milk at the bottom of the glass. It was the only substantial thing. After eight glasses we were still famished. I told Kalay Khan to make us an omelet.

Basharat is pale. It is the first time I've heard him being even remotely critical of anything to do with 'Baijee.'

I was shocked by the confession. Unable to accept that anyone could reject the delectable offering. But the scorching alchemy of what I thought was Basharat's scorn and betrayal, turned the *doodh-na-puff* into something in need of secrecy and protection. It took me an entire day to accept the truth of his judgment; to realize that what was communal Manna for the Parsis, was nothing but a 'Puff of air' for someone not brought up on the surrounding myths.

Not that the realization lessened the magic of the *doodh na puff* for me one whit. ■

[This new piece was written specifically for FEZANA Journal, by Bapsi Sidhwa. She is profiled on page 34.]

## READERS' FORUM

Readers are invited to submit letters to this column. Please ensure that all submissions meet the Editorial Policy outlined on the back cover.

### The Khodaiji Band ...

I am really grateful, proud and happy to see the article "The Khodaiji Band: Three generations of musicians entertain Bombay" [FEZANA Journal, Winter 1996], about my brother Jal Khodaiji, and his father and grand-father. The expertly managed layout and contents is a fitting tribute and memorial for the future. As I express my thanks to FEZANA Journal and the author of the article, Phiroz Dastoor, I am reminded of the following couplet that I was taught in the second standard at school:

"As one lamp lights another,  
Nor grows less,  
So nobleness enkindleth nobleness."

Roda Khodaiji  
Mumbai, India

### Ratanbai Petit and Jinnah

Besides the story of the Parsi Feroze Gandhi who married the Prime minister of India [FEZANA Journal, Winter 1996], the history of the other side of the divided nation (Pakistan) also has the story of a young Zarthusti lady who captures the heart of another young Indian who later becomes the first Prime Minister, the Ghayed Azam, of Pakistan. She was Ratanbai, the grand-daughter of Sir Dinshaw Petit, the great philanthropist, who has given Mumbai many landmarks.

Ratanbai met Mohammed Ali Jinnah when he was a student in London. The Jinnah's were Khoja Muslims, also known as Ismailis. He had come to London to pursue law. It was there that he met the beautiful, 16-year-old Ratanbai, and they fell in love. The Petit family was against this relationship and so the two youth waited until Ratanbai was 18, and then got married in the spring of 1918.

They lived happily until 1929, when Ratanbai died at the young age of 29. Jinnah was so deeply in love with her that he never married again, and considered her death as the biggest loss in his life.

[By M. Zarnegar in the Persian Magazine, Rahavard. Submitted by Dr. Iradj Pourkarimi, North Vancouver]

### Date of Sadeh

I was impressed to see the burst of enthusiasm by the young communities in North America to revive the old festivities such as Sadeh [FEZANA Journal, Winter 1996].

I was equally disappointed to read so many different dates and interpretations. Sadeh has been celebrated since time immemorial in Kerman, Iran. Today it is considered a national rather than just a Zarthusti occasion. The word is derived from the Avestan 'sada' meaning 'to appear'. It simply means that 'fire' appeared on that day, and the resemblance in sound to 'sad' (meaning a hundred) is quite incidental.

The long established traditional date for the festival is 50 days before the vernal equinox (March 21) which is also 40 days after the beginning of the winter solstice (December 21). On some rare occasions, like last year, the vernal equinox could happen on March 20th and the corresponding winter solstice on December 20th. This is because the computation of the leap year in the Gregorian calendar has been simplified and is not as elaborate as the Iranian calendar in pinpointing the end of the year to the nearest second.

In the Christian world, temporal power supported by ecclesiastical authority issues edicts which were generally obeyed by the masses. In the Zarthusti tradition, the birthday of the Prophet is Roj Khordad of the

first month (6th day of Mah Farvardin). The legend is that the Three Wise Men from the East (Magi) saw the newly born baby Jesus on the 6th day of the first month (Epiphany, 6th of January). No doubt this was intended to create harmony between the old and new religions. Counting the magical 12 days of Christmas backward, we reach 25th of December, which was officially declared in the 4th century AD as Christ's birthday.

What a wonderful approximation. The 'Sun of Righteousness', as mentioned in the Dead Sea Scrolls, was honored with a date for his birthday very close to the birthday of the celestial sun, the shortest day of the year (beginning of the winter solstice).

The lesson to be learned is that to promote Christianity, a number of compromises had to be made. One hopes that the members of this small community would also compromise and accept unified dates in their calendar.

*Shahrokh R. Vafadari  
Surrey, United Kingdom*

### **Smartest of Them All**

"Stuff and nonsense! Don't tell me that we are any less brilliant than the other Indians. We Parsis are the smartest of 'em all," — my friend Tehmton Vatcha used to say.

It was 1939 and we had met at a small Parsi hotel in Delhi. Colonial agricultural India was still in the throes of the Great Depression and good jobs were as rare as hen's teeth. Hundreds of us graduate engineers had descended on Delhi to try for one of the greatly-prized, but pitifully few openings in the Indian Service of Engineers. I harbored no illusions about my extremely slim chance against the best brains in India.

I was reminded of the colorful Tehmton's remarks when I read Vera Pavri's daring to suggest that we Parsis had been so successful in India only because "we had a flying start vis-s-vis the others" and not because

Parsis "possessed any inherent qualities that the other communities lacked." [*FEZANA Journal, Winter 1996*].

Well, the ISE competition offered a perfect opportunity to establish communal bragging rights if at all. One could not hope for a more level playing field for hundreds of players from across the sub-continent desperately striving for the gold of a permanent, superior career. Not one bit fazed, the irrepressible Tehmton prophesied: "Mark my words, Homi. You'll top the electrical engineers, and I'll stand first on the civil engineering side!" His infectious, morale-building enthusiasm almost made me a believer, much against my better judgement, considering that the odds against his double-barreled prophecy materializing were slim.

I could scarcely believe my eyes when the results came out. The subsequent terse telegram said it all: "What did I tell you! - Tehmton". We two Zarthustis had, between us, indeed hi-jacked the top spots in the 1939 ISE Open Competition.

Nonetheless, Vera Pavri's point is well taken. Science has yet to isolate some special 'Parsi gene' or other trait to justify any claim of our intrinsic superiority. But, this much needs to be said. For a *microscopic* minority — barely one Parsi to every 10,000 odd Indians — to achieve ever so much, whatever the circumstances, in the arts and sciences, commerce and industry and other walks of life, is truly remarkable. This is an objective, matter-of-fact statement shorn of empty vainglory.

*Who knows why?* Maybe it was the vision of past glories that drove this small band hardened by eons of adversity. Or maybe it was the relatively high inbreeding that fashioned their high ethos and drove them to branch out. Or above all, maybe it was their Religion of the Good Life with few taboos and barriers that beckoned them onwards. Or maybe ...

*Homi (Engineer) Gilan  
Vancouver, British Columbia*

### **Dinshaw Ghadiali**

I am moved to pen these lines immediately upon reading the latest issue [*FEZANA Journal, Spring 1997*]. A wonderful job, as usual. But in particular this time I was delighted to finally know the full story of Dinshaw Ghadiali. I had only heard of 'Col. Dinshaw' from my old friend Rustom Wadia. Thanks to the obviously thorough research of Kersi Shroff, the portrait of the Ghadiali family is complete in my mind. Since Malaga is fairly close to where I live, I hope to drive down there at my earliest convenience to see some of the colonel's descendants. Keep up the good work.

*Porus Cooper  
Cherry Hill, New Jersey*

### **Avid Reader Suggests...**

The articles on Immigration to US/Canada were delightful to read [*FEZANA Journal, Spring 1997*]. It gives the Journal a personal touch. People love to read articles like that — the Jewish people call it 'yanta'. It was very interesting to read what people had to go through, to come to the new country and restart their lives. It takes courage and tenacity.

I also bought the Asho Farohar tie pin, announced in the Journal. I got a lot of compliments and also questions about it? What is the true explanation? One suggestion — the tie pin is obviously manufactured by someone who does not wear a tie, because the pin bar is too short to put through the tie and the shirt. I am now using it as a lapel pin.

Is the Journal capable of using the latest digital technology? Why don't we start a special collection fund to buy equipment for color pictures. I am sure an appeal for such a good cause will have people contributing. Moreover, they will feel part of the Journal team.

One suggestion — can the Journal also add some news about Parsis in India and abroad? I guarantee the 'bawajis' and 'maijs' will lap it up like hot malida.

*Adi M. Maneckshaw  
Waldorf, Maryland*



*Parsi students from Pakistan in the mid-fifties in 1961: Purvez Rustomjee (left), Kaity and Nergish Patel (4th and 5th from left), Stephen Galatti, head of the American Field Service program, Gool Mehta (next to him), Ruby Dubash (10th from left) and Darayes Bharda (back, 3rd from right).*

### More on Coming to America

I am sending this story and photo to follow up on your story "Coming to North America" [*FEZANA Journal Spring 1997*].

During 1955 to 1960, twenty-five Parsi students from Pakistan won the scholarship to study for one year in the US, under the American Field Service (AFS) program. They lived with an American family and studied at local high schools, across the USA. Most of the students were 15 or 16 years old.

It was an excellent experience for the students, promoting goodwill, and learning about each other's culture and life. For the host families, it became their first exposure to the Zarthusti religion. Many have continued to remain in touch with their host 'parents'.

Of the twenty-five, thirteen returned to North America permanently as professionals and parents: Darayes Bharda of Metuchen, NJ; Kamal Desai (née Cavina) of Yardley, PA; Tehmi Hopper (née Irani) of Phoenix, AZ; Gool Mehta (née Khambatta) of Syracuse, NY; Kaity Patel (née Havelivalla) of Toronto, ONT; Purvez Rustomjee of Houston, TX; Roshni Kerns (née Rustomjee) of Half Moon Bay, CA; Mahrukh Cama (née Bharda) of Metuchen, NJ; Ruby Dubash (née Divecha) of

Toronto, ONT; Vera Mistry (née Mody) of Toronto, ONT; Nergish Patel (née Bharucha) of Queens, NY; Shahrokh Rustomjee of Toronto; and Shireen Vatcha (née Mobed) of Toronto.

They now offer their children a similar opportunity of North American life and education.

*Gool Mehta  
Syracuse, New York*

### First Zarthusti in North America

*FEZANA Journal [Spring 1997]* is a landmark publication in our history. The only other attempt at preserving our history that I can recall is a Gujarati book by J. F. Punthakey in 1919 AD [*The Karachi Zoroastrian Calendar, English translation, 1989*].

However, both are not complete or up-to-date. I cannot therefore emphasize enough, the need for collecting all possible details about each and every one of us and archiving it on a computer. It will be worthwhile to invite volunteer help and donations for this project, which should remain an ongoing project in charge of a devoted historian.

If we had kept such records we would not be wondering now as to who the first Zoroastrian was to reside on this continent — P. F.

Davar in 1892 per Pavri, or R. Behramji in 1865 or Rustomji Wadia in 1861 or someone else? Punthakey also mentions D. M. Wadia [*p.23 of the FEZANA Journal*]: "In 1842 he was the first to start trade with America. The trade flourished to such an extent the governments agents used to come to his firm and later he was given the honor of being named the Honorary American Consul in Karachi. He died in Karachi in 1865."

Enterprising Parsis like him, may have visited America for trade earlier than we know, and their descendants may have some lingering memories.

We should also remember that J. N. Tata visited the Pittsburgh steel mills in 1902, for starting his own in India. The Tatas always had a branch in New York since the 19th century, and had only Parsis at its helm in those days. So there were other Tata representatives long before P. D. Saklatwala in 1904 [*p. 26*].

The first Zarthusti association was started by him in 1929. I presumed this was possibly also the first Indian association here until I read in *India Post [February 14, 1997]* that the Association for Promotion of the People of India was formed in Seattle in 1910 by Taraknath Das, a fire-brand freedom fighter of the type of Madame Cama. He was also Secretary of the Hindustan Association in Vancouver in 1907, which may thus be the oldest Indian association in North America.

Both associations were formed to fight discrimination against Indians and wealthy Sikhs supported them. Sikhs were then well settled on the Western coast as they were brought there by the British as bonded labor in the 19th century. But the question remains as to who prospered first here — the Sikhs or the Parsis?

On another note, Dr. K. Harves deserves our gratitude for informing us about Dr. Yeganegi [*Spring 1997, page 61*], such a noble soul. Homage unto such 'Ashavans' who are among those that bring about Frashokereti [*Y. 30.9*].

*Kersey H. Antia  
Orland Park, Illinois*

## Archival Material on Coming to North America

Surely you must feel very proud of this unique Journal. I note with interest in the Spring 1997 issue your article "Coming to North America", and your appeal to readers to send records, photos, etc. regarding early settlers in USA and Canada, so that they are kept on file with the Journal.

I get the feeling that archival material will soon be collected (if not already existing), from which future researchers will benefit immensely. This is a great task you have undertaken and I want to congratulate you and wish you courage, persistence, and above all, good luck in your efforts.

*Soloman Nigosian  
Toronto, Ontario*

## Need for Historical Records

The role of history as a learning tool has been well established. Unfortunately, those that live through it are not mindful of its importance to future generations.

Paucity of records of our history has been pointed out by several Western historians of the Zarthusti religion — Professors John Hinnells, Soloman Nigosian and Oxtoby, among others. I would like to re-emphasize what Professor Nigosian said [*FEZANA Journal, Spring 1997*] about the lack of a proper history of Zoroastrian communities in all areas of the world.

So that we may leave behind records for future historians, it behooves our community, the first generation North Americans, to consider it our responsibility to record our own history of arrival in North America.

Fortunately, for us in America, it is not too late to rectify the situation. Let each Association urge its members to write a short account of their arrival in North America and record it with their Association, in confidence if that is a concern of the individual. Each Association can hold these records in their archives until arrangements are made for a central repository.

*Rohinton M. Rivetna  
Hinsdale, Illinois*

## On Coming to North America ...

Congratulations on another excellent issue [*Coming to North America, Spring 1997*] — each issue keeps topping the previous one. The editorial makes terrific reading. Many of us can identify with your correlation of success and happiness in life. You are to be commended for organizing the publication, it must take a phenomenal amount of time and effort.

Thanks for providing superb reading.

*Mez Birdie  
Longwood, Florida*

I would like to commend everyone on the FEZANA team for the excellent Journal you publish every quarter. I find most of the articles very interesting and informative. Great job. Congratulations!

*Burzin Patel  
Columbia, South Carolina*

FEZANA Journal has become my favorite magazine. I have learned a lot about our religion and our great past. You are doing a monumental job—I have a great admiration for you.

*Tehmi and Mehli Mehta  
Los Angeles, California*

Thank you for the Spring issue of FEZANA Journal for our Institute's Library. I must congratulate you on the excellent work you do in the production of these Journals.

*Homai N. Modi  
Trustee & Jt. Hon. Secretary  
K. R. Cama Oriental Institute  
Mumbai*

Congratulations! There was a wealth of information in the last issue. It was well researched and most informative. It was heartening to read what the first immigrant Zarthustis achieved in North America and what others who followed have achieved recently.

I wonder if FEZANA Publications Committee can undertake to preserve all this detailed research and information for the future in the form of a book?

*Dinshaw Joshi  
Chevy Chase, Maryland*

## Plight of Less Fortunate Zarthustis in North America

We enjoy reading FEZANA Journal cover to cover and look forward to every copy. While I agree with the views expressed in the article "The Immigrant Experience" [*Spring 1997*], about what US and Canada offers people with the right qualifications and experience in the way of career and business opportunities, I wish to draw your attention to the plight of Zarthustis in North America who do not have the 'right' qualifications and/or experience.

I personally know many Zarthustis who are exploited in dead end jobs, afraid to even go on vacations (of a measly 1 or 2 weeks a year) and terrified of asking for a justified raise. They work long hours in grunt jobs just to make ends meet. They virtually live to work. Most of them have no options as they have nothing to go back to in India or Iran.

I urge caring Zarthustis in North America to set up a database of such Zarthustis, that can be made available to Zarthustis in business or those in a position to hire people. This would work to the mutual benefit of both the employer and employee.

Charity begins at home and actions speak louder than words. I hope the start of the year 1376 marks a turning point in the fortunes of our less fortunate Zarthusti brothers and sisters in North America.

*Rostam Chami  
Perth, Australia*

## World Council of Federations — At Last?

Congratulations to those Spentaic spirits who, persevering over many years and six drafts, have at least produced a broadly agreed-upon proposed Constitution for a World Council of Zoroastrian Federations, following the meeting in December 1996, with the Indian Federation [*FEZANA Journal, Spring 1997, page 14*].

As one from India, I had long hoped that the Indian Federation would be



neither stonewall nor glass ceiling, but a cooperative major promoter.

On the whole, it is a democratic and liberal document, largely overcoming past egos, power-mindedness, and misunderstandings. To give it sustainable and meaningful life will call for statesmanship and high competence on the part of the office-bearers, and the supporting Federations of zonal Zoroastrians.

For whatever reasons, there is regret that the WZO, London, was not one of the founding members. One looks forward to the more active and closer co-operation from Iran in future, and beyond the horizon, that of those whom Rohinton Rivetna referred to as 'Neo-Zoroastrians' in the erstwhile Southern Republics of the USSR. ...

Aspi D. Moddie  
Mumbai, India

### **Priests and Progress**

In response to Vera Pavri's paper [FEZANA Journal, Winter 1996], to substantiate my thesis that Parsi priests were perhaps the only priest in the world that did not oppose modernity, but rather encouraged others to go for it, may I quote Ervad J. F. Punthakey [The Karachi Zoroastrian Calendar, 1919]:

"We boastfully proclaim that we are educated and progressive ... the fact is we have been left far behind by all our brother communities. This is evident by the University results, year after year. ... Perhaps we are even abandoning business altogether.

"The house of religion is the house of the world, and the house of the world is the house of business. By abandoning business we are out of touch with the world, and as such our faith in our religion today is known to one and all."

Similar sentiments have been echoed by many an Ervad. While we survive mainly due to priestly efforts until modern times, we also prospered since then, due to the same — a rare phenomenon in religious history.

Kersey H. Antia  
Orland Park, Illinois

### **March 21st and New Year Days**

Since FEZANA published articles on the Zoroastrian New Year's Day [FEZANA Journal, Spring 1997], I thought you might be interested to hear about New Year days in different religions. My article is based on a word by word translation of the Mahabharata, and the research of a German scientist.

At one time, the whole of Asia had the same calendar. March 21st was also the new year in Europe until 1700 AD, after which it was changed to January 1. Afghanistan also celebrates New Year on March 21.

The Hindu calendar is not a 100% solar calendar like the Iranian. It is a luni-solar calendar. On March 21st, the sun enters the first degree of the first Zodiac sign, Aries. Hindus wait until the moon also enters the first degree of Aries — that is the new moon after March 21st. The next day is the Hindu New Year day.

Six months later, when both the sun and the moon are in the first degree of Libra (balance), that is the new moon of the Deepavali festival, and the next day is the Hindu Fiscal New Years day. On that day (Chopada Poojan), Hindu business persons balance their account books.

Since Hindu festivals are tied with the full moon, the calendar is 'luni-solar'. But since lunar months are short, Hindus add an extra month every 2 1/2 years.

Jews add it at the end of the year. Yom Kippur of the Jews, Ashura of the Arabs and Dashahara of the Hindus (Vijaya Dashami) are the same day. Sometimes they differ by one month, due to difference in intercalation. The tenth day of the Muslim Moharum is the same as Vijaya-Dashami of the Hindus. But the Arabic Muslim calendar is 100% lunar. Therefore, their months move backward with respect to the solar calendar.

N. R. Joshi  
Beaumont, Texas

### **In Praise of Toxy**

It was wonderful to read your acknowledgement of behind-the-scenes volunteers in the Spring 1997 issue. It compelled me to write and tell you that in Karachi our wonderful Toxy Cowasjee compiles, types, arranges to print, labels, and distributes over 600 copies of Karachi Zarthusti Banu Mandal's monthly newsletter *What's On*, amidst her full schedule and commitments as President of KZBM. Many of us here in Karachi wish to express our gratitude and deep appreciation for this and many things that Toxy does for our community.

Last year, Toxy single-handedly compiled, composed and arranged to print the Zarathushtrian A&T Directory of Pakistan, which is in effect an up to date census of our community in Pakistan. A mammoth task done quietly and to perfection.

We in Karachi will very much appreciate if you allow us to thank and laud her through your Journal.

Sunnu Golwalla  
Karachi, Pakistan

### **Is There a Shortage of Zoroastrian Art?**

I've often wondered why there is such a shortage of Zoroastrian art. I'm usually reminded of this during NoRuz and other ritual occasions.

For the past couple of years, for these occasions, my children and I get down to working on some sort of arts and crafts with a Zoroastrian theme. We look through books for ideas. Most of the time we have to rely on images from Persepolis. One year we drew pictures of Fravashis and of Asho Zarthust. Another year we made representations using light gauge copper foil and copper tooling sticks, of Fravashis, the Sudreh and Kushti, the Afarganyu, and a winged lion.

For my son's Navjote, we made a 4-foot outline of a Fravashi out of copper piping (the kind used for plumbing!) For my daughter's, last summer, we made a large 5-foot Fravashi, using scrap roofing materi-

als from my roofing company. It took a couple of days of frantic, last-minute effort, but turned out to be stunningly beautiful. It is made of gold and copper-colored roofing sheet metal, cut in the shape of a Fravashi, with details painted on with aluminum roofing paint. This is mounted using copper fasteners on a 4 by 5 foot patina green sheet of steel, and hung with heavy copper wires on a free-standing copper pipe frame structure.

Now what should I do for my next child's Navjote? A winged lion, a two-headed bull, a griffin? But these efforts do not really constitute art. They are just attempts to replicate our established symbols and objects.

It seems in our community, there does not seem to be much variety of Zoroastrian art. One can look at the ruins of Persepolis for ideas. However, even their authenticity or "Persian-ness" is questioned. The fact seems to remain that neither in ancient times nor today, does the religion inspire art among its adherents. We certainly do have artists — actors, singers, painters — but how 'Zoroastrian' are the songs of Farokh Bulsara (Freddie Mercury) or the performances of Zubin Mehta?

Other religions and cultures have volumes of religious art — whether it be paintings, sculpture, music or some other form. Where is Zoroastrian art?

Does our religion inspire art? Or is Zoroastrianism so rational and logical as to leave no room for imagination, for sentiment? Is it too much on an intellectual level and lacking in the devotional? Why does it no longer inspire its adherents to dream, to create?

*Jehaangir Bulsara  
Nepean, Ontario*

*O God, I perform good deeds to rejoice my Soul and pray to Thee for forgiveness of my wrongdoings. May all good men and their good deeds be blessed with blessings as wide as the earth, as full as the rivers, as exalted as the sun. May they live long in righteousness.*

*Kerfeh Mazda from A Garland of Prayers by Pareen Lalkaka.*

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**Electrical/Computer Science** graduates needed for Electronic/Electrical hardware design, control systems development, software development and testing, in Chicago area. Contact Pesi Vazifdar at (708) 387-6878.

**SUN Enterprise** has openings for BS/MS in computer science, with SUN Enterprise Management Group in California. Contact Sassan Shahriary at sassan.shahriary@eng.sun.com

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**Accountancy/Law.** Recent graduate with Master of Accountancy, MBA (Finance) and BS (Law) looking for entry-level management position. Call (801) 753-9537 or email: SL1DH@cc.usu.edu.

### Farohar Necklaces

As part of its Silver Jubilee fundraising efforts, the Zoroastrian Society of Ontario (ZSO) is offering exquisite

farohar ladies necklaces, specially made in India. Sale price for each pendant is \$7.00 including postage. Send check made out to ZSO, to Navroze Chenoy, ZSO, 3590 Bayview Avenue, Willowdale, ONT M2M 3S4, Canada.

### Investment Service in India for NRI Zarthustis

Purvez Boywala of *Nikai Investment Consultants* is offering investment services to NRI Zarthustis, such as: purchase/sale of shares, bonds, etc; intercorporate deposits, fixed deposits, safe custody; portfolio management; deleting/adding names to securities; share transfers, advice on movable/immovable property; permanent representative office, and other services.

They can also offer help on starting small and medium scale industries in India. Contact Boywalla at T5/5B World Trade Center, Cuffe Parade, Mumbai 400 005, Tel/Fax: 218-2046.

### Guest Suite for Rent in UK

A Guest Suite is available for rent in a private home of a Zarthusti family in the heart of London. Kitchen and bath attached. Call Khershed at (703) 503-7241 or email: feroza@cris.com.

### The Zoroastrian Shop

Traditional Zarthusti items are available from *The Zoroastrian Shop*: sukhad, lobban, sudrehs, kushtis, topis, Khordeh Avesta, silver sés items, chalk-na-dabba and choono, and a number of books on the Zarthusti religion.

If the item you need is not in stock, Khursheed will help to order it for you from India. Contact Khursheed Bapasola at (609) 768-8351.

### Visitor's Medical Insurance

Dinoo Pavri can arrange for Visitors Medical Insurance, 90-day coverage for incoming new immigrants, and out-of-country medical coverage. Call Dinoo at (416) 492-8114.



Checks, payable to "FEZANA", may be sent to the address in the appeal, or to Dinshaw Joshi, FEZANA Welfare Committee, 4515 Willard Avenue, #1609-S Chevy Chase, MD 20815, Tel: (301) 654-6250 For tax exemption eligibility please refer to FEZANA Journal [Winter 1994].

### Doongerwadi Hearse

Silloo Kavarana of Mumbai has made an appeal for raising funds for the hearse at Doongerwadi (Towers of Silence in Mumbai), which is in a very poor condition. About Rs.400,000 is needed. Please send checks made out to FEZANA, marked "hearse" to the Welfare Committee [see address above].

### Setback for Imroze

13-year old Imroze Ardeshir's bone marrow transplant was successful and she was discharged from Hammett Hospital in February. A week later, she had to be re-admitted to the hospital and underwent a battery of tests. The doctors found the source of her fever and sickness to be the CMV virus, and Imroze had to be hospitalized again. This was a cruel blow to Imroze who had already spent 120 agonizing days in the hospital. Imroze will remain in UK till June, before returning to Mumbai.

### Ahmednagar Agiary

The 97 Zarthustis resident in Ahmednagar are celebrating 150 years of the Atash-e-Adaran Saheb. They hope to collect Rs. 10 lakhs to : renovate the agiary, dharamshala and Dastoor's quarters; to build up a corpus to meet running expenses; repair the Towers of Silence; and other expenses. Please send checks payable to FEZANA, marked "Ahmednagar Agiary" and send to the Welfare Committee [see address above].

### Iran Earthquake Fund

A devastating earthquake of magnitude 7.1 hit the mountainous region of Khorassan, centered near the town of Qaen on May 10, killing over 2,400 and injuring over 6,000.

The Persian American Society (PAS) has established an Earthquake Relief account. Donations (tax-deductible) may be made to PAS, Earthquake Relief Committee, PO Box 1984, Los Gatos, CA 95031.

### Acknowledgements

FEZANA most gratefully acknowledges donations received this quarter, through March 31, 1997. Donations may be made for the FEZANA fund categories: Welfare, Religious Education, Student Aid, Youth, FEZANA Journal, General, or for a specific appeal.

### Received by Welfare Committee for Various appeals:

Cyrus Austin, AZ (\$300); Farhad Cama, PA (\$50); Rusi Gandhi, NJ (\$50); Behram Irani, TX (\$200); Behram Kapadia, PA (\$100); Erach Karanjawala, CA

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### Melanoma Surgery

Nawaz Mehta, 33, has suffered recurrent melanoma of the face, which has become life-threatening. She is undergoing extensive surgery involving half of her face, at Johns Hopkins Institute in Maryland. The cost of the surgery is crippling. Donation checks may be made to FEZANA Journal, marked "Nawaz Mehta", and sent to the FEZANA Welfare Committee at the above address.

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## MILESTONES

### Births

Xerxes, a boy, to Coover and Roxane Chinoy of Farmington Hills, MI, grandson to Jeroo and Minoo Chinoy, of Flint, MI, on February 20.

Darya, a girl, to Mehrnaz (Poulad) and Feraidun Khosravi, in Toronto, on March 9.

Jake Ryan, a boy, to Meher and Ronnie Langdana, of Ontario, on March 24, grandson to Naju and Baji Langdana and Mehli Mehta.

Nooshin, a girl, to Mina and Koorosh Shahlari, of Kansas, on August 17.

Zara, a girl, to Delna Bhesania-Ward and Barry Ward, in Vancouver, on March 30.

### Navjote (Sudreh Pushi)

Zreh and Stivant, sons of Sharookh and Farida Raghina, in Delta, British Columbia, on May 18.

### Navar Ceremony

Cyrus Mirza, son of Tehemton and Zenobia Mirza, of London, Ontario, became a Navar, in India, on December 21. The London community is now blessed with four Mobeds.

### Marriages

Monick Bahrami, daughter of Katie and Khodadad Bahrami, to Jamshid Amanat, son of Ardeshtir and Shirin Amanat, on December 29, in Vancouver.

Azita Darabian, daughter of Pouran and the late Dr. Esfandiar Darabian, to Thomas Fry, son of Tom and Hazel Fry, on February 8, in Vancouver.

Percy Master of Wichita, Kansas, to Sharmeen Baria of Houston, Texas, on April 19, in Houston.

Farida Ichaporia, daughter of Dr. Pallan and Hutoxi Ichaporia of Pennsylvania, to Berjes, son of Freny and Eric Shroff, at Albless Baug, Mumbai, on June 15.

Parvin Amanat, daughter of Rostam and Fereshteh Amanat, to Babak Oshidary, son of Namdar and Parichehr, in Vancouver, on April 26.

### Deaths

Sary Alghabi, 84, mother of Khodadad Alghabi of Vancouver and Rustom Alghabi of Tehran, in West Vancouver, on February 20.

Ratanbai Amrolia, 92, mother of Fareedon Amrolia and Nergish Karkaria of Vancouver, and Homai Mehta (Bombay), in Bombay, on February 19.

Rashid Atashband, father of Bahram Atashband, in San Francisco area. Porseh (memorial) services were held on April 1, at the San Jose Dar-e-Mehr.

Dolat Shahriar Avijeh and Diniar Marzban Avijeh, parents of Pary Kiani-anfard of Vancouver, and grandparents of Delaram Kavooosi, in Tehran, on December 19 and 24 respectively.

Keki Captain, husband of Goolcher, father of Darius (Jeroo) Captain, grandfather of Shiraz and Aban, in San Francisco, on May 9. Funeral services were arranged by Ervad Jimmy Makujina.

Darius Minocher Dadachanji, 54, of lymphoma, husband of Diana, father of Minocher, son of Amy and late Minocher Dadachanji, in King of Prussia, near Philadelphia, on May 3. Paydast service was performed by Ervads Raymand Unwalla, Khusrav Nariman, Adi Unwalla and Noshir Karanjia.

Kawas E. Fitter, husband of Frances, father of Paul, Tehmi, Tara, Darius, Christopher and Brian, of New York area, on January 24.

Rashid Khosravi, 33, son of Mehraban and Irandokht Khosravi, brother of (late) Farhang, and a sister, all of Bombay, in Vancouver. Rashid, who had come to Canada as a refuge 5 years ago, was found dead in his apartment on April 28. The Zoroastrian Society of British Columbia, its directors and other community members ensured that Rashid left this world in the Zoroastrian tradition. Over 60 friends paid their respects at ceremonies performed by Mobed Jehangir Panthaky at a local funeral home.

Mehru Sam Palsetia, mother of Jimmy and Jesse, of Ontario, on March 28.

Khurshed Sanjana, husband of Maneck, of Ontario, on April 6.

Naval Sidhwa, on February 11. A memorial service was held on March 9, organized by the Mazdeyasnie Connection of California.

Soltan Shah Bahram Sorooshyari, mother of Kiomarz Sorooshyari of New York area, in Los Angeles, on March 29. Porseh (memorial) services were held at California Zoroastrian Center.

## EVENTS AND HONORS

**YASMIN KERSI BHATHENA** graduated from Medical College of Wisconsin in May 1997 with an MD degree. She will begin a residency program in Pediatrics in Ohio. **RUS-TOM KERSI BHATHENA** will earn his Master of Arts degree from Indiana University in July 1997. He is an Associate Instructor in the Department of Speech Communication. Yasmin and Rustom are the children of Katy and Kersi Rustomji Bhathena of Glen Ellyn, Illinois.

**RUSI GANDHI**, an associate with RE/MAX Leading Edge in Montville, New Jersey, has ranked in RE/MAX of New Jersey's Top 20 list for highest dollar volume during February 1997. With over 20 years of real estate experience, he specializes in residential, commercial, vacant land, hotel and motel investments and business properties, in US, Canada or 52 other countries in the world. Rusi donates 10% of his commissions from Zarthushtis to FEZANA or the Zoroastrian Association of your choice. Call Rusi at (800) 575-6005.

Zoroastrian Association of North Texas wishes to recognize the constant and continuing efforts of their President, **CHARLOTTE KHARAS**, to 'put Zoroastrianism on the map of the West'.

Charlotte represented Zoroastrianism at *Faith Focus*, a local NBC affiliate; will be profiled as a 'Zoroastrian' in a book *Meeting in Faith*, by the Multifaith Exploration and Exchange Group; lectures at interfaith meetings and at universities, displaying a 'Navroze Table' and show and tell on Zarthushti culture and tradition; teaches Zarthushti children's classes; constantly urges the community to celebrate and keep religious traditions alive; and welcomes new Zarthushtis to the Dallas area. A thank-you note from a recent lecture reads:

"Thank you for introducing our class to Zoroastrianism! We were fascinated with both the similarities and differences with Christianity. I saw the roots of our belief clearly in the Zoroastrian faith. As our first guest speaker in this series, you inspired us. Several women in the class would have converted if they could!"

**YAZDI KHARWANWALA**, owner of Finchdale Cleaners in Weston, Ontario, was honored in the Small Facility category at the annual Ontario Energy and Conservation Awards banquet. He was recognized for changing over his business to an environmentally-friendly 'wet cleaning' process, reducing his generation of hazardous wastes by 75%.

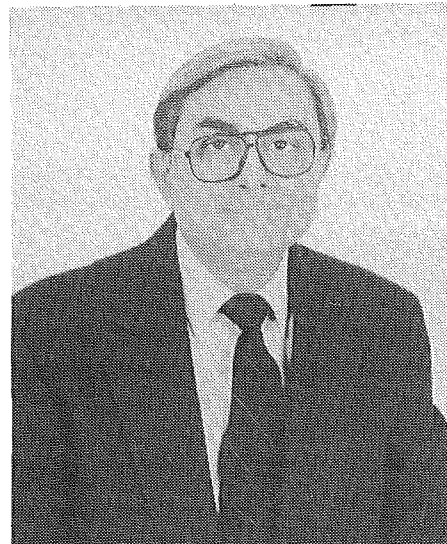
On March 20, the personal and professional achievements of **JIM LOVELACE**, a member of ZAMWI were recognized by the Beta Chapter of South Carolina at Wofford College, when he was made a member of Phi Beta Kappa.

After a military career which included many important medical and scientific activities, including an assignment investigating diseases of tribal people of the Amazon Valley in Brazil, he joined the University of Maryland Biotechnology Institute as Assistant Director in 1993. He currently also serves as Associate VP for Academic Affairs at the Institute.

Jim has been a consultant to the Central Drug Institute of India, the Surgeon General of Pakistan, and the World Health Organization. He was also an advisor to the US Agency for International Development.

Jim is also interested in international affairs, religion, languages and philosophy, and the development of monotheism and comparative ethics in ancient Near Eastern religions. Jim and his wife Rubina Patel [*profiled on page 47*] are very active in ZAMWI religious education activities. While Jim leads a Gathas study group for young adults, Rubina teaches prayers and history to children.

**ROHINTON MISTRY** continues to collect literary laurels! He has just



*Left, Rubina Patel and husband Jim Lovelace with son, Jamsheed, 6.*

*Above, Rusi Gandhi, among top 20 in RE/MAX real estate sales in New Jersey.*

won the 1997 Los Angeles Times Book Prize for *A Fine Balance*, a novel which has already won him a Giller Prize and a Commonwealth Writer's Prize. Mistry was presented with the \$1000 award during the LA Times Festival of Books, at the University of California, on April 18. [*ZSO Newsletter, April 1997*].

**PERINNE MEDORA** of Bombay, after a successful tenure as first lady Deputy General Manager of two regions comprising over 80 branches of the State Bank of India, has been transferred to USA.

In September 1996, Medora took over as Vice President (she was promoted to Senior VP in April) of the State Bank of India at Artesia, California. She has the distinction of being the first Parsi and the second lady from the SBI's staff of over 2,50,000, to be selected for this prestigious position. [*From Jame Jamshed, September 1, 1996*].

**VIRAF MOHTA's** first book *The World Wide Web for Kids and Parents* hit the stores across USA in January. Published by IDG Books

Worldwide, as part of the Dummies Guide to Family Computing series, it has been awarded the Family Channel Seal of Quality. More information is available on the Web at [www.geocities.com/colosseum/2106](http://www.geocities.com/colosseum/2106). Viraf, of the New York area is a 1992 world champion of full-contact stick fighting.

Statistician **MINOO PATEL** of Chicago area, was honored by the Chicago Center for Creative Development, which is dedicated to the development of the novel 'Co-Creative Method' to study and foster human development. Minoo participated in research on electro-psycho-cardiography, and the Chaos Theory in Psychology.

Anderson World Wide's board nominated accounting partner **JIM WADIA** to be its next CEO. Wadia, 49, is from India and has been managing partner of the accounting units in the UK office since 1993. He is a 20 year veteran of Arthur Andersen and Company. Anderson World Wide is comprised of Arthur Andersen, the accounting arm, and Andersen Consulting. [*From Wall Street Journal, May 6, 1997*]. ■

# FEZANA

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