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[01/17/1998 - 01/19/1998]

Withdrawal/Redaction Sheet

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	Audrey Haynes to Elena Kagan et al re: Pro Choice Meeting List [partial] (2 pages)	01/19/1998	P6/b(6)

COLLECTION:

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

FOLDER TITLE:

[01/17/1998 - 01/19/1998]

2009-1006-F
eh203

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

CREATION DATE/TIME:17-JAN-1998 15:25:23.00

SUBJECT: Confirmed Speakers for February 11th Meeting

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

READ:UNKNOWN

TEXT:

----- Forwarded by Richard Socarides/WHO/EOP on 01/17/98
03:25 PM -----

John M. Goering

01/16/98 05:45:13 PM

Record Type: Record

To: Jacinta Ma/PIR/EOP

cc: Richard Socarides/WHO/EOP, Audrey M. Hutchinson/PIR/EOP, Julie A. Fernandes/OPD/EOP

Subject: Confirmed Speakers for February 11th Meeting

I am sure you too will be pleased to hear that both Prof. William Julius Wilson and Douglas Massey have agreed to participate in our 2/11 panel discussion of race and poverty. Princeton Professor Marta Tienda however declined.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:17-JAN-1998 09:42:10.00

SUBJECT: Re: EEOC funding announcement

TO: Julie A. Fernandes (CN=Julie A. Fernandes/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

TEXT:

FYI.

----- Forwarded by Thomas L. Freedman/OPD/EOP on 01/17/98
09:41 AM -----

Andrew J. Mayock

01/17/98 09:40:48 AM

Record Type: Record

To: Thomas L. Freedman/OPD/EOP

cc:

Subject: Re: EEOC funding announcement

FYI. (See below)

How's the paper looking? (Hav'in fun?)

----- Forwarded by Andrew J. Mayock/WHO/EOP on 01/17/98
09:42 AM -----

JANET MURGUIA

01/16/98 09:55:13 PM

Record Type: Record

To: Andrew J. Mayock/WHO/EOP, Sylvia M. Mathews/WHO/EOP, Minyon
Moore/WHO/EOP

cc: Peter G. Jacoby/WHO/EOP, Peter D. Greenberger/WHO/EOP

Subject: Re: EEOC funding announcement

Just wanted to let you know that Peter Jacoby and I are working with the EEOC legislative affairs office to coordinate some calls over the weekend and get some paper faxed to Member's offices on Monday morning. I sure could use the draft fact sheet on this as soon as possible. We will want to get a copy to EEOC/Leg. Affairs too. Minyon, let me know if you have any comments or suggestions.

EEOC funding Congressional Outreach Plan

Leadership

Daschle - Murguia
Gephardt - Jacoby
Lott - Murguia
Gingrich - Murguia

Caucus
CBC/Waters - Murguia
CHC/Becerra - Murguia
Asian Pacific Caucus - Murguia

Senate Approps. - Commerce, Justice, State Subcomm. - EEOC Leg. Affairs
Gregg Hollings
Domenici Inouye
McConnell Bumpers
Hutchison Lautenberg
Campbell Mikulski

Senate Labor Committee - EEOC Leg. Affairs
Jeffords
Kennedy

House Approps. - Commerce, Justice, State Subcomm. - EEOC Leg. Affairs
Rogers Obey
Kolbe Mollohan
Taylor Skaggs
Regula Dixon
Forbes
Latham

House Education and Workforce Committee - EEOC Leg. Affairs
Fawell
Payne

Others
Lewis - Murguia
Norton - EEOC Leg. Affairs
DeGette - EEOC Leg. Affairs
Mosely-Braun - Murguia

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:17-JAN-1998 12:43:01.00

SUBJECT: Lifetime

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

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

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

Ruby Shamir (CN=Ruby Shamir/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TEXT:

I am following up on the interest by Lifetime Television in helping to organize/demonstrate support for the child care initiative. Beginning with SOTU, (they hope to air a PSA with Mrs Clinton) they would use airtime ,an #800 number and their web site to encourage messages to Congress and then continue through the year. Kathy Bonk and Andrea Camp have helped develop their proposal.

Nicole, I think you've seen a copy of their letter. Should we get together this week to discuss ? I thought we could include OPL and Press as well .

(If you did not get the letter, Lifetime is 4th among basic cable networks; reaches 3x as many women 18-19 as CNN,etc.)

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:17-JAN-1998 11:41:43.00

SUBJECT: Testers

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:

Julie Fernandes has figured out the best way to deal with the number of testers question: HUD says some tests are done by the same people-- you should talk about the number of tests not the number of people doing them. This new program is about 500 tests nationwide (an average of 25 per area). HUD urges this be a new number because this program is essentially "taking the temperature" of housing discrimination around the country and can't be compared to prior programs.

When pushed, they said there are 50 programs/organizations they fund that may be doing testing now, but it is complaint driven and they don't know how many tests an individual organization does.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:17-JAN-1998 10:01:25.00

SUBJECT: EEOC/Civil Rights Announcement Plan

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TO: Eli G. Attie (CN=Eli G. Attie/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

TO: Mary L. Smith (CN=Mary L. Smith/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: 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: Beverly J. Barnes (CN=Beverly J. Barnes/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

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

READ:UNKNOWN

TO: Doris O. Matsui (CN=Doris O. Matsui/OU=WHO/O=EOP @ EOP [WHO])

READ:UNKNOWN

TO: Patricia M. Ewing (CN=Patricia M. Ewing/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

TO: Trooper Sanders (CN=Trooper Sanders/O=OVP @ OVP [UNKNOWN])

READ:UNKNOWN

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

READ:UNKNOWN

CC: Susan M. Carr (CN=Susan M. Carr/OU=OMB/O=EOP @ EOP [OMB])

READ:UNKNOWN

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

CC: Audrey M. Hutchinson (CN=Audrey M. Hutchinson/OU=PIR/O=EOP @ EOP [PIR])
READ:UNKNOWN

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

CC: Miriam H. Vogel (CN=Miriam H. Vogel/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

Below is the latest version of the announcement plan. Please review and provide comments. Thanks.

EEOC/Civil Rights Announcement

I. TALKING POINTS, Q&A, PRESS RELEASE INFO (to be completed today)
(Q&A to include the following issues: backlog, DOJ civil rights coordination funding, EEO chair and board, EEO reform)

II. PRESS

The following media were contacted yesterday: Newsweek, L.A. Times and Cox/Atlanta Journal-Constitution - Kagan on policy; Liss on speech background; Lee on civil rights enforcement.

III. EVENT PARTICIPANTS

Judy Winston and John Hope Franklin will be attending. Bill Lann Lee will be in Detroit.

IV. OUTREACH PLAN

PUBLIC:

Wade Henderson - Ben
Mary Berry - Ben
Karen Narasaki - Doris
Judy Lichtman - Women's Ofc.
Nancy Zirkin - Doris
Antonia Hernandez - Maria
Disability contact - already know according to Bill White
Marca Bristow - Bill White
Gay and Lesbians (no need not be alerted according to Richard Socarities)

AGENCIES:

HUD, Jackie Lawing - Tom
DOJ, Bill Lan Lee - Tom
USDA, Greg Frazier - Tom
Ed, Norma Cantu - Tom
HHS, Bill Corr - Tom
Transportation, Nancy McFadden - Tom
US Commission on Civil Rights, Mary Frances Berry - Ben

CONGRESSIONAL:

Leadership
Daschle - Murguia

Gephardt - Jacoby
Lott - Murguia
Gingrich - Murguia

Caucus
CBC/Waters - Murguia
CHC/Becerra - Murguia
Asian Pacific Caucus - Murguia

Senate Approps. - Commerce, Justice, State Subcomm. - EEOC Leg. Affairs
Gregg, Hollings
Domenici, Inouye
McConnell, Bumpers
Hutchison, Lautenberg
Campbell, Mikulski

Senate Labor Committee - EEOC Leg. Affairs
Jeffords
Kennedy

House Approps. - Commerce, Justice, State Subcomm. - EEOC Leg. Affairs
Rogers, Obey
Kolbe, Mollohan
Taylor, Skaggs
Regula, Dixon
Forbes
Latham

House Education and Workforce Committee - EEOC Leg. Affairs
Fawell
Payne

Others
Lewis - Murguia
Norton - EEOC Leg. Affairs
DeGette - EEOC Leg. Affairs
Mosely-Braun - Murguia

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:17-JAN-1998 17:18:51.00

SUBJECT: EEOC/Civil Rights Announcement

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

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

TEXT:
Are we close to having some paper?

Sylvia is leaving at 5:45pm today and hopes to avoid working in her sunlit office tomorrow.

Thanks.

**BUDGET FACTS AND FIGURES ON CIVIL RIGHTS AGENCIES
CLINTON ADMINISTRATION FISCAL 1999 BUDGET
DRAFT January 19, 1998**

Summary

The Clinton Administration's Fiscal Year 1999 budget contains \$602 million for civil rights enforcement agencies, \$86 million or 14 percent more than was enacted in last year's budget.

Equal Employment Opportunity Commission (EEOC)

The Administration's 1999 budget contains \$279 million for the EEOC, or 15 percent more than the enacted 1998 budget. Funds go to reduce the average time it takes to resolve private sector complaints from over 9.4 months to 6 months by the year 2001 through a combination of investments in information technology, increased use of mediation, and increased staffing. The proposal dramatically expands Alternate Dispute Resolution (ADR) programs, doubling the number of complaints eligible for ADR in 1999 to 16,000 cases, or 20 percent of incoming cases. The Administration seeks \$40 million over 3 years for ADR expansion, with \$13 million requested in 1999. The budget also allocates \$10 million for new information technology.

Department of Housing and Urban Development (HUD)

The Administration's budget proposes \$52 million, or an over 70 percent increase from last year for HUD's efforts to reduce housing discrimination. The budget requests \$29 million, or a more than 50 percent increase, for the Fair Housing Initiatives Program (FHIP), which provides funding to private fair housing groups to assist in enforcement of the Fair Housing Act. The HUD budget proposal allocates \$10 million of FHIP funding for a targeted, audit-based enforcement initiative in 20 areas nationwide that will use paired testing, in which otherwise identical applicants of different races approach realtors or landlords, in order to detect and eliminate housing discrimination. The Administration proposal also seeks \$23 million, or an \$8 million increase, for the Fair Housing Assistance Program, to support the creation of additional State and local housing organizations to meet the needs of currently under served populations and to aid joint investigations and enforcement activities.

Department of Justice, Civil Rights Division

The President's 1999 budget provides \$71.6 million, more than a 10 percent increase over the 1998 level of \$64.7 million. One component of the Department of Justice initiative is a \$1 million fund to enhance coordination of Federal civil rights enforcement among all the Federal civil rights agencies. This coordination will lead to more consistent enforcement of civil rights laws, and allow agencies to compare and improve program effectiveness in areas such as technical assistance. New funding will also permit the Department of Justice to significantly expand investigation and prosecutions of police misconduct as well as violations of the Americans with Disabilities Act.

Department of Labor, Office of Federal Contract Compliance Programs (OFCCP).

The Administration's request of \$68 million for OFCCP includes funds to expand the Fair Enforcement Initiative. OFCCP programs will increase by 10 percent in 1999 the number of compliance reviews conducted. OFCCP will also modernize its computer systems in order to permit the agency to accept electronically submitted reports from contractors.

Department of Education, Office for Civil Rights

The President's budget proposal of \$68 million provides an increase of \$6.5 million over the 1998 enacted budget to fund technology improvements to increase productivity and customer service. These additional funds will also enable the Department of Education to continue to invest sufficient resources in higher education desegregation reviews and to focus on building partnerships with States to address statewide compliance with civil rights laws.

Department of Health and Human Services (HHS), Office of Civil Rights

The Administration is requesting \$21 million for HHS's Office of Civil Rights to continue its focus on preventative activities such as compliance reviews and technical assistance to ensure that persons do not encounter discrimination in HHS programs, including in the areas of managed care, inter-ethnic adoption, limited English proficient services, and welfare reform.

U.S. Department of Agriculture (USDA)

The President's budget proposal increases funding for USDA's civil rights programs from \$15 million to \$19 million to increase human resources management, outreach to under-represented customers, involvement of small and disadvantaged businesses in USDA programs, conflict resolution activities, and processing complaints brought by employees and customers.

The Department of Labor, Office of Civil Rights

The President's budget maintains the current \$5 million of funding for the Department of Labor's Office of Civil Rights to enforce the Federal statutes and regulations that prohibit discrimination in all Labor Department financial assistance programs. With this funding, the office will promote voluntary compliance with existing non-discrimination laws through education and technical assistance. The office will also use the resources to encourage States to promote the use of alternate dispute resolution.

Department of Transportation, Office of Civil Rights

The Administration budget contains \$7 million for the Transportation Office of Civil Rights to improve its investigation and processing of EEO complaints. A \$1 million increase will fund additional activities directed to reduce case back-logs and address new complaints.

U.S. Commission on Civil Rights

The President's budget includes \$11 million for the Commission in order to carry out its mission in conducting investigations, educating the public on civil rights matters, and operating programs that address both local and national civil rights interests and concerns.

**Q&A for Civil Rights Enforcement Initiative
January 19, 1998**

- Q:** What did the Clinton Administration announce with regard to civil rights enforcement?
- A:** The Clinton Administration announced its Fiscal Year 1999 budget proposal of \$602 million for civil rights enforcement agencies -- this is \$86 million or 14 percent greater than the FY 1998 budget. The President's proposal places new emphasis on preventative measures and non-litigation strategies while also strengthening the ability of federal agencies to enforce existing civil rights laws. The Administration's budget provides for increased use of voluntary alternate dispute resolution (ADR) so parties can have their cases heard more easily, cheaply and promptly. The highlight of the President's proposal is a 15 percent increase in funding for the Equal Employment Opportunity Commission. With this infusion of funds, the EEOC will be able to reduce the average time it takes to resolve a complaint from over 9 months to 6 months by the year 2000.
- Q:** Why is the President proposing these actions?
- A:** This budget keeps the President's commitment to ensure equal opportunity for all Americans: that no one should be denied such essentials as a job, a home or a chance at an education because of the color of their skin, a disability, their gender or their religion. One of the key observations John Hope Franklin of the President's Initiative on Race made in his November 30, 1997 letter to the President was that the budgets of civil rights agencies have not kept pace with their increased responsibilities. This budget seeks to provide sufficient resources and promote management reforms to allow civil rights agencies to do their jobs.
- Q:** How does this budget relate to the President's Initiative on Race?
- A:** The plan was influenced both by the topics raised during the year-long dialogue, such as housing discrimination, and by specific advice such as comments by John Hope Franklin's in his November 30, 1997 letter encouraging increased resources for civil rights agencies.
- Q:** What other agencies are part of the Civil Rights Enforcement Initiative?
- A:** The President's budget encourages the use of ADR, education and improved enforcement across the major civil rights agencies and offices. It includes funding for the following agencies involved in civil rights enforcement:

**Civil Rights Enforcement Funding
(Budget authority, in millions of dollars)**

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	1997 Actual	1998 Enacted	1999 Request
Equal Employment Opportunity Commission	240	242	279
Department of Housing and Urban Development, Fair Housing Activities	30	30	52
Department of Justice, Civil Rights Division	62	65	72
Department of Labor, Office of Federal Contractor Compliance Efforts	59	62	68
Department of Education, Office of Civil Rights	55	62	68
Department of Health and Human Services, Office of Civil Rights	20	20	21
Department of Agriculture	10	15	19
U.S. Commission on Civil Rights	9	9	11
Department of Transportation, Office of Civil Rights	6	6	7
Department of Labor, Office of Civil Rights	5	5	5

Q: What does the President's budget propose with respect to the Civil Rights Division at the Department of Justice?

A: The Administration's 1999 budget proposes a 10 percent increase for the Department of Justice for a total of \$71.6 million. This funding will permit the Department to continue its efforts in enforcing the laws that provide civil and criminal protections from discrimination, including the Civil Rights Act of 1964, the Fair Housing Act, and the Americans with Disabilities Act. The budget also includes funds specifically to enhance the Civil Rights Division's role in coordinating federal civil rights enforcement across agencies, through technical and enforcement assistance.

Q: What actions is the President taking with respect to appointing a new Chairman of the Equal Employment Opportunity Commission?

A: After the departure of Chairman Gilbert Casellas at the end of last year, the President reappointed Paul M. Igasaki to the Equal Employment Opportunity Commission, and named him Acting Chairman. Currently, three of the five positions on the Commission are filled, which is enough for a quorum. The fourth member to be appointed is for a Republican slot, and Senate Majority Leader Trent Lott (R-Miss.) has already indicated his choice for the position. The President is working as expeditiously as possible to nominate a fifth member of the Commission.

Q: What does the President's plan do to improve performance at the EEOC?

A: This plan creates specific goals and invests in new technology and procedures that will significantly improve EEOC performance. The initiative's reforms will reduce the average time it takes to process a complaint from over 9 months to 6 months by the end of Fiscal Year 2000. This reduction will be achieved in part through a \$10 million infusion of technology improvements, and an investment in alternate dispute resolution-- more than doubling the number of cases utilizing the more efficient and prompt alternate dispute resolution (ADR).

Q: Is the President's budget simply a way to increase funding for affirmative action programs?

A: No. The President's budget is aimed at preventing and eliminating discrimination through emphasizing compliance with and enforcement of the various existing civil rights laws, such as the Civil Rights Act of 1964, the Fair Housing Act, and the Americans with Disabilities Act. Affirmative action programs are only one tool (and not the most widely used tool) of civil rights enforcement.

**THE CLINTON ADMINISTRATION ANNOUNCES
NEW CIVIL RIGHTS ENFORCEMENT INITIATIVES
DRAFT, January 19, 1998**

The Vice President today announced a package of civil rights enforcement initiatives that places new emphasis on prevention and non-litigation remedies for discrimination while simultaneously strengthening civil rights agencies' ability to enforce anti-discrimination law. The plan promotes prevention by providing increased resources for compliance reviews and technical assistance, and offers an alternative to expensive litigation by funding a dramatic expansion of alternate dispute resolution (ADR) mechanisms. The plan also sets specific performance goals for the EEOC to speed processing of complaints and reduce case backlog, and provides for greater coordination across federal agencies and offices. The Clinton Administration's Fiscal Year 1999 Budget contains \$602 million for civil rights enforcement agencies, \$86 million or 14 percent more than was enacted in last year's budget.

Equal Employment Opportunity Commission (EEOC)

The centerpiece of the EEOC budget proposal is an expansion of the ADR program that will double the number of complaints eligible for ADR in 1999 to 16,000 cases, or 20 percent of incoming cases. The Administration plan seeks to expand ADR over the next three years with the goal of providing a voluntary option for ADR in all eligible cases for employers and employees who choose it. The Administration's 1999 Budget also sets specific performance goals for the EEOC to reduce its backlog. Through a combination of improved information technology, increased use of mediation, and more investigators, the EEOC will reduce the average time it takes to resolve private sector complaints from over 9.4 months to 6 months by the year 2000. The budget also sets aside new funds for information technology to enhance inter-office communication, eliminate redundant data entry procedures, and provide for greater operational efficiency through the sharing of information.

Overall the budget requests \$279 million for the EEOC, or 15 percent more than the enacted 1998 budget. The budget includes \$13 million for expanded ADR and \$10 million for improved technology.

Department of Housing and Urban Development (HUD)

The Administration's budget proposes an increased emphasis on reducing discrimination and ensuring equal opportunity in housing. The highlight of the HUD budget proposal is a targeted, audit-based enforcement initiative in 20 areas nationwide that would use paired testing, in which otherwise identical applicants of different races approach realtors or landlords, in order to detect and eliminate housing discrimination. The Administration proposal also seeks \$23 million, or an \$8 million increase, for the Fair Housing Assistance Program, to support the creation of additional State and local housing organizations to meet the needs of currently under served populations and to aid joint investigations and enforcement activities.

The Administration's budget proposes \$52 million, or an over 70 percent increase from last year, to enable HUD to meet its goals of ensuring equal opportunity in housing. The budget contains \$29 million, or a more than 50 percent increase, for the Fair Housing Initiatives Program

(FHIP), which provides funding to private fair housing groups to assist in enforcement of the Fair Housing Act. The paired testing program has been allocated \$10 million.

Key Aspects of the Budget:

*** Alternative Dispute Resolution (ADR)**

The plan increases the use of ADR in the federal government as a voluntary option available to parties that seek a non-litigation solution to their case. Mediation programs are expanded in almost every agency, most notably in the EEOC where the number of mediations are expected to double to 16,000 in the upcoming year.

*** Expanded Outreach and Compliance Programs**

Technical assistance and outreach is improved and compliance programs are made more thorough. For example, the Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) will modernize its computer systems in order to permit the agency to accept reports submitted electronically from contractors. The Administration's budget will enable OFCCP to increase by 10 percent the number of compliance reviews it conducts.

*** Strong Enforcement**

The President's budget increases resources for civil rights agencies budgets by 14% overall, and expands the Department of Justice Civil Rights Division specifically by more than 10% from \$64.7 million enacted in 1998 to \$71.6 in FY 1999. Programs to help guarantee equal access to housing increase at HUD increase by 70%.

*** Improved Coordination:**

The budget recognizes the need for improved coordination of Federal civil rights enforcement policy among agencies and provides funds for this purpose to the DOJ Civil Rights Division under the direction of Bill Lann Lee.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME: 17-JAN-1998 18:10:56.00

SUBJECT: Food Safety

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

TEXT:

The Atlanta Journal is rumored to be doing a tough story on food safety tomorrow. They are faxing us some response. Tom at the USDA press office is the guy with answers if it becomes a big story. His pager . 1800-8007759. USDA is pretty concerned.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:17-JAN-1998 12:14:40.00

SUBJECT: Re: EEOC Event Paper

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

READ:UNKNOWN

TEXT:

It is mostly going through and changing 14% to 16%, and 50% increase to doubling. She also caught a typo on reaching 6 months by the year 2000. I've found a couple of other additions or typos so I'd be happy to do a new version.

We've talked to all the agencies (EEOC, HUD, DOL, Education, HHS, USDA Transport) except Bill Lann Lee. Want me to call or you?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:17-JAN-1998 17:42:59.00

SUBJECT: Agriculture Weekly for Mayock

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:

Andrew Mayock asked for a longer entry describing what's happened with the farm group. The first paragraph is basically what we had. The second paragraph is what could be added.

Working Group on Highlighting Issues in Farm Policy: The DPC has established a working group to research and promote high-profile issues of interest to farmers. Tom Freedman of DPC is coordinating the working group, which will eventually include representatives from USDA, NEC, CEA, Treasury and OPL.

The first meeting of the group focused on significant rural issues that are suitable for Presidential announcement. Among the topics for further investigation are the concept of whole farm insurance (insurance that covers not just a crop but an entire farm's revenue) and IRA-style accounts for family farmers to guard against losses. In addition, the group discussed possible topics that deserve mention in the SOTU including the new cooperatives program, the general economic health of rural America, and telemedicine programs.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Suzanne Dale (CN=Suzanne Dale/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:17-JAN-1998 18:28:51.00

SUBJECT: IGA Winter Mtgs./Message Strategy

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

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

TO: Amy W. Tobe (CN=Amy W. Tobe/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

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

CC: Paul A. Tuchmann (CN=Paul A. Tuchmann/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Darby E. Stott (CN=Darby E. Stott/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

CC: Emory L. Mayfield (CN=Emory L. Mayfield/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

**INTERGOVERNMENTAL AFFAIRS
CALENDAR OF UPCOMING EVENTS**
(As of 1/17/98)

DATE	ORGANIZATION	MEETING/TOPIC	LOCATION
1998			
Jan. 23	National Association of Counties	Briefing: State Presidents and Executive Directors, State Associations of Counties	White House
Jan. 26	IGA Reps. Mtg.		White House
Jan. 26-27	Democratic Governors	State of the Union Briefing	Washington, DC
Jan. 26-27	National Congress of American Indians	Tribal Leaders Mtg.	Washington, DC -Washington Court
Jan. 28-30	US Conference of Mayors	Winter Meeting	Washington, DC - Capitol Hilton
Feb. 4-7	National Conference of State Legislatures	Leader to Leader Conference	Washington, DC - Washington Court
Feb. 9	IGA Reps. Mtg.	Winter Meeting	White House
Feb. 11-15	National Association of Secretaries of State	Winter Conference	Washington, DC
Feb. 12-14	National Sheriffs' Association	Winter Meeting	Orlando, FL
Feb. 23	Democratic Governors' Association	Winter Business Meeting & Dinner	Washington, DC - Convention Center
Feb. 21-24	National Governors' Association	Winter Meeting	Washington, DC - J.W. Marriott
Feb. 23	IGA Reps. Mtg.		White House
Feb. 25-28	National Congress of American Indians	Winter Meeting	Washington, DC - Grand Hyatt Hotel

DATE ORGANIZATION MEETING/TOPIC LOCATION

Feb. 27-Mar. 3	National Association of Counties	Legislative Conference	Washington, DC - Wash. Hilton
March 4-6	National Conference of Lieutenant Governors	State-Federal Meeting	Washington, DC - Washington Court
March 7-10	National League of Cities	Congressional City Conference	Washington, DC - Wash. Hilton
March 9	National League of Cities	Briefing: Directors of State Municipal Leagues	White House
March 9	IGA Reps. Mtg.		White House
March 11-13	National Association of Attorneys General	Spring Meeting	Washington, DC
March 23	IGA Reps. Mtg.		White House
April 3-5	National Conference of State Legislatures	Assembly on State Issues Spring Meeting	Seattle, WA - Madison Hotel
April 16-18	National Conference of State Legislatures	Assembly on Federal Issues Spring Meeting	Washington, DC - Renaissance Hotel
April 20	IGA Reps. Mtg.		White House
April 24-25	National Conference of State Legislatures/National Governors' Association	Joint Executive Committee Mtg.	Columbus, OH - Hyatt Regency
May 4	IGA Reps. Mtg.		White House
May 18	IGA Reps. Mtg.		White House
June 1	IGA Reps. Mtg.		White House
June 10-14	National Conference Lieutenant Governors	Annual Meeting	Oklahoma City, OK
June 15	IGA Reps. Mtg.		White House
June 18-20	National Association of Latino Elected Officials	Annual Meeting	Houston, TX
June 19-23	US Conference of Mayors	66th Annual Meeting	Reno, NV
June 29	IGA Reps. Mtg.		White House
DATE	ORGANIZATION	MEETING/TOPIC	LOCATION
July 17-21	National Association of Counties	Annual Meeting	Portland, OR
	National Conference of		

July 20-23	State Legislatures	Annual Meeting	Las Vegas, NV
August 1-4	National Governors' Association	Summer Meeting	Milwaukee, WI
October 25-28	International City/County Management Association	84th Annual Conference	Orlando/Orange County, FL

1999

July 24-29	National Conference of State Legislatures	Annual Meeting	Indianapolis, IN
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2000

July 15-20	National Conference of State Legislatures	Annual Meeting	Chicago, IL
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RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:18-JAN-1998 22:36:24.00

SUBJECT: Tobacco and Quality Legislative Strategy meetings

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

Donna L. Geisbert (CN=Donna L. Geisbert/OU=OPD/O=EOP [OPD])
READ:UNKNOWN

TEXT:

Larry Stein called me on Thursday and Friday about the Medicare Commission. During the discussions, he repeatedly said he was growing increasingly concerned that the tobacco legislation was becoming more and more difficult to see how we could get to closure. He said that he thought another legislative strategy meeting was advisable. I said that I would pass on to you. Do you think you have had enough of these or do you think we should set something up? I am getting the sense that we need to do something to coordinate ourselves internally and on the Hill and would advise that you give Larry a call.

I have a need to do something like this on the quality front as well. I would like to bring in Rich, John H., Janet M., and Larry to discuss options. Would you two like to sit in on such a meeting? I would welcome your participation. Call or write when you can, and we will set up.
Thanks.

cj

**THE CLINTON ADMINISTRATION ANNOUNCES
NEW CIVIL RIGHTS ENFORCEMENT INITIATIVE
January 19, 1998**

The Vice President today announced a package of civil rights enforcement initiatives that places new emphasis on prevention and non-litigation remedies for discrimination and strengthens civil rights agencies' ability to enforce anti-discrimination law. The plan promotes prevention by providing increased resources for compliance reviews and technical assistance, and offers an alternative to expensive litigation by funding a dramatic expansion of alternative dispute resolution (ADR) mechanisms. The plan also sets specific performance goals for the EEOC to speed processing of complaints and reduce case backlog, and provides for greater coordination across federal agencies and offices. The Clinton Administration's Fiscal Year 1999 balanced budget contains \$602 million for civil rights enforcement agencies and offices -- an increase of \$86 million, or more than 16 percent, over last year's funding.

Equal Employment Opportunity Commission (EEOC)

The Administration's budget proposal expands the EEOC's ADR program over three years to allow as many as 70 percent of all complainants to choose mediation, rather than the lengthy process of investigation and litigation. In the first year of this expansion, the EEOC will provide ADR in a projected 16,000 cases -- 20 percent of all incoming cases and double the number currently sent to mediation. The Administration's budget also sets specific performance goals for the EEOC to reduce its backlog. Through a combination of the increased use of mediation, improved information technology, and an expanded investigative staff, the EEOC will reduce the average time it takes to resolve private sector complaints from over 9.4 months to 6 months, and reduce the backlog of cases from 64,000 to 28,000, by the year 2000.

In total, the budget requests \$279 million for the EEOC for FY 1999 -- \$37 million or 15 percent more than the enacted 1998 budget. More than one-third of the proposed increase (\$13 million) goes to expansion of the agency's ADR program.

Department of Housing and Urban Development (HUD)

The Administration's budget proposes an increased emphasis on reducing discrimination and ensuring equal opportunity in housing. The highlight of the HUD budget proposal is a targeted enforcement initiative that will use paired testing -- in which otherwise identical applicants of different races approach realtors or landlords -- to detect and eliminate housing discrimination. This systematic, focused testing strategy will allow more accurate measurement and increased public awareness of housing discrimination, while facilitating enforcement actions against violators of the fair housing law.

The Administration's budget proposes \$52 million for FY 1999 -- \$22 million, or about 70 percent, more than last year's funding -- to enable HUD to meet its goals of ensuring equal opportunity in housing. The new paired testing program is funded at \$10 million.

Key Aspects of the Budget

*** Alternative Dispute Resolution (ADR)**

The plan increases the use of ADR in the Federal government as a voluntary option available to parties that seek a non-litigation solution to their cases. The Administration's budget expands mediation programs in almost every agency, most notably in the EEOC.

*** Prevention Activities**

The plan emphasizes efforts throughout the government's civil rights agencies and offices to prevent discrimination from occurring -- for example, through technical assistance, outreach, and compliance reviews. Offices in which such consultative activities will assume added importance include the Civil Rights Center of the Department of Labor and the Offices of Civil Rights of the Departments of Health and Human Services and Education. The Office of Federal Contract Compliance Programs of the Department of Labor will increase compliance reviews by 10 percent, while reducing burdens on contractors (paperwork, etc.) by at least 30 percent.

*** Improved Coordination**

The plan recognizes the need for enhanced coordination of federal civil rights enforcement policy among agencies by highlighting the lead role of the Department of Justice's Civil Rights Division, under the direction of Bill Lann Lee, and providing additional resources for coordination activities. This emphasis will lead to more consistent enforcement of civil rights laws, broader dissemination of best practices, and improved data collection.

Q&A for Civil Rights Enforcement Initiative
January 19, 1998

Q: What did the Clinton Administration announce with regard to civil rights enforcement?

A: The Clinton Administration announced its Fiscal Year 1999 budget proposal of \$602 million for civil rights enforcement agencies -- this is \$86 million or more than 16 percent greater than the FY 1998 budget. The President's proposal places new emphasis on preventive measures and non-litigation strategies while also strengthening the ability of federal agencies to enforce existing civil rights laws. The Administration's budget provides for increased use of voluntary Alternative Dispute Resolution (ADR), especially in the Equal Employment Opportunity Commission, so parties can have their cases resolved more easily, cheaply, and promptly. The combination of additional resources and reforms will enable the EEOC to reduce the average time it takes to resolve a complaint from over 9 months to 6 months, and reduce the current backlog from 64,000 to 28,000, by the year 2000.

Q: Why is the President proposing these actions?

A: This budget keeps the President's commitment to ensure equal opportunity for all Americans: that no one should be denied such essentials as a job, a home or a chance at an education because of the color of their skin, a disability, their gender or their religion. One of the key observations John Hope Franklin, Chairman of the President's Initiative on Race, made in his November 30, 1997 letter to the President was that the budgets of civil rights agencies have not kept pace with their increased responsibilities. This budget seeks to provide sufficient resources and promote management reforms to allow civil rights agencies to do their jobs.

Q: How does this budget relate to the President's Initiative on Race?

A: John Hope Franklin and the rest of the Race Initiative's Advisory Board urged the President to focus on this issue and recommend some specific reforms. Of course, the Administration has a consistently strong record in this area, but the Initiative on Race made this an especially appropriate year in which to propose systemic reforms to, and strengthening of, the nation's civil rights agencies and offices.

Q: What other agencies are part of the Civil Rights Enforcement Initiative?

A: The President's budget encourages the use of ADR, prevention activities such as education and technical assistance, and improved enforcement across the major civil

rights agencies and offices. It includes funding for the following agencies involved in civil rights enforcement:

Civil Rights Enforcement Funding
(Budget authority, in millions of dollars)

	1997 Actual	1998 Enacted	1999 Request
Equal Employment Opportunity Commission	240	242	279
Department of Housing and Urban Development, Fair Housing Activities	30	30	52
Department of Justice, Civil Rights Division	62	65	72
Department of Labor, Office of Federal Contractor Compliance Efforts	59	62	68
Department of Education, Office of Civil Rights	55	62	68
Department of Health and Human Services, Office of Civil Rights	20	20	21
Department of Agriculture	10	15	19
U.S. Commission on Civil Rights	9	9	11
Department of Transportation, Office of Civil Rights	6	6	7
Department of Labor, Civil Rights Center	5	5	5

Q: What does the President's budget propose with respect to the Civil Rights Division at the Department of Justice?

A: The Administration's 1999 budget proposes more than a 10 percent increase for the Department of Justice -- from \$65 million in FY 1998 to \$71.6 million in FY 1999. This funding will permit the Department to continue its efforts in enforcing the laws that provide civil and criminal protections from discrimination, including the Civil Rights Act of 1964, the Fair Housing Act, and the Americans with Disabilities Act. The budget also includes funds specifically to enhance the Civil Rights Division's role in coordinating

federal civil rights enforcement across agencies. This enhanced coordinating role, which will be undertaken by Bill Lann Lee, will lead to more consistent enforcement of civil rights laws, broader dissemination of best practices, and improved data collection.

Q: The Congressional Research Service has recently stated that the appointment of Bill Lann Lee as Acting Assistant Attorney General for Civil Rights is illegal under the Vacancies Act. How can you appoint Lee to this position?

A: The Department of Justice has reviewed this question closely and has determined that the Attorney General has the authority to make this appointment.

Q: What actions is the President taking with respect to appointing a new Chairman of the Equal Employment Opportunity Commission?

A: After the departure of Chairman Gilbert Casellas at the end of last year, the President reappointed Paul M. Igasaki to the Equal Employment Opportunity Commission, and named him Acting Chairman. Currently, three of the five positions on the Commission are filled, which is enough for a quorum. The fourth member to be appointed is for a Republican slot, and Senate Majority Leader Trent Lott (R-Miss.) has already indicated his choice for the position. The President is working as expeditiously as possible to nominate a fifth member of the Commission.

Q: What does the President's plan do to improve performance at the EEOC?

A: This plan creates specific goals and invests in new technology and procedures that will significantly improve EEOC performance. The initiative's reforms will reduce the average time it takes to process a complaint from over 9 months to 6 months, and the current backlog from 64,000 to 28,000 cases, by the end of 2000. This reduction will be achieved in part through technology improvements and in part through a dramatic expansion of the Agency's Alternative Dispute Resolution (ADR) program. The Administration's budget proposal expands the EEOC's ADR program over three years to allow as many as 70 percent of all complainants to choose mediation, rather than the lengthy process of investigation and litigation. In the first year the EEOC will provide ADR in a projected 16,000 cases -- 20 percent of all incoming cases and double the number currently sent to mediation.

Q: Is the President's budget simply a way to increase funding for affirmative action programs?

A: No. The President's budget is aimed at preventing and eliminating discrimination through emphasizing compliance with and enforcement of the various existing civil rights laws, such as the Civil Rights Act of 1964, the Fair Housing Act, and the Americans with

Disabilities Act. Affirmative action programs are only one tool (and not the most widely used tool) of civil rights enforcement.

Q. What does this budget do to improve USDA programs for minority farmers?

A. The President's budget proposal increases funding for USDA's civil rights programs from \$15 million to \$19 million to increase human resources management, outreach to under-represented customers, involvement of small and disadvantaged businesses in USDA programs, conflict resolution activities, and processing complaints brought by employees and customers.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:18-JAN-1998 17:15:16.00

SUBJECT: Draft Talking Points for Response to NYT Article on Bill Lee Appointment

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

TEXT:

----- Forwarded by Andrew J. Mayock/WHO/EOP on 01/18/98
05:16 PM -----

Robert N. Weiner
01/18/98 05:11:10 PM
Record Type: Record

To: See the distribution list at the bottom of this message
cc:
Subject: Draft Talking Points for Response to NYT Article on Bill Lee Appointment

Message Sent

To: _____
Michael D. McCurry/WHO/EOP
Amy W. Tobe/WHO/EOP
Sylvia M. Mathews/WHO/EOP
John Podesta/WHO/EOP
Andrew J. Mayock/WHO/EOP
Susan M. Liss/OVP @ OVP
Charles F. Ruff/WHO/EOP
Ann F. Walker/WHO/EOP
Dawn M. Chirwa/WHO/EOP

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

TEXT:

Unable to convert ARMS_EXT: [ATTACH.D58]MAIL41838081A.026 to ASCII,
The following is a HEX DUMP:

FF575043F3040000010A02010000000205000000651300000002000097DDE56DB1A4C3C181C9A7
681292384718D4206C8DBEC0D2AAFD242FA36BACE36915D8A8AFA4F0D7674017E372B84EA82F04
55E8E732B2CC5D8B4DE293DEDE73E153FE67BBB033D5571C161FE41A7FBDBB16BB3F392351A289

TALKING POINTS

DESIGNATION OF BILL LANN LEE AS ACTING ASSISTANT ATTORNEY GENERAL AND COUNSELOR TO THE ATTORNEY GENERAL

- For the past **50** years, Attorneys General -- in both Democratic and Republican Administrations -- have used the Justice Department's statutory authority to appoint acting assistant attorneys general and other acting officials. By statute, nearly all the functions of the Department of Justice are vested in the Attorney General (28 U.S.C. §509). The Attorney General may -- again by statute -- authorize "the performance by an officer, employee, or agency of the Department of Justice of any function of the Attorney General." (Id. § 510). That is what was done here.
- With the President's support and approval, Bill Lann Lee was appointed Principal Deputy Assistant Attorney General in the Civil Rights Division and Counselor to the Attorney General for Civil Rights. The Attorney General then issued an order under 28 U.S.C. §§ 509 and 510, assigning him the functions of the Assistant Attorney General for the Division. A 1971 opinion of the Office of Legal Counsel upholds the practice of bringing someone into the Department and immediately appointing him or her an Acting Assistant Attorney General, and it notes **four** prior examples. **The Bush Administration used the same procedure in 1992.**
- Mr. Lee is not serving pursuant to the Vacancies Act, 5 U.S.C. §§ 3345-49. As noted, the longstanding practice of the Department of Justice, under **both** Republican and Democratic Administrations, is to use sections 509 and 510, rather than the Vacancies Act, to designate acting officials.
- Nevertheless, if the Vacancies Act did apply, Mr. Lee, as the first assistant in the Civil Rights Division could act as Assistant Attorney General so long as the President nominated someone within 120 days. 5 U.S.C. §§ 3346, 3348. The fact that Mr. Lee's predecessor served for more than 120 days before Mr. Lee was first nominated is irrelevant. The Vacancies Act specifically provides that if a first or second nomination to fill a vacancy has been submitted, an acting official may serve until the Senate confirms or rejects the nomination. **The President intends to resubmit Mr. Lee's nomination promptly.**
- The Senate thus will have the opportunity to vote on Mr. Lee. Any concerns about Mr. Lee's status as Acting Assistant Attorney General can be easily resolved by confirming him in the position.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:18-JAN-1998 19:19:05.00

SUBJECT: Food safety Q/A

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

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

READ:UNKNOWN

TEXT:

If we get press calls about a Cox newspaper story on food safety saying USDA was not closing down plants here is a Q/A. USDA has also sent a whole load of material to the press office.

Q. In light of recent articles revealing that USDA did not close down a plant despite 1,700 violations, what are you doing to make sure our meat and poultry are safe to eat?

A. There are several important facts to remember in regard to this story. First, in every instance cited in the story, inspectors took action to prevent unsafe food from reaching consumers and to correct unacceptable practices by the plant. Second, the Cox newspaper article is based largely on events in 1996. Since that time the Administration has developed the Hazard Analysis and Critical Control Points (HACCP) which it began implementing in January 1997. Under this system the Food Safety and Inspection Service (FSIS) can insist on preventative measures to improve food safety before a plant can reopen. Under HACCP inspectors will use non-compliance reports to document food safety violations. These actions will lay the groundwork for documenting repeated failures. And where there are repeat failures, FSIS can and will take formal action to shut down the plant. Finally, the Administration has asked Congress for additional enforcement authority to fine companies for violations of food safety standards. Currently, USDA can't fine companies that violate food safety standards.

Questions and Answers on Food Safety
January 19, 1998

Q: What steps is the Administration taking to improve food safety?

A: Last year we were able to increase spending on food safety by approximately \$40 million. This year, our budget will seek an even more substantial increase in resources to improve food safety. The resources will go to a variety of initiatives, including: giving FDA authority to prevent the import of produce from countries without safety precautions equivalent to our own; hiring FDA inspectors to improve the safety of our nation's fruits and vegetables, both domestic and imported; developing new ways for federal inspectors to detect food-borne illnesses in meat and poultry and determine the source of contamination; improving educational outreach on proper food handling; and expanding CDC's surveillance activities for food-borne illnesses.

Q. Is this a new issue for the Administration?

A. No, our actions are part of a continuing effort that has seen real accomplishment every year:

* October, 1997. President announces new initiative to enhance FDA oversight over imported foods and to develop guidance on good agricultural and manufacturing practices for fruits and vegetables; to seek legislation to give FDA the same authority that USDA has to inspect imports; and to seek funds to greatly expand FDA's inspection force.

* January, 1997. Administration announces comprehensive new initiative to improve the safety of nation's food supply detailing a \$43 million food safety program, including measures to improve surveillance, outbreak response, education, and research.

* August, 1996. President signs Safe Drinking Water Act of 1996. The law requires drinking water systems to protect against dangerous contaminants like cryptosporidium, and gives people the right to know about contaminants in their tap water.

* August, 1996. President signs Food Quality Protection Act of 1996, which streamlines regulation of pesticides by FDA and EPA and puts important new public-health protections in place, especially for children.

* July, 1996. President Clinton announces new regulations that modernize the nation's meat and poultry inspection system for the first time in 90 years. New standards help prevent E.coli bacteria contamination in meat.

* December, 1995. Administration issues new rules to ensure seafood safety. Utilizes HACCP regulatory programs to require food industries to design and implement preventive measures and increase the industries' responsibility for and control of their safety assurance actions.

* 1994. CDC embarks on strategic program to detect, prevent, and control emerging infectious disease threats, some of which are food borne, making significant progress toward this goal in each successive year.

* 1993. Vice-President's National Performance Review issues report recommending government and industry move toward a system of preventive controls.

Q. A recent story revealed that USDA did not close down a plant despite 1,700 violations, what are you doing to make sure our meat and poultry are safe to eat?

A. We do need to keep doing a better job on food safety. And I am committing more resources than ever to the problem, and modernizing food safety for meat and fruits and vegetables and the water we drink. There are several important facts to remember in regard to this specific story. First, in every instance cited in the story, inspectors took action to prevent unsafe food from reaching consumers and to correct unacceptable practices by the plant. Second, the story is based largely on events in 1996. Since that time the Administration has developed the Hazard Analysis and Critical Control Points (HACCP) which we began implementing in January 1997. Under this system the Food Safety and Inspection Service (FSIS) can insist on preventative measures to improve food safety before a plant can reopen. Under HACCP inspectors will use non-compliance reports to document food safety violations. These actions will lay the groundwork for documenting repeated failures. And where there are repeat failures, FSIS can and will take formal action to shut down the plant. Finally, the Administration has asked Congress for additional enforcement authority to fine companies for violations of food safety standards. Currently, USDA can't fine companies that violate food safety standards.

Questions and Answers on Tobacco Taxes and Budget
January 19, 1998

Q. Are you concerned by comments by some members of Congress that tobacco legislation may be getting stalled -- that you may not be serious about getting a bill -- and suggesting that you should take a more active role in pushing legislation?

A. I am committed to enacting comprehensive bipartisan tobacco legislation. So any comments to the contrary are just wrong. We are making very solid progress towards enacting comprehensive tobacco legislation that will reduce teen smoking. I've proposed a very clear set of principles about what should be in the bill -- the first issue being that this is about protecting kids, not money or political advantage. I've met personally with senior members involved in this issue -- I've assured them that we want to get this done, that we will. Our staff has met with members of both parties. My budget will contain some details on how we should get this done, but we will work with Congress in a bipartisan way. Already there have been several bills introduced and I expect a few more will in the next couple of months and that is the natural way in Congress. This has been a long battle we have been fighting and we will stay with it, and it will make a difference to the health of millions of children over the next few years. We have to get it done.

Q. Do recent events, the tobacco settlement in Texas or the release of documents showing some companies were marketing to children, diminish the need for legislation or the chance that it would get passed?

A. No. It is a good sign that industry is being held accountable for the harms it has caused, and that we are getting information out about how the industry has hurt children. But that should serve as an impetus for comprehensive legislation. We need a comprehensive system of penalties to make sure companies reduce teen smoking, we need the FDA to have authority over tobacco products to protect our health, to make sure advertising doesn't go after our kids. So we need legislation, and it should be bi-partisan. I think all the attention from these events makes it clear why we need a national solution, and that we should try and get it done soon.

Q. Your proposed budget call for a tax on tobacco products, how much money do you believe can be raised in this manner?

A. I have urged Congress to pass comprehensive tobacco legislation to reduce teen smoking, and my proposed budget assumes some revenues from the passage of such legislation. It's very important to understand that these revenues need not come from a tax; they could result from industry payments and penalties pursuant to a settlement agreement. The revenues assumed in the budget will be consistent with my prior demand for a combination of industry payments and penalties to increase the price of cigarettes by up to \$1.50 over the next decade, as necessary to meet youth smoking reduction targets.

Q. Are the revenue estimates reported in *The Wall Street Journal* accurate -- i.e., that your budget assumes that tobacco payments will raise \$10 billion in FY 99 and \$40 to \$60 billion over five years?

A. I won't comment on particular budget numbers until we actually release the budget. The projected revenues we use in the budget will be consistent with what I have called for in the past: a combination of industry payments and penalties to increase the price of cigarettes by up to \$1.50 over the next decade, as necessary to meet youth smoking reduction targets.

Q. There are various reports about how much money from tobacco legislation will go to the states, and whether the federal government has any right to this money. What do you think the states are entitled to?

A. My first goal is to pass national tobacco legislation to reduce teen smoking. The specific allocation of monies is a secondary issue, which I will work to resolve with the states and Congress. Both the states and the Administration have worked hard to create the conditions for national legislation -- by bringing suit against the tobacco companies and by asserting regulatory power over them. I am confident we will be able to reach -- and to incorporate in legislation -- a mutually agreeable approach to the allocation issue that fully recognizes the states' contribution.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Nanda Chitre (CN=Nanda Chitre/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:19-JAN-1998 11:01:21.00

SUBJECT: Final one pager and q&a on vp's announcement today

TO: Nathan B. Naylor (CN=Nathan B. Naylor/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

TO: Jake Siewert (CN=Jake Siewert/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: Kevin S. Moran (CN=Kevin S. Moran/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: Beverly J. Barnes (CN=Beverly J. Barnes/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

TO: Amy W. Tobe (CN=Amy W. Tobe/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

TO: MENDOZA_E (MENDOZA_E @ A1 @ CD @ LNGTWY [UNKNOWN]) (WHO)
READ:UNKNOWN

TO: LUZZATTO_A (LUZZATTO_A @ A1 @ CD @ LNGTWY [UNKNOWN]) (NSC)
READ:UNKNOWN

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

TO: WOZNIAK_N (WOZNIAK_N @ A1 @ CD @ LNGTWY [UNKNOWN]) (NSC)
READ:UNKNOWN

TO: Megan C. Moloney (CN=Megan C. Moloney/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

READ:UNKNOWN

TO: Heidi Kukis (CN=Heidi Kukis/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

TO: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

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

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

TO: CROWLEY_P (CROWLEY_P @ A1 @ CD @ LNGTWY [UNKNOWN]) (NSC)
READ:UNKNOWN

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

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

TO: RUBIN_E (RUBIN_E @ A1 @ CD @ LNGTWY [UNKNOWN]) (NSC)
READ:UNKNOWN

TO: Joseph P. Lockhart (CN=Joseph P. Lockhart/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

TO: Barry J. Toiv (CN=Barry J. Toiv/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:
THE CLINTON ADMINISTRATION ANNOUNCES
NEW CIVIL RIGHTS ENFORCEMENT INITIATIVE
January 19, 1998

The Vice President today announced a package of civil rights enforcement initiatives that places new emphasis on prevention and non-litigation remedies for discrimination and strengthens civil rights agencies' ability to enforce anti-discrimination law. The plan promotes prevention by providing increased resources for compliance reviews and technical assistance, and offers an alternative to expensive litigation by funding a dramatic expansion of alternative dispute resolution (ADR) mechanisms. The plan also sets specific performance goals for the EEOC to speed processing of complaints and reduce case backlog, and provides for greater coordination across federal agencies and offices. The Clinton Administration's Fiscal Year 1999 balanced budget contains \$602 million for civil rights enforcement agencies and offices -- an increase of \$86 million, or more than 16 percent, over last year's funding.

Equal Employment Opportunity Commission (EEOC)

The Administration's budget proposal expands the EEOC's ADR program over three years to allow as many as 70 percent of all complainants to choose mediation, rather than the lengthy process of investigation and litigation. In the first year of this expansion, the EEOC will provide ADR in a projected 16,000 cases -- 20 percent of all incoming cases and double the number currently sent to mediation. The Administration's budget also sets specific performance goals for the EEOC to reduce its backlog. Through a combination of the increased use of mediation, improved information technology, and an expanded investigative staff, the EEOC will reduce the average time it takes to resolve private sector complaints from over 9.4 months to 6 months, and reduce the backlog of cases from 64,000 to 28,000, by the year 2000.

In total, the budget requests \$279 million for the EEOC for FY 1999 -- \$37 million or 15 percent more than the enacted 1998 budget. More than one-third of the proposed increase (\$13 million) goes to expansion of the agency's ADR program.

Department of Housing and Urban Development (HUD)

The Administration's budget proposes an increased emphasis on reducing discrimination and ensuring equal opportunity in housing. The highlight of the HUD budget proposal is a targeted enforcement initiative that will use paired testing -- in which otherwise identical applicants of different races approach realtors or landlords -- to detect and eliminate housing discrimination. This systematic, focused testing strategy will allow more accurate measurement and increased public awareness of housing discrimination, while facilitating enforcement actions against violators of the fair housing law.

The Administration's budget proposes \$52 million for FY 1999 -- \$22 million, or about 70 percent, more than last year's funding -- to enable HUD to meet its goals of ensuring equal opportunity in housing. The new paired testing program is funded at \$10 million.

Department of Justice Civil Rights Division

The Administration's 1999 budget proposes more than a 10 percent increase for the Civil Rights Division -- from \$65 million in FY 1998 to \$71.6 million in FY 1999. This funding will permit the Department to continue its efforts to enforce the laws that provide civil and criminal protections from discrimination, including the Civil Rights Act of 1964, the Fair Housing Act, and the Americans with Disabilities Act. The budget also includes funds specifically to enhance the Civil Rights Division's role in coordinating federal civil rights enforcement across agencies.

Q&A for Civil Rights Enforcement Initiative
January 19, 1998

Q: What did the Clinton Administration announce with regard to civil rights enforcement?

A: The Clinton Administration announced its Fiscal Year 1999 budget proposal of \$602 million for civil rights enforcement agencies -- this is \$86 million or more than 16 percent greater than the FY 1998 budget. The President's proposal places new emphasis on preventive measures and non-litigation strategies while also strengthening the ability of federal agencies to enforce existing civil rights laws. The Administration's budget provides for increased use of voluntary Alternative Dispute Resolution (ADR), especially in the Equal Employment Opportunity Commission, so parties can have their cases resolved more easily, cheaply, and promptly. The combination of additional resources and reforms will enable the EEOC to reduce the average time it takes to resolve a complaint from over 9 months to 6 months, and reduce the current backlog from 64,000 to 28,000, by the year 2000.

Q: Why is the President proposing these actions?

A: This budget keeps the President's commitment to ensure equal opportunity for all Americans: that no one should be denied such essentials as a job, a home or a chance at an education because of the color of their skin, a disability, their gender or their religion. One of the key observations John Hope Franklin, Chairman of the President's Initiative on Race, made in his November 30, 1997 letter to the President was that the budgets of civil rights agencies have not kept pace with their increased responsibilities. This budget seeks to provide sufficient resources and promote management reforms to allow civil rights agencies to do their jobs.

Q. How does this budget relate to the President's Initiative on Race?

A. John Hope Franklin and the rest of the Race Initiative's Advisory Board urged the President to focus on this issue and recommend some specific reforms. Of course, the Administration has a consistently strong record in this area, but the Initiative on Race made this an especially appropriate year in which to propose systemic reforms to, and strengthening of, the nation's civil rights agencies and offices.

Q. What other agencies are part of the Civil Rights Enforcement Initiative?

A. The President's budget encourages the use of ADR, prevention activities such as education and technical assistance, and improved enforcement across the major civil

rights agencies and offices. It includes funding for the following agencies involved in civil rights enforcement:

Civil Rights Enforcement Funding
(Budget authority, in millions of dollars)

	1997 Actual	1998 Enacted	1999 Request
Equal Employment Opportunity Commission	240	242	279
Department of Housing and Urban Development, Fair Housing Activities	30	30	52
Department of Justice, Civil Rights Division	62	65	72
Department of Labor, Office of Federal Contractor Compliance Efforts	59	62	68
Department of Education, Office of Civil Rights	55	62	68
Department of Health and Human Services, Office of Civil Rights	20	20	21
Department of Agriculture	10	15	19
U.S. Commission on Civil Rights	9	9	11
Department of Transportation, Office of Civil Rights	6	6	7
Department of Labor, Civil Rights Center	5	5	5

Q: What does the President's budget propose with respect to the Civil Rights Division at the Department of Justice?

A: The Administration's 1999 budget proposes more than a 10 percent increase for the Department of Justice -- from \$65 million in FY 1998 to \$71.6 million in FY 1999. This funding will permit the Department to continue its efforts in enforcing the laws that provide civil and criminal protections from discrimination, including the Civil Rights Act of 1964, the Fair Housing Act, and the Americans with Disabilities Act. The budget also includes funds specifically to enhance the Civil Rights Division's role in coordinating

federal civil rights enforcement across agencies. This enhanced coordinating role, which will be undertaken by Bill Lann Lee, will lead to more consistent enforcement of civil rights laws, broader dissemination of best practices, and improved data collection.

Q: The Congressional Research Service has recently stated that the appointment of Bill Lann Lee as Acting Assistant Attorney General for Civil Rights is illegal under the Vacancies Act. How can you appoint Lee to this position?

A: The Department of Justice has reviewed this question closely and has determined that the Attorney General has the authority to make this appointment.

Q: What actions is the President taking with respect to appointing a new Chairman of the Equal Employment Opportunity Commission?

A: After the departure of Chairman Gilbert Casellas at the end of last year, the President reappointed Paul M. Igasaki to the Equal Employment Opportunity Commission, and named him Acting Chairman. Currently, three of the five positions on the Commission are filled, which is enough for a quorum. The fourth member to be appointed is for a Republican slot, and Senate Majority Leader Trent Lott (R-Miss.) has already indicated his choice for the position. The President is working as expeditiously as possible to nominate a fifth member of the Commission.

Q: What does the President's plan do to improve performance at the EEOC?

A: This plan creates specific goals and invests in new technology and procedures that will significantly improve EEOC performance. The initiative's reforms will reduce the average time it takes to process a complaint from over 9 months to 6 months, and the current backlog from 64,000 to 28,000 cases, by the end of 2000. This reduction will be achieved in part through technology improvements and in part through a dramatic expansion of the Agency's Alternative Dispute Resolution (ADR) program. The Administration's budget proposal expands the EEOC's ADR program over three years to allow as many as 70 percent of all complainants to choose mediation, rather than the lengthy process of investigation and litigation. In the first year the EEOC will provide ADR in a projected 16,000 cases -- 20 percent of all incoming cases and double the number currently sent to mediation.

Q: Is the President's budget simply a way to increase funding for affirmative action programs?

A: No. The President's budget is aimed at preventing and eliminating discrimination through emphasizing compliance with and enforcement of the various existing civil rights laws, such as the Civil Rights Act of 1964, the Fair Housing Act, and the Americans with

Disabilities Act. Affirmative action programs are only one tool (and not the most widely used tool) of civil rights enforcement.

Q. What does this budget do to improve USDA programs for minority farmers?

A. The President's budget proposal increases funding for USDA's civil rights programs from \$15 million to \$19 million to increase human resources management, outreach to under-represented customers, involvement of small and disadvantaged businesses in USDA programs, conflict resolution activities, and processing complaints brought by employees and customers.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:19-JAN-1998 10:55:06.00

SUBJECT: Re: Status Report -- 21st Century Community Learning Centers

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

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

TEXT:

FYI--Looks like our after school program is generating great interest. No surprise.

----- Forwarded by Michael Cohen/OPD/EOP on 01/19/98
10:55 AM -----

Mike_Smith @ ed.gov
01/17/98 01:51:00 PM

Record Type: Record

To: Michael Cohen, Robert M. Shireman
cc:
Subject: Re: Status Report -- 21st Century Community Learning Centers

Awesome!! Mike

A quick status report on the current competition:

The program has already received over 4,000 requests for applications! The current request rate is well over 200 per day, almost exclusively by e-mail and fax. Applications are due to OERI on March 9.

Today we sent letters to approximately 500 education associations, community-based organizations, and recommended individuals soliciting peer reviewers. Review panels will meet in five cities, starting March 27.

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

TEXT:

RFC-822-headers:

Received: from conversion.pmdf.eop.gov by PMDF.EOP.GOV (PMDF V5.0-4 #6879)

id <01ISIXO3QY00006FK6@PMDF.EOP.GOV>; Sun, 18 Jan 1998 14:35:23 -0500 (EST)
Received: from storm.eop.gov (storm.eop.gov)
by PMDF.EOP.GOV (PMDF V5.0-4 #6879) id <01ISIXO1NNQO002SEM@PMDF.EOP.GOV>; Sun,

18 Jan 1998 14:35:19 -0500 (EST)
Received: from vader.ed.gov ([165.224.216.253])
by STORM.EOP.GOV (PMDF V5.1-7 #6879)
with ESMTTP id <01ISIXNB17V0002147@STORM.EOP.GOV>; Sun,
18 Jan 1998 14:34:43 -0500 (EST)
Received: from smtpgwyl.ed.gov (smtpgwyl.ed.gov [165.224.216.37])
by vader.ed.gov (8.8.7/8.8.4) with SMTP id OAA25072; Sun,
18 Jan 1998 14:31:01 -0500 (EST)
Received: from ccMail by smtpgwyl.ed.gov
(IMA Internet Exchange 2.12 Enterprise) id 000CB42D; Sun,
18 Jan 1998 14:34:32 -0500

===== END ATTACHMENT 1 =====

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	Audrey Haynes to Elena Kagan et al re: Pro Choice Meeting List [partial] (2 pages)	01/19/1998	P6/b(6)

COLLECTION:

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

FOLDER TITLE:

[01/17/1998 - 01/19/1998]

2009-1006-F
eh203

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: Audrey T. Haynes (CN=Audrey T. Haynes/OU=WHO/O=EOP [WHO])

CREATION DATE/TIME:19-JAN-1998 17:14:24.00

SUBJECT: Pro Choice Meeting List

Here's a list of 20plus folks. I need to get it down to 18 due to seating. I'm open

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

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

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

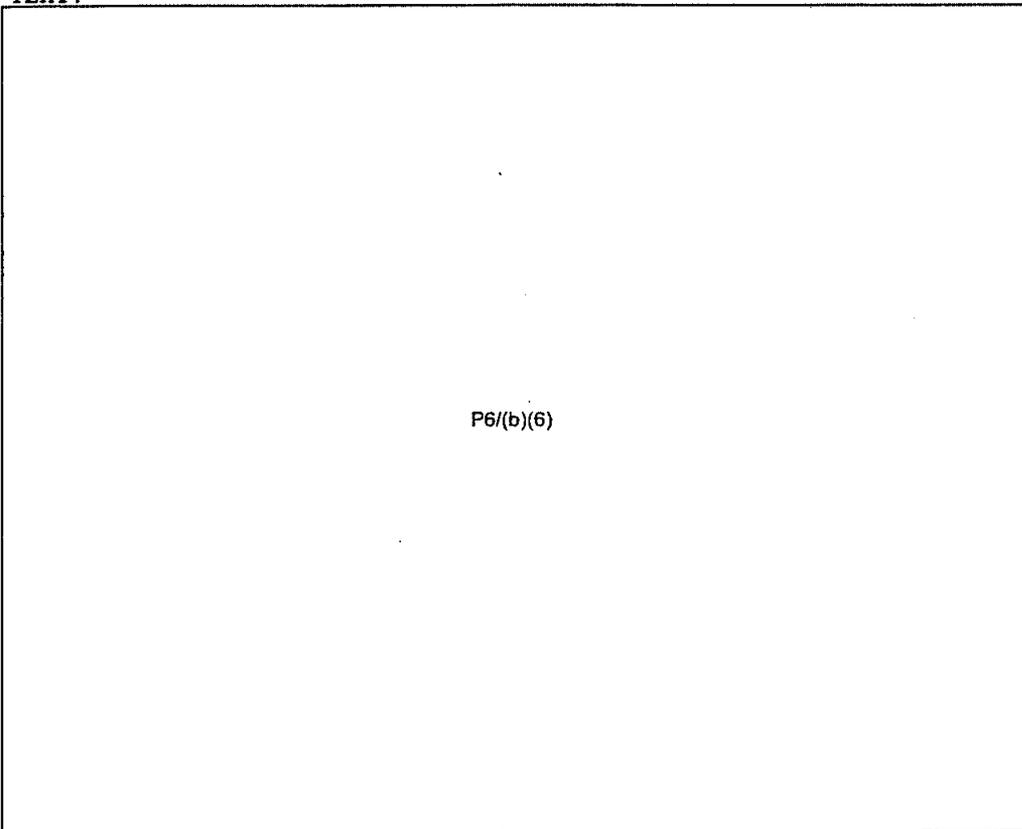
CC: Susan M. Liss (CN=Susan M. Liss/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

CC: Tania I. Lopez (CN=Tania I. Lopez/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

Robin Leeds (CN=Robin Leeds/OU=WHO/O=EOP [WHO])
READ:UNKNOWN

TEXT:



P6/(b)(6)

[001]

P6/(b)(6)

[001]

Others:

P6/(b)(6)

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Steven M. Mertens (CN=Steven M. Mertens/OU=OMB/O=EOP [OMB])

CREATION DATE/TIME:19-JAN-1998 13:48:38.00

SUBJECT: Possible Agenda Topics for a Reconvened DPC Immigration Core Group

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

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

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

CC: Debra J. Bond (CN=Debra J. Bond/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

CC: Nicolette Highsmith (CN=Nicolette Highsmith/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

CC: David J. Haun (CN=David J. Haun/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

CC: Ingrid M. Schroeder (CN=Ingrid M. Schroeder/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

CC: Joseph G. Pipan (CN=Joseph G. Pipan/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

CC: Jack A. Smalligan (CN=Jack A. Smalligan/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

CC: Kenneth L. Schwartz (CN=Kenneth L. Schwartz/OU=OMB/O=EOP@EOP [OMB])
READ:UNKNOWN

TEXT:

Attached are possible agenda or discussion topics dealing with immigration issues that the DPC may wish to consider when reconvening the Immigration Core Group. I talked with other OMB staff members in generating this list. If you have any questions or need additional information, please let me know.

Immigration Benefits

Coordinate the development of immigrant benefit eligibility definitions. This issue is of particular concern for immigrant support groups who believe that individual agencies are developing definitions without central guidance and are not accurately reflecting the Administration's position regarding eligibility. These groups are primarily concerned with how the Administration will define "federal public benefit" under the welfare bill and "public charge" under the immigration reform bill.

Monitor the implementation stages of INS Naturalization Reengineering initiative. INS has completed its study phase and plans to begin implementing a redesigned naturalization process. Monthly status reports by INS on the success of the implementation phases of this initiative may ensure it stays on track.

Legal immigration policy -- both temporary and permanent -- probably in consultation with NSC. Legal immigration issues keep cropping up in different contexts, (i.e., elimination of the 10K unskilled workers visas, expanding the H-1B program, agricultural guestworkers). DPC lead of efforts to coordinate interagency thinking on these policy issues prior to a short turn-around crisis would be beneficial.

Immigration Organization

DPC leadership of the implementation of the INS restructuring should be exerted once the budget is released. The DPC should track the implementation of the INS restructuring and actively engage INS and the Department during the implementation process to ensure it adheres to the policies laid out in the Budget. INS should report regularly on the status of the reorganization and the DPC should further develop and press the Department on the interagency recommendations dealing with better coordination/delegation of similar INS functions. In particular, DPC should follow-up with Department or Labor and State recommendations dealing with:

-- shared or delegated responsibility for worksite enforcement activities between INS and the Department of Labor. This is something DOL has indicated interest in pursuing and INS has told us that such a delegation can be accomplished without a change in legislation.

-- improving the coordination of visa processes between State and INS. Duplication and lack of coordination between INS and State's Bureau of Consular Affairs formed the foundation of the Commission on Immigration Reform's recommendation to move the benefit/service operations to the Department of State. Clearly this is an area that should get a higher level of attention to ensure improvements/reforms are implemented.

Immigration Enforcement

The immigration reform bill requires INS to develop a departure management system that tracks inbound and outbound passengers. Such a system has tremendous logistical, staffing, technology implications and policy implications which will affect a number of Federal agencies and neighboring countries. Currently, INS is moving to implement an extensive departure management system at air and land ports of entry. The Administration is seeking legislation to extend the deadline for the implementation of such a system. The immigration working group may be the appropriate forum to debate the proper "system" the Administration will support.

The issue of health care coverage for aliens apprehended along the border is a concern of the State of California. DOJ, OMB and INS have worked on this issue but a solution has not yet been agreed upon. DPC could bring this issue to resolution.

M E M O R A N D U M

TO: BRUCE REED, ELENA KAGAN

FROM: TOM FREEDMAN, MARY L. SMITH

RE: CIVIL RIGHTS CROSSCUT

DATE: NOVEMBER 25, 1997

Below is a list of performance goals that are applicable across agencies and suggestions as to how they might be implemented at the various civil rights enforcement agencies.

I. ALTERNATE DISPUTE RESOLUTION

A. EEOC

- Mediation Program. EEOC proposes to mediate approximately 8,000, or 10 percent of the 80,000 new charges expected in FY 1999. (\$4,000,000)

B. HHS-OCR

- Mediation Partnerships: HHS would contract with providers of mediation services in five to ten pilot urban and rural areas. OCR would decentralize the use of third party mediation services for a subset of complaints assessed through its case triage process. (\$250,000)

C. DOL-OCR

- Mediation. 7 FTE will be required to market ADR and to assist states in developing and designing ADR programs. In addition, 4 FTE will be needed to provide ADR for those complainants who request ADR in the processing of their complaints. (\$990,000)

D. DOL-OFCCP

- Alternate Dispute Resolution. OFCCP is initiating an alternate dispute resolution program in order to facilitate the closure of compliance reviews and complaint investigations. ADR will be used as an effort to avoid litigation and to reduce the number of cases referred to the Solicitor of Labor for enforcement. (\$200,000)

E. EDUCATION

- Alternate Dispute Resolution. In December 1993, OCR issued a new Case Resolution

Manual (CRM). The CRM streamlined the complaint resolution process so that OCR can provide more efficient and effective service to complainants. One element of the CRM is an alternative dispute resolution procedure (ADR). Any additional funding over OCR's FY 1999 appropriation could be used to provide additional staff training to build skills necessary for effective ADR or to hire contract mediators to actually facilitate resolution between the parties. (\$100,000)

II. **TARGETING FUTURE COMPLIANCE AND TECHNICAL ASSISTANCE EFFORTS (through data collection and other means)**

A. **EEOC**

- Benchmark EEO survey data. EEOC would like to perform a one-time data collection from employers to obtain benchmark EEO survey data for the Americans with Disabilities Act (ADA) of 1990. (\$250,000)
- Video Outreach and Technical Assistance. Three video productions on subjects such as "Information for Small Employers," "Mediation to Resolve Charges," and "Best Practices for Employers." (\$225,000)
- PSA Campaign. (\$100,000)
- Stakeholder Meetings. Stakeholder meetings around the country for 25 offices. (\$125,000)
- Translation of materials. Translate pamphlets into several languages, including production costs. (\$280,000)

B. **EDUCATION**

- Elementary and Secondary School Civil Rights Compliance Report: OCR would conduct a survey of the approximately 15,000 school districts in the country on the following: number and types of schools within a school district; the demographics of the school district for both teachers and students; the number of students by race and gender in gifted and talented programs;; the number of students with disabilities by race and gender; and the number of students in math, science, and computer programs by race and gender. This data is used by other government agencies, including DOJ in its enforcement activities for approximately 400 court-ordered school districts. In addition, information and data obtained by the survey would be used as a baseline for OCR's proposed activities under GPRA. (\$1,700,000)

C. **HHS-OCR**

- Analysis of Differential Treatment Modalities. OCR, working with the HHS Data Council, would investigate medical decision-making at the individual facility level to see how it is influenced by race and ethnicity. OCR would contract for the development of methodologies to determine potential areas of discrimination or differential access to services through assessment of Departmental and State level administrative data sets. The purpose of this initiative is to identify potentially non-complying hospitals and to target and implement Title VI compliance reviews and outreach initiatives. As the result of this effort, HHS expects to change the compliance status of from 220 to 280 facilities. If HHS were to undertake all such reviews over a three-year period, it would need approximately \$565,000 per year, beyond an initial \$500,000 for survey design and analysis, to support the staffing needed to carry out such reviews while simultaneously avoiding an accumulation of a backlog. (\$1,065,000)
- Managed Care. OCR's FY 1999 budget request seeks consultant services to develop data collection measuring the effect of managed care arrangements on Hill-Burton facilities and others. The purpose of this initiative is to target compliance reviews and outreach activities in support of both the President's Initiative on Race and to ensure effective oversight of the nondiscrimination provisions of the Patients' Bill of Rights endorsed by the President on November 19. HHS expects that these reviews of managed care plans and other insurance arrangements will require 50 percent more time than individual facility reviews. Accordingly, HHS estimates that it would need approximately \$300,000 per year, beyond an initial \$250,000 for survey design and analysis, to support the staffing needed to carry out 50 such reviews per year. (\$550,000)
- Outcome Measurement. OCR is moving from output and process measures to assessing the extent to which the number and quality of services to protected classes has changed. The purpose of this initiative is: (1) to collect data on program performance that focuses on the public's ability to access and benefit from HHS services and (2) to focus performance goals and reporting on outcome measures identified in the Annual Government Performance and Results Act (GPRA) Plan. By collecting outcome data focusing on service to individuals, OCR will be able to effectively target activities based on which compliance strategies result in the greatest number of additional minority persons served by programs, the greatest number of additional services, or changes in the quality of services provided. (\$250,000)

D. DOL-OCR

- Improved Targeting. An enhanced management information system could produce reports that would identify problem areas that should be targeted for review. This system could also identify trends in complaints so that compliance activities could be directed towards those entities most in need of assistance. This would maximize the utilization of staff resources to address the targeted problem areas in a given year and enhance development of work plans and results under GPRA. Approximately \$100,000 is needed

to design management information reports to meet this performance goal. (\$100,000)

- Compliance Activities. 18 FTE will be required to provided total compliance monitoring coverage on a three-year cycle. Within existing resources, only 4 compliance reviews can now be conducted, due to the regulatory need to process complaints. This will enable staff to conduct 18 reviews per year. (\$1,620,000)
- Data Collection on JTPA. Currently, applicant data is not captured to identify those seeking entry into programs such as JTPA. To ensure that discriminatory factors are not being used in the intake process, a pilot program could be instituted. This would require revisions to ETA's management information system, agreement by the pilot state to participate, and OMB concurrence to collect this data. (\$360,000)
- Compliance Assistance. 3 FTE will be required to conduct 20 technical assistance visits per year. This represents staff being on travel two weeks out of every month. (\$270,000)

E. **DOL-OFCCP**

- Future Targeting. The OFCCP's three-pronged Fair Enforcement Strategy includes a comprehensive regulatory reform component. One aspect of the regulatory reform effort is the redesign of the compliance review process. This process, as restyled "compliance evaluations," will enable the OFCCP to institute a multi-tiered level of review, varying from limited "compliance checks" to the full-scope compliance review. Additional resources for the three-pronged strategy will allow OFCCP to revise the requirements for the Affirmative Action Plan, fully implement the Affirmative Action Program Summary Report, and enhance the tiered compliance review enforcement strategy. (\$4,800,000)
- Ombud Activities. OFCCP will increase the use of its Ombud Office to improve customer quality and service. The Ombud Office, established in 1995, provides customer service, technical assistance, and a means for OFCCP's stakeholders to obtain confidential advice regarding the laws, policies, and programs that are administered by the OFCCP. Through this expansion of the Ombud Office, OFCCP will provide technical assistance earlier with the result of reducing the amount of resources needed during full compliance reviews performed at a later time. (\$1,500,000)

III. **REDUCING BACKLOG**

A. **EEOC**

- Inventory Reduction. To reduce the private-sector backlog from the current over 9.4 months it takes to resolve private sector complaints to 6 months by the year 2000, EEOC requires 165 new FTEs. (\$6,036,166)

B. HHS-OCR

- Changes in Complaint Processing to Respond to Additional Workload. OCR proposes expanding its pilot program which uses teams of investigators to review incoming cases and to provide ongoing case management. This expansion will require additional team training. OCR also anticipates increased complaint workload resulting from the Patients' Bill of Rights and the Adoption 2002 initiatives. OCR estimates that \$360,000 would be needed both to continue to enhance expedited complaint processing and to prevent development of a backlog. (\$400,000)
- State and Local Program. OCR's Strategic Plan proposes to increase partnerships with state and local agencies to expand the scope of civil rights compliance coverage of HHS grantees. OCR proposes a pilot program to contract with states and local civil rights agencies to conduct investigations, thus expanding its capacity to enforce civil rights while giving states an active role in enforcement. The purpose of these partnerships is to enhance the ability to target OCR staff resources on precedent-setting and high priority complaint investigations while continuing to improve response times to citizen complaints. (\$500,000)

IV. PAPERLESS OFFICE

A. EEOC

- Information Systems. The EEOC has proposed a three-year \$25 million initiative to upgrade hardware, communications infrastructure, and the deployment of integrated information systems throughout the agency. The FY 1999 request of \$10 million would provide a basic communication infrastructure that would allow the EEOC to complete the development and procurement of new information systems capabilities. These upgrades will allow the field offices and headquarters to communicate via electronic mail, eliminate redundant data entry procedures, and provide for greater operational efficiency through the sharing of information and enhanced research capabilities for investigators and attorneys. (\$10,000,000)
- Replacing Paper Forms. The EEOC proposes developing an "Interactive Diskette" data collection to replace "Paper Forms" for all EEOC employment survey data collection programs. (\$200,000)

B. HHS-OCR

- Civil Rights on the Internet: New technology that would allow the public to file complaints via computer. Also technical assistance to grantees could be accomplished via the Internet. Survey data collections, pre-grant certifications, investigative data

requests and responses could also be expedited. (\$250,000)

C. ALL CIVIL RIGHTS ENFORCEMENT AGENCIES (Justice, Labor, HHS, Education, and EEOC)

- Linked Civil Rights Data Bases: This linking of all the data bases would permit the agencies to share statistics that each agency collects. Linking technology would also improve coordination among the civil rights agencies. (\$500,000)

D. DOL-OCR

- Technology Improvements: There is a need for the establishment of a data base that can provide management information reports that can respond to GPRA and DOJ requirements. A review is required of the current information technology infrastructure that supports the civil rights enforcement of federal financial assistance programs to determine what is needed to achieve the desired outcomes of improved case processing and case management. A working group could be established to conduct the survey and make recommendations in this area. Some economies of scale could be achieved if agencies explored the possibility of selecting a data base system that would meet the needs of agencies with some modifications adaptable to their specific programs. (\$158,000)

E. DOL-OFCCP

- Information Technology: These funds will be used to upgrade the agency's infrastructure and replace outmoded systems hardware, enabling OFCCP to meet its current requirements and to develop the systems necessary for federal contractors to submit data electronically to the program. The agency will also provide the technology necessary for compliance officers to record all documents related to reviews electronically. (\$3,750,000)

V. COORDINATION AMONG CIVIL RIGHTS AGENCIES

A. Proposed by HHS-OCR

- Inter-agency Civil Rights Coordination Group: A standing inter-agency group composed of principals or their deputies would address cross-cutting issues including broad strategic planning, coordination of litigation strategies, development of performance outcome measures, outreach and partnership strategies, coordinated public service announcement and public relations initiatives, coordinated town meetings on civil rights issues, coordinated training initiatives, data collections, reviews, and investigations.
- Inter-agency training program. A coordinated training strategy could entail creation of

an inter-agency training program. The training program could be under the auspices of the Department of Justice. It would focus on investigative methodologies, examination of best practices in non-discriminatory service delivery, litigation review and strategy, data collection techniques and other compliance techniques that can be employed by many agencies, including HHS, ED, HUD, DOL, DOT, and EEOC. The center could also provide civil rights investigative and outreach training to state and local partners. A training center with dedicated staff could either be contracted or use federal agency staff. A rough estimate of the cost for rent, staff support, curriculum development, scholarships for non-federal participants, equipment, trainers, etc. is \$1,000,000 government-wide per year. (\$1,000,000)

- Intra-agency civil rights councils. These councils would be a means for furthering civil rights compliance throughout individual departments and agencies. Each Department would establish a high-level body that would be advisory to the Secretaries or Agency Heads on civil rights issues. A Civil Rights Council would be a forum for review of agency-wide policies and practices and could serve as a forum for external organizations to present civil rights concerns associated with individual agency programs. Such a council would be headed by the Department or Agency's chief Civil Rights Official and would require minimal staffing (an Executive Secretary to the Council and perhaps one support staff) in addition to staff that could be provided from within the agencies. (\$200,000)
- Geo-coded/Mapping Data Base on a Civil Rights Intranet. OCR proposes development, in conjunction with the Census Bureau and the Department of Justice, of a government-wide pilot project that would make geo-coded mapping of race, ethnicity, and national origin Census data available to all civil rights agencies on a Civil Rights Intranet. This resource would enable civil rights agencies to have immediate access to tract level data during the course of investigations and reviews. Other uses of this system could include a government-wide index of administrative decisions, letters of findings, and entities under civil rights investigation. (\$350,000)

B. Proposed by DOL-OCR

- Coordination between DOJ and OMB. In order to achieve enhanced civil rights enforcement, OMB will be required to review the civil rights enforcement function on a cross-cutting basis to achieve performance goals. DOJ could work with OMB and the respective agencies to promote a comprehensive civil rights agenda. This would provide the framework and overall reporting relationships to integrate civil rights enforcement within the budget process. (\$90,000)

C. Proposed by DOL-OFCCP

- The Civil Rights Working Group, made up of all the civil rights agencies in the Federal

government and a liaison from the White House, should be formalized and meet on a regular basis to integrate efforts to achieve civil rights in America.

- Coordination with DOJ and Veterans Affairs. Increase compliance on national origin discrimination and to share a database with Veterans Affairs so that veterans have equal employment opportunities. (\$400,000)

D. Proposed by ED-OCR

- Intranet technology. Civil rights enforcement agencies need to improve their communication network. Intranet technology could be used to create a network for used by selected civil rights enforcement agencies. The system could be used for various purposes such as sharing data; posting information like current research, historical document, special alerts, best practices, scheduled meetings/conferences, newsworthy events, and training opportunities. The system could also be used to communicate essential information and materials to agencies' staff on Presidential initiatives. (\$100,000 to 500,000)

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:19-JAN-1998 16:41:59.00

SUBJECT: Q&As for Lehr interview

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

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

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

TEXT:

Here you go.

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

TEXT:

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Questions and Answers on Health Care
January 18, 1998

Q: How do you feel about the selection of Senator Breaux as the Chair of the Medicare Commission and Congressman Bill Thomas as the Administrative Chair?

A: I believe that Senator Breaux is a fine choice to chair the Commission. His years of experience on the Finance and Aging Committees, as well as his strong track record of successful bipartisan negotiations on numerous policy fronts will serve the Commission and the nation well. I am also confident that Congressman Thomas will make significant contributions to the Commission in his capacity as administrative chair. As Chair of the Ways and Means Subcommittee on Health, he has demonstrated extraordinarily leadership and an impressive knowledge about Medicare and the challenges it faces. I look forward to the Commission getting their important work underway.

Q. Isn't your new Medicare buy-in policy just another example of a government take-over of the private health insurance system?

A. Absolutely not. This is a carefully targeted proposal that is designed to make sure that older Americans have access to health care coverage. Currently, older Americans have less access to employer-based health insurance, are twice as likely to have health problems, and are at greater risk of losing coverage. Some have no insurance options, and others are left to buy into the individual insurance market, which can be prohibitively expensive because of their poorer health. This policy helps this vulnerable population get access to health care coverage by:

- Enabling Americans Ages 62 to 65 Buy into the Medicare Program, by paying a full premium.**
- Providing Vulnerable Displaced Workers over 55 Access to Medicare by offering those who have involuntarily lost their jobs and their health care coverage a similar Medicare buy-in option.**
- Providing Americans Over 55 Whose Companies Reneged on Their Commitment to Provide Retiree Health Benefits A New Health Option, by extending (COBRA) coverage until age 65.**

Q. Isn't this policy a Medicare entitlement expansion, at a time when Medicare can least afford it?

A. Absolutely not. There is no impact on the Medicare Trust Fund because participants would pay their full premium over time, and any of the temporary costs associated with this proposal are completely offset by Medicare fraud, abuse and waste savings.

This Administration has made strengthening and preserving the Medicare Trust Fund a top priority since I took office. In 1993, we enacted a budget --without the vote of a single Republican -- that extended the life of the Trust Fund through 2002.

The Balanced Budget I signed into law last summer extended the life of the Trust Fund beyond 2010. This new policy is a carefully targeted policy that will in no way compromise our commitment to strengthen the Medicare program.

Q. Shouldn't you wait for the Medicare Commission to make its recommendations before you propose such policies?

A. The purpose of the Commission is to develop proposals for the overall financing of Medicare. Because this policy is fully financed, it has no overall impact on the Medicare Trust Fund, and will not conflict with the Commission's work in this area.

The proposal addresses an important problem in our health care system without interfering in any way with the overall financing of Medicare, which the Commission is looking into

Q: Won't this policy cause people to retire early?

A: Suggestions that this would be a significant problem are simply untrue and are not backed up by the fact. There is no financial incentive to retire since participants would pay a higher premium than they would in their current, subsidized employer health plans. And, since participants would have to pay the full premium, they may need to continue to work to afford the coverage. In fact, this option may actually encourage people to start second careers (e.g., opening their own stores; becoming a consultant) since they could purchase Medicare if they leave their current job.

Q. Does this proposal create incentives for employers to drop retiree health coverage?

A. For today's retirees, this proposal actually lessens the incentives for employers to

drop their health coverage. Such employers would have to allow their retirees to buy into their current workforce's health plan if they break their promise of providing retiree health benefits.

Q: What do you think of the Norwood/D'Amato consumer bill of rights legislation?

A: I applaud Congressman Norwood and Senator D'Amato for their leadership on this issue. We are encouraged that so many Republicans and Democrats understand the need for national legislation. There are a number of bills on the Hill at this time. Some Members have indicated their interest in modifying their legislation before Congress comes back. We look forward to working with all Republicans and Democrats as we move forward throughout this process.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:19-JAN-1998 15:00:44.00

SUBJECT: Family Farmers

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

TO: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

TEXT:

Andrew, here is the paragraph you asked for on the working group with the couple of extra sentences as requested.

Working Group on Highlighting Issues in Farm Policy: The DPC has established a working group to research and promote high-profile issues of interest to farmers. Tom Freedman of DPC is coordinating the working group, which will eventually include representatives from USDA, NEC, CEA, Treasury and OPL.

The first meeting of the group focused on significant rural issues that are suitable for Presidential announcement. Among the topics for further investigation are the concept of whole farm insurance (insurance that covers not just a crop but an entire farm's revenue) and IRA-style accounts for family farmers to guard against losses.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:19-JAN-1998 14:53:43.00

SUBJECT: Re: tobacco question

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

READ:UNKNOWN

TEXT:

I'll get the data on pre-18 smoking laws for the weekly. This is for the end of next week, yes?

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

CREATOR: Michael J. Sorrell (CN=Michael J. Sorrell/OU=PIR/O=EOP [PIR])

CREATION DATE/TIME:19-JAN-1998 19:59:57.00

SUBJECT:

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

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

TO: Bob J. Nash (CN=Bob J. Nash/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Doris O. Matsui (CN=Doris O. Matsui/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Mona G. Mohib (CN=Mona G. Mohib/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

TO: Trooper Sanders (CN=Trooper Sanders/O=OVP @ OVP [UNKNOWN])
READ:UNKNOWN

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

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

TO: edley (edley @ law.harvard.edu @ INET @ LNGTWY [UNKNOWN])
READ:UNKNOWN

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

READ:UNKNOWN

TO: Jon P. Jennings (CN=Jon P. Jennings/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TO: Ananias Blocker III (CN=Ananias Blocker III/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

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

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

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

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

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

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

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

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

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

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

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

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

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

TO: Andrew J. Mayock (CN=Andrew J. Mayock/OU=WHO/O=EOP @ EOP [WHO])

MEMORANDUM FOR THE PRESIDENT

FROM: JUDITH A. WINSTON

**THROUGH: ERSKINE BOWLES
SYLVIA MATHEWS**

**SUBJECT: PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT --
JANUARY 10 - JANUARY 16**

ADVISORY BOARD ACTIVITIES

Phoenix Advisory Board Meeting. The Advisory Board held a two day meeting in Phoenix, Arizona where they visited local Promising Practices, met with tribal and community leaders and listened to national experts address the issue of race in the workplace. The first day consisted of site visits to three Promising Practices (Arizona Opportunities Industrialization Center, Arizona Public Service Academy for the Advancement of Minority and Women-Owned Enterprises and the Maricopa Medical Center) and a meeting with American Indian Tribal Leaders and Tribal Organizations. The second day featured opening remarks from Secretary of Labor Alexis Herman and an overview of labor market issues from Dr. Janet Yellen, Chair of the Council of Economic Advisors. The second day also included a roundtable discussion on issues surrounding race in the workplace, a corporate and labor leaders forum, moderated by Secretary Herman, and a community forum to hear about local race-related issues and concerns. The press coverage of the Advisory Board Meeting was very positive.

Advisory Board Members Activities for MLK Day. The following is a list of the Advisory Board Members activities for Dr. Martin Luther King, Jr.'s birthday:

Chairman Dr. John Hope Franklin: Dr. Franklin will join the Vice President and myself in Atlanta for the King Center Program. We will attend the annual commemorative service at Ebenezer Baptist Church, visit the crypt of Dr. King for a wreath-laying

ceremony, attend the King Center's ACTS of Service Recognition Ceremony and visit an elementary school in Atlanta to thank volunteers working with "Hands On Atlanta AmeriCorps".

Linda Chavez-Thompson: Ms. Chavez-Thompson will visit the Good Hope Community Center in Silver Spring, Maryland. This project involves churches with congregations of different ethnic and racial compositions working with children from the Montgomery County Police Activities League. The participants will paint theme panels to be displayed in the gym at the center, stain bookshelves and sort books.

Reverend Suzan Johnson Cook: Reverend Cook will participate in a multi-racial, multi-ethnic silent prayer march on Sunday, January 18th at the New York Metropolitan Martin Luther King Center for Non-Violence in Long Island, New York. Reverend Cook is scheduled to present the keynote address at the event. On Monday, January 19th, Reverend Cook will be the keynote speaker at the Riverhead Church's breakfast honoring Dr. King. This will be the 13th annual memorial breakfast. There will be over 500 people in attendance.

Angela Oh: Ms. Oh will be the keynote speaker at the Davis Human Relations Commission Community Forum in Davis, California. There will be over 400 people attending this event.

Robert Thomas: Mr. Thomas will attend the Amaturio Theater in Ft. Lauderdale, Florida for a celebration honoring the life of Dr. King on Monday, January 19th.

Governor William Winter: Governor Winter will be the keynote speaker at the Itawamba County Development Community Summit on January 19th in Fulton, Mississippi. The focus of the summit is to develop a plan for improving the condition of Itawamba County.

February Advisory Board Meeting. The Advisory Board will be visiting the San Francisco/Oakland metropolitan area for two days in February. We will spend the first day visiting Promising Practices. The Advisory Board meeting will take place on the second day. The topic of the meeting is race and poverty.

OFFICE OF THE EXECUTIVE DIRECTOR

OUTREACH

New York Summit on Race Relation. On January 7, the leaders of several institutions of higher education in the New York metropolitan area met to begin planning a Race Relations Summit to be held in New York City in the Spring.

Phoenix One America Conversation. On January 15, Phoenix city officials and

Maricopa county officials participated in a One America Conversation. Among the participants were the Secretary of State, the Mayors of Scottsdale and Tempe, County Supervisors from Maricopa and Navajo Counties, the only African-American City Council member in Phoenix, and an Asian-American State Legislator. The meeting was convened by the Chair of the Human Rights Commission. The overall sentiment was that the this was an extremely useful exercise.

RESEARCH AND POLICY PLANNING

Data. We are working with the Council of Economic Advisors to develop a detailed data resource book. The focus will be on data by race in the areas of education, economic, health, crime, and housing. The final product will be available late summer.

Dialogue. We are developing a proposal to create a National Week of Racial Dialogue and related activities for college and university campuses for this spring.

WORK TEAMS

YOUTH

Planning Session. We are preparing a workplan detailing a list of activities for the next seven months. Among the events being discussed are: a young entrepreneurs forum, a Team Harmony Washington Rally, a town hall meeting at Drew University with Governor Kean, and a briefing by you of the commissioners of the major sports leagues. We anticipate having this workplan completed next week.

FEDERAL AGENCY ACTIVITIES

Department of Treasury

Small Business Award: On January 14, Treasury received the Small Business Development Award from the National Association of Black Procurement Professionals for its support of small, minority and women-owned businesses.

Rainbow/PUSH Coalition: On January 15, Secretary Rubin joined the President, Federal Reserve Chairman Greenspan, SEC Chairman Levitt, and New York Stock Exchange President Grasso in New York to address the Rainbow/PUSH Coalition Wall Street Project's First Annual Conference. Secretary Rubin spoke about the importance of bringing all Americans into the economic mainstream and Treasury's efforts towards that

goal, including the Community Development Financial Institutions (CDFI) Fund and the Community Reinvestment Act (CRA).

Department of Justice

Martin Luther King Event: On January 15, Attorney General Reno was the keynote speaker for DOJ's Martin Luther King program in the Great Hall.

United States Department of Agriculture

Memorandum of Understanding (MOU): USDA is developing an MOU with the Standing Rock Sioux Nation in North and South Dakota on the handling of cultural resource responsibilities to develop compliance procedures to allow for the installation of ground-disturbing conservation practices within the reservation boundaries. The MOU will serve as a framework for the development of agreements between USDA and the other tribes, and as the basis for developing future agreements with other federal agencies whose programs may affect tribal cultural resources.

Department of Commerce

Minority Business: On January 15, Acting Director of the Minority Business Development Agency Courtland Cox traveled to New York to participate in the Rainbow/PUSH Coalition's Wall Street Project. The conference noted the success of the Wall Street community in recruiting and promoting minority executives and working with minority-owned or managed businesses.

Department of Labor

Martin Luther King Events: On January 15, Secretary Herman attended a Presidential event commemorating Martin Luther King, Jr.'s birthday in New York, NY. In addition, Secretary Herman may be interviewed by the *PBS Nightly News* for a series on affirmative action and other diversity issues, highlighting the release of results of their nationwide poll concerning diversity.

On January 16, Secretary Herman will host an event at the Department of Labor welcoming the son of Martin Luther King, Jr. and recognizing his contributions to civil rights and race reconciliation in the United States.

Department of Health and Human Services

Martin Luther King Event: On January 12, Secretary Shalala attended and made remarks at the HHS Martin Luther King, Jr. Commemoration.

Department of Housing and Urban Development

Iowa Housing Discrimination Case: On January 14, Secretary Cuomo announced that a Davenport, Iowa, landlord who allegedly refused to rent to African Americans has agreed to pay \$24,000 to settle discrimination charges filed by HUD. The landlord will pay each of the three complainants \$8,000 to avoid further legal proceedings. He also agreed to sell the three duplex apartments he now rents and leave the real estate business.

Housing Discrimination Complaints: On January 15, Secretary Cuomo announced HUD is launching an investigation into nine housing discrimination complaints against 50 apartment owners, and a management company in Orange County, CA. Under the Fair Housing Act, the Secretary has the power to initiate investigations, giving the Department the authority to bring a class-action suit on behalf of the people who may have been discriminated against at the time, but did not realize it. In this way, the agency can seek damages on their behalf. The Secretary will join the press conference in Orange County, California via satellite.

Department of Transportation

Martin Luther King Events: On January 15, Secretary Slater, in commemoration of Dr. Martin Luther King's Birthday, addressed the Social Security Administration in Baltimore. The same day, Secretary Slater also addressed the employees of the Coast Guard Yard in Baltimore.

On January 17, Secretary Slater traveled to Michigan to participate in a Martin Luther King Birthday event sponsored by the Urban League of Greater Muskegon, MI.

Department of Energy

Martin Luther King Events: Secretary Peña hosted a Departmental commemorative program honoring Dr. Martin Luther King, Jr. on January 13. The William B. Powell Elementary School Choir performed, and employees were challenged by their peers to volunteer their time with a number of community service activities.

Secretary Peña also will participate in a community service initiative called "Everybody Wins". Through this partnership, DOE employees will volunteer at Amidon School, a local elementary school. "Everybody Wins" is a non-profit organization promoting literacy through shared reading experiences. The Secretary will read selections on Dr. King's life and teachings to children as part of a program honoring Dr. King.

Department of Education

One America Conversations: On January 13, Assistant Secretary for Special Education and Rehabilitative Services Judy Heumann hosted a “One America Conversation” event in Inglewood, California.

Veterans Affairs

One America Conversation: On January 15, a “One American Conversation” was held in the VA Central Office. The discussion included ten highly respected participants from diverse racial backgrounds.

Martin Luther King, Jr. Dinner: Acting Secretary West traveled to Chicago, Illinois, on January 10 to deliver the Keynote Address at the 26th Annual Dr. Martin Luther King, Jr., Dinner held by the Minority Economic Resources Corporation (MERC). MERC presented Acting Secretary West with their Dr. Martin Luther King Excellence in Leadership award.

Office of Personnel Management

Martin Luther King Event: On January 19, Director Lachance will participate in a Martin Luther King celebration in Bridgeport, Connecticut.

General Services Administration

Martin Luther King Event: On January 19, Administrator Barram will participate in a race discussion with 150 high school students in Washington.

RECORD TYPE: PRESIDENTIAL (NOTES MAIL)

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

CREATION DATE/TIME:19-JAN-1998 10:24:50.00

SUBJECT: Daily message calendar 1/19-1/25

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

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

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

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

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

TO: Michael D. Malone (CN=Michael D. Malone/OU=WHO/O=EOP @ EOP [WHO])
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TO: Peter Rundlet (CN=Peter Rundlet/OU=WHO/O=EOP @ EOP [WHO])
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TO: Karen Tramontano (CN=Karen Tramontano/OU=WHO/O=EOP @ EOP [WHO])
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TO: Ron Klain (CN=Ron Klain/O=OVP @ OVP [UNKNOWN])
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TO: Sidney Blumenthal (CN=Sidney Blumenthal/OU=WHO/O=EOP @ EOP [WHO])
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TO: Ann F. Lewis (CN=Ann F. Lewis/OU=WHO/O=EOP @ EOP [WHO])
READ:UNKNOWN

TEXT:

Here is your message calendar for the week of 1/19. Please let Kevin Moran know if there are additional people that should receive this document. Reminder - it is for planning purposes only and it is not for external use. Thanks.===== ATTACHMENT 1 =====
ATT CREATION TIME/DATE: 0 00:00:00.00

TEXT:

Unable to convert ARMS_EXT: [ATTACH.D77]MAIL453973810.026 to ASCII,
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(For Internal Planning Use Only)

THE WEEK AHEAD
January 19 - January 25, 1998
(All items are subject to change)

Monday (1/19): Today, President Clinton (Cardozo High School, Washington D.C.), the First Lady (MCI Center, Washington D.C.), Vice President Gore (Atlanta, GA), 12 Cabinet Secretaries and Agency heads, members of the President's Race Initiative Advisory Board, and numerous other White House and Administration staff members will join Americans across the country to celebrate the memory of Martin Luther King by giving service and participating in local events highlighting the importance of service and giving back to our communities.

Tuesday (1/20): President Clinton will meet with Israeli Prime Minister Netanyahu. The President will also attend an event to present the Medal of Honor to Major General James L. Day, for his heroic service as a Marine during WWII, the ceremony will take place in the East room.

Wednesday (1/21): No message event scheduled. President Clinton will attend the WH Endowment Dinner. (SOTU prep)

Thursday (1/22): President Clinton will meet with Chairman Arafat. (SOTU prep)
(FYI - Roe v. Wade 25th Anniversary) VP - speaking at NARAL Lunch.

Friday (1/23): President Clinton will hold a Cabinet meeting. (SOTU prep)

Saturday (1/24): President Clinton's radio address will be broadcast. Topic to be determined.