

U.S. DEPARTMENT OF STATE

STATE

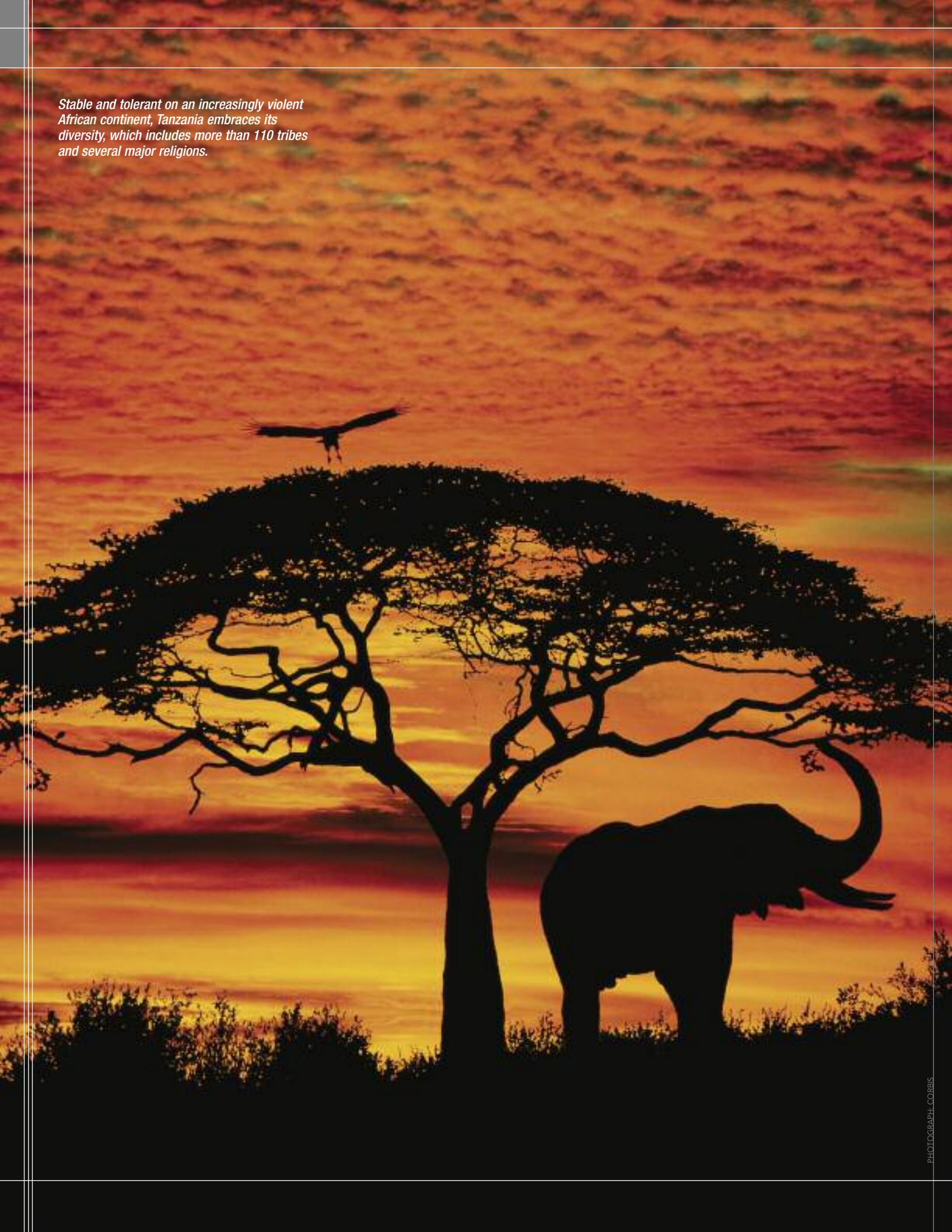
M A G A Z I N E



Dar es
Salaam

JANUARY 2007

Stable and tolerant on an increasingly violent African continent, Tanzania embraces its diversity, which includes more than 110 tribes and several major religions.





Dar es Salaam

'HAVEN OF PEACE' IS DIVERSE AND TOLERANT

BY DANIEL SCHWARTZ

Named by the sultan of Zanzibar, Dar es Salaam translates as “haven of peace.” More than 100 years later, the name seems prophetic: Dar es Salaam is indeed peaceful. A posting in Tanzania’s capital city combines the rewards of working in a developing country with a high level of amenities and safety.

Tanzania is the result of the union of the former British colonies of Tanganyika and Zanzibar. Zanzibar remains a semiautonomous region with its own president and parliament. The country has more than 110 tribes and several major religions.

Tanzanians have long been known for their acceptance of this diversity. With its population almost evenly split between Muslims and Christians, the country is considered a model of religious tolerance. Muslims and Christians frequently live together in the same region, village or even family. Tanzanians are bound by a common national identity and by Swahili, one of the few noncolonial languages that is spoken by the entire population.



The sun sets over the Msasani Peninsula, where most embassy housing is located.

PHOTOGRAPHS: U.S. EMBASSY, J. D. REESE/ANAP

The United States was quick to establish friendly diplomatic relations after the two former colonies merged in 1964. However, long before that, the American explorer Henry Morton Stanley made a significant contribution to the history of the region with his groundbreaking expeditions. His immortal words, “Dr. Livingstone, I presume,” were uttered on the shores of Tanzania’s beautiful Lake Tanganyika.

After independence, Tanzania’s founding father, Julius Nyerere, guided its emergence as a stable, tolerant country. However, he also ushered in a period of nationalization and one-party rule.

In Transition

As a result of close cooperation in the aftermath of the 1998 embassy bombing, U.S.-Tanzanian relations have greatly improved. The embassy has helped Tanzania in its return to democracy and a free-market economy. Success in the dual battles against poverty and terrorism will be central in achieving this transition.

Tanzania’s stability and tolerance have long made it an important player in regional affairs. Over the past 40 years, it has welcomed refugees from Mozambique, Rwanda, Congo, Uganda and, most recently, Burundi. Tanzania is active in regional groupings such as the East African Community and the South African Development Community.

As a country that has been a victim of terrorism and is home to a large, overwhelmingly moderate Muslim population, Tanzania is considered an important African player in the fight against terrorism. The ambassador’s office has taken the lead in promoting understanding and dialogue with the country’s Muslims. Its efforts include hosting Iftaar dinners to celebrate the end of the daily fast during the holy month of Ramadan and meeting with prominent Muslim leaders.

In addition, the Ambassador’s Self-Help Fund has helped Tanzanians fight poverty by giving many small grants to recipients ranging from seaweed farmers on the coast to schools on remote tropical islands in Lake Victoria.

Political officers posted to Dar es Salaam work with refugees and UN agencies. Economic officers encourage economic growth and work with the government as it adopts pro-growth policies. Although trade with the United States is limited, the

AT A GLANCE



Country name

Tanzania

Currency

Tanzanian shilling (TZS)

Capital

Dar es Salaam
Dodoma (legislative)

Per capita income

\$700

Government

Republic

Population below poverty line

36 percent

Independence

April 26, 1964

Import partners

South Africa (12.2 percent), China (9.6 percent) and India (7 percent)

Population

37.4 million

Exports

Gold, coffee, cashew nuts, manufactured goods and cotton

Religions

Muslim, Christian and indigenous beliefs

Export partners

China (10.2 percent), Canada (8.6 percent) and India (7.3 percent)

Total area

945,000 square kilometers

Internet country code

.tz

Approximate size

Roughly twice the size of California

SOURCE: CIA World Factbook 2007

African Growth Opportunities Act has helped Tanzanian companies get a promising start in the world's largest market.

Tanzania ranks as one of the world's poorest countries and corruption is a considerable impediment to growth. The embassy has offered training and legal advice to help Tanzania increase financial transparency and qualify for Millennium Challenge Corporation funds.

Reaching Out

The public affairs section works tirelessly at outreach with the Tanzanian people. It has opened an American Corner in Zanzibar, and sponsored speakers on a range of issues relating to the United States. These efforts have helped give Tanzanians a more rounded, comprehensive view of America.

The defense attaché's office has donated wells and water systems to villages across the country—no small matter in a country where most water is carried by hand, often for many miles. The regional security office trains police officers to carry out better border patrol practices, and has donated new equipment for a state-of-the-art forensics lab.

The embassy's commitment to facilitating Tanzania's development is reflected in the numerous

agencies with offices here, including the U.S. Agency for International Development, the Peace Corps and the Centers for Disease Control.

Together with local partners, USAID has projects in every region of the country, including a paprika market high in the mountains, a new visitor center in one of Tanzania's famous national parks and an education reform project on the palm-fringed island of Zanzibar.

Tanzanians thank embassy employees for their help through such gestures as welcoming them to join a traditional dance by warriors of the proud Masai tribe or enjoy an Arab-style meal on Zanzibar.

In 2003, the mission inaugurated a new embassy compound. Housing is in spacious single-family homes, usually landscaped with tropical fruit trees and flowers.

With year-round temperatures equivalent to summer temperatures in Washington, Dar es Salaam has the perfect climate for enjoying swimming, tennis or sailing. None of the housing is more than two kilometers from the ocean, so families can easily take advantage of Dar es Salaam's world-class beaches and scuba diving.

Dar es Salaam is renowned as a great family posting. It has an active expatriate community and



Below: Cultural affairs attaché David Colvin plants a tree as part of an embassy-sponsored Earth Day celebration. Top right: An elephant roams in Lake Manyara National Park, where the U.S. Agency for International Development recently built a new visitors' center. Bottom Right: Security escort Duong Neufield examines a colorful local painting.





School children gather in a village where USAID-sponsored agricultural training programs give farmers the opportunity to send their children to secondary school for the first time.

excellent international schools with American curricula. Its large selection of restaurants range from Turkish to Indian to Tex-Mex. The quality and variety of items available in grocery stores is good and improving at a rapid rate.

Tanzania has a fine selection of world-class travel destinations, including famous game parks of the Serengeti and the pristine beaches of Zanzibar. With its peaceful history and excellent system of paved trunk roads, it is one of the few countries where employees can get out and experience the “real Africa” on their own.

Dar es Salaam is a great place to enjoy life and work in one of Africa’s gems. %

The author is the husband of a former political officer at the U.S. Embassy in Dar es Salaam.

Left: The new embassy compound in Dar es Salaam was completed in 2003.





Verena Sander, acting chief of diversity and outreach in the Office of Civil Rights, observes a class engaged in a group exercise.

EEO Staff from 27 Posts Train in Tanzania

By Jenniffer De Heer

Thirty-six new Equal Employment Opportunity counselors and Locally Engaged Staff EEO liaisons were recently trained in Dar es Salaam. The new EEO counselors and liaisons represented 27 posts that had designated them to assume EEO collateral duties as an extension of the Office of Civil Rights.

All EEO counselors must complete 32 hours of training before assuming counseling duties. The training is offered domestically and abroad.

Trainers from the Office of Civil Rights teach participants the basics regarding EEO laws and regulations and theories of discrimination, and provide the opportunity to develop essential counseling techniques in a small-group setting. Department-specific role playing and exercises are used to

assist participants in completing EEO counseling sessions, from interviews to writing reports.

EEO counseling is an essential part of the federal system for processing and resolving employee and applicant EEO concerns. Counseling is the first step in the EEO complaint process. The primary role of the EEO counselor is to facilitate informal resolution of allegations of discrimination between the involved parties, when possible.

LE Staff EEO liaisons assist EEO counselors by facilitating communication and information between the LE Staff and post management with respect to EEO issues.

Those interested in serving as a Department EEO counselor or LE Staff EEO liaison should contact the Office of Civil Rights for more information. %

The author is an attorney-adviser in the Office of Civil Rights.

This article is a publication of *State Magazine*, a monthly magazine that covers the work of Department of State offices and the lives of Department personnel worldwide. Complete electronic versions of each issue are available online at www.state.gov/m/dghr/statemag. For further details on submitting or requesting articles, please contact magazine staff by e-mail at statemagazine@state.gov; download the guidelines from our web site at www.state.gov/m/dghr/statemag; or send your request in writing to:

State Magazine
2401 E Street, N.W.
HR/ER/SMG, SA-1, Room H-236
Washington, DC 20522-0108