

**NLWJC - KAGAN**

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**[11/15/1997 - 11/17/1997]**

# Withdrawal/Redaction Sheet

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	Phone No. (Partial) (1 page)	11/15/1997	P6/b(6)
002. email	Lynn Cutler to Nelson Reyneri et al. re: Thanksgiving (1 page)	11/15/1997	Personal Misfile

**COLLECTION:**

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

**FOLDER TITLE:**

[11/15/1997-11/17/1997]

2009-1006-F

bm69

### 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]
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- 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]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:15-NOV-1997 11:37:27.00

SUBJECT: work/family 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:

The attached document is an updated list and there is additional information to come.

Also, here is an interesting news release from the Ford Fdtn. who did something very similar

(our friend Wendy Smith alerted us to this), that you may find interesting.

NEWS FROM THE FORD FOUNDATION

CONTACT:

Bob Curvin  
Vice President/Communications

# Withdrawal/Redaction Marker

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001. email	Phone No. (Partial) (1 page)	11/15/1997	P6/b(6)

### COLLECTION:

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

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Galen

P6/(b)(6)

Michele

[001]

Burson-Marsteller

P6/(b)(6)

FORD FOUNDATION TO HOST UNIQUE MEETING OF CORPORATE LEADERS TO DISCUSS THE BENEFITS OF INTEGRATING WORK AND PERSONAL LIFE

Ford Foundation Introduces Web Site Offering Full Text of Groundbreaking Report

NEW YORK, September 15, 1997 -- The Ford Foundation and the Xerox Corporation today will host the "CEO Summit on Relinking Life and Work." Ford Foundation President Susan V. Berresford and Xerox Chairman & CEO Paul A. Allaire will lead 75 CEOs in discussing how helping employees meet the dual challenge of integrating work and personal life needs can be a powerful business tool. The summit was designed to give a broad range of CEOs insight into groundbreaking research, while discussing its implications for their own companies.

The summit is being sponsored in cooperation with MacDonald Communications, publishers of Ms., Working Woman and Working Mother, which today released its annual list of the 100 best companies for working mothers.

The summit draws from a 1996 Ford Foundation-sponsored report, "Relinking Life and Work: Toward a Better Future." The report, which focuses on Xerox operations, describes how restructuring the way work gets done can help employees integrate their work and personal life needs, and also improve business results. According to Berresford, "The surprise from the research was that changes that made the workplace more family- and community-friendly had a positive bottom-line impact."

"This is a historic event," says Xerox CEO Paul Allaire. "Our very presence here today says something about the new realities of leading a company in the global marketplace. I don't believe any of us would be here today if we weren't convinced our discussion today has ramifications for our businesses beyond the issue of family-friendly policies."

Allaire adds that the research findings provided what are believed to be the most striking "measurable evidence that creating a culture where people can integrate life and work doesn't mean sacrificing business performance."

Other business leaders attending the summit include J. Michael Cook,

Chairman and CEO of Deloitte & Touche, LLP; Livio DeSimone, Chairman & CEO of Minnesota Mining & Manufacturing Corporation (3M); James Dimon, Chairman & CEO of Smith Barney/Travelers Group; George M.C. Fisher, Chairman, President and CEO of Eastman Kodak Co.; James A. Johnson, Chairman of Fannie Mae; Jan Leschly, President and CEO of SmithKline Beecham Corp.; Henry B. Schacht, Chairman and CEO of Lucent Technologies; and Thomas B. Wheeler, Chairman and CEO of Mass Mutual Life Insurance Corp.

During the course of the summit, Lotte Bailyn, T. Wilson Professor of Management at the M.I.T. Sloan School of Management, will present the major findings of the report, which she wrote with Rhona Rapoport, co-director of the Institute of Family and Environmental Research. Seeking to test the idea that "family-friendly" work practices can also help improve business results, the researchers worked with three Xerox business units to help workers change how they do their work. They ferreted out the invisible inefficiencies and non-productive work practices that exist in any job and gave creative solutions to work-family conflicts a chance to emerge. The researchers found that helping people address work-personal life issues also frees them to think more creatively about work in general, providing companies with a strategic opportunity to achieve a more equitable, productive and innovative workplace.

The business results described in the Ford Foundation report were striking. In the Dallas sales/service office, sales revenues exceeded expectations and customer satisfaction improved as sales, service and support people formed cross-functional teams to address work/family conflicts and improve customer service. Absenteeism dropped 30 percent among the 320 employees at the southern customer administration center in Dallas. The office color business team in Webster, NY, introduced the Xerox 4900 desktop color printer on schedule in 1994, a rare occurrence for the high-tech industry, where many factors can prevent on-time product launches.

"Developments like these are encouraging," Berresford adds. "Strong support for good work-personal life practices will make us all work more efficiently and profitably, and enrich our communities and families and the nation."

The Foundation has made available an electronic version of the Relinking report -- which has prompted a great deal of interest among management consultants and human resource executives and the media -- in its newly introduced website, located at <http://www.fordfound.org>. The



**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

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.

Brenda Barnes                      PepsiCo, Highest ranking woman in corporate America. Story in WSJ about how she was quitting her high paying high ranking job to spend more time with her family. She tried to balance, but not working for her.

Claudia                              NBER, Harvard

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

Bob Johnson                      CEO of BET.

Shelly Lazarus                      CEO Ogilvy & Mather

Mike Cook                          Chairman, Deloitte & Touche

Steve Groot                        President, Allstate Indemnity

**Small Business Owner:**

Susan Dailey                      Partner, Dailey & Dailey Atty's at Law. Vermont

Linda Laitala                      Owner, Tool and Die Company. Mora, Minnesota

Joyce Draper Co-Owner, Car Wash Chain. Mooresville, NC

Nancie Cameron Owner, Wedding Cake business. Silver Spring, MD

**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.

Barbara Whitehead Writer, The Atlantic

**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, studied through a work/family lens.

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

Johnetta Cole President of Spellman University

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:15-NOV-1997 11:21:50.00

SUBJECT: weekly

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:  
FYI -- I realize that the first two are pretty long. They are responses  
to things the President specifically asked about.===== ATTACHMENT 1  
ATT CREATION TIME/DATE: 0 00:00:00.00

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*Florida Tobacco Settlement and Implications for Children's Coverage.* You have asked whether we could work with Governor Chiles to allow Florida to keep all or most of its settlement if it can illustrate it is being spent on children's health coverage. While we might well like to move in this direction, it appears that current law gives us little flexibility in this regard. The statute explicitly requires us to collect any portion of Medicaid dollars that have been recaptured by the states. If we do not, we are vulnerable both to Justice action and possibly *qui tam* suits. These are false claims suits filed on behalf of the taxpayers against the states for not reporting their tobacco settlement recoveries to the Federal government. The damages for such suits are treble plus \$5,000 per claim — 20 to 33 percent of which would go to the lawyer. The Justice Department has received some preliminary inquiries in this regard. The only other non-legislative way to assist states like Florida is to conclude that most of the settlement is not Medicaid related and, as such, we have no claim on the dollars. However, this weakens our position with respect to other states' and a national settlement. It also is hard to claim that these settlements are not primarily Medicaid-related and, if we try, we could be sued for being in a conspiracy with Florida in misrepresenting the amount owed to the taxpayers. Thus, we will be looking at the proposed legislative changes like the national settlement or a bill proposed by Senator Graham that explicitly preempts the underlying Federal recapture requirements for the purpose of the settlement.

**Confirmation Update: Nancy-Ann Min DeParle and Dr. David Satcher.** The Senate confirmed Nancy-Ann Min DeParle to become the HCFA Administrator last weekend. Unfortunately, despite a 12-5 vote to report Dr. Satcher out of the Labor Committee, the Congress adjourned before they could schedule a final confirmation vote. Although it seems clear that he would have easily been confirmed, Senator Ashcroft (R-AZ) placed a hold on the vote, explicitly suggesting that the primary reason he did this was that Dr. Satcher would not reject the Administration's position on late term abortion. Some have suggested that this was a purely political move on the Senator's part to position himself for the 2000 Presidential run. What is certain is that Dr. Satcher has never been a player in the abortion debate and has explicitly said he does not intend to use the Office of the Surgeon General to forward any abortion rights agenda. He continues to enjoy the strong support of virtually every credible health care player in the nation, including the AMA. However, in an effort to not take anything for granted, we are working with the AMA and other groups -- as well as key Republican Senate supporters (Frist, Nickles, Jeffords, etc.) -- to get a successful vote soon after the Congress reconvenes line up

have the support of the AMA and many other middle and right of center health care groups. We are currently discussing how to best promote Dr. Satcher and this nomination and prevent it from becoming a referendum on partial birth abortion during the recess.

**Quality Commission.** Next week, you are scheduled to accept the Quality Commission's Bill of Rights. We plan to submit a memo to you on Monday which will summarize the Bill of

Rights and recommend options as to how you might want to respond. We are also reviewing Executive Actions you may be able to take that will improve quality in the Federal government. We will discuss these in the memo as well.

**Response to HHS Study Regarding Reductions Decline in Take-Up Rates for Health Insurance.** You asked for a response to a recent HHS study in the decline in take-up rates for health insurance. It referred to a study conducted by HHS of the 10-year trends in access to and participation in employer-sponsored health insurance. The study's findings are not quite as dramatic as the reports would suggest. Between 1987 and 1996, the proportion of workers with access to employer-based insurance remained constant (about 82 percent). However, the proportion of workers accepting that coverage declined slightly, from 93 to 89 percent. This decline was more pronounced for younger and low-income people; today, about three-fourths of these groups who had access to insurance purchased it. This occurred during a period when premium growth was three times higher than wage growth. Reiterating this fact does confirm one of the tenets of the Administration's health agenda: that affordability of insurance is as important as access to it. We hope that the 1999 budget and the tobacco settlement will offer opportunities to build upon our efforts in Medicaid waivers and the Children's Health Insurance Program to provide premium assistance for uninsured Americans.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:15-NOV-1997 14:16:09.00

SUBJECT: I'm on the phone with Jordan from Air Force One...I'll call you back

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

READ:UNKNOWN

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:15-NOV-1997 16:36:41.00

SUBJECT: final briefing

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

===== ATTACHMENT 1 =====  
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

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000200E80B13006581E90B02004400EA0B01004400EB0B01000200EC0B01004500ED0B01000200  
EE0B01004500EF0B01000200F00B01000200C24C0C2300000000000000000000000000000008  
337C00780000020000F00B00000301000400020000001B00F41A5C121A09000000000000006000  
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000000001B00F41A5C121A0900001109000000600018110000101A00540069006D006500730020  
004E006500770000000000000000000001B00F41A5C121A0900001109000000600018110000101600

November 15, 1997

## **WELFARE TO WORK EVENT**

**DATE:** November 17, 1997  
**LOCATION:** Cessna Aircraft Company, Wichita, KS  
**EVENT TIME:** Tour 1:00 pm - 1:25 pm  
Event 1:25 pm - 2:25 pm  
**FROM:** Bruce Reed/Cynthia Rice

### **I. PURPOSE**

To highlight the success of the Welfare to Work Partnership in increasing the number of businesses committed to hiring welfare recipients; announce new caseload reduction numbers; unveil new welfare regulations; and applaud the model welfare-to-work program at the Cessna Aircraft Company -- one of the founding members of the Welfare to Work Partnership.

### **II. BACKGROUND**

You will make remarks to an audience of 400, including elected officials and the 200 Cessna employees who graduated from the company's welfare-to-work training program. The event will take place at the new state-of-the-art welfare-to-work training facility, called the 21st Street Learning Center, which will be officially dedicated at this event. The facility, which opened last month, will enable Cessna to double the size of its welfare-to-work program. Cessna will now train about 40 sheet metal assemblers and a dozen clerical workers at a time and provide on-site child care for the trainees' children. Cessna's sheet metal assembly program provides trainees a \$6.50 an hour salary with health benefits, child care, and a guaranteed job upon completion of the program. The clerical skills training program does not pay trainees or guarantee them jobs, but provides free training and places graduates at companies throughout Wichita. The new facility was built by the city of Wichita using loan guarantees from HUD, and is part of a new Cessna campus which includes temporary housing for trainees (now under renovation) and a new subassembly plant.

**You will announce that in six months over 2,500 companies from all 50 states have joined the Welfare to Work Partnership and pledged to hire new workers from the welfare rolls -- far exceeding the goal of 1,000 set at the May 20th launch of the**

**Welfare to Work Partnership. You will also praise the U.S. Chamber of Commerce's new campaign to enlist every local chamber of commerce in persuading their members to join the Welfare to Work Partnership and hire welfare recipients.**

You will also announce that welfare caseloads have continued their dramatic decline, falling another 236,000 in the most recent month for which statistics are available and a full 1.9 million in the 11 months after you signed welfare reform into law. According to the new numbers, 10,258,000 people were on welfare in July, a 27 percent drop from the 14,115,000 on the rolls when you took office. Since January 1993, a total of 49 out of 50 states have lowered their welfare rolls -- 16 states by 40 percent or more.

**Finally, you will announce new work-focused welfare reform rules that will provide state and local governments with the flexibility to use federal resources effectively, while holding them accountable for results.** These regulations make clear that we want all welfare recipients who can work to go to work and that we want states to work with every family on welfare to help them achieve self-sufficiency.

While the new welfare regulations will not be the focus of your visit to Wichita, we arranged to unveil them on the same day as your visit to reinforce your commitment to work and welfare reform. There are two sets of new rules: proposed regulations from HHS to states operating the Temporary Assistance for Needy Families (TANF) welfare reform program and interim final regulations from the Department of Labor to states and localities receiving grants from the \$3 billion Welfare to Work (WtW) fund you fought for and won in the Balanced Budget.

We were able to resolve all the issues with HHS in a way that we believe reinforces the importance of the law's work requirements while giving states flexibility to design programs and a fair opportunity to correct failures.

States that fail the work rates will be levied a penalty based on performance -- how far they were from meeting the rates. States will have the opportunity to correct or eliminate violations through a corrective compliance plan, and states that make substantial progress during their corrective compliance period will be eligible for a reduced or eliminated penalty. To protect states from an unreasonable risk, the penalty for failing to meet the two-parent participation rate will be proportional to the size of the caseload in the state.

The rule attempts to create a system of disincentives that will discourage states from trying to game the work requirements by steering hard-to-employ individuals to state maintenance-of-effort programs, where the work rates don't apply. If the Secretary finds that a state has diverted recipients into a state program to evade the full force of the work requirements, she will refuse to reduce or limit the size of any penalties levied for failing to meet the work rates or time limits.

The regulation, like the law, allows states to reduce the required work participation rate by the percent the caseload has declined since 1995, so long as the lower caseloads are not due to new eligibility restrictions. HHS initially proposed that states should not get a caseload reduction credit for enforcement measures like fingerprinting, but ultimately agreed to change this position.

We were able to agree on a proposal to incorporate some of Senator Murray's concerns about victims of domestic violence. Under the new proposed rules, a state will not be penalized for failing to meet work requirements or time limits if its failure to do so is attributable to waiving these requirements for victims of domestic violence -- provided that these waivers are temporary and accompanied by services to help the individual prepare for work and self-sufficiency.

The Department of Labor rules for the \$3 billion welfare to work grants will ensure that grant recipients have the tools they need to move hard-to-employ, long-term welfare recipients to work. The rules provide great flexibility to state and local governments to decide what programs and services will best help these families become self-sufficient. They encourage collaboration among local agencies to ensure that child care, substance abuse treatment, and transportation needs are addressed. And they ensure that these funds are targeted to hard-to-employ welfare recipients -- generally those with poor education, low skills, and little job experience -- who need help the most and whom the program was designed to serve.

These Department of Labor rules apply to both the funds that will be awarded competitively (about 25 percent of the total) and those distributed according to the statutory formula. As you know, 85 percent of the formula funds will be distributed to Private Industry Councils, and 15 percent will be retained by the states. Both states and PICs may contract with other service providers. We plan to release an application for the competitive funds next month.

### **III. PARTICIPANTS**

#### Briefing Participants:

Doug Sosnik  
Cynthia Rice

#### Event Participants:

Secretary Glickman  
Secretary Herman

Michael Starnes, U.S. Chamber of Commerce Chairman and CEO of M.S. Carriers Inc., a trucking Company in Memphis Tennessee.

Russ Meyer, Jr., Chairman and CEO of Cessna

Tanya Oden, former welfare recipient now working in Cessna Plant.

Jodee Bradley, former welfare recipient now working in Cessna training program.

Also Seated on Stage:

Eli Segal, President and CEO of the Welfare to Work Partnership

John Moore, Vice President of Cessna

\*Members of Congress and all other elected officials will be seated in the front row.

**IV. PRESS PLAN**

Tour of Training Facility: Pool Press

Tour of Child Care Facility: Still Photos

Event Program: Open Press

**V. SEQUENCE OF EVENTS**

- Upon arrival, **you** will be greeted by Russ Meyer, Cessna CEO, and Eli Segal.
- **You** will briefly tour the training facility and then the child care facility.
- **You** will then meet and greet the stage participants in a holding room.
- **You** will be announced onto the stage accompanied by Russ Meyer and Cessna employees Tanya Oden and Jodee Bradley.
- Secretary Glickman will make remarks and introduce Secretary Herman.
- Secretary Herman will make remarks and introduce Michael Starnes, Chairman of the U.S. Chamber of Commerce.
- Michael Starnes, Chairman of the U.S. Chamber of Commerce, will make remarks.
- Russ Meyer, CEO of Cessna, will make remarks and introduce Tanya Oden.
- Tanya Oden, Inspector at Cessna Plant, will make remarks and introduce Jodee Bradley.
- Jodee Bradley, Materials Clerk in Cessna Training Facility, will make remarks.
- *\*Jodee Bradley and Tanya Oden will then present you with a model plane that represents the work of all the graduates of the training program. They will place the model plane on a table to be displayed on stage, and then return to their seats.*
- **You** will make remarks.
- **You** will work a ropeline and then depart.

**VI. REMARKS**

Remarks Provided by Jordan Tamagni in Speechwriting.

# Withdrawal/Redaction Marker

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. email	Lynn Cutler to Nelson Reyneri et al. re: Thanksgiving (1 page)	11/15/1997	Personal Misfile

### COLLECTION:

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

### FOLDER TITLE:

[11/15/1997-11/17/1997]

2009-1006-F  
bm69

### 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]

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:15-NOV-1997 09:18:27.00

SUBJECT: Call me when you get in--I'll have materials for you. 62846

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

READ:UNKNOWN

TEXT:

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:16-NOV-1997 15:22:08.00

SUBJECT: Putting The Millennium Project to Use

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

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

TEXT:

We've been thrown into a couple of Millennium meetings and the ideas they are throwing around are what you'd expect-- cultural exchanges, gifts to the future, etc. We are compiling a list which we'll forward-- there are a few interesting things.

As an alternative, however, what is the feasibility/desirability of using this for a different type of agenda? For instance, what about a bipartisan summit on drastically reducing drug use in the next century? Other DPC issues might make a decent 21st issue project-- a conference on the direction of medical research for the next century? Education or welfare might also be opportunities...

Regards, Tom



**FDA Reform.** On Friday you are signing the FDA reform bill. This legislation reauthorizes the very successful user fee program which provides the additional funding for the FDA that has enabled it to approve new drugs as fast or faster than any other nation in the world. This bill also codifies the REGO reforms that the Vice President successfully implemented at FDA in 1995 and 1996. The industry felt strongly that this was necessary because they continue to believe that there is an anti-industry bias at FDA and that in the absence of statutory authority, the reforms, which provide for more agency accountability, could back track. This legislation has been significantly altered to delete many of the more egregious provisions in the legislation that the consumer advocacy community was extremely concerned about. We worked closely with Senator Kennedy's office to ensure this was the case and, in the end, he was happy to be the 100th vote in a unanimous vote of support for this legislation.

**Also addition to the Quality Commission insert**

On Tuesday, Journal American Medical Association (JAMA) is briefing the National Press Club announcing that their upcoming issue is dedicated entirely to concerns about health care quality. This briefing will no doubt further amplify media interest in the Commission's consumer bill of rights. With this in mind, we have invited the JAMA board to brief the Vice President along with the co-chairs of the Commission, Secretary Shalala and Secretary Herman, to highlight the Administration's interest in this issue and to build up your acceptance of consumer bill of rights on Thursday.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:16-NOV-1997 12:49:42.00

SUBJECT: Tobacco

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:

I think it'd make sense to have a small tobacco strategy meeting early this week to take stock and plan next steps.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Todd A. Summers ( CN=Todd A. Summers/OU=OPD/O=EOP [ OPD ] )

CREATION DATE/TIME:17-NOV-1997 14:56:38.00

SUBJECT: Help!

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

READ:UNKNOWN

TEXT:

I need some help. Sandy's off to Africa on a UNAIDS trip and we need some help/advice on getting the President to do something meaningful on World AIDS Day. Neither of us has been successful in reaching Bruce, though I understand he's out of town today. I'd really like 15 minutes to go through some of this stuff with you all and try to get some closure.

Todd

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Jose Cerda III ( CN=Jose Cerda III/OU=OPD/O=EOP [ OPD ] )

CREATION DATE/TIME:17-NOV-1997 14:42:28.00

SUBJECT: Distribution of Uncleared Indian Directive/Report

TO: Michael Deich ( CN=Michael Deich/OU=OMB/O=EOP @ EOP [ OMB ] )

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

EK/Michael:

I spoke to Lynn Cutler and Mickey's assistant, who paged Mickey for me. Everybody is clear that the report is not to go out if it has budget #s/options in it. Mickey was speaking at the conference today, and Lynn is flying down tonight. The Interior folks aren't scheduled to speak until tomorrow afternoon, and that's when they were going to distribute the report. Lynn said that, if she or Mickey doesn't speak to Interior before, she will get to them personally when she flies in tonight -- or at the morning breakfast that they're all scheduled to attend w/Babbit.

Jose'

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Essence P. Washington ( CN=Essence P. Washington/OU=OPD/O=EOP [ OPD ] )

CREATION DATE/TIME:17-NOV-1997 14:15:21.00

SUBJECT: INS Reorganization Meeting (correction)

TO: Jeffrey P. Morales ( CN=Jeffrey P. Morales/O=OVP [ UNKNOWN ] )  
READ:UNKNOWN

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

TO: Steven M. Mertens ( CN=Steven M. Mertens/OU=OMB/O=EOP @ EOP [ OMB ] )  
READ:UNKNOWN

TO: Leanne A. Shimabukuro ( CN=Leanne A. Shimabukuro/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: WARNATH\_S ( WARNATH\_S @ A1 @ CD @ LNGTWY [ UNKNOWN ] ) (CPC)  
READ:UNKNOWN

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

TO: Robert N. Weiner ( CN=Robert N. Weiner/OU=WHO/O=EOP @ EOP [ WHO ] )  
READ:UNKNOWN

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

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

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

TEXT:

The INS Reorganizing Meeting will be held to discuss the delivery of immigration services with representatives from the State Department. This meeting will be held 4:00 PM Wednesday, November 19 in Room 211 of the Old Executive Office Building



**Proposed Schedule for INS Review Process:**

[Two meetings per week through mid-December]

Wednesday, 11/19: State Department

Friday, 11/21: Immigration groups\*

Monday 11/24: Labor Department

Tuesday 11/25: Commission on Immigration Reform

Wednesday 12/3: Meeting with Justice/INS

Friday 12/5: Interagency meeting

12/? : Deputies Meeting

12/? : Principals meeting

**Deadline for FY 99 Budget: mid-December**

**Deadline for submission to House Appropriations: April 1**

White House

Elena Kagan- DPC

Maria Echaveste -OPL

Chuck Ruff -WHC

Julie Fernandes - DPC

Leanne Shimabukuro - DPC

Jose' Cerda - DPC

Rob Weiner - WHC

Steve Warnath - PCPC

Jeff Morales - OVP/NPR

Scott Busby - NSC

Steve Mertens - OMB

Department of Justice

John Morton - DAG

Phil Bartz - DAG

John Trasvina - Office of Special Counsel

INS

Robert Bach - Office of Policy  
David Martin - General Counsel

Department of Labor

John Fraser - Wage and Hour Division  
Marvin Krislov - Solicitor's Office  
Seth Harris - Office of Policy  
John Beverly - Employment and Training Administration

Department of State

John Caulfield - Bureau of Consular Affairs/Policy  
Donna Hamilton - Bureau of Consular Affairs  
Theresa Rauch - Bureau of Population, Refugees and Migration  
Kathleene Charles - Budget and Planning

HHS\*

Irene Bueno - Congressional  
Office of Refugee Assistance

Commission on Immigration Reform

Susan Martin  
Andy Schoenholtz  
2 others from management team

Immigration Groups\*

National Immigration Forum - Angie Kelly  
Mexican American Legal and Education Defense Fund  
National Asian Pacific American Legal Consortium - Karen Narasaki  
U.S. Catholic Conference - Michael Hill  
NCLR - Cecelia Munoz  
American Immigration Lawyers Association - Judy Golub  
**Rick Schwartz**

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:17-NOV-1997 17:51:07.00

SUBJECT: Response to Wash Post Hate Crimes editorial

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

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

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

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

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

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

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

TO: Judith A. Winston ( CN=Judith A. Winston/OU=PIR/O=EOP @ EOP [ PIR ] )  
READ:UNKNOWN

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

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

TEXT:

We are working w/ the AG's office, Senator Kennedy, LCCR and the ADL on responses to the Wash Post editorial.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Audrey M. Hutchinson ( CN=Audrey M. Hutchinson/OU=PIR/O=EOP [ PIR ] )

CREATION DATE/TIME:17-NOV-1997 21:04:35.00

SUBJECT: Working Groups for the PIR-- Agenda for Nov. 19 Advisory Board Meeting

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

READ:UNKNOWN

TO: Simeona F. Pasquil ( CN=Simeona F. Pasquil/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

TO: Kevin S. Moran ( CN=Kevin S. Moran/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

TO: Janet Murguia ( CN=Janet Murguia/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

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

READ:UNKNOWN

TO: James T. Edmonds ( CN=James T. Edmonds/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

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

READ:UNKNOWN

TO: Thurgood Marshall Jr ( CN=Thurgood Marshall Jr/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

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

READ:UNKNOWN

TO: Mickey Ibarra ( CN=Mickey Ibarra/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

TO: Gene B. Sperling ( CN=Gene B. Sperling/OU=OPD/O=EOP @ EOP [ OPD ] )

READ:UNKNOWN

TO: Nelson Reyneri ( CN=Nelson Reyneri/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

TO: David S. Beaubaire ( CN=David S. Beaubaire/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

TO: Robert W. Nelson ( CN=Robert W. Nelson/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

TO: Tracey E. Thornton ( CN=Tracey E. Thornton/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

TO: Lynn G. Cutler ( CN=Lynn G. Cutler/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Paula M. Sherry ( CN=Paula M. Sherry/OU=OA/O=EOP @ EOP [ OA ] )  
READ:UNKNOWN

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

TO: Susan M. Liss ( CN=Susan M. Liss/O=OVP @ OVP [ UNKNOWN ] )  
READ:UNKNOWN

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

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

CC: Christopher J. Lavery ( CN=Christopher J. Lavery/OU=WHO/O=EOP @ EOP [ WHO ] )  
READ:UNKNOWN

CC: Beverly J. Barnes ( CN=Beverly J. Barnes/OU=WHO/O=EOP @ EOP [ WHO ] )  
READ:UNKNOWN

CC: Michael J. Sorrell ( CN=Michael J. Sorrell/OU=PIR/O=EOP @ EOP [ PIR ] )  
READ:UNKNOWN

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

CC: Elizabeth Harrington ( CN=Elizabeth Harrington/O=OVP @ OVP [ UNKNOWN ] )  
READ:UNKNOWN

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

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

CC: Judith A. Winston ( CN=Judith A. Winston/OU=PIR/O=EOP @ EOP [ PIR ] )  
READ:UNKNOWN

TEXT:

I am forwarding a copy of the agenda for the November 19th meeting of the President's Advisory Board on Race. The meeting will focus on "The Value of Diversity in Higher Education." It will be held at the University of Maryland, at College Park. See attached agenda. Please feel free to forward this information to anyone who is not on this list. Thanks Audrey Hutchinson

----- Forwarded by Audrey M. Hutchinson/PIR/EOP on  
11/17/97 08:24 PM -----

Scott R. Palmer  
11/17/97 07:14:11 PM  
Record Type: Record

To: Audrey M. Hutchinson/PIR/EOP



**THE PRESIDENT'S INITIATIVE ON RACE  
ADVISORY BOARD MEETING**

**UNIVERSITY OF MARYLAND  
COLLEGE PARK, MD**

**NOVEMBER 19, 1997  
9:00 a.m. to 3:30 p.m.**

**AGENDA**

- I.** Introduction/Review of Agenda John Hope Franklin  
9:00 a.m. - 9:10 a.m.
- II.** Welcoming Remarks William E.  
Kirwan  
9:10 a.m. - 9:15 a.m.  
Maryland President, University of
- III.** Report from Advisory Board Chairman John Hope  
Franklin  
9:15 a.m. - 9:30 a.m.
- IV.** Report from Executive Director Judith A.  
Winston  
9:30 a.m. - 9:45 a.m.
- V.** Introduction of Roundtable Topic for Day: John Hope  
Franklin  
**The Value of Diversity in Higher Education**  
9:45 a.m. - 2:30 p.m.
- A.** Panel 1: Perspectives on the Value of Diversity in  
Higher Education  
9:45 a.m. - 10:45 a.m.
1. Nannerl Keohane, President, Duke University
  2. [Business leader]
  3. Jennifer Walper, undergraduate student and Student Government Association  
Vice President of Human Relations, University of Maryland
- B.** Panel 2: Research on What Works on Campus  
10:45 a.m. - 11:45 a.m.
1. Daryl Smith, Professor of Education and Psychology, Claremont Graduate  
University
  2. Norman Francis, President, Xavier University of Louisiana
  3. Jesus Trevino, Director, Intergroup Relations Center, Arizona State University

**\*\* LUNCH BREAK \*\***  
11:45 a.m. - 1:00 p.m.

- D. Reports Back from Lunch Discussions** Table  
Leaders 1:00 p.m. - 1:30 p.m. Advisory Board
- E. Panel 3: Methods for Creating a Diverse Campus**  
1:30 p.m. - 2:30 p.m.
1. Mari Matsuda, Professor of Law, Georgetown University Law Center
  2. Arnold Mitchem, Executive Director, National Council of Educational Opportunity Associations
  3. [Community college president]
- VI. Discussion Topic: The Current State of Discrimination and the Importance of Civil Rights Enforcement** Advisory Board  
2:30 p.m. - 2:50 p.m.
- VII. Next Steps/Adjournment** John Hope  
Franklin 2:50 p.m. - 3:00 p.m.
- VII. Press Availability** Advisory Board  
3:00 p.m. - 3:30 p.m.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:17-NOV-1997 09:01:01.00

SUBJECT: Re: IRS child support enforcement

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

READ:UNKNOWN

TEXT:

Ah, but even if you trample over me, you still have to get past Treasury and the IRS -- so you'd better get Dick Gephardt on your side.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Grace A. Garcia ( CN=Grace A. Garcia/OU=PIR/O=EOP [ PIR ] )

CREATION DATE/TIME:17-NOV-1997 18:01:19.00

SUBJECT: The President's Initiative on Race Board Meeting and Luncheon

TO: Susan M. Liss ( CN=Susan M. Liss/O=OVP @ OVP [ UNKNOWN ] )

READ:UNKNOWN

TO: Gene B. Sperling ( CN=Gene B. Sperling/OU=OPD/O=EOP @ EOP [ OPD ] )

READ:UNKNOWN

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

READ:UNKNOWN

TO: Mickey Ibarra ( CN=Mickey Ibarra/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

----- Forwarded by Grace A. Garcia/PIR/EOP on 11/17/97  
05:58 PM -----

Grace A. Garcia

11/17/97 02:31:43 PM

Record Type: Record

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

cc:

Subject: The President's Initiative on Race Board Meeting and Luncheon

Attached is the agenda for Advisory Board Meeting scheduled for Wednesday, November 19. Please let me know via e-mail if you and anyone from your office will be attending the meeting so we can reserve a seat for you.

Also, the University of Maryland is hosting a luncheon for the board members, panelists, administration officials and University faculty and students from the region who have been involved in this issue. Each board member will be anchoring a table. Please let me know as soon as possible if you or someone from your office will be attending the luncheon. I am currently holding 7 seats for White House staff. Call me at 5-1044 if you have any questions. Thanks.

Message Sent

To:

Maria Echaveste/WHO/EOP

Minyon Moore/WHO/EOP

Julie A. Fernandes/OPD/EOP

**THE PRESIDENT'S INITIATIVE ON RACE  
ADVISORY BOARD MEETING**

**UNIVERSITY OF MARYLAND  
COLLEGE PARK, MD  
Stamp Student Union  
Grand Ballroom**

**NOVEMBER 19, 1997  
9:00 a.m. to 3:30 p.m.**

**AGENDA**

- |             |  |  |
|-------------|--|--|
| <b>I.</b>   | Introduction/Review of the Agenda<br>Franklin<br>9:00 a.m. - 9:05 a.m.             | John Hope  |
| <b>II.</b>  | Welcoming Remarks<br>Kirwan 9:05 a.m. - 9:10 a.m.<br>Maryland                      | William E.<br>President, University of<br>Maryland |
| <b>III.</b> | Report from the Advisory Board Chairman<br>Franklin<br>9:10 a.m. - 9:45 a.m.       | John Hope<br>Advisory Board                        |
| <b>IV.</b>  | Report from the Executive Director<br>Winston<br>9:45 a.m. - 9:55 a.m.             | Judith A.  |
| <b>V.</b>   | Introduction of Roundtable Topic for the Day<br>Franklin<br>9:55 a.m. - 10:00 a.m. | John Hope  |

**Roundtable Topic:  
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, though disparities still remain. 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. 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.

A. Panel 1: Perspectives on the Value of Diversity in Higher Education  
10:00 a.m. - 10:55 a.m.

1. Nannerl Keohane, President, Duke University
2. Ted Childs, Vice President for Global Workforce Diversity, IBM Corp.  
(Tentative)
3. Jennifer Walper, undergraduate student and Student Government Association  
Vice President of Human Relations, University of Maryland

**\*\* 10-MINUTE BREAK \*\***  
10:55 a.m. - 11:05 a.m.

B. Panel 2: Research on What Works on Campus  
11:05 a.m. - 12:00 p.m.

1. Daryl Smith, Professor of Education and Psychology, Claremont Graduate  
University
2. Norman Francis, President, Xavier University of Louisiana
3. Jesus Trevino, Director, Intergroup Relations Center, Arizona State University

**\*\* PRESS AVAILABILITY \*\***  
12:00 p.m. - 12:30 p.m.

**\*\* LUNCH BREAK \*\***  
12:30 p.m. - 1:45 p.m.

C. Reports from Lunch Discussions Advisory Board  
1:45 p.m. - 2:00 p.m.

D. Panel 3: Methods for Promoting Diversity in Higher Education  
2:00 p.m. - 3:00 p.m.

1. Mari Matsuda, Professor of Law, Georgetown University Law Center
2. Arnold Mitchem, Executive Director, National Council of Educational  
Opportunity Associations
3. Joe McDonald, President, Salish Kootenai College (Tentative)

VI. Discussion Topic: **The Current State of Discrimination and** Advisory Board  
**the Importance of Civil Rights Data Collection and Enforcement**  
3:00 p.m. - 3:20 p.m.

**VII.** Next Steps/Adjournment  
Franklin  
3:20 p.m. - 3:30 p.m.

John Hope

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Julie A. Fernandes ( CN=Julie A. Fernandes/OU=OPD/O=EOP [ OPD ] )

CREATION DATE/TIME:17-NOV-1997 16:34:06.00

SUBJECT: The President's Initiative on Race Board Meeting and Luncheon

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

READ:UNKNOWN

CC: William R. Kincaid ( CN=William R. Kincaid/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: Michael Cohen ( CN=Michael Cohen/OU=OPD/O=EOP @ EOP [ OPD ] )

READ:UNKNOWN

TEXT:

FYI

julie

----- Forwarded by Julie A. Fernandes/OPD/EOP on 11/17/97  
04:34 PM -----

Grace A. Garcia

11/17/97 02:31:43 PM

Record Type: Record

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

CC:

Subject: The President's Initiative on Race Board Meeting and Luncheon

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Message Sent

To:

Maria Echaveste/WHO/EOP

Minyon Moore/WHO/EOP

Julie A. Fernandes/OPD/EOP

Andrew J. Mayock/WHO/EOP



**THE PRESIDENT'S INITIATIVE ON RACE  
ADVISORY BOARD MEETING**

**UNIVERSITY OF MARYLAND  
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Stamp Student Union  
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**NOVEMBER 19, 1997  
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Franklin  
3:20 p.m. - 3:30 p.m.

John Hope

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Michele Jolin ( CN=Michele Jolin/OU=CEA/O=EOP [ CEA ] )

CREATION DATE/TIME:17-NOV-1997 10:48:55.00

SUBJECT: CEA Childcare Whitepaper

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

READ:UNKNOWN

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

READ:UNKNOWN

CC: Amy N. Finkelstein ( CN=Amy N. Finkelstein/OU=CEA/O=EOP @ EOP [ CEA ] )

READ:UNKNOWN

CC: Rebecca M. Blank ( CN=Rebecca M. Blank/OU=CEA/O=EOP @ EOP [ CEA ] )

READ:UNKNOWN

TEXT:

Since the staff of Sec Rubin's CEO Childcare working group is meeting the week of Dec 5, we thought CEA could release the CEA Childcare paper that week. Tentatively, our plan is that Janet Yellen would hold a press briefing to formally release the paper, and then we'll send it out w/ a letter from Janet to the CEO's in the Rubin Childcare working group, the people who attended the WH Childcare Conf, the Board on Children and Families, the NICD, and others ( any suggestions?). Do you think this will be a problem? Do you have any other suggestions about timing, method, etc of release?

Thanks.

Michele

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Sylvia M. Mathews ( CN=Sylvia M. Mathews/OU=WHO/O=EOP [ WHO ] )

CREATION DATE/TIME:18-NOV-1997 08:54:38.00

SUBJECT: Affirmative Action

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

READ:UNKNOWN

TO: Dawn M. Chirwa ( CN=Dawn M. Chirwa/OU=WHO/O=EOP @ EOP [ WHO ] )

READ:UNKNOWN

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

READ:UNKNOWN

CC: Judith A. Winston ( CN=Judith A. Winston/OU=PIR/O=EOP @ EOP [ PIR ] )

READ:UNKNOWN

TEXT:

What is the conclusion of your review of the material that we want to release at the Board meeting?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Beverly J. Barnes ( CN=Beverly J. Barnes/OU=WHO/O=EOP [ WHO ] )

CREATION DATE/TIME:18-NOV-1997 14:44:45.00

SUBJECT: Re: Peter Baker and Jodi Enda

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

READ:UNKNOWN

TEXT:

i think we want to try to persuade her to write closer to the time of the town hall. i am going to call her again now and see what i can do to that end. i'll let you know how i make out. thanks. bb

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Janet Murguia ( CN=Janet Murguia/OU=WHO/O=EOP [ WHO ] )

CREATION DATE/TIME:18-NOV-1997 23:24:12.00

SUBJECT: VPOTUS/Immigration Event

TO: Kay Casstevens ( CN=Kay Casstevens/O=OVP @ OVP [ UNKNOWN ] )  
READ:UNKNOWN

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

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

TO: Ron Klain ( CN=Ron Klain/O=OVP @ OVP [ UNKNOWN ] )  
READ:UNKNOWN

CC: Ricardo M. Gonzales ( CN=Ricardo M. Gonzales/O=OVP @ OVP [ UNKNOWN ] )  
READ:UNKNOWN

CC: Peter G. Jacoby ( CN=Peter G. Jacoby/OU=WHO/O=EOP @ EOP [ WHO ] )  
READ:UNKNOWN

Janet Murguia ( CN=Janet Murguia/OU=WHO/O=EOP [ WHO ] )  
READ:UNKNOWN

TEXT:

As you know, on Wednesday (11/19) the President will sign into law the D.C. Appropriations bill. A small signing ceremony is scheduled to highlight the D.C. funding. But it would be a shame not to highlight and take credit for the important relief provided to Central American refugees also included in this bill. (The immigrants who will benefit most from the bill's provisions are located in Florida, Illinois, Texas and California). Does it make sense to try and schedule an event with the VPOTUS for sometime in early December to celebrate these changes and also the Section 245(i) relief provided to immigrants in the Commerce-Justice-State Appropriations bill once it has been signed? I believe there would be considerable interest for such an event from the Congressional Hispanic Caucus, Ambassadors from the relevant countries and from the groups in the immigration community. Please advise.