

NLWJC - KAGAN

EMAILS RECEIVED

ARMS - BOX 019 - FOLDER -004

[11/07/1997]

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001a. email	Scott R. Palmer to Julie A. Fernandes et.al. Subject: November 19 Race Advisory Board Meeting. [partial] (1 page)	11/07/1997	P6/b(6)
001b. email attachment	Memo to Judith A. Winston et.al. From Scott Palmer. Subject: Proposed Messages and Agenda for November 19 Advisory Board Meeting [partial] (4 pages)	11/07/1997	P6/b(6)

COLLECTION:

Clinton Presidential Records
 Automated Records Management System [Email]
 OPD ([Kagan])
 OA/Box Number: 250000

FOLDER TITLE:

[11/07/1997]

2009-1006-F
ab831

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

- C. Closed in accordance with restrictions contained in donor's deed of gift.
- PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).
- RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Withdrawal/Redaction Marker

Clinton Library

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001a. email	Scott R. Palmer to Julie A. Fernandes et.al. Subject: November 19 Race Advisory Board Meeting. [partial] (1 page)	11/07/1997	P6/b(6)

COLLECTION:

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Withdrawal/Redaction Marker Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001b. email attachment	Memo to Judith A. Winston et.al. From Scott Palmer. Subject: Proposed Messages and Agenda for November 19 Advisory Board Meeting [partial] (4 pages)	11/07/1997	P6/b(6)

COLLECTION:

Clinton Presidential Records
Automated Records Management System [Email]
OPD ([Kagan])
OA/Box Number: 250000

FOLDER TITLE:

[11/07/1997]

2009-1006-F
ab831

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
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- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Scott R. Palmer (CN=Scott R. Palmer/OU=PIR/O=EOP [PIR])

CREATION DATE/TIME: 7-NOV-1997 09:57:05.00

SUBJECT: November 19 Race Advisory Board Meeting

TO: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Robert M. Shireman (CN=Robert M. Shireman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: William R. Kincaid (CN=William R. Kincaid/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

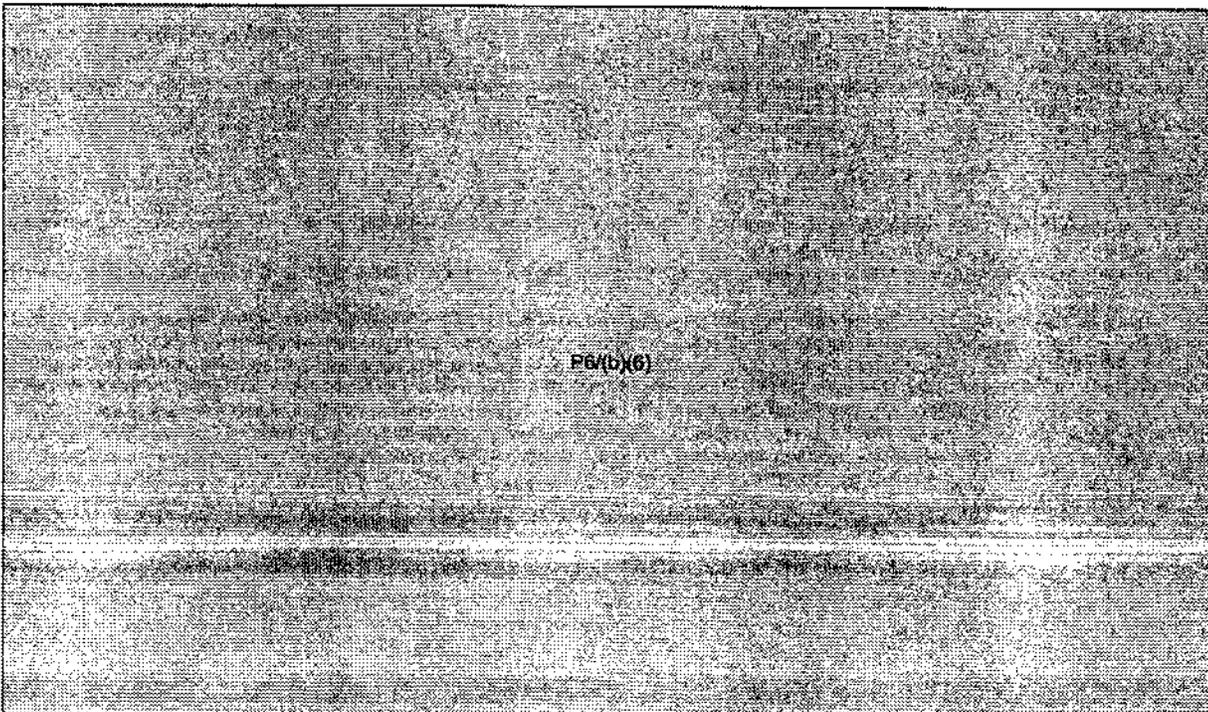
CC: Lin Liu (CN=Lin Liu/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

TEXT:

Attached is the latest version of the memo I sent to you yesterday concerning the possible agenda for the November 19 Meeting of the President's Advisory Board on Race. Not much has changed from the version that I sent to you yesterday, but I wanted to keep you all informed. I also wanted to urge each of you to let me know of any comments or suggestions that you have as soon as possible. We are getting very close to the time when we have to move forward. Also, feel free to give me a call at X5-1047 if you have any questions. Thanks.===== ATTACHMENT
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS EXT:[ATTACH.D14]MAIL421863014.316 to ASCII,
The following is a HEX DUMP:



[001a]

ONE AMERICAN IN THE 21ST CENTURY

*The New Executive Office Building
Washington, DC 20503
202/395-1010*

DRAFT (11/7/97)

MEMORANDUM

TO: Judith A. Winston
Lin Liu
Education Team

FROM: Scott R. Palmer

SUBJECT: Proposed Messages and Agenda for November 19 Advisory Board Meeting

DATE: November 7, 1997

While it is still a work in progress, this memorandum attempts to present our latest thinking on the November 19 Advisory Board meeting, which will focus primarily on the value of diversity in higher education. It presents suggested messages that we intend will emerge from the Advisory Board meeting, a proposed agenda for the meeting, possible presenters, and other ideas for your consideration. An asterisk beside the name of a potential participant indicates a top choice; an italicized name indicates that the potential participant has been contacted to see if he/she would be available if the agenda develops in a certain way and he/she is invited to address the Board; a redlined name indicates that the potential participant is available. Please provide me with any comments or suggestions as soon as possible.

I. Messages to Emerge From Advisory Board Meeting

A. Primary Message: "The Value of Diversity in Higher Education"

Colleges and universities that promote diversity can greatly contribute to improving race relations in the 21st Century and to creating a stronger, more just, and more united American community.

Minority participation in higher education has increased dramatically in the last several decades. Studies indicate that this increased racial diversity can yield substantial educational benefits for all students. By bringing together students of different backgrounds, colleges and universities are teaching students critical lessons about how to live and work together, and they are exposing students to new perspectives that enrich the learning environment. Increased minority participation in higher education can also help

overcome racial disparities in society by providing quality education to traditionally underserved groups.

ONE AMERICA IN THE 21ST CENTURY
In order to realize these benefits of diversity, institutions must be committed to change. There are many colleges and universities across America that have developed and are continuing to develop policies and programs that can foster these benefits of diversity. At its November 19 meeting, the Advisory Board will discuss the value of diversity in higher education and will identify existing programs, policies, and partnerships that are promoting the value of diversity on campuses across America.

B. Secondary Message: "Continuing Discrimination and Civil Rights Enforcement"

While America has made great progress in race relations, racial discrimination still exists in various sectors of society, and it manifests itself in ways that are sometimes blatant but more often subtle and hard to detect. Enhanced enforcement of existing civil rights laws can help eliminate these continuing vestiges of discrimination.

II. Proposed Agenda (including suggested panels and presenters) [Please note that the times are only tentative and will undoubtedly have to be adjusted.]

8:00 am Doors open

9:00 am - 9:45 am Chairman opens meeting and recognizes William Kirwan, President, University of Maryland, who will make some brief welcoming remarks.

Reports from Chairman and Executive Director; Chairman recognizes invited guests and distinguished attendees.

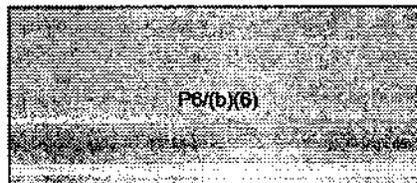
Brief opening statements from Board members concerning recent activities (e.g., Hate Crimes Conference)

Chairman introduces Primary Agenda Item: "Value of Diversity in Higher Education."

9:45 am - 10:15 am **Panel #1: "Perspectives on the Value of Diversity in Higher Education" [3 panelists]**

- **Panelist #1: President of Prestigious College/University** ("Here is why diversity is essential to the educational experience...").
Options include:

- 1.
- 2.
- 3.
- 4.

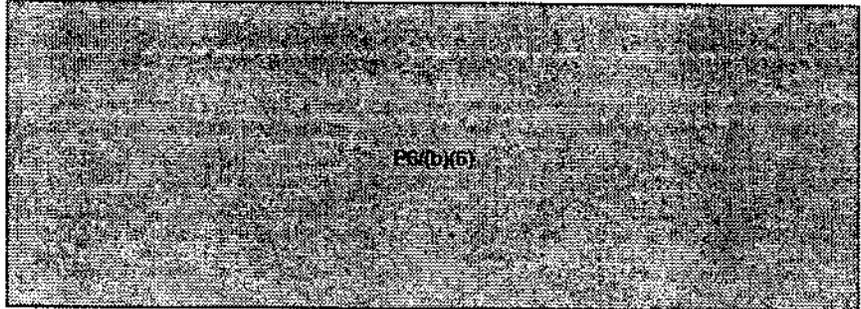


[0016]

ONE AMERICA IN THE 21ST CENTURY
Panelist #2: Business Leader (“The business community demands college graduates who understand the value of diverse perspectives and who have learned how to function in diverse environments...”).

Options include, but are not limited to:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.



- **Panelist #3: Student Leader or Faculty Member** (“Let me tell you why I (have learned a lot from/can teach more effectively in) a diverse environment...”). Options are being developed.

[0016]

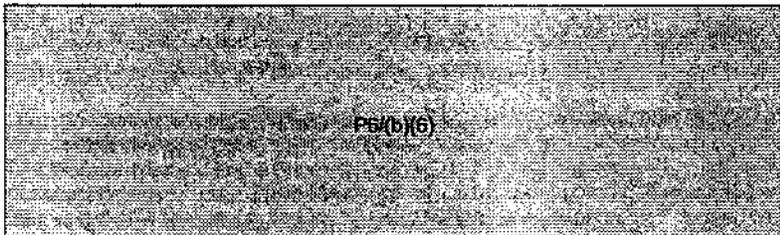
- 1.
- 2.
- 3.

10:15 am - 10:45 am Board discussion with Panel #1

10:45 am - 11:15 am **Panel #2:** “Evidence on the Value of Diversity in Higher Education: What Works on Campus” [3 panelists]

- **Panelist #1: Researcher/Faculty From Racially Diverse Institution** (“Evidence shows that racial diversity can yield positive educational outcomes, especially for white students, but only where the campus works to create a supportive environment and opportunities for positive cross-racial interactions ...”). Options include, but are not limited to:

- 1.
- 2.
- 3.
- 4.
- 5.



[0016]

- **Presenter #2: President of HBCU, HSI, or Tribal College** (“My

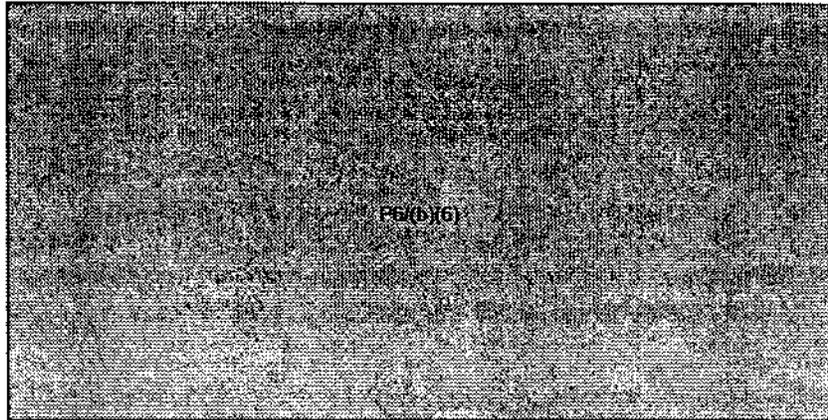
colleague spoke of the importance of institutional commitment and supportive learning environment in promoting the benefits of diversity, ..., minority serving institutions have been showing that commitment for years with positive results for minority students, and we can teach the larger higher education community a great deal... (In addition, we too appreciate the value of diversity, and we have created partnerships with other institutions to capture that value...)." Options include:

ONE AMERICA IN THE 21. CENTURY

1.

2.

3.

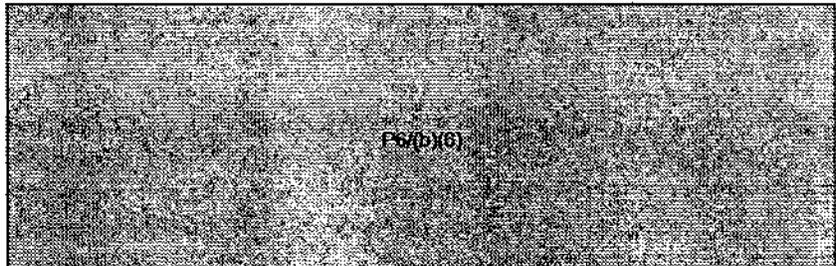


- Panelist #3: Faculty/Students Heading Concrete Diversity Program ("We want to give you a specific example of a program promoting positive cross-racial experiences for all students...") Options include, but are not limited to:

1.

2.

3.



11:15 am - 11:45 am Board discussion with Panel #2

11:45 pm - 1:00 pm Lunch: Each Advisory Board member will anchor a table and lead a discussion with a small group (<10) of faculty, staff, students, and/or community leaders about issues related to diversity in higher education. Participants will come from the Washington, D.C. region *or* from the University of Maryland community. This gives us a chance to be sure that diverse perspectives are adequately represented. **(The University of Maryland has volunteered to help us identify and confirm table**

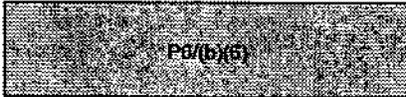
participants.)

1:00 pm - 1:30 pm **ONE AMERICA IN THE 21ST CENTURY**
Reports from lunch discussions

2:00 pm - 2:30 pm **Panel #3: "Methods for Promoting Inclusion/Diversity in Higher Education" [2 or 3 panelists]**

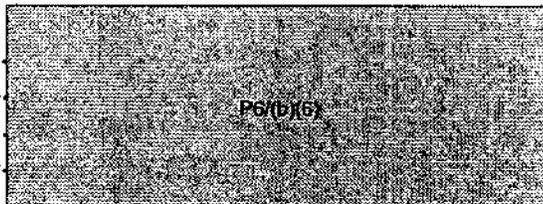
- **Panelist #1: Prominent Higher Education Leader Discussing "The Tool of Affirmative Action"** ("We have heard powerful evidence today about the value of diversity in higher education. Let me explain why one, though only one, important tool to promote that diversity must be so-called affirmative action..."). Options include, but are not limited to:

- 1.
- 2.
- 3.



- **Presenter(s) #2 (and #3): Higher Education Leader(s) Discussing Other Tools to Promote Inclusion** (including so-called pipeline programs) ("Affirmative action is an important tool to promote diversity, but it is only one such tool. Let me tell you what else we are doing to promote inclusion..."). Options include, but are not limited to:

- 1.
- 2.
- 3.
- 4.



[0016]

2:30 pm - 3:00 pm Board discussion with Panel #3

3:00 pm - 3:30 pm Advisory Board action statement(s) concerning value of diversity and importance of strategies to promote diversity.

Board discussion of Secondary Agenda Item: "Continuing Discrimination and Civil Rights Enforcement;" Board recommends increased support for enforcement.

Board wrap up, including statement of December meeting topic on

primary/secondary education and the importance of so-called pipeline
programs to promote diversity in higher education.

ONE AMERICA IN THE 21ST CENTURY

3:30 pm - 4:00 pm Press availability

III. Details of Other Ideas

- We recommend asking other college/university presidents beyond those participating, and perhaps other groups of participants as well, to provide supporting essays to the Advisory Board concerning the value of diversity in higher education. (Most presidents, if not all, have already written such pieces.) This will provide a sense of national support behind the presidents who are speaking. It also will help us promote increased participation.
- If possible and beneficial, we recommend that invited guests (i.e., members of the Cabinet) sit in with the Advisory Board at each meeting to promote involvement in the Initiative.
- We recommend that the meeting be more interactive by having a working lunch with invited attendees. Our vision is that each Advisory Board member will anchor a table along with presenters, students, faculty, and staff and discuss concrete questions that we provide, such as “The Campus Environment: What are colleges doing right to foster an appropriate environment for positive cross-racial interactions? What could be improved?” After lunch, one participant from each table (or each Advisory Board member) would report back to the Board and the audience with a list of responses to each question. (This idea is modeled from a recent event in Fairfax County.)

SRP

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 15:40:51.00

SUBJECT: FYI.. Air Bags

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

----- Forwarded by Bruce N. Reed/OPD/EOP on 11/07/97
03:40 PM -----

Jerold R. Mande

11/07/97 03:32:47 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP

cc: Dorothy Robyn/OPD/EOP

Subject: FYI.. Air Bags

Slater, McCain, and Kempthorne finished work on a deal yesterday. However, it won't move until next year when Congress takes up surface transportation again.

WASHINGTON (AP) An agreement between the Clinton administration and key senators Thursday should allow consumers to have less forceful air bags until more advanced air bags are available in the next century.

The agreement also sets a timetable for requiring advanced air bag technology to better protect all occupants from the potentially deadly force of a deploying air bag.

It requires the Transportation Department to issue a proposed standard in mid-1998 for more sophisticated air bag testing that would spur the more advanced air bags. The new standard would then be phased in starting with model year 2001 and ending with model year 2005.

''We want to continue to experience the benefits of air bags but minimize the injury and deaths they will cause,'' said Transportation Secretary Rodney Slater. ''We believe this agreement will help us do that.''

Air bags deploying at up to 200 mph have been blamed for the deaths of 49 children and 38 adults particularly smaller women in low-speed accidents they otherwise should have survived.

In response to a public outcry over the deaths, federal regulators in March allowed automakers to install air bags that were 20 percent to 35 percent less powerful.

However, the rule allowing less forceful air bags was to expire in 2001. The agreement would allow for less forceful air bags past that date.

In September, Sen. Dirk Kempthorne, R-Idaho, proposed an amendment that would have forced federal regulators to permanently drop a test requiring automakers to design air bags that cushioned

an unbelted male dummy in a 30 mph crash.

Kempthorne and other safety experts argued that the test required too much force for an air bag deployment, leading to accidental deaths especially among children. They said air bags are a supplementary safety device and should be designed first for people wearing seat belts and for children.

Slater has agreed to suspend that test until it is replaced with the more sophisticated government air bag testing involving all types of dummies, including those representing children and small women.

``We had a crisis. It was just not conceivable that Congress could sit by and watch this body count of killed precious children,'' said Kempthorne. ``We are doing something for the future, for the children, and we are doing it now.''

Slater has the right to restore the test if he gives Congress notice. In the meantime, a less rigorous test that was started in March and allowed less forceful air bags remains in effect.

The agreement must be approved by Congress to take effect. Taking part in the agreement, aside from Kempthorne and Slater, were senators on the Senate Commerce, Science and Transportation Committee, including its chairman, Sen. John McCain, R-Ariz.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 18:45:01.00

SUBJECT: Labor/HHS passes, 352-65

TO: ELENA (Pager) #KAGAN (ELENA (Pager) #KAGAN [UNKNOWN])

READ:UNKNOWN

TO: RAHM I. (Pager) #EMANUEL (RAHM I. (Pager) #EMANUEL [UNKNOWN])

READ:UNKNOWN

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: William R. Kincaid (CN=William R. Kincaid/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 08:39:02.00

SUBJECT: Re: Revised Q&A/TP on the tests

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Tanya E. Martin (CN=Tanya E. Martin/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

As I was thinking about this last night, one thing that these do not address are the provisions in the 2nd NAS study that have to do with whether the tests are free from bias, address the needs of LEP and disabled kids, and whether they can be used for "tracking, graduation, or promotion," etc. Does it make sense to include a mention of these in the TP's, or do the caucuses and advocates view this language as such a thin reed that its counterproductive?

William R. Kincaid

11/06/97 09:50:48 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP, Michael Cohen/OPD/EOP

cc: Tanya E. Martin/OPD/EOP

Subject: Revised Q&A/TP on the tests

===== ATTACHMENT 1 =====

ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT: [ATTACH.D93]MAIL481713011.316 to ASCII,
The following is a HEX DUMP:

**Questions and Answers on Tentative Agreement on National Tests
November 7, 1997**

- Q: Earlier the Administration had indicated the President would veto this bill if it required further authorization from Congress to move forward with testing. But some suggest that this compromise basically kills the national test to clear the way for Fast Track. Has the President given up on a national test?**
- A: Absolutely not. The agreement allows us to proceed with development of the 4th and 8th grade national tests that the President has proposed. It also allows us to pilot test the items for these tests next fall. This is a delay of a few months, but it's one we can live with. At the same time, we will go forward with a National Academy of Sciences study of ways to link state tests to each other and to NAEP, an existing national sample test, that reflects high national standards. Both aspects of the agreement make progress toward a single goal: ensuring that all students, across the country, are measured by the same high standards.
- Q: The legislation looks like a victory for test opponents. What did the Administration get out of this agreement?**
- A: This agreement is a solid victory for high standards. Under the compromise, the final appropriations bill drops the general prohibition on national tests contained in the House-passed bill, which the Administration threatened to veto, and allows us to proceed with development of the 4th grade reading and 8th grade math tests. The bill shifts control over test policies and development to the independent, bipartisan, National Assessment Governing Board (NAGB), as the Administration had proposed. It provides \$16 million dollars to support the testing plan. And it allows for pilot testing of test items to begin next fall. At the same time, the bill provides for a potentially valuable study of ways to link state tests to each other and to NAEP, an existing national sample test, that reflects high national standards. This agreement puts us on the road to high national standards, and to measuring whether these standards are being met. We will finally have high expectations for all our students and real accountability for all our schools.
- Q: Is further development of the national tests dependent on the findings of the National Academy of Sciences study? What is the timeline for this study?**
- A: The Academy will be asked to make an interim report by June 15, 1998 with a final report submitted by Sept. 1. Further development of the national tests is not contingent on the findings of the NAS study. NAGB can go forward with test development activities leading up to pilot testing right now. Pilot testing is postponed until after September 30, but does not depend on the completion or findings of the National Academy study.

- Q: Does the compromise require further authorization to move beyond the pilot testing stage?**
- A: The compromise allows for test development in FY 98, and pilot testing after September 30. It is silent on the subject of further congressional action.**

Q&A on Pilot Testing Date

Automated Records Management System
Hex-Dump Conversion

Q: It sounds as if the Administration and Hill negotiators spent all day yesterday haggling over two dates: September 1 and September 30. What was at stake and were you satisfied with the resolution?

A: We had an agreement with Mr. Goodling to allow pilot testing to begin September 1. Mr. Goodling changed the date to September 30, but after reviewing the legislative language, we determined that this would not interfere with our plans in any way, because as a practical matter we would not have begun pilot testing in the first few weeks of the school year.

Talking Points on Tentative Agreement on National Tests
November 7, 1997

- This is a win-win agreement -- a genuine bipartisan victory for high standards.
- The agreement allows continued, timely development of new national tests in 4th grade reading and 8th grade math, as called for by the President in his State of the Union Address. As provided for by the Senate, control of test policies and development will be transferred to the National Assessment Governing Board (NAGB).
- At the same time, the National Academy of Sciences, in consultation with NGA, NCSL, and NAGB, will study how tests already developed by commercial publishers and states may be used to measure student performance against each other and against national standards. In addition, the Academy will study the technical quality and other aspects of test item development.
- The Academy will be asked to make an interim report by June 15, 1998 with a final report submitted by September 1. Further development of the national tests is not dependent on the findings of the NAS study. NAGB can go forward with test development activities leading up to pilot testing right now. Pilot testing is postponed until after September 30, 1998, but does not depend on the completion or findings of the National Academy study. This timeline represents a delay of a few months, but it's one we can live with.
- The agreement allows for test development in FY 98, and pilot testing after September 30. It drops the general prohibition on national tests that the Administration threatened to veto, and does not include any requirement for congressional authorization to proceed with national tests.
- As a result of this agreement, we are now on the road to high national standards, and to measuring whether these standards are being met. We will finally have high expectations for all our students and real accountability for all our schools.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 18:23:58.00

SUBJECT: Draft

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

I haven't looked at this yet.

----- Forwarded by Thomas L. Freedman/OPD/EOP on 11/07/97
06:22 PM -----

Jordan Tamagni
11/07/97 06:12:45 PM

Record Type: Record

To: Richard Socarides/WHO/EOP, Mary L. Smith/OPD/EOP, Thomas L.
Freedman/OPD/EOP

cc:

Subject: Draft

Obviously, I'll be cutting for length, reordering, etc. But here's a
draft.

Draft 11/7/97 6:00pm

PRESIDENT WILLIAM J. CLINTON
REMARKS FOR THE WHITE HOUSE
CONFERENCE ON HATE CRIMES
THE EAST ROOM
November 10, 1997

Acknowledgments: VP Gore; AG Reno; to all the people around the country
who are joining us by satellite.

America is the world's most diverse democracy, bound together across all
of our differences by a belief in the basic dignity of every human being
-- and the basic right of every American who lives by our laws and lives
up to his or her responsibilities to share in the full promise of our
great nation.

All over the world we see what can happen when racial and ethnic
animosity join forces with lawlessness, and tear countries and peoples
apart. And even in America, we hear too many stories of violence
motivated by hatred. Stories like the 13-year-old African American boy
who was brutalized and nearly beaten to death when he rode his bicycle
through the wrong neighborhood ... the gay American who was murdered as he
walked home from a dinner party with his partner ... the Asian American
business owner who lost her store to a firebomb hurled by a racist.

These violent acts are not just despicable examples of bias and bigotry -- they are crimes. And more than any other criminal act, they strike at the heart of what it means to be American, for they are the antithesis of the values that define us as a nation: Freedom. Equality. Respect for each other. And respect for the laws that reflect our ideals and preserve our civil society.

We are here today to talk about what we can do to fight hate crimes in our communities -- and to fight the ignorance, prejudice, and fear that produce them. To meet this challenge, we must take action -- at every level of government, in every community, and in every home.

First, we must do everything we can to make sure our nation's laws protect all of our citizens. Our laws already prohibit and punish crimes committed against people on the basis of race, religion, and national origin. But we can go even further. Today I am proposing to expand the principal federal hate crimes statute to include sexual orientation, gender, or disability. I am especially pleased that Senators Spector and Kennedy have agreed to introduce legislation to achieve this goal -- and I will support and fight to make it the law of the land.

Second, we must make sure that our civil rights laws are consistently and vigorously enforced. Under Attorney General Reno's extraordinary leadership, the Justice Department taken aim at hate crimes -- and the people who commit them, with more prosecutions and tougher punishments. Today, I am pleased to announce the creation of a national network of Hate Crimes Working Groups. This unique network -- which builds on the efforts of several U.S. Attorneys -- will marshal the resources of federal, state and local law enforcement, communities, and advocacy groups to develop enforcement strategies, to share best practices, and to educate the public about hate crimes.

I am also pleased to announce that we will assign over 40 FBI agents and prosecutors to work on hate crimes enforcement. And the Justice Department will soon make its model hate crimes law enforcement training curriculum available to police departments and communities around the country. Finally, the Department of Housing and Urban Development will launch a new initiative to help victims of hate crimes sue their attackers.

When it comes to enforcing civil rights laws, we need strong leadership. This year, I nominated an exceptionally qualified person to head the Civil Rights Division of the Department of Justice. The son of Chinese immigrants, Bill Lee has seen the damaging force of discrimination, and he has dedicated his career to fighting it, without regard for ideology or political party. He is the best person for this vitally important position, and he deserves to be confirmed. I urge Congress to act now to confirm Bill Lee, and to ensure that our nation's civil rights laws are fully enforced.

Third, we know that for many reasons, too many hate crimes go unreported -- and an unreported hate crime is an excuse to ignore the problem. That is why I am pleased to announce that the National Crime Victimization Survey, which measures nationwide crime levels, will include questions about hate crimes, starting in 1998. This small addition will yield large results, by giving us a better measure of the number of hate crimes, by increasing what we know about how they occur, and by encouraging hate crime victims to report those crimes.

Finally, and perhaps most important, we must teach our children that to be American means to respect the basic dignity of every human being, and

to stand up for it wherever and whenever they can. That is why I am so pleased that the Department of Education and the Department of Justice are preparing a manual for educators, to help prevent hate crimes in their schools, and to develop a comprehensive curriculum to teach tolerance and mutual respect. And the Department of Justice will soon launch a new website for elementary school children called "Hateful Acts Hurt Kids," to teach younger students about prejudice.

With these steps, we are drawing the line against hate crimes. We are saying that in America, we will not tolerate hatred and discrimination; in America, we will never let our differences divide us; in America, we truly are one nation, under God, indivisible, with liberty and justice for all.

And now, I'm looking forward to hearing from all of you about what more we can do to get tough on hate crimes.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 18:57:37.00

SUBJECT: Don't need to call; we'll handle Monday. Cynthia

TO: ELENA (Pager) #KAGAN (ELENA (Pager) #KAGAN [UNKNOWN])
READ:UNKNOWN

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jerold R. Mande (CN=Jerold R. Mande/OU=OSTP/O=EOP [OSTP])

CREATION DATE/TIME: 7-NOV-1997 17:02:47.00

SUBJECT: Food Safety NYTs Shoe #2

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

CC: Toby Donenfeld (CN=Toby Donenfeld/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

CC: Donald H. Gips (CN=Donald H. Gips/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TEXT:

I want to make sure you know that the NYTs will shortly be running the second installment of its food safety series. I know you all remember Jeff Gerth's piece on food imports that ran the end of September. This will be a four part series beginning with a story by Chris Drew that will focus on non-meat E-coli O157:H7 outbreaks. There will also be a piece by Gina Kolata on food irradiation and a piece by Marian Burros on steps consumers can take to protect themselves. I'm not sure about the 4th piece. The series was scheduled to run beginning Sunday, but I have heard it has been delayed a week.

CNN is also working on a series, but I don't know any more than that.

Finally, I have received a copy of a USDA/HHS President's Food Safety Initiative document that USDA and HHS jointly prepared (a first) for OMB for the FY99 budget. It proposes \$170M above the FY98 level to continue implementing the programs announced in the Food Safety report the VP released in May, and to implement the President's food import program. I will send you a copy.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: William R. Kincaid (CN=William R. Kincaid/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 17:12:09.00

SUBJECT: Labor-H-Bill on Floor! -- Bill 6-2857

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: MICHAEL (Pager) #COHEN (MICHAEL (Pager) #COHEN [UNKNOWN])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Tanya E. Martin (CN=Tanya E. Martin/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

CC: Jonathan H. Schnur (CN=Jonathan H. Schnur/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

CC: Robert M. Shireman (CN=Robert M. Shireman/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

WHITE HOUSE CONFERENCE ON HATE CRIMES

NOVEMBER 10, 1997

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**WHITE HOUSE CONFERENCE
ON HATE CRIMES
CABINET AND SENIOR
GOVERNMENT OFFICIAL BRIEFING**

NOVEMBER 10, 1997

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President's Panel Discussion on Hate Crimes

Participants

The President

The Attorney General

The Secretary of Education

Peter Berendt, Principal, Mamaroneck Avenue Elementary School, NY

Hon. Sheila James Kuehl, President Pro Tempore, California State Assembly

Reverend Samuel Billy Kyles, Monumental Baptist Church, TN

Raymond Delos Reyes, student, Franklin High School, Seattle, WA

Tammie Schnitzer, survivor of hate crime, Billings, MT

Arturo Venegas, Jr., Chief of Police, Sacramento Police Department, CA

Hon. Grant Woods, Arizona Attorney General, AZ

Description and Goals

Description of the Panel

This panel brings together several individuals who have been actively involved in combating hate crimes, increasing awareness, and mobilizing community efforts. We have selected individuals from all across the country, from various backgrounds, and of different ages. These panelists each bring a different perspective to the hate crime problem in this country, ranging from the vantage point of teacher, law enforcement officer, student, legislator, community leader, religious leader, and Republican elected official.

Goals of the Panel

The purpose of this panel is to provide an overview of the problem of hate crimes in this country; to increase awareness of the problem; to promote unity by educating the public by permitting them to view people who have actively worked to prevent hate crimes; to foster a great appreciation of the rich diversity of America; and to serve as an opportunity to examine and document the promising practices for combating hate crimes.

Suggested Questions

The Attorney General will introduce each panelist. Each panelist will then give a brief opening statement. After the opening statements, YOU may ask the opening question. Below are some questions that are applicable to each of the panelists. YOU, the Attorney General, and the Secretary of Education should feel free to ask any of the following questions.

1. **Peter Berendt, Principal, Mamaroneck Avenue Elementary School, Mamaroneck, New York.**
 - What is the best way to teach children to become more aware of diversity and the problem of hate crimes?
 - What initiatives is your school undertaking?
 - What prompted your school to undertake this initiative? (There were a series of hate crimes in the community)

2. **Hon. Sheila Kuehl, President Pro Tempore, California State Assembly.**
 - What has been your experience with hate crimes legislation?
 - What kind of statistics does your state keep with respect to hate crimes?
 - What advice would you give other legislators to get hate crimes legislation passed?
 - Why do you think hate crimes statutes are important?

3. **Samuel Billy Kyles, Pastor, Monumental Baptist Church, Memphis, Tennessee.**
 - What role can the religious community play in combating and preventing hate crimes?
 - From your perspective, what are some of the most innovative strategies for communities to work together to combat hate crimes?
 - In your over 30-year involvement with hate crimes, do you think people's attitudes have changed?

4. **Raymond Delos Reyes, sophomore, Franklin High School, Seattle, Washington.**

- What was your first experience in noticing that people view persons of other races differently? (Ask him to describe when he was planning an assembly in his middle school).
- How did you get involved with ADL's Children of the Dream program?
- What do you think reaches students the most in helping them understand the problem of hate crimes?
- What have you experienced that has made the biggest impact on your attitudes?
- What have you done with the Children of the Dream program. (Ask him to describe his trip to Israel).

5. **Tammie Schnitzer, Billings, Montana.**

- Tell us about your experiences as a survivor of a hate crime? What happened to you?
- What did you decide to do about it?
- What would you recommend to others to help get their communities involved?

6. **Arturo Venegas, Jr., Chief of Police, Sacramento Police Department, Sacramento, California.**

- Tell us about the innovative law enforcement program you have in Sacramento for combating hate crimes.
- Is it difficult to investigate hate crimes?
- What strategies should law enforcement officers be aware of in bringing a hate crimes case?
- Are hate crime cases more difficult to prosecute than other cases?
- Do you find that often victims do not want to report hate crimes?

7. **Grant Woods, Arizona Attorney General.**

- What difficulties have you experienced in your state with regard to hate crime enforcement?
- What advice would you give to elected officials in helping to get hate crimes legislation passed and to get it enforced?
- How can bipartisan support for hate crimes enforcement be generated?

President's Panel Participants on Hate Crimes

Peter Berendt, Principal, Mamaroneck Avenue Elementary School, Mamaroneck, New York.

Following a series of hate crimes in the community, Mr. Berendt convened the *E Pluribus Committee* to address the underlying diversity issues facing the school community. His school is currently engaged in a multi-year comprehensive diversity awareness program. Mr. Berendt's school is working closely with the Anti-Defamation League in this effort.

Hon. Sheila Kuehl, President Pro Tempore, California State Assembly.

Sheila Kuehl is the Speaker Pro-Tem of the California State Assembly, making her its the second highest ranking member. She represents the 41st Assembly District (Encino, near Los Angeles). She was the first openly gay or lesbian member of the California State Legislature and is the sponsor of legislation to prohibit discrimination against gay and lesbian students in California Public Schools, and to further protect victims of domestic violence and other gender based violence. Prior to her election, Kuehl was a pioneering civil rights attorney and professor who worked on woman's and gay and lesbian civil rights issues. She is a graduate of the Harvard Law School and is a former actor who as a child played the role of Zelda Gilroy in the television series, "The Many Lives Of Dobie Gillis."

Samuel Billy Kyles, Pastor, Monumental Baptist Church, Memphis, Tennessee.

Mr. Kyles is an outspoken advocate against hate crimes and plays an important role in the religious community's efforts to further civil rights. Mr. Kyles is a member of Ecumenical Minister's Task Force. He also was a close friend of Dr. Martin Luther King and was with Dr. King during his last hours. Reverend Kyles has been involved with Operation PUSH and has received a Living Legend Award from the Tennessee Black Caucus.

Raymond Delos Reyes, sophomore, Franklin High School, Seattle, Washington.

Mr. Reyes has worked with the ADL's Children of the Dreams program. In March, Mr. Reyes traveled to Israel with the ADL's program. Mr. Reyes is a member of the Peer mediation Training Program and the Filipino Club.

Tammie Schnitzer, Billings, Montana.

Ms. Schnitzer is a Jewish women who was the victim of an anti-Semitic hate crime in Billings, Montana. When Ms. Schnitzer saw that the hate crimes in Billings were targeted toward only the Jewish residents, Ms. Schnitzer galvanized the entire community by encouraging, Jews and non-Jews alike, to display menorahs in the windows of their homes. Ms. Schnitzer's extraordinary efforts were the subject of a television movie, *Not in Our Town*.

Arturo Venegas, Jr., Chief of Police, Sacramento Police Department, Sacramento, California.

Mr. Venegas helped to develop the Sacramento Police Department's model program to deal with hate crimes in the community. Mr. Venegas has participated in innovative law enforcement strategies to combat hate crimes.

Grant Woods, Arizona Attorney General.

As a Republican, Mr. Woods has coordinated bipartisan support for hate crimes enforcement. He was a strong advocate for one of the first and strongest hate crime bills in the country. Mr. Woods also was the most visible Republican proponent of the Martin Luther King Holiday.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 18:21:34.00

SUBJECT: FYI--S. 1371--The Deadbeat Parents Punishment Act of 1997

TO: Jose Cerda III (CN=Jose Cerda III/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TEXT:

This had been added to the juvenile justice bill in committee; they are now trying to move it separately. We'll have to figure out how to make some hay out of this.

----- Forwarded by Cynthia A. Rice/OPD/EOP on 11/07/97
06:22 PM -----

MELISSA N.
BENTON
11/07/97 04:11:21 PM

Record Type: Record

To: See the distribution list at the bottom of this message
cc: Janet R. Forsgren/OMB/EOP, James C. Murr/OMB/EOP
Subject: FYI--S. 1371--The Deadbeat Parents Punishment Act of 1997

The Senate Judiciary Committee yesterday ordered reported without amendment S. 1371, the Deadbeat Parents Punishment Act of 1997. The bill seeks to strengthen federal child support enforcement by establishing felony violations for the failure to pay legal child support obligations. The bill has been placed on the Senate Legislative Calendar under General Orders. We understand that the Senate intends to hotline S. 1371, and pass it before adjournment.

According to the Department of Justice (Greg Jones), S. 1371 is based on legislation the Department of Justice transmitted in June, "The Child Support Recovery Amendments of 1997." (This legislation was cleared in accord on March 13, 1997.)

It is also possible (but less likely) that the House may take up its version of this legislation (H.R. 2503) before adjournment.

Message Sent

To: _____

Barry White/OMB/EOP
Keith J. Fontenot/OMB/EOP
Edwin Lau/OMB/EOP
Cynthia A. Rice/OPD/EOP
John E. Thompson/OMB/EOP
David J. Haun/OMB/EOP
Laura Oliven Silberfarb/OMB/EOP
Alice E. Shuffield/OMB/EOP
Charles Konigsberg/OMB/EOP @ E
Lisa M. Kountoupes/OMB/EOP

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 13:59:14.00

SUBJECT: Elena, please examine re: fingerprinting

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

HHS's rewrite after yesterday's meeting contained changes to preamble language only. Please examine below the changes to both the rule and the preamble which I have made to I think better reflect yesterday's conversation.

Section 271.42 Which reductions count in determining the caseload reduction factor?

(a) Each State's estimate must factor out any caseload decreases due to Federal requirements or State changes since FY 1995 that affect an individual's eligibility for assistance. These include:

(1) Changes in eligibility rules that directly affect a family's eligibility for benefits (e.g., more stringent income and resource limitations or time limits); and

(2) Procedural changes that have the effect of significantly delaying or denying eligibility (e.g., documentation requirements that create obstacles to the receipt of assistance).

A State need not factor out documented effects of enforcement mechanisms which are used to enforce existing eligibility criteria (e.g., fingerprinting or other verification techniques).

Preamble language for Section 271.42

Thus, we propose to give States credit for caseload reductions except when those caseload reductions arise from two kinds of changes in eligibility: (1) changes in eligibility rules that directly affect a family's eligibility for benefits (e.g., more stringent income and resource limitations or time limits); or (2) changes in procedural conditions of eligibility that also have a direct and significant effect on caseloads by delaying or denying eligibility (e.g., documentation requirements that create extra obstacles or delay receipt of benefits).

Under this approach, we would not give States credit for caseload reductions due to new procedural requirements where such requirements served simply as an obstacle that had the effect of keeping eligible families from seeking or receiving assistance. We would allow States to get caseload reduction credit where new procedural requirements (such as fingerprinting or other verification techniques) resulted in the

identification of families that were ineligible under existing eligibility rules. In making this distinction, States could report the actual number of cases identified as fraudulently seeking benefits or as well as cases identified through they could use a sample to determine what percentage of cases which were deterred because they were ineligible (and not accurately reporting their circumstances). Unless a State provided documented evidence that cases were diverted from the rolls due to fraud or misreporting, we would exclude all cases diverted from the rolls by procedural requirements from the State's caseload reduction credit.

Through this policy approach, we are seeking to achieve the balance identified by Congress: that a State should receive credit for moving families off welfare, but should not be able to avoid its accountability for work as a result of any changes that restrict program eligibility.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Stacie Spector (CN=Stacie Spector/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 7-NOV-1997 16:15:34.00

SUBJECT: possible attendees for thinkers dinner

TO: Jennifer M. Palmieri (CN=Jennifer M. Palmieri/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Thomas D. Janenda (CN=Thomas D. Janenda/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Christa Robinson (CN=Christa Robinson/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Paul E. Begala (CN=Paul E. Begala/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Sylvia M. Mathews (CN=Sylvia M. Mathews/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Michelle Crisci (CN=Michelle Crisci/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Douglas B. Sosnik (CN=Douglas B. Sosnik/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Stephanie S. Streett (CN=Stephanie S. Streett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Sidney Blumenthal (CN=Sidney Blumenthal/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Michael Waldman (CN=Michael Waldman/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: John Podesta (CN=John Podesta/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Ann F. Lewis (CN=Ann F. Lewis/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

Here is a draft working list of possible attendees for a possible dinner that we discussed this past Wednesday. More names will be coming in tomorrow and Monday when I get more call backs. But this should help us begin brainstorming, please email additional ideas that you have. These names have not been vetted, there will be additional diversity added, and more variety when I have additional information next week, and you all have weighed in.

Please forward to anyone I may have left off the distribution list. Thank you.===== ATTACHMENT 1 =====

ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT: [ATTACH.D30]MAIL40471601Y.316 to ASCII,
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6E80506174809C536368726F656465729B80848043686169722C804E65778043656E747572792F
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110C00000000100E0C00E07468617480697380776F726B696E67806F6E80746865806973737565
7380696E806180636976696C80736F63696574792ECCCC4672616E80526F6765727380E0110C00

Work/Family Dinner

Criteria: 12 - 24 people
Business, Labor, Authors, Thinkers

Generalists:

Walter Cronkite family man, married over 50 years, been in peoples living rooms forever.

Madelyn Hochstein Runs the "trend" research at Yankelovich has done a lot of work in the area of work/family, work and women.

Congresswoman Pat Schroeder - Chair, New Century/New Solutions working with a foundation that is working on the issues in a civil society.

Fran Rogers Work Family Directions (runs a \$50 million for profit company that helps businesses design and implement policies that support work and family -- Boston)

Kathleen Christiansen, Ph.D. Program Officer at the Sloan Foundation directing all projects on Work and Family.

Ellen Galinsky Helped on the Brain Conference here. President of Families/Work Institute a non-profit consulting on Work/Family.

Dana Freedman consulting Corporate Family Solutions. Runs a for profit company with companies on Work/Family issues.

Judy Lichtman President of Women's Legal Defense Fund, originator of Family and Medical Leave Act.

Bill Galston University of Maryland

Jerry Jasinowski National Association of Manufacturers

Ms. Bernice Weissbourd President of Family Focus a national organization representing the emerging family support movement. Offer many of the social supports that were once provided by a network of stable extended families within a community.

Labor Leaders:

Jim Murray State Fed. Pres of Montana, coalition builder, retired, Indiana Steelworkers, established training center with Business people and Steelworkers, in Midwest region to retrain workers as the steel industry began to change, he is nationally known by AFL-CIO, local leader dealing with real families and workers.

Karen Nussbaum Former head of the Women's Bureau at Labor
 Netsy Firestein Runs a labor project for working families. Publishes a newsletter on Family Friendly policies -- used widely in Labor. Helps Labor devise strategy for benefits and bargaining.

Lenore Miller President of the Retail, Wholesale, and Department Store workers. Also VP of UFCW.

CEO's:

Bob Haas CEO of Levi/Strauss - although they are cutting their workforce by 34% they have implemented this cutback in the most responsible way. The majority of stories surrounding this cutback have been positive, their severance packages have been very good for most workers, and Labor is good with them.

Elliot Lehman CEO, Emeritus of Fel-Pro, a mid-size (1,000 emp. approx) company in Skokie, Illinois. Fel-Pro is an auto parts manufacturing company that is one of the top family friendly companies in the country. They provide day care, summer camp, school holiday activities, and a wellness center for their employees. They offered Family and Medical Leave before it was official. Lehman has become somewhat of an Ambassador on these issues and travels the country talking to other companies about how this works and how it has increased productivity and makes for more successful businesses.

Linda Johnson Rice CFO Ebony/Jet. Taking over company from her father.

Bob Johnson CEO of BET.

Small Business Owner: Names coming
Part time worker: names coming

Authors:

Arly Hochschild The Second Shift about women not really having a revolution because they ended up primary caregiver as well as in the workplace.

Julia Shorr Americans Working Harder. Economist @ Harvard (too liberal?)

Alan Wolfe Sociologist, Boston University. Marginalized in the Middle-work/family and the middle class. Has a new book coming out soon, One Nation After All (he went out and talked with people all over the country that identified themselves as middle America, middle class, middle of the road - and regardless of their income and geographic location they had similar views on most issues.)

Sue Shellenbarger

Wall Street Journal Work and Family section writer.

Scholars:

Michael Sandel

Harvard Professor, political philosopher, public speaker, has participated in debates along side Cornell West on New Markets.

Ron Tahaki

University of Berkeley, Professor of History

Lottie Bailyn

MIT Sloan School of Management-T. Wilson Professor of Mgmt. She has recently completed a preliminary project on how work is organized through a work/family lens.

Al Kahn
focused

Columbia University, School of Social Work. His work is around work/family issues in this country and international comparative work.

Johnetta Cole

President of Spellman University

THE CLINTON ADMINISTRATION: DRAWING A LINE AGAINST HATE CRIMES

The Clinton Administration: Fighting Hate in Our Communities

- In Richland, Mississippi, four members of a neo-Nazi skinhead organization pled guilty to conspiracy and interfering with the housing rights of an interracial couple by throwing a molotov cocktail at their trailer home.
- Three defendants, one of whom is a racist skinhead and a member of the white supremacist group "South Bay Nazi Youth," were convicted of a civil rights conspiracy after they drove through the streets of Lubbock, Texas, hunting African-American men, luring them to the conspirators' car, and shooting the men at close range with a short-barreled shotgun. One victim died, one was seriously wounded in the face, and another had a finger blown off.
- In Livingston, Texas, six defendants pled guilty to civil rights charges for beating randomly selected African-American men with a rifle and a rodeo belt buckle, and punching them repeatedly as they tried to escape. The defendants had been angered at seeing other black men in the presence of white women.
- In Livermore Falls, Maine, two defendants pled guilty to civil right charges charges after firing shots at the Latino victims' fleeing car, wounding one victim in the arm.

[Source: Department of Justice, Civil Rights Division, 10/97]

Fighting Hate Crimes Through Tough Law Enforcement:

Vigorously Prosecuting Hate Crimes Under the Civil Rights Statutes. Several federal statutes provide jurisdiction to prosecute hate crimes -- crimes where the perpetrator selects his victim on the basis of certain characteristics such as race, color, religion, and national origin. Since 1989, over 500 defendants in more than half of the 50 states have been convicted on federal criminal civil rights charges for interfering with various federally protected rights of minority victims. Virtually all defendants charged in these cases have been convicted. President Clinton's Justice Department has vigorously prosecuted hate crime incidents, including where the defendants were members of organized hate groups, such as the Ku Klux Klan and various skinhead gangs.

Enhanced Penalties For Hate Crimes. As part of the historic 1994 Crime Act, the President signed the Hate Crimes Sentencing Enhancement Act which provides for longer sentences where the offense is determined to be a hate crime. In 1996 alone, 27 cases received enhanced sentences.

The Bureau of Alcohol, Tobacco and Firearms (ATF) Provides Expertise in Arson and Explosives

Investigations to Help Fight Hate Crimes Throughout America. While enforcing explosives and arson laws over which it has jurisdiction, ATF has participated in the investigations of bombing and arson incidents triggered by animus against characteristics such as race and sexual orientation.

The ATF, for example, has investigated the bombing of predominantly gay bars and nightclubs.

Sensible Gun Regulation Helps Stem the Flow Of Firearms that Can Fuel Hate Group Activity.

Many organized hate groups use guns to carry out violent offenses covered by hate crime statutes. Treasury bureaus work to intercept gun shipments into the U.S. and to regulate the illegal sale and possession of firearms by potential perpetrators of hate crimes and other offenses.

Prosecuting Hate Crimes Aimed At Our Houses of Worship:

Fighting Hate Crimes Aimed at Houses of Worship. The President fought for and signed the Church Arson Prevention Act of 1996, which facilitates prosecutions of racially motivated arsons and other acts of desecration against houses of worship.

Creating the National Church Arson Task Force. President Clinton established the National Church Arson Task Force (NCATF) in June 1996 to oversee the investigation and prosecution of arsons at houses of worship around the country. The NCATF has brought together the FBI, ATF, and Justice Department prosecutors in partnership with state and local law enforcement officers and prosecutors. Well over 200 ATF and FBI investigators have been deployed in these investigations. In addition, the NCATF has coordinated with other agencies, such as the Federal Emergency Management Agency and the Department of Housing and Urban Development, in the federal government's efforts to promote arson prevention and provide resources for church rebuilding.

- Many of the 508 incidents investigated by NCATF have been solved, mainly by a combination of federal and state arrests and prosecutions. Since January 1995, there have been 240 arrests and over 100 convictions, including the first convictions under the Church Arson Prevention Act. This rate of arrest (35 %) for crimes that may have been motivated by hate or bias is more than double the 16 % rate of arrest for arsons in general.

Working with Communities Against Hate:

Bringing Communities Together to Fight Hate. The Department of Justice's Community Relations Service often becomes involved when a hate crime incident threatens harmonious racial and ethnic relations in a community. The Service uses mediation to provide representatives of community groups and local governments with an impartial forum to restore stability through dialogue and discussion. It conducts training conferences on how to prevent and respond to hate crimes for state and local law enforcement and agencies, academic institutions, and civic, business, and community organizations.

Focusing on Youth Attitudes that Create Hate Crimes. The Department of Education is supporting efforts at the local level to develop and implement innovative and effective strategies for preventing hate crimes, including by funding programs aimed at reducing violent, hate-motivated behavior among youth.

Understanding the Problem of Hate Crimes:

Gathering Information on the National Scope of the Problem. The FBI Uniform Crime Report collects the only national data on hate crimes through the Uniform Crime Reporting (UCR) Program. In 1996, 11,355 law enforcement agencies, representing 84 of the nation's population, participated in the FBI's data collection efforts. These departments reported 8,759 incidents of hate crimes in 1996.

Studying Hate Crimes. The National Institute of Mental Health (NIMH) has funded the first large-scale study of the mental health consequences of hate crimes, focusing on anti-gay hate crimes. The preliminary findings of this research are that hate crimes have more serious psychological effects on victims than do non-bias motivated, but otherwise similar crimes. The study also provides information about the prevalence of anti-gay hate crimes and the rate at which these crimes are reported to the police.

Quality Commission Update. On November 20, we have tentatively scheduled an event for you to accept the Quality Commission's "Consumer Bill of Rights" and announce your support for a Federal legislative approach (not necessarily an Administration-specific bill) that ensures that the protections are real. In addition, we are working with HHS to determine if they can come up with executive actions that illustrate our commitment to apply the Commission's recommendations to Federal government programs. A great deal of public attention to the consumer protections issue has been raised lately, largely as the result of memos associated with the Republican Leadership (Senator Lott, Senator Nickles, Congressman Arney) that call on their business and insurer allies to oppose Federal legislation in this area. A quote that suggests that these industries "get off your butts and get off your wallets" has been attributed to Senator Lott and Congressman Arney has been labeling any effort in this area to be "Clinton II." While their strategy may be paying dividends with their target audience, the publicity around the memos has not served the Leadership well. This is particular the case since 85 Republicans have joined Congressman Norwood (R-GA) in supporting legislation that goes far beyond what Quality Commission will recommend to you. Having said this, the concern of the business community about premium increases is growing, and we are going to have to position ourselves carefully on this issue.

Medicare Commission Update. This week Senator Daschle announced that Senator Kerrey and Senator Rockefeller will serve as his appointments to the Medicare Commission. Apparently he decided to go ahead and make this announcement and forego any potential trade for one appointments. Neither Congressman Gephardt nor the Republicans have announced or even finalized their decisions for the Commission.

Children's Health Outreach Initiative. As you know, three million children are now eligible and not enrolled in Medicaid. Many more children will be eligible but not enrolled in the new children's health insurance program (CHIP). We have been meeting with HHS, NEC and the First Lady's office to develop ideas for a major children's health outreach initiative. Possible policy options could include: simplifying Medicaid eligibility rules; distributing a model single application form for both programs; giving states access to existing but now restricted funds for outreach; and making it easier to enroll children at schools and child care referral centers.

We are also considering other private sector outreach initiatives, such having businesses who market to parents promote enrollment. Finally, we hope to form a public/private steering committee that would continue to develop and encourage innovative outreach efforts. This committee could include representatives from HHS, NGA, Americorps, America's Promise, prominent non-profit foundations, provider groups, children's advocacy groups. If you and/or the First Lady are interested, we could design a possible event to announce this initiative.

Confirmation Update on Nancy-Ann Min DeParle and Dr. Satcher. We have been working hard to encourage Senator Lott and other Republicans to allow for final confirmation votes for Nancy-Ann Min DeParle to become HCFA Administrator and Dr. David Satcher for Surgeon General. It appears that there is growing fear among Republicans that the Kyl Medicare private

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 7-NOV-1997 16:22:35.00

SUBJECT: Senior Staff Coverage for Veteran's Day

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Christopher C. Jennings (CN=Christopher C. Jennings/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Sarah A. Bianchi (CN=Sarah A. Bianchi/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Please let me know. Thanks.

----- Forwarded by Laura Emmett/WHO/EOP on 11/07/97 04:30 PM -----

Brooks E. Scoville

11/07/97 04:16:51 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: Senior Staff Coverage for Veteran's Day

As per Jason's email yesterday, I am collecting information on Senior Staff office coverage for Veterans Day, Tuesday, November 11. The Chief of Staff has requested a complete list of senior staff (Assistants to the President and Deputy Assistants to the President only) who will be working the holiday, as well as the names of those senior staff on call and how they can be reached.

Please submit your names to me no later than 10 am on Monday, November 10. We will be submitting this information to the Chief of Staff Monday afternoon.

Also, remember to provide the WHCA Signal Switchboard with information of how the senior staff who will be out of town may be reached.

Thank you.

Message Sent

To:

Lori L. Anderson/WHO/EOP
Carolyn E. Cleveland/WHO/EOP
STEELE_E @ A1 @ CD @ LNGTWY

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 11:26:09.00

SUBJECT: Govenors/ FICA/ CR

TO: Emil E. Parker (CN=Emil E. Parker/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Emily Bromberg (CN=Emily Bromberg/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Sky Gallegos (CN=Sky Gallegos/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Governors Carper and Chiles staff just called me. Their bosses are in town, asked them to call ASAP to ask the possibility of getting a limited FICA exemption added to the Continuing Resolution. I checked in with Barry White, who said that the firm agreement with the leaderships is that the CRs will only have those things necessary to keep the programs running, and that we may have a series of one-day CRs this week as negotiations continued. I relayed this to Martha and Karen.

FYI -- they suggested a new way of doing a FICA exemption -- a clause that would say

"no FICA/FUTA liability until the IRS rules." Kind of an interesting idea.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 18:32:39.00

SUBJECT: Call me with quick question on fingerprinting. Cynthia 62846

TO: ELENA (Pager) #KAGAN (ELENA (Pager) #KAGAN [UNKNOWN])

READ:UNKNOWN

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jennifer M. Palmieri (CN=Jennifer M. Palmieri/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME: 7-NOV-1997 16:01:26.00

SUBJECT: Re: Same Sex Schools

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

Thanks -- I will try to keep the day open (sadly, it's the only open day left in November) and we will be ready with a back up in the likely event that same sex schools are not ready to go.

Please let me know if you get a better sense of timing on this.

thanks.

October 31, 1997

MEMORANDUM FOR THE PRESIDENT

FROM: Bruce Reed
Elena Kagan

RE: DPC Weekly Report

Health Care: Quality Commission Update -- On November 20, we have tentatively scheduled an event for you to accept the Quality Commission's "Consumer Bill of Rights" and announce your support for a Federal legislative approach (not necessarily an Administration-specific bill) that ensures that the protections are real. In addition, we are working with HHS to determine if they can come up with executive actions that illustrate our commitment to apply the Commission's recommendations to Federal government programs. A great deal of public attention to the consumer protections issue has been raised lately, largely as the result of memos associated with the Republican Leadership (Senator Lott, Senator Nickles, Congressman Arney) that call on their business and insurer allies to oppose Federal legislation in this area. A quote that suggests that these industries "get off your butts and get off your wallets" has been attributed to Senator Lott and Congressman Arney has been labeling any effort in this area to be "Clinton II." While their strategy may be paying dividends with their target audience, the publicity around the memos has not served the Leadership well. This is particular the case since 85 Republicans have joined Congressman Norwood (R-GA) in supporting legislation that goes far beyond what Quality Commission will recommend to you. Having said this, the concern of the business community about premium increases is growing, and we are going to have to position ourselves carefully on this issue.

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Crime: Brady Bill -- Next week, the Department of Justice expects to sign a memorandum of understanding (MOU) between the Attorney General, the Ohio Attorney General and the Franklin County Sheriff (OH) to ensure that background checks are conducted for all prospective handgun purchasers in Ohio. As you know, since the Supreme Court's Prinze decision, the Ohio Bureau of Criminal Identification and Investigation (BCI&I) has only been conducting background checks on a voluntary basis. Under the proposed MOU, the Franklin County Sheriff will initiate all background checks of purchasers who do not consent to a background check. Arkansas is now the only state not conducting background checks on a voluntary basis.

Crime: Crime Statistics -- Next Sunday, the Department of Justice is tentatively scheduled to release both the 1996 Bureau of Justice Statistics Crime Victimization Survey and the FBI's Uniform Crime Report for the first half of 1997. While we won't be able to review the findings of these reports until next week, we expect them to show a continued drop in the crime rates.

Crime: COPS -- On Thursday, November 6th, the COPS office announced that it would fund 96 innovative state and local law enforcement projects and 21 Community Policing

Demonstration Centers to provide the latest community policing information and model strategies for police and sheriffs throughout the country.

Crime: INS Reorganization -- On Friday, November 7th, the House Judiciary Subcommittee on Immigration held a hearing on the Commission on Immigration Reform's proposal to break-up INS. Although no witnesses from the Administration were invited, Bruce sent a letter to inform Subcommittee Chair Lamar Smith of DPC's intent to review the Commission's recommendations and work with the Subcommittee to improve the management and administration of the nation's immigration system.

Crime: Stalking Report -- Next week, the Attorney General may release a report showing that an estimated 1.4 million women are the victims of stalkers each year -- and that as many as 1 out of 12 women will be stalked during the course of their lives. The Justice Department will simultaneously release a manual of "best practices" for prosecutors to address stalking.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Toby Donenfeld (CN=Toby Donenfeld/O=OVP [UNKNOWN])

CREATION DATE/TIME: 7-NOV-1997 17:02:47.00

SUBJECT: Kennedy-Lautenberg-Durbin bill -- Has anyone seen the bill yet?

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Jerold R. Mande (CN=Jerold R. Mande/OU=OSTP/O=EOP @ EOP [OSTP])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Donald H. Gips (CN=Donald H. Gips/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TEXT:

bc-TFK-smokefree-act

TFK Statement on Healthy and Smokefree Children Act

To: National Desk, Health Writer

Contact: Shelley Caplan or Bernadette Voelker, 202-296-5469,
both of the Campaign for Tobacco-Free Kids

WASHINGTON, Nov. 7 /U.S. Newswire/ -- The following is a
statement by Matthew Myers, executive vice president and general
counsel of the Campaign for Tobacco-Free Kids, regarding
introduction of the Healthy and Smokefree Children Act:

The Campaign for Tobacco-Free Kids applauds today's introduction
of the Healthy and Smokefree Children Act by Sens. Kennedy,
Lautenberg and Durbin. We welcome the introduction of this bill. It
moves us an important step closer to the enactment of legislation
that will reduce youth tobacco use, save lives and end our nation's
tobacco epidemic. We thank these three members for their
introduction of this bill and their longstanding commitment to
protect children from tobacco.

The Campaign is committed to working with the entire Congress to
develop bipartisan legislation that will have widespread support in
the public health community. A comprehensive, well-funded and
sustainable tobacco control policy is essential to truly protect
the lives of America's kids. -0-/U.S. Newswire 202-347-2770/
APNP-11-07-97 1658EST

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Received by NewsEDGE/LAN: 11/7/97 5:02 PM

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 14:02:01.00

SUBJECT: Request for Cuomo to be on President's panel

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

CC: Richard Socarides (CN=Richard Socarides/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TEXT:

Jackie Lawing (sp) from HUD called, and suggested that Secretary Cuomo be on the President's panel discussion. I would suggest not --for several reasons including time constraints and the fact that we do not have a panelist representing the housing issue. Do you want me to call them or will you?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 13:57:43.00

SUBJECT: Note for Jason G. for POTUS

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

In a letter the president sent today to Rep. Bob Etheridge (D-NC) he made written commitments to not support tobacco legislation that didn't provide a sound future for farmers.

In general language he:

1. Noted his continued confidence in the quota program;
2. Agreed that American farmers should have a fair share of product in American cigarette companies' sales abroad and domestically;
3. Endorsed the concept of independent source of funds for tobacco programs, and that the cigarette excise tax was one source for covering administrative costs of the program;
4. Agreed that farmers should get the same immunity that companies get from a tobacco deal;
5. Promised to work to reform the "duty drawback" program so it didn't injure domestic farmers.

715 words

DRAFT OP-ED

The tragedy of ethnic, racial and religious violence is not new to the world, but it should be more apparent than ever what a danger it poses for our American society. With the fall of the Berlin Wall and the end of the Cold War, the world is discovering the poisonous effect of intolerance on nation states from the Mideast, to the Balkans, and Ireland. Democratic communities rely on citizens having a shared sense of responsibility and shared protection by the law. Where that does not exist, a nation becomes factionalized. In an increasingly diverse society like our own, to do anything less than build a bulwark against crimes of intolerance is to leave some citizens unprotected and ignore the real dangers to our commitment to a shared society.

The crimes of intolerance I see punished around the country are generally not part of some national conspiracy to destroy America. In Livingston, Texas, six defendants recently pled guilty to civil rights charges for beating randomly selected African-American men with a rifle and a rodeo belt buckle, and punching them repeatedly as they tried to escape. In Livermore Falls, Maine, two defendants plead guilty to civil rights charges after threatening four Latino victims, chasing them by car from the store, and firing shots at the victims' fleeing car, wounding one victim in the arm. They are acts of ignorance, prejudice, and stupidity. But they have a corrosive effect. Where there is no punishment, or the punishment is not severe enough, we signal our lack of resolve against bias in our society and for a nation with justice for all.

This week the President has convened the first ever White House Conference on Hate Crimes. It will bring together a broad coalition of representatives from law enforcement, government, religious and community who have taken stands on this problem. As a legal matter a hate crime is a bias crime, a criminal attack committed against a person or property that is motivated by the offender's bias against the victim's traits-- such as a race or religion. We need to consider the effectiveness of our laws, the quality and type of law enforcement resources, and ways to attack ignorance with education.

The Conference will also help address the problem of data collection. We have a relatively poor grasp of the scope of this problem, new statistics indicate there were about 11,000? criminal bias incidents in the United States last year. Even considering the degree of under reporting in this country, the number is far too high.

And the quality of statistics is one of the most urgent priorities for government. States and localities vary as to whether they report under our national voluntary law. Also significant, many of the most likely targets of hate crimes also are the least likely to report incidents to the police. For example, 60% of the victims of anti-gay incidents who reported their incidents to private tracking groups did not report the incidents to the police, in many cases because of a fear

of mistreatment or unwanted exposure. Finally, state and local jurisdictions often have disincentives to classify and compile statistics relating to hate crimes. Tracking hate crimes may require law enforcement agencies to do additional investigative work to determine the motivation behind crimes.

But the problem will not go away if we just ignore it. The number of hate crimes actually reported to the FBI has increased over the past several years, from 2,771 in 1991 to 7,947 in 1995. In 1995, 95845 state and local agencies reported a total of 7947 such incidents to the FBI. The fact that many jurisdictions, including several large jurisdictions, report to the FBI that they have no hate crimes leads many to conclude that current statistics present an incomplete picture of the national situation.

This week's conference should signal a national resolve to draw the line against hate crimes. Most Americans know that tolerance -- listening and respecting each other as citizens -- is one of the values at the core of our country's success. If we fail to recognize the need to affirm that principle and instead allow some fellow Americans to suffer from criminal prejudice we do an injustice not only to the victims, but to the America we must build for the next century.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Christa Robinson (CN=Christa Robinson/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 13:25:47.00

SUBJECT: Cabinet memo 11-7-97

TO: Allison Balderston (CN=Allison Balderston/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Nicole R. Rabner (CN=Nicole R. Rabner/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: William R. Kincaid (CN=William R. Kincaid/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Sarah A. Bianchi (CN=Sarah A. Bianchi/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Leanne A. Shimabukuro (CN=Leanne A. Shimabukuro/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Diana Fortuna (CN=Diana Fortuna/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Jennifer L. Klein (CN=Jennifer L. Klein/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Cathy R. Mays (CN=Cathy R. Mays/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Bruce N. Reed (CN=Bruce N. Reed/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Julie A. Fernandes (CN=Julie A. Fernandes/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Jeanne Lambrew (CN=Jeanne Lambrew/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Essence P. Washington (CN=Essence P. Washington/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Michael Cohen (CN=Michael Cohen/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Christopher C. Jennings (CN=Christopher C. Jennings/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Mary L. Smith (CN=Mary L. Smith/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Tanya E. Martin (CN=Tanya E. Martin/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: Cynthia A. Rice (CN=Cynthia A. Rice/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TO: Laura Emmett (CN=Laura Emmett/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])
READ:UNKNOWN

TO: WEINSTEIN_P (WEINSTEIN_P @ A1 @ CD @ LNWTWY [UNKNOWN]) (OPD)
READ:UNKNOWN

TEXT:
AGRICULTURE
Today - nothing public

AIDS POLICY
Today - the Director is in Chicago speaking to an AIDS Foundation meeting;
ed board meeting with Chicago Tribune

ONDCP
Today - the Director attends drug elimination grants event with VP

EDUCATION
Today - the Secretary attends Blue Ribbon schools event with Mrs. Clinton
Monday - the Secretary attends Hate Crimes Conference

ENERGY
Next Week - the Secretary will be traveling to the Caspian next week
Today - the Secretary speaks to National Conference of State Legislators;
announce Safeguards and Securities at sites around the country

EPA
Today - nothing public

HHS
Today - the Secretary is in Indiana speaking about Breast Cancer

INTERIOR
Today - the Secretary is in Arizona at Bureaus of Reclamation memorial
service

JUSTICE
Today - nothing public

OMB
Today - nothing public
Monday - the Director speaks to Wall Street Journal Lunch group; attends
Hate Crimes Conference

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Thomas L. Freedman (CN=Thomas L. Freedman/OU=OPD/O=EOP [OPD])

CREATION DATE/TIME: 7-NOV-1997 14:53:22.00

SUBJECT: Re: press briefing

TO: Elena Kagan (CN=Elena Kagan/OU=OPD/O=EOP @ EOP [OPD])

READ:UNKNOWN

TEXT:

I thought your answer was good-- it sounded like an expert's, comment on the data and refer to specifics. I'll get more info on it though.