



**The Working Group on Welfare Reform,
Family Support and Independence**

PUBLIC FORUM ON WELFARE REFORM

BRIEFING BOOK

Washington, DC
August 19-20, 1993

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Public Forum Overview

The Washington D.C. forum is the second in a series of events being held by the Welfare Reform Working Group to provide an opportunity for public input into the welfare reform effort. The D.C. forum is organized as a more traditional public hearing and is designed to provide national organizations a public platform for presenting their views on welfare reform to the Working Group. The other regional visits are providing more opportunities for contact and discussion with people receiving public assistance or in social service programs. These two days of hearings, however, serve a different purpose and are designed to meet the need for a public setting in which major national organizations can have input into the policy-making process.

This briefing book provides basic information on the format of the hearing, the schedule, and the organizations and individuals who are testifying.

Format

The Washington forum is scheduled to last thirteen hours over two days. It is not expected that any Working Group member will stay for all of the testimony. We have tried to schedule members for roughly one-half to two-thirds of the testimony.

The forum is broken into panels lasting approximately one hour. Each panel will have six people testifying, each of whom will have four minutes to present prepared remarks. The panel will then spend the remainder of the hour in discussion with the Working Group. The first panel consists of representatives of the six intergovernmental organizations that are working together to provide state and local government input into the welfare reform effort. The second panel will consist of Mayor Sharon Pratt Kelly, Delegate Eleanor Holmes Norton and any other elected officials who may be able to participate. As of now, those are the only two who are confirmed.

The remaining panels have been structured around the four basic principles of the Clinton welfare reform agenda: Making Work Pay, Strengthening Child Support Enforcement, Providing Education, Training, and Other Services, and the Two Year Time Limit and Work Requirement. Each panelist received a letter which contained the following language:

To provide some structure to the forum, we have scheduled panel discussions on each of the four principles underlying the administration's welfare reform effort (charge to the Working Group was attached). The Working Group is asking those testifying to address the following questions concerning the translation of these principles into a concrete welfare reform proposal:

1. Supporting Work How do you recommend that the Working Group improve the supports provided to the working poor and to the people leaving welfare for work?
2. Strengthening Child Support Enforcement How should the child support system be changed to ensure that both parents fulfill their responsibility to their children? How should the needs of noncustodial parents be met in such a system?
3. Education, Training, and Support Services How should services to help people get off and stay off welfare be structured? What particular aspects of current programs serving these populations should be maintained, dropped, or changed?
4. Time Limited Assistance and Work Requirements How should a program of time limited assistance followed by work be structured?

Panelists have been assigned to one of the four issues, but have also been told that their testimony may touch on topics beyond the specific question before their panel. This structure will hopefully provide enough flexibility to permit witnesses to discuss issues that are most important to them, but also provide some guidance for the discussion, so that the thirteen hours of testimony does not wander too aimlessly from issue to issue.

The first three issue panels will begin with testimony by people whose personal stories illustrate the particular question facing the panel. For instance, two people with personal child support stories will begin the child support panel. There will then be ten minutes of discussion between the Working Group and those two witnesses prior to any presentations by other panelists. There are no individual witnesses scheduled for the remainder of the panels.

Meals/Food/Breaks

The only meal that will be served to Working Group members is lunch on Thursday which will be available backstage during the midday break. There will also be coffee available throughout the hearing backstage, and water will be provided onstage. We have scheduled a fifteen minute break during each morning and afternoon.

Themes for Discussion

Working Group members will participate in the forum primarily by asking questions of the witnesses. For most panels, questions will follow naturally from the testimony presented by the panelists. Where possible, Working Group members should try to keep the questioning focused on the issue being addressed by the particular panel.

Overall, our message for the day is that "we are here to listen." The Working Group is trying to get input from a wide range of sources and is listening to a wide array of viewpoints. These hearings are, of course, only one part of the Working Group's effort to conduct an open and collaborative process. During our regional visits, we are meeting extensively with welfare recipients and visiting programs that are serving people on or moving off welfare. We are also holding numerous meetings with members of Congress and their staff, representatives of state and local government, and a variety of public interest and advocacy organizations with an interest in welfare reform.

A second theme we hope to stress is the overall consensus that will continually be arising among the great majority of the witnesses that the welfare system needs a fundamental overhaul. Furthermore, the majority of the groups will be able to agree with the principles the administration has laid out and the need to develop a system that reinforces the values of work, family, opportunity and responsibility.

We should not be attempting to make news with anything that Working Group members say or do. The important thing is for us to listen.

General welfare reform talking points and a recent speech on the topic by Secretary Shalala are included in the last section of this briefing book.



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Working Group on Welfare Reform,
Family Support and Independence
Washington, D.C. - Public Forum
August 19 - 20, 1993
Andrew W. Mellon Auditorium

Thursday, August 19, 1993

9:00 a.m. Welcome

9:05 - 9:55 a.m. Panel One - STATE AND LOCAL ORGANIZATIONS

Barry Van Lare, Deputy Director
National Governors Association

Jane Campbell, Ohio State Representative
National Conference of State Legislators

Kay Beard, Wayne County Commissioner, Michigan
National Association of Counties

Donald Fraser, Mayor, Minneapolis
National League of Cities

Larry Jackson, Department of Social Services, Virginia
American Public Welfare Association

10:00 - 10:20 a.m. Panel Two - ELECTED OFFICIALS

Eleanor Holmes Norton (D-D.C.)

Sharon Pratt Kelly, Mayor, District of Columbia

10:25 - 11:40 a.m. Panel Three - SUPPORTING WORK

Patty Lesefski

Sheila Weir

Monique Nickens

Roberta M. Spalter-Roth, Director of Research
Institute for Women's Policy Research

Robert Greenstein
Center for Budget and Policy Priorities

William H. Kolberg, President
National Alliance of Business

Agenda Subject to Change

Panel Three (continued)

Charles Kamasaki, Vice President
National Council of La Raza

Doug Besharov
American Enterprise Institute

11:40 - 12:00 p.m. **PRESS AVAILABILITY**

12:00 - 1:10 p.m. **Panel Four - CHILD SUPPORT**

Lillian Perdomo

Bobbi Coles

Margaret Campbell Hayes, Director
American Bar Association Child Support Project

Geraldine Jensen, President
Association for Children for Enforcement of Support

Catherine Crystal, Staff Attorney
Ayuda

David Levy
Children's Rights Council

Sarah Craven
National Women's Law Center

Sarah C. Shuptrine, President
Southern Institute on Children and Families

1:10 - 1:35 p.m. **BREAK FOR LUNCH**

1:35 - 2:50 p.m. **Panel Five - EDUCATION AND TRAINING AND
SUPPORT SERVICES**

Cliff Johnson
Children's Defense Fund

Jill Miller, Executive Director
National Displaced Homemakers Network

Richard B. Berman, Executive Director
Employment Policies Institute

Agenda Subject to Change

Panel Five (Continued)

Judy C. Walruff, Member, Board of Directors
National Association of Social Workers

David Beckman, President
Bread for the World

Marion Pines, Chair
Maryland Governor's Workforce Investment Board

2:55 - 3:50 p.m. Panel Six - TIME LIMITED ASSISTANCE AND WORK
REQUIREMENTS

Lee A. Saunders, Assistant to the President
American Federation of State County and Municipal
Employees (AFSCME)

Mark Greenberg, Senior Staff Attorney
Center for Law and Social Policy

Katherine McFate, Associate Director of Research
Joint Center for Economic and Political Studies

William Marshall III, Director
Progressive Policy Institute

Patricia Ireland, President
National Organization of Women

Jennifer A. Vasiloff, Executive Director
Coalition on Human Needs

3:50 - 4:05 p.m. BREAK

4:05 - 5:00 p.m. Panel Seven - SUPPORTING WORK

Ned McCulloch, Senior Legislative Representative
Service Employees International Union

Barbara Reisman, Executive Director
Child Care Action Campaign

Rev. Fred A. Kammer
Catholic Charities

Ellen Bravo, Executive Director
9 to 5

Panel Seven (Continued)

Margaret Bibum, Deputy Director
Deaf Pride, Inc.

David Capara, President
Empowerment Network

5:05 - 6:00 p.m. Panel Eight - EDUCATION AND TRAINING AND
SUPPORT SERVICES

Dr. Ron Walters
Rainbow Coalition

Luis Nunez, President
National Puerto Rican Coalition

David A. Bradley, Executive Director
National Community Action Foundation

Jennifer Tucker, Director
Center for Women's Policy Studies

Fred Karnas, Executive Director
National Coalition for the Homeless

Lilian Sotolongo Dorka, Interim Director
National Institute for Literacy

PANEL ONE

STATE AND LOCAL ORGANIZATIONS

THURSDAY, AUGUST 19

9:00 AM

BIOGRAPHIES

PANEL TWO

CONGRESSIONAL MEMBERS

THURSDAY, AUGUST 19

10:00 AM

BIOGRAPHIES

PANEL THREE

SUPPORTING WORK

THURSDAY, AUGUST 19

10:25 AM

BIOGRAPHIES

PANEL THREE PRESENTERS

Patty Lesefske

Patty Lesefske of Silver Spring, MD is a 42-year old divorced mother of two boys aged 14 and 18. Patty began on public assistance in 1984 after her husband left her with virtually no money. In 1986, through the Family Independence Program in Montgomery County, Patty completed a six-month business training course. After a period of unemployment, she started work full-time in 1988 as a data entry clerk for the National 4H Council where she currently works earning \$15,000 a year. Patty does not receive child support from the father of her two sons who owes back arrears amounting to \$105,000. On leaving welfare, Patty experienced the typical withdrawal of supports those leaving the system encounter, including increased rent and the loss of health benefits. She has successfully held her job for five years now, and her experience illustrates the difficulty many single mothers face when they must support their children on a low income with no help from the children's father. Patty does receive the Earned Income Tax Credit which she uses to pay for summer clothing and a summer break for her children.

Sheila Weir

Sheila Weir, 38, is the single mother of two daughters, ages fifteen and four. She recently moved from Charlottesville to Chesterfield, Virginia, near Richmond. Sheila first applied for welfare in 1989 following the birth of her second daughter. She entered Virginia's welfare to work program in 1990 and graduated in May 1993 from Virginia Commonwealth University in Richmond with a BA in Political Science. While a student, she had been working at the nearby University of Virginia as a part-time support technician in the University Museum. In June, Sheila began a temporary full-time job as a receptionist and public benefits assistant at Central Virginia Legal Aid in Richmond. Her full-time position ended in July, but she has stayed on as a volunteer, waiting for an opening for a full-time position. Throughout this period of transition from temporary part-time to full-time work, she has encountered tremendous difficulty getting the transitional child care and health care to which she was entitled. She is currently on unemployment in Chesterfield. She feels that the system has done little to support her effort to become self-sufficient and became even less supportive when she went to work, increasing the number of appointments she was expected to keep and further invading her privacy.

Monique Mickens

Monique Mickens, a 31-year old mother of two children and separated from her husband, began on AFDC in 1990 because she wanted to enroll in school full-time at John Tyler Community College. She had been working part-time but could no longer afford to support her children without a higher-paying job for which she needed a college education. Because she continued to work while in school and was earning more than \$291.00 a month at her job, she was dropped from AFDC. She had to drop out of school in the Spring of 1993 because she could not afford it without her benefits. In March, Monique went to work for the State Division of Forensic Science where she works 40 hours per week as a wage employee earning \$7.24 an hour; her health insurance coverage, however, will be dropped as of November 1993. Monique's experience emphasizes two major problems encountered by families on AFDC: 1) the current system encourages recipients to quit work by cutting benefits as soon as the person reaches a certain income level that is still too low for a family to survive; and 2) the need for health insurance as a support to welfare families who are trying to gain self-sufficiency through work.

The Institute For Women's Policy Research

The Institute for Women's Policy Research (IWPR) is an independent, non-profit scientific research organization, founded in 1987, to meet the need for women-centered, policy oriented research. The Institute works with policymakers, scholars, and advocacy groups around the country to design, execute, and disseminate research findings that illuminate policy issues affecting women and families, and to build a network of individuals and organizations that conduct and use policy research of important to women.

Since its founding, IWPR has completed major studies on issues such as salaries, pay equity, poverty among women, contingent work, and welfare and work. Current projects at the Institute focus on the area of private health care coverage, cost/benefit analysis of preventive health care for women, temporary disability insurance, and economic education.

Biographical Sketch - Roberta M. Spalter-Roth

Roberta M. Spalter-Roth, Director of Research at the Institute for Women's Policy Research (IWPR), is a sociologist, with a Ph.D. in Sociology from The American University and a B.A. from Indiana University. Dr. Spalter-Roth joined IWPR at its inception in 1987. She is also an Assistant Professor in the Department of Sociology at the American University where her specialties are social policy research work and families. As the Institute's Director for Research she has overall responsibility for the coordination of the research program and directs many specific projects.

Prior to joining IWPR, she conducted research for over ten years for the District of Columbia's Anti-Poverty Program and the Greater Washington Research Center. During this time, her work involved a wide variety of issues including: evaluation of anti-poverty programs; housing; changing demographic and labor patterns in the metropolitan area; race and gender patterns in occupations and industries; and household living standards and changes over time.

Center on Budget and Policy Priorities

The Center on Budget and Policy Priorities is an independent, nonprofit organization established to analyze federal and state budget and policy issues affecting low and moderate income Americans. The Center has played a pivotal role in promoting social justice and advocating on behalf of low-income Americans during the last decade.

Biographical Sketch - Robert Greenstein

Robert Greenstein is Executive Director of the Center on Budget and Policy Priorities. Mr. Greenstein served as Administrator of the Food and Nutrition Service of the U. S. Department of Agriculture, where he had primary responsibility for the nation's food assistance program in 1979 - 1980. Before his appointment as Administrator, he served as Special Assistant to the Secretary of Agriculture, where he helped develop legislative and regulatory policy in the food assistance area.

In 1991, Greenstein received a Public Service Achievement Award from Common Cause, which recognized him for being "one of the nation's most effective advocates for low-income Americans."

National Alliance of Business

The National Alliance of Business (NAB) is dedicated to establishing an internationally competitive American workforce. NAB is an advocate for business on workforce policy issues in Washington and throughout the nation, for strengthening public and private investments in building the skills of the American workforce and for providing business leadership in restructuring America's education system. NAB works closely with private employers, private industry councils, school systems and a variety of state and local public/private partnerships.

NAB has shown great interest in the topic of welfare reform and recently issued a statement of principles on the issue. They have expressed great willingness to work with the administration in the development of a welfare reform program.

Biographical Sketch - William H. Kolberg

William H. Kolberg has served as the President of the National Alliance of Business since January of 1980. Prior to joining NAB he was Vice President for Public Affairs of Union Camp Corporation, President of Kolberg & Associates and consultant to the Business Roundtable.

Mr. Kolberg's distinguished career in public service includes serving as Assistant Secretary of Labor and Administrator of the Employment and Training Administration from 1973 to 1977, Assistant Director of the Office of Management and Budget from 1971 to 1973 and Associate Manpower Administrator and Deputy Assistant Secretary of Labor for Administration from 1968 to 1971.

A highly regarded commentator on education reform and other aspects of U.S. workforce quality, Mr. Kolberg also writes about workforce issues regularly for newspapers and periodicals across the country.

National Council of La Raza

The National Council of La Raza (NCLR) exists to improve life opportunities for Americans of Hispanic descent. A nonprofit, tax-exempt organization incorporated in Arizona in 1968, NCLR serves as an advocate for Hispanic Americans and as a national umbrella organization for 150 formal "affiliates," community-based organizations which serve Hispanics in 37 states, Puerto Rico and the District of Columbia. NCLR seeks to create opportunities and address problems of discrimination and poverty in the Hispanic community.

Biographical Sketch - Charles Kamasaki

Charles Kamasaki has served as the Vice President for Research, Advocacy and Legislation for the National Council of La Raza (NCLR) since 1989. He was previously Director of NCLR's Policy Analysis Center, a position he held for seven years. He is responsible for managing NCLR's research, policy analysis and advocacy activity on issues such as civil rights, education, employment and training, housing and community development, immigration, poverty, and trade. He also coordinates NCLR's public information activities. Kamasaki has authored, co-authored and supervised the preparation of several dozen policy reports, journal articles and opinion editorials.

Kamasaki chairs the Compliance and Enforcement Committee of the Leadership Conference on Civil Rights, and is immediate past Chair of the National Community Reinvestment Coalition; he also serves on the Boards of the Coalition on Human Needs and National Low Income Housing Coalition, among others.

American Enterprise Institute

The American Enterprise Institute (AEI), founded in 1945, sponsors original research on government policy, the American economy and American politics. AEI states its aim to be using research to preserve and to strengthen the foundations of a free society -- limited government, competitive private enterprise, vital cultural and political institutions, and vigilant defense - through rigorous inquiry, debate, and writing.

AEI is an independent, nonpartisan organization financed by tax-deductible contributions from corporations, foundations and individuals.

Biographical Sketch -- Doug Besharov

Doug J. Besharov is a lawyer and a resident scholar at the American Enterprise Institute for Public Policy Research in Washington, D.C.

Mr. Besharov is currently a visiting professor at the University of Maryland School of Public Affairs, where he teaches courses on family policy, welfare reform, and the implementation of social policy.

In the area of social welfare policy, his current research interests include the relationship between the family breakdown and family poverty, child care and Head Start, child support enforcement, child abuse and neglect, and welfare reform generally. In the area of legal policy, his interest include legal services to the poor, professional and product liability, tort reform, and the legal implications of rationing access to advanced medical techniques.

PANEL FOUR

CHILD SUPPORT

THURSDAY, AUGUST 19

12:00 PM

BIOGRAPHIES

PANEL FOUR PRESENTERS

Bobbi Coles

Bobbi Coles, 47, is the mother of three girls, ages 24, 18 and 9. She is currently a junior anthropology major at the University of Maryland. She is working two part-time jobs because she receives only sporadic child support from her ex-husband, the father of her 18-year old daughter. She has never received any form of public assistance.

Her ex-husband currently owes her nearly \$72,000 in unpaid child support. They were separated in 1981 and divorced in 1984, following an abusive relationship. Prior to their separation, Bobbi had run a family business with her husband. In 1982, Bobbi entered a job training program at Montgomery Community College. Upon finishing the program, she found a job and received a child care subsidy from the state. In 1983, however, Bobbi became ill and was forced to stop working. Since then, she has worked several part-time jobs while her mother provided child care for her daughters. Since 1988, when she located her ex-husband, Bobbi has been trying to collect child support. Her husband is self-employed and lives in D.C. while she lives in Maryland, making enforcement even more difficult. She currently earns \$10,000 a year and is considering applying for food stamps and AFDC because it is so difficult to meet her family's needs without the father's support.

Lillian Perdomo

Lillian Perdomo is the 32 year-old mother of a seven and a half year old son. She divorced her first husband five years ago, ending an abusive relationship. She received custody of her child in the divorce as well as a support order, but was afraid to enforce the order until 1991. Since the divorce, Ms. Perdomo has worked full time as a day care provider, in the D.C. public school system, and for a community based legal services organization. She never had to resort to public assistance, but she was unable to support herself and her son on her salary and was forced to rely on additional help from her mother. Her experience with the child support system over the past two years has not been good. She received little cooperation from the child support office which took months to process her case. She received a total of three checks before her ex-husband again stopped paying. She is remarried, but was recently laid off from her job. Child support would be enormously helpful to the financial situation of the family.

The American Bar Association Child Support Project

The ABA's Child Support Project has provided training, publications, and technical support to legal professionals on child support issues since 1983. The Child Project recently developed and supervised a training program on the interstate enforcement of child support obligations.

Biographical Sketch - Margaret Campbell Hayes

Margaret Campbell Hayes is the Director of the American Bar Association Child Support Project.

From 1990 to 1992, Margaret served as Chair of the U.S. Commission on Interstate Child Support. She was responsible for preparing the report "Supporting Our Children: A Blueprint for Reform," that was required by the Family Support Act of 1988.

Margaret has authored, co-authored, or edited several books, publications, and papers on the issue of Child Support. Prior to joining the ABA, she served as an assistant district attorney in Massachusetts and North Carolina.

The Association for Children for Enforcement of Support (ACES)

The Association for Children for Enforcement of Support was founded in March 1984. Since that time, it has become the largest child support advocacy organization in the nation with over 300 chapters in 49 states, comprising some 25,000 members.

Biographical Sketch - Geraldine Jensen

Geraldine Jensen founded ACES in March of 1984. Over the nine years of organizing work as President and founder of ACES, Ms. Jensen has lectured across the United States for professional organizations, universities, colleges, and other groups. Her work led to her being named to the Child Support Advisory Committee of the U.S. Department of Health and Human Services as well as the Congressional Commission on Interstate Child Support and several state task forces.

Ayuda

Ayuda is a community-based agency providing legal, advocacy, empowerment and educational services that benefit low-income Latino and foreign-born families in the Washington, D.C. metropolitan area. Ayuda is D.C.'s leading source of legal services, each year offering 11,000 low-income Latinos and foreign born persons assistance on immigration, domestic violence, child support and child abuse cases.

Biographical Sketch - Catherine Crystal

Catherine Crystal currently serves as a Staff Attorney for Ayuda, Clinica Legal Latina, where she represents low-income, Spanish-speaking and foreign-born women in cases of domestic violence, child support, child custody and divorce. Ms. Crystal is currently serving a Women's Law and Public Policy Fellowship. She is a member of the Child Support Working Group, a diverse coalition of Washington, D.C.-based advocates for more effective child support programs. She also serves on the Task Force of the District of Columbia Circuit on Gender, Race and Ethnic Bias.

Children's Rights Council

The Children's Rights Council (CRC), also known as the National Council for Children's Rights, is a non-profit organization, based in Washington, D.C., concerned with the healthy development of children of divorced and separated parents.

CRC was founded in 1985 by concerned parents who have more than 40 years of collective experience in divorce reform and early childhood education.

David Lawrence Levy, Esq.

David Levy is the President of CRC. He is a pioneer in the field of children's rights, co-founding the National Council of Children's Rights in 1985.

Mr. Levy is a board member of the Stepfamily Association of America, has appeared as a speaker at various national conferences, and has appeared on many TV and radio shows to discuss custody and children's issues, including Good Morning America, The Today Show, Oprah Winfrey Show, Phil Donahue Show and National Public Radio.

A noted author, Mr. Levy has written a myriad of articles on the subject of child custody and divorce mediation which have been published in prominent legal journals as well as noted general interest publications. He is the editor of a CRC book to be published in 1993 entitled "The Best Parent is Both Parent" and his second novel, "The Revolt of the Animals", is also expected to be published in 1993.

Southern Institute on Children and Families

The Southern Institute on Children and Families endeavors to improve opportunities for children and families in states in the southern region of the United States, with a specific focus on disadvantaged children. A major goal of the Institute is to build regional, state and local leadership on behalf of children and families through effective communication of the conditions of children and families in the southern region and the strategies for improving those conditions.

Biographical Sketch - Sarah Cardwell Shuptrine

Sarah Cardwell Shuptrine currently serves as President and Executive Director of the Southern Institute on Children and Families. Ms. Shuptrine has previously served as Executive Assistant to South Carolina Governor Richard W. Riley; Director of the Governor's Division of Health and Human Services and as Research and Administrative Director for the Joint Study Committee on Aging.

Ms. Shuptrine has also served as Chairman of the Work Group to the Southern Regional Task Force on Infant Mortality and as Co-Director of the Governor's Council on Early Childhood Development and Education.

PANEL FIVE

EDUCATION AND TRAINING AND SUPPORT SERVICES

THURSDAY, AUGUST 19

1:35 PM

BIOGRAPHIES

Children's Defense Fund

The Children's Defense Fund is a private national non-profit organization supported by foundations, corporations and individuals that exists to provide a strong and effective voice for American children, who cannot vote, lobby or speak for themselves. CDF pays particular attention to the needs of poor, minority and disabled children. Their goal is to educate the nation about the needs of children and encourage preventive investment in children before they get sick, drop out of school, suffer family breakdowns, or get into trouble.

Based in Washington, DC, CDF has roots in communities across America. These include state offices in Minnesota, Ohio and Texas; local projects in South Carolina's Marlboro County, the District of Columbia, Cleveland-Cuyahoga County in Ohio, and New York City. It has developed collaborative projects with groups and volunteers in many states.

The Children's Defense Fund has never taken government funds.

It is one of the most influential organizations in the country on issues related to social welfare policy.

Biographical Sketch - Clifford M. Johnson

Mr. Johnson is the Acting Director of the Programs and Policy Department and Director of the Family Support Division of the Children's Defense Fund in Washington, DC. Prior to joining CDF, he served as a domestic policy consultant to political campaigns and non-profit organizations, and as a research associate at George Washington University's Center for Social Policy Studies.

National Displaced Homemakers Network

The National Displaced Homemakers Network is dedicated to empowering displaced homemakers of all racial and ethnic backgrounds and assisting them to achieve economic self-sufficiency. The Network affects public policy by working with lawmakers and business leaders to create and strengthen programs that help displaced homemakers achieve these goals. It is committed to ongoing, comprehensive public education to build awareness of the needs of displaced homemakers. The Network collects data, disseminates information, provides technical assistance and acts as a communications link to the more than 1,000 programs, agencies, and educational institutions that provide job training and other vital services to America's 15 million displaced homemakers.

Biographical Sketch - Jill Miller

Jill Miller is currently the Executive Director of the National Displaced Homemakers Network. A nationally recognized expert on women's employment policy and programming, Ms. Miller has developed and implemented programs preparing women for apprenticeship and nontraditional occupations, founded and organized the POWER Coalition (Promoting Older Women's Employment Rights), served as a resource to Congress on women and vocational training, the minimum wage, welfare, higher education, job training and appropriations. She has jointly managed research on low wage workers, advised the Office of Technology Assessment on dislocated workers and chaired the National Coalition for Women and Girls in Education.

Employment Policies Institute

EPI is a nonprofit organization dedicated to expanding employment opportunities at all levels of America's economy, especially among "entry-level" positions. EPI believes that "ending welfare as we know it" will best be accomplished through mandated work requirements which recognize the valuable contribution of entry-level positions as true job-readiness training programs for many Americans, especially those moving from welfare to work, or into the job market from school. America can make substantial improvements in ending dependency on public assistance through employment by ensuring that these entry-level opportunities are preserved for those seeking a port of entry into the workforce.

Biographical Sketch - Richard B. Berman

President of Berman and Company, a government affairs firm with a broad range of clients in the hospitality and retail industries, Mr. Berman is also Executive Director of the Employment Policies Institute, a non-profit research organization.

Mr. Berman has served as Executive Vice President of Public Affairs for the Pillsbury Restaurant Group, Director of Labor Law for the United States Chamber of Commerce, corporate counsel for the Dana Corporation, and labor counsel for the Bethlehem Steel Corporation.

In addition, he was Chairman of the Committee for Continuing Education for the Labor Law Section of the Federal Bar Association and has served the Departments of Labor and State as a business representative for the Labor Ministers Conferences of the Organization of American States.

National Association of Social Workers

The National Association of Social Workers (NASW) is the largest organization of professional social workers in the world, with 55 chapters and 145,000 members throughout the United States, its territories, and abroad. All of NASW's immediate and long-range goals are directed toward improving the quality of life and ensuring that the same rights and opportunities are enjoyed by all. Its major goals include: advancing the quality of social work practice and the knowledge base required for that practice; promoting the strength, unity and recognition of the social work profession and the use of standards to protect the consumer; and proposing and promoting sound public policies and programs aimed at meeting human needs and improving the quality of life.

NASW is committed to the advancement of sound and equitable public policy and promotes this mission through working towards the enactment of more humane and responsible legislation; encouraging its members to exercise their right to participate in the political process; and influencing the development of human service delivery systems and public welfare programs.

Biographical Sketch - Judy Catherine Walruff, ACSE, CISW

Judy Walruff is a member of the Board of Directors of the National Association of Social Workers. She is the Coordinator of the Adolescent Pregnancy and Parenting Program of the Flinn Foundation and for the past seven years has worked in the field of Adolescent Pregnancy and Parenting at the Arizona Department of Health Services, the Governor's Office for Children and the Flinn Foundation.

Bread for the World

Bread for the World is a Christian citizens' movement against hunger. Its 44,000 members urge their members of Congress to support programs and policies to reduce hunger, both domestic and international.

In 1992, Bread for the World helped win \$885 million in added funding for three programs that help hungry U.S. children: WIC, Head Start and Job Corps. This increase is bringing the support programs to 470,000 more people, mostly children, this year. Bread for the World also won passage of a law which helped reorient U.S. government policies in the Horn of Africa from Cold War interests toward more humanitarian purposes. In 1993, Bread for the World is leading a campaign to reform foreign aid called "Many Neighbors, One Earth."

Biographical Sketch - David Beckman

David Beckman currently serves as President of Bread for the World. Prior to that, Mr. Beckman served as an economist for the World Bank for 15 years. While at the World Bank, he played a leadership role in pushing the Bank toward more focus on poverty reduction.

Mr. Beckman is also a Lutheran pastor and has worked in Bangladesh for a church-related relief and development agency.

Maryland Governor's Workforce Investment Board

In 1991 the Governor's Workforce Investment Board was formed to assist the State of Maryland in creating an integrated work force investment system that maximizes the efforts and resources of government, education, business, and the community. The vision of the Board is for every citizen in Maryland to have the opportunity to fully develop their skills and abilities so they can maximize their life-long earnings. This vision includes providing Maryland employers with a highly skilled, productive, world class work force so they can maximize their ability to compete and profit in a global economy. To achieve this vision, the Board is seeking to integrate a number of Federal, State and local resources that can potentially be used to address workforce issues, including:

The Job Training Partnership Act Funds
The Wagner-Peyser Act
Community College Funds
State and Federal Vocational Technical Education Funds
JOBS Funds
State and Federal Adult Basic Education Funds

At local discretion, other programs can be included such as Community Development Block Grants, Health and Human Services funds, HUD resources, local career education funds, vocational rehabilitation, and state and local economic development resources.

Biographical Sketch - Marion W. Pines

Marion W. Pines is a Senior Fellow at the Institute for Policy Studies at Johns Hopkins University. She is also the Project Director of Maryland's Tomorrow Statewide Drop-Out Prevention Program.

Ms. Pines was the 1991 recipient of the first national Augustus F. Hawkins Award for individual leadership in advancing our nation's development of human resources. She was appointed by the Secretary of Labor to Chair the National JTPA Advisory Committee to advise the Department of Labor on job training policy issues for the 90's. Department of Labor, March 1989 and Working Capital; Coordinated Human Investment Directions for the 90's, Department of Labor, October 1989.

Ms. Pines has authored several publications: "Family Investment Strategies: Improving the Lives of Children and Communities", Partners for Livable Places, Washington, D.C., 1992; A Proper Inheritance: Investing in the Self-Sufficiency of Poor Families, The George Washington University, Center for Social Policy Studies, Washington, D.C., 1989.

PANEL SIX

TIME LIMITED ASSISTANCE AND WORK REQUIREMENTS

THURSDAY, AUGUST 19

2:55 PM

BIOGRAPHIES

**The American Federation of State, County
and Municipal Employees (AFSCME)**

AFSCME is the fastest growing union in the AFL-CIO. It has more than 1.2 million members who are state and local government, and health and education workers committed to achieving dignity and improving their working conditions through collective bargaining. AFSCME represents employees of state, county and municipal governments, school districts, public and private hospitals, universities and nonprofit agencies. They work in a cross section of jobs ranging from blue collar to clerical, professional and paraprofessional.

AFSCME is the single largest representative of all public employees. AFSCME played an important role in all previous welfare reform efforts. It is a strong advocate for comparable pay and comparable benefits for participants in any public employment program.

Biographical Sketch - Lee A. Saunders

Lee A. Saunders is the Assistant to Gerald W. McEntee, President of the American Federation of State, County and Municipal Employees (AFSCME). Mr. Saunders directs and coordinates the activities of the AFSCME Departments of Public Policy, Research and Collective Bargaining Services, Education and Leadership Training, and Public Affairs.

Mr. Saunders began his career with AFSCME in August 1978 as a labor economist. He has served in the capacities of Assistant Director of Research and Collective Bargaining Services, Director of Community Action, and Deputy Director of Field Services.

The Center for Law and Social Policy (CLASP)

The Center for Law and Social Policy, founded in 1969, is a national public interest organization, addressing the problems of low-income families and the legal needs of the poor through policy advocacy, education, research and legal representation.

Biographical Sketch - Mark Greenberg

Mark Greenberg is the Senior Staff Attorney at the Center for Law and Social Policy (CLASP) in Washington, D.C. Mr. Greenberg's primary work concerns federal and state welfare reform initiatives. He has written extensively concerning implementation of the Family Support Act of 1988, other federal and state reform efforts, child care, education and training programs, and income support issues affecting low income families.

Prior to joining CLASP, Mr. Greenberg specialized in welfare law for ten years and litigated numerous public benefits cases in Florida and California.

CLASP is one of the leading national organizations involved in the welfare reform effort. Mark Greenberg is very well-known and often the press's expert on welfare-related issues.

Joint Center for Political and Economic Studies

The Joint Center for Political and Economic Studies is the leading African-American think tank in Washington, D.C. It contributes to the national interest by helping black Americans participate fully and effectively in the political and economic life of our society.

A nonpartisan, non-profit institution founded in 1970, the Joint Center uses research and information dissemination to accomplish three objectives: to improve the socioeconomic status of black Americans; to increase their influence in the political and public policy arenas; and to facilitate the building of coalitions across racial lines.

Biographical Sketch - Katherine McFate

Ms. McFate is Associate Director of Research at the Joint Center for Political and Economic Studies and heads the Joint Center's Social Policy Program on Urban Poverty. In that capacity, she has conducted research on urban poverty and government intervention programs for the poor for a number of years and has recently completed an edited volume examining international trends in poverty and anti-poverty policy in western democracies entitled, Poverty, Inequality and the Crisis of Social Policy: Western States in the New World Order, to be published by Russell Sage.

The Progressive Policy Institute

The Progressive Policy Institute is a project of the Democratic Leadership Council, which was once headed by President Clinton. The Progressive Policy Institute is a new center for innovation in public policy. It seeks to adapt America's progressive tradition of individual liberty, equal opportunity and civic enterprise to challenges of the post-industrial era.

PPI advocates growth-oriented economic policies intended to reverse America's competitive slide and foster a more inclusive, democratic capitalism; social policies that move beyond maintaining the poor to enabling them to free themselves from poverty and dependence; and a foreign policy based on protecting and promoting free institutions.

PPI's research and recommendations on national service, welfare reform, democracy promotion and entrepreneurial government figured prominently in the 1992 Presidential election.

Biographical Sketch - William Marshall, III

Will Marshall is the President and founder of the Progressive Policy Institute (PPI). He is co-editor of Mandate for Change. Marshall, who is also director of the Progressive Foundation, an independent center for public policy research, previously was Policy Director of the Democratic Leadership Council (DLC) from that organization's inception in 1985. In that capacity, he worked with leading Members of Congress and other elected officials around the country -- including Bill Clinton, DLC chairman in 1990-1991 -- to establish the DLC as the premier forum for policy and political debate within the national Democratic Party.

National Organization for Women, Inc. (NOW)

The National Organization for Women is the nation's largest feminist organization, with approximately 250,000 members and 650 local chapters.

Representatives of NOW demonstrated at the Chicago public forum, in protest of the lack of welfare recipients serving on the Working Group.

Biographical Sketch - Patricia Ireland

Patricia Ireland is the president of the National Organization for Women. As an activist attorney, Ireland fights for women's rights in the courts as well as the streets. Ireland developed and directed NOW's Project Stand Up for Women, an action campaign to defend women's rights against anti-abortion extremists.

In addition, Ireland organized attorneys to fight right-wing nominations to the Supreme Court and researched their records for NOW's factsheets and Senate testimony. She challenged the Catholic hierarchy's interference in U.S. public policy by protesting at the Vatican Embassy which resulted in her arrest.

Ireland is acknowledged as an expert in her field. She has been featured in the local and national media on a host of feminist issues ranging from women in the home to women in the military.

Coalition on Human Needs

The Coalition on Human Needs is an alliance of over 100 national organizations working together to promote public policies which address the needs of low-income Americans. It is the major umbrella organization for liberal advocacy groups involved in welfare reform. The members of the Coalition include civil rights, religious, labor, and professional organizations as well as those concerned with the well-being of children, women, the elderly, and people with disabilities.

Biographical Sketch - Jennifer A. Vasiloff

Jennifer A. Vasiloff is the Executive Director of the Coalition on Human Needs. During her tenure, she has strengthened the Coalition's advocacy program by expanding legislative activities and recruiting new organizations to participate in Coalition activities.

PANEL SEVEN

SUPPORTING WORK

THURSDAY, AUGUST 19

4:05 PM

BIOGRAPHIES

Child Care Action Campaign

The Child Care Action Campaign is a national not-for-profit membership organization, comprised of a coalition of individuals and organizations that represent those who have a stake in the future of America's children - parents, child care providers, experts and leaders from corporations, labor, the media, government, community groups and academia. The mission of the organization is to stimulate and support the development of policies and programs that will increase the availability of quality, affordable child care for the benefit of children, their families and the economic well-being of the nation.

Biographical Sketch - Barbara Reisman

Barbara Reisman is Executive Director of the Child Care Action Campaign. A child care advocate for the past 20 years, Reisman has served on the New York State Commission on Child Care and is currently national spokesperson for Child Care Aware, a nationwide community service campaign to aid parents in finding quality child care.

Reisman is the author of a number of ground breaking publications on child care, and has provided expert testimony at state and federal hearings on the issue.

Service Employees International Union (SEIU)

Ned McCullough, Senior Legislative Representative

No information received.

Catholic Charities USA

Catholic Charities USA is the nation's largest, private, human service organization. The network of 1,400 agencies and institutions and thousands of concerned individuals works to reduce poverty, support families and empower communities in the United States.

In all, over 1,400 local agencies with more than 265,000 staff members and volunteers serve more than 12 million people in need - mostly families and children - each year. The services are offered to people of all religious, national, racial and economic backgrounds.

Catholic Charities USA is a membership organization founded as the National Conference of Catholic Charities in 1910. By providing leadership, technical assistance, management training, and resource development, the national office enables local agencies to better devote their own resources to serving their communities. Catholic Charities USA seeks to develop and promote innovative strategies that address human needs and social injustices.

Biographical Sketch - Fred Kammer, SJ

Jesuit Father Fred Kammer is president of Catholic Charities USA. He is an attorney, author, and activist with a long history of work on behalf of low income families and people in need. He comes to Catholic Charities from the U.S. Catholic Conference, where he was policy adviser for health and welfare issues in the Department of Social Development and World Peace. In that capacity, he worked closely with Catholic Charities USA and a number of Charities agencies across the country.

From 1984 to 1989, Father Kammer was executive director of Catholic Community Services of Baton Rouge, Inc. He was director of the Senior Citizens Law project of the Atlanta Legal Aid Society from 1977 to 1983. During that time, he also served on the board of Catholic Social Services, Inc. of Atlanta. He was director of social ministries for the Jesuit's Southern Province.

9 to 5, National Association of Working Women

9 to 5 is the leading membership organization for working women. The heart of the organization is data processors, secretaries, and office workers, but it is also a voice for thousands of other working women. 9 to 5 combines grassroots activism with cutting edge research and sophisticated media work to win real changes in the workplace on issues ranging from pregnancy discrimination to sexual harassment, computer health and safety to pay equity.

9 to 5, National Association of Working Women, has been advocating for rights and respect for the nation's 20 million office workers since 1973. Founded by clerical workers in Boston, 9 to 5 has grown from a simple newsletter talking about the issues to a grassroots force of nearly 15,000 women working on the issues.

Biographical Sketch - Ellen Bravo

Ellen Bravo is Executive Director of 9 to 5, the National Association of Working Women. After working in offices for years to support herself as an activist and writer, Ellen helped found the Milwaukee chapter of 9 to 5 in 1982.

In 1984, Governor Anthony Earl appointed Ellen as an observer to Wisconsin's Comparable Worth Task Force. Since that time she has become a leading spokesperson on pay equity, family leave, and sexual harassment. Ellen served on the Commission on Skills of the U.S. Workforce and contributed to its report, "America's Choice: High Skills or Low Wages." In 1986, Ellen was appointed to the Wisconsin Minimum Wage Advisory Council. She also serves on the Consumer Advisory Council of Wisconsin Electric Power Company.

In 1989, the Wisconsin Women's Network voted Ellen "Stateswoman of the Year." Milwaukee Magazine has named her one of its 25 "Giants of the Decade" for the 80s.

Deafpride, Inc.

Deafpride, Inc., is a non-profit, community-based organization incorporated in the District of Columbia since 1972. Deafpride works for the human rights of deaf persons and their families. Empowerment of deaf people and their families is Deafpride's goal. Empowerment is a process which makes it possible for each person to understand and use his or her own power. The organization's empowerment and advocacy programs bring together a diversity of people to work against internalized and systemic oppression for individual and institutional change.

Biographical Sketch - Margaret Bibum

Margaret Bibum has served as Deputy Director of Deafpride, Inc. since 1987. Prior to that she served Deafpride, Inc. as Coordinator of Project Access, a program for deaf women and their families.

Ms. Bibum's extensive teaching work with the Deaf includes teaching English, Math and Living skills at Gallaudet University in Washington, D.C. and as supervisor, curriculum developer, and program coordinator for St. Vincent's Unit for Additionally Handicapped Deaf Children in Boston.

The Empowerment Network Foundation (TEN)

The Empowerment Network, is a grassroots-based, bipartisan initiative that serves as a hub for local neighborhood activities, state and local elected officials and national decision-makers involved in the battle to expand opportunity and decision-making authority to citizens and their communities.

TEN operates a national information clearinghouse, conducts policy research and development, and provides technical assistance in five strategic areas: economic enterprise, "asset and earnings based" welfare reform, resident management and homeownership in assisted housing, family preservation, and expansion of parental roles in educational reform.

Note: Working Group members attended a TEN-sponsored conference last month.

Biographical Sketch - David L. Caprara

David L. Caprara is President and co-founder of The Empowerment Network Foundation and the Empowerment Network, known as "TEN." Prior to co-founding TEN in October, 1992, David served as Deputy Assistant Secretary for Resident Initiatives at the U.S. Department of Housing and Urban Development, where he served as Secretary Kemp's point person for empowerment and urban homesteading initiatives.

Mr. Caprara previously served as program director at the National Center for Neighborhood Enterprises, where he drafted the Kemp-Fauntroy public housing tenant management legislation, signed into law in 1987.

Mr. Caprara's broad experience in the field of empowerment stems from more than 12 years of activism in low-income neighborhoods across the country, including a move into the crime-ridden Cabrini-Green neighborhood on Chicago's near northside.

PANEL EIGHT

EDUCATION AND TRAINING AND SUPPORT SERVICES

THURSDAY, AUGUST 19

5:05 PM

BIOGRAPHIES

National Rainbow Coalition

Dr. Ron Walters

No information provided.

National Puerto Rican Coalition, Inc.

The National Puerto Rican Coalition (NPRC), Inc. was founded in 1977 to further the social, economic and political well-being of Puerto Ricans. NPRC is a non-profit, tax-exempt association of over 100 organizations located throughout the United States and in Puerto Rico. Based in Washington, D.C., NPRC provides a presence and a voice at the national level for all Puerto Ricans. NPRC is primarily focused in three program areas: advocacy, research and policy analysis. All NPRC programs are designed with the goal of empowering the community to effectively influence public policies and their implementation.

Biographical Sketch - Luis Nunez

Mr. Nunez became President and Chief Executive Officer of the National Puerto Rican Coalition, Inc. in 1981.

From 1972 to 1981, he served first as Deputy Staff Director, and in 1979 was appointed by President Carter as Staff Director of the U.S. Commission of Civil Rights, the nation's preeminent civil rights agency. In this capacity, Mr. Nunez supervised a staff of over 200, and directed the Commission's many studies and reports, which provided the factual and legal basis for much of the Federal government's civil rights initiatives during this period.

Prior to service with the Federal government, Mr. Nunez served nine years, the last four as National Executive director, of ASPIRA of America, a national education and leadership development agency serving Puerto Rican and other Hispanic youth.

National Community Action Foundation

The National Community Action Foundation (NCAF) is a private, nonprofit group which serves as an advocate and lobbyist for low-income programs. Founded in 1981, NCAF members are community action agencies and state and regional associations of community action agencies. NCAF is governed by an elected, volunteer Board of Directors.

NCAF works closely with Members of Congress and with other public interest groups to maintain adequate funding for social welfare programs and to shape future policy directions. It covers a broad range of issues including: the Community Services Block Grant, Welfare Reform, Low-income Energy Assistance, Employment and Job Training, Housing and Shelter for the Homeless, Health and Nutrition, Tax and Income Policy, and Weatherization.

Biographical Sketch - David A. Bradley

David A. Bradley is a partner with the government relations firm of Moss, McGee, Bradley, Kelly & Foley and currently serves as Executive Director of the National Community Action Foundation. Mr. Bradley founded the organization in 1981 and for more than a decade has been one of Washington, D.C.'s leading advocates for low-income programs.

Mr. Bradley is the principal author of the Community Services Block Grant and wrote a major portion of the McKinney Act, which provides assistance to a wide variety of social services agencies serving the homeless.

Center for Women Policy Studies

The Center for Women Policy Studies is a Washington-based national feminist policy and advocacy organization which was founded in 1972.

Biographical Sketch - Jennifer Tucker

Jennifer Tucker provides leadership and direction to several of the centers' initiatives, including the programs that examine the connections among women's educational opportunities, employment options, economic status and family roles and the National Program on Girls and Violence which examine girls' participation in violent acts as perpetrators and explores the underlying causes of their behavior.

Prior to coming to the Center for Women Policy Studies, Ms. Tucker was Director of the Effective Management of Technology Project at the Council of the Great City schools where she assisted urban educators in implementing equitable technology-based instructional and management programs.

National Coalition for the Homeless

The National Coalition for the Homeless (NCH) is the oldest and largest grassroots advocacy organization committed to ending homelessness. NCH seeks to end homelessness by increasing the awareness of the general public and policy makers regarding the causes of and potential solutions to the tragedy of homelessness. NCH's 72-member Board of Directors represents 36 states and consists of service providers, academicians, clergy, homeless/formerly homeless people and others.

Biographical Sketch - Fred Karnas, Jr.

Fred Karnas, Jr., has served as Executive Director of the National Coalition for the Homeless (NCH) since 1991. Karnas oversees NCH's efforts to end homelessness through public education, community organizing, litigation and advocacy. On behalf of NCH, he testifies before Congressional committees and represents NCH with the print and electronic media.

Mr. Karnas previously served as Executive Director of the Coalition for the Homeless of Central Florida and chaired the Florida Coalition for the Homeless. Mr. Karnas has also served as lead staff for the Community Council Task Force for the Homeless in Phoenix, AZ and Executive Director of the Community Housing Partnership, a non-profit housing corporation which developed transitional and permanent housing for homeless persons. He also chaired the Arizona Coalition for the Homeless and the Arizona Housing Coalition.

Mr. Karnas serves on the board of directors of several national organizations including the Coalition on Human Needs, the National Low Income Housing Coalition and the advisory board of the Enterprise Foundation's Housing Plus Corporation.

The National Institute for Literacy

The National Institute for Literacy was created through the National Literacy Act of 1991 for the purpose of enhancing the national effort to achieve full literacy by the year 2000 by creating a national support system for literacy and serving as the national focal point for interagency policy development, dissemination of information, technical assistance, program evaluation and research and demonstration. The Institute also serves as the catalyst for stimulating coordination of literacy efforts at the Federal, State and local levels.

The Institute is administered under an interagency agreement between the Secretaries of Education, Labor and Health and Human Services. These three Secretaries make-up the Institute's Interagency Group. An Advisory Board made up of experts in the field of literacy serves the Institute by making recommendations to the Interagency Group on the goals and programs of the Institute.

BIOGRAPHICAL SKETCH - LILIAN SOTOLONGO DORKA

Lilian S. Dorka has been with the U.S. Department of Education since 1987 and her position of record at the Department is Attorney Advisor to the Assistant Secretary for Civil Rights. She was detailed to the National Institute for Literacy in March of this year to act as the Interim Director of the Institute.

Working Group on Welfare Reform,
Family Support and Independence
Washington, D.C. - Public Forum
August 19 - 20, 1993
Andrew W. Mellon Auditorium

Friday, August 20, 1993

9:00 a.m. Welcome

9:00 - 9:55 a.m. Panel One - SUPPORTING WORK

- ✓ Lynn E. Cunningham, Managing Attorney
DC Neighborhood Legal Services
- ✓ Ronald Field, Senior Vice President
Family Service America
- ✓ John Hiscox, Member, Board of Trustees
Public Housing Authorities Directors Association
- ✓ Diana Pearce, Project Director
Women and Poverty Project
- ✓ ~~Dr. Jane L. Delgado~~ ^{Adolph Falcone} President
National Coalition of Hispanic Health Services
Organizations

- Belle

10:00 - 10:55 a.m. Panel Two - TIME LIMITED ASSISTANCE AND WORK REQUIREMENTS

- ✓ Patricia Blau Reuss, Senior Policy Analyst
NOW Legal Defense Fund
- ✓ Robert Rector, Senior Policy Analyst
Heritage Foundation
- Gary E. Rubin, Program Director
~~Jewish Poverty Conference~~ ^{Amer. Jewish Committee}
- Peter Cove, Chief Executive Officer
America Works
- Louise Lindbloom, Director of Media, Advocacy and Public
National Urban Coalition

Rector: ① What kind of work
Peter Cove: ② Failure of EOT

10:55 - 11:10 p.m. BREAK

Agenda Subject to Change

11:10 a.m. - 12:05 p.m. Panel Three - EDUCATION AND TRAINING AND SUPPORT SERVICES

- ✓ Lauren Jacobs, Staff Attorney
Center for Law and Education
- ✓ Anthony S. Harrington, General Counsel
National Alliance to End Homelessness
- ✓ Cynthia Marano, Executive Director
Wider Opportunities for Women
- ✓ Michael R. Gaul, Director of Governmental Affairs
Goodwill Industries of America
- ✓ Cushing N. Dolbeare, Interim President
National Low Income Housing Coalition
- ✓ Mattie P. Patterson, Director, DC Chapter
Church Women United

① ~~Don't work!~~
 ② Churches: non profits
 ③ Carpenter/maize
 ④ How long does training take?
 Manpower ⑤ How do we get into work?
 Dolbeare ⑥ 7 recent steps
 ① GAIN - can it be replicated?
 ② States spend 10B\$
 ③ Mostly indexes to ask something of everybody
 that everyone is capable of doing something
 ④ 6-mos training - 2 yr train limit
 ⑤ Churches

12:10 - 1:05 p.m. Panel Four - TIME LIMITED ASSISTANCE AND WORK REQUIREMENTS

- ✓ Jim Riccio
Manpower Demonstration Research Corporation
- ✓ Dr. Linda R. Wolf Jones, Director of Income Security Policy
Community Service Society of New York
- ✓ Bishop John H. Ricard
U.S. Catholic Conference
- ✓ Marcie Dingle
National Head Start Association
- Ann Turpeau
American Friends Service Committee

WRWG
 370 L'Enfant
 Promenade
 Suite 600
 WDC 20042

1:05 - 1:15 p.m. CLOSING REMARKS BY WORKING GROUP CHAIRS

- taking care of kids is doing something
 - some can give more back than others



PANEL ONE

SUPPORTING WORK

FRIDAY, AUGUST 20

9:00 AM

BIOGRAPHIES

Neighborhood Legal Services Program

NLSP is a federally funded legal services program which provides free legal services to low income residents of the District of Columbia. Founded in 1964, it operates four neighborhood offices, plus a family law unit, a law reform unit, and a private bar initiative unit. It handles only civil cases, primarily defense to evictions, aid to persons seeking welfare benefits, uncontested divorces, and consumer cases. It has a staff of over fifty persons and is the largest provider in the District.

Biographical Sketch - Lynn E. Cunningham

Lynn Cunningham has been the Managing Attorney of the Law Reform Unit at the Neighborhood Legal Services Program since 1977. He also works on rights of low income tenants, welfare reform, homelessness issues and community development.

Family Service America, Inc.

Family Service America, Inc., founded in 1911, is an international nonprofit organization dedicated to strengthening families in all their forms through services, education, and advocacy. FSA's 280 accredited member agencies in the U.S. and Canada constitute the largest network of community-based family and children's counseling and support services in North America. Annually, FSA serves more than 4 million people in 1,000 communities with 11,000 professionals and 10,000 volunteers.

Biographical Sketch - Ronald H. Field

Ronald H. Field is Senior Vice President for Public Policy at Family Service America, Inc. Ronald helped start the War on Poverty in the 1960s as one of the first field representatives for the Community Action Program. This included helping start some of the original Head Start projects. He has also served as a director for Upward Bound and as a training officer for VISTA.

Ronald has held several positions at all levels of government and politics. He has been chief of staff for the Oregon State House Education Committee, where he helped pass the first state law guaranteeing a free and appropriate education for children with disabilities. He then took responsibility for implementing the law when as special assistant to the state director of special education, he created the first Project ChildFind, which was later adopted by the U.S. Department of Health and Human Services as a model strategy for identifying exceptional children.

Public Housing Authorities Directors Association

PHADA is a professional trade association representing the interests of public housing authorities nationwide. It was founded in the late 1970s and now represents over 1,500 members.

PHADA serves as a liaison between its membership, the Department of Housing and Urban Development and the United States Congress. It provides many educational and informative services to the membership in an effort to enhance the professionalism of the industry. Seminars and publications are its primary tools.

By monitoring federal legislation and regulations, the association is able to ensure that safe, decent and affordable housing is protected and promoted by Congress.

Biographical Sketch - John Hiscox

Mr. Hiscox is a member of the Board of Trustees of the Public Housing Authorities Directors Association (PHADA) and serves as chairman of the PHADA Task Force on Ceiling Rent. He became Executive Director of the Macon, Georgia, Housing Authority in October 1981. The Macon Housing Authority is widely recognized as one of the best managed public housing authorities in the country and as a leading program innovator. It has been recognized by numerous national and regional awards.

Jim is active in civic and charitable affairs, with an emphasis on race relations and non-profit housing efforts.

Women and Poverty Project

Diana Pearce, Project Director

No information provided.

**The National Coalition of Hispanic
Health and Human Services Organizations**

The National Coalition of Hispanic Health and Human Services Organizations, founded in 1973, is a private, non-profit organization dedicated to improving the health and psycho-social well-being of the nation's Hispanic population. COSSMHO works primarily with community-based organizations in targeting difficult and sometimes controversial problems for national programs, such as juvenile delinquency, child abuse and sexual abuse, adolescent pregnancy, diabetes and AIDS.

COSSMHO pursues programs in research, health promotion and disease prevention, and education and training of health care providers. The membership includes over 1,000 individuals and organizations. COSSMHO pursues its mission by conducting national demonstration programs, coordinating research, and serving as a source of information, technical assistance and policy analysis. Consistent with its community-based health mission COSSMHO does not accept funds from alcohol or tobacco companies or their subsidiaries; it is the only national Hispanic organization to adopt this policy.

Biographical Sketch - Jane L. Delgado, Ph.D.

Jane L. Delgado, Ph.D., has served as President and Chief Executive Officer of the National Coalition of Hispanic Health and Human Services Organizations since 1985. Dr. Delgado came to her position at COSSMHO after serving in the Immediate Office of the Secretary of the U.S. Department of Health and Human Services. Working under then HHS Secretary Margaret Heckler, she was a key force in the development of the landmark "Report of the Secretary's Task Force on Black and Minority Health."

PANEL TWO

TIME LIMITED ASSISTANCE AND WORK REQUIREMENTS

FRIDAY, AUGUST 20

10:00 AM

BIOGRAPHIES

NOW Legal Defense and Education Fund

The NOW Legal Defense and Education Fund is the legal, education, and political arm of the National Organization for Women. NOWLDEF has taken a strong interest in the welfare reform process and its impact on low-income and minority women.

Biographical Sketch - Patricia Blau Reuss

Patricia Reuss is the Senior Policy Analyst for the NOW Legal Defense and Education Fund. Patricia has been a professional advocate for women in Washington, D.C., for over fourteen years, promoting women's issues at the federal level through grassroots organizing across the nation. Patricia opened the Washington, D.C., NOW LDEF office in the autumn of 1992 and is noted for her expertise on tax, budget, and health policy, especially on behalf of low-income and poor families.

Patricia has served in leadership roles in coalitions working on progressive legislation and has a close working relationship with elected leaders and progressive advocates all across the U.S. In 1988, the Ladies Home Journal cited her as "one of the 100 most important women in America."

The Heritage Foundation

The Heritage Foundation is a major U.S. public policy research and education institute whose programs are designed to make the voice of responsible conservatism heard in Washington, D.C. and throughout the world. The Heritage Foundation's programs include research and analysis; lectures, debates and other policy forums; communications and publishing; and promoting cooperation among conservative scholars and research organizations throughout the United States and the Free World.

Biographical Sketch - Robert Rector

Robert Rector currently serves as Senior Policy Analyst for social welfare and family issues at the Heritage Foundation. He has previously worked as a legislative assistant in the Virginia House of Delegates and as a management specialist in the U.S. Government.

Mr. Rector has written about income inequality, welfare, poverty and family issues and testifies regularly before Congress on these topics. He played a key role in developing President George Bush's parental choice child care policy which offered tax credits to low income working families with children.

Jewish Poverty Conference
(The American Jewish Committee)

The American Jewish Committee (AJC) seeks to safeguard the rights of Jews, nurture a pluralistic America in which all groups can thrive, and enrich the quality of American Jewish life. The AJC commissions and publishes seminal research so that its policy recommendations are based on accurate information. It plays an advocacy role by articulating its views to government, the media and the general public. It engages in diplomacy, building and maintaining positive relationships with other groups.

Biographical Sketch - Gary E. Rubin

Gary E. Rubin currently serves as Director of National Affairs for the American Jewish Committee. He is co-founder of the National Immigration Forum and now serves as Vice-Chair of that organization; the Refugee Policy Group for which he is a member of the Advisory Committee; and the National Coalition for Haitian Refugees, of which is a board member. He has also organized national task forces on the acculturation of new immigrants to American society and their integration into the economy, service network and school system. He has testified before Congress on immigration policy and has lectured widely on the topic.

Before assuming his current post, Mr. Rubin organized and staffed AJC's Social Policy Task Force and shaped AJC's action on domestic legislation. He also served as Program Director for the American Jewish Committee and Director of Information for the U.S. Committee on Refugees.

America Works

America Works is an employment company that has been in business for six years in New York and nine in Connecticut. Privately owned, the company places individuals who are on welfare into private-sector jobs. Funded partially by the Department of Social Services in each state, the company receives full payment for its services only after an applicant has held a permanent full-time job for seven months.

Together, both America Works offices have successfully placed over 3,000 permanent workers in major companies within New York City and the greater Hartford area. America Works employs a staff of experienced managers to help companies fill openings and, more importantly reduce turnover by maintaining valuable workers.

Biographical Sketch - Peter Cove

Peter Cove, social activist and businessman, is one of the nation's leading advocates for private solutions to welfare dependency. During his 28-year career, he has been at the forefront of innovative demonstration projects designed to mitigate poverty by promoting jobs as a solution to welfare dependency.

As the founder of America Works in 1984, Mr. Cove has worked to link private-sector investment and employment with welfare reform. He believes that private-sector efforts supersede government's ability to solve many social problems. In a unique arrangement with states and cities, America Works is paid only if it delivers a person from welfare and into employment. It is the only private company in the country doing this today and has removed thousands from welfare rolls in New York State and Connecticut. In leading the company to success, Mr. Cove has fully developed the concept of the privatization of welfare-to-work-programs and has become the spokesperson and business developer for this cause.

National Urban Coalition

The National Urban Coalition (NUC) is an urban action and advocacy organization headquartered in metropolitan Washington, D.C. Its affiliate network includes 39 organizations in 32 cities in 19 states. It was founded at an Emergency Convocation of 1,200 leaders from business, labor, civil rights, government and community organizations called together in 1967 to respond to urban riots taking place in cities throughout the country. The Coalition also works in the areas of urban policy, community development, housing and urban health. Through its affiliate network, it seeks to build partnerships among representatives of the private sector, government and people of urban communities to stabilize and revitalize America's cities.

Biographical Sketch - Louise Lindblom

Louise Lindblom is the Director of Media, Advocacy and Public Affairs for the National Urban Coalition. She formerly served as Director of Public Information at Birmingham Southern College, was the Director of the Compliance Review Commission and the Credentials Committee at the Democratic National Committee and was Executive Director of the Alabama Democratic Party.

PANEL THREE

EDUCATION AND TRAINING AND SUPPORT SERVICES

FRIDAY, AUGUST 20

11:10 AM

BIOGRAPHIES

Center for Law and Education

The Center for Law and Education, created in 1969, works closely with educators, lawyers and community organizations across the country to improve the laws regarding the education of low-income individuals and to hold local and state educational agencies accountable for the implementation of those laws. The Center's focus on the overlap between education and poverty has led to concerns about the type of training and services needed by welfare recipients to attain self-sufficiency. The Center's work in this area is informed in part by its Vocational Opportunity for Community and Educational Development (VOCED) Project. The Project works on local, state and national levels to help low-income students and their communities redirect vocational educational programs to better meet their long-term educational, social and economic needs.

Biographical Sketch - Lauren Jacobs

Lauren Jacobs currently serves as a Staff Attorney with the Center for Law and Education's VOCED Project. She provides extensive technical assistance to students, parents, educators and policymakers at all levels of government. This assistance includes legal and policy analysis, program assessment, staff and curriculum development workshops, and advice on program and policy design. She has authored materials on standards and measures of program performance and on appropriate criteria for developing and using industry skill standards. Ms. Jacobs' previous experience includes research and technical assistance in adolescent pregnancy prevention and parenting services, as well as research and advocacy on a variety of education and welfare issues.

The National Alliance to End Homelessness

The National Alliance to End Homelessness (the Alliance) is a national membership organization committed to the ideal that no American should have to be homeless. Incorporated in 1983, the alliance believes that there are solutions to homelessness. These solutions are being implemented by nonprofit, private and public sector entities around the country every day. They include affordable housing, adequate incomes and services for those who need them. It is the Alliance's mission to expand these efforts to all who need them and thereby end homelessness in our nation.

Biographical Sketch - Anthony S. Harrington

Anthony S. Harrington is co-chariman of the National Alliance to End Homelessness and a partner in the law firm of Hogan & Hartson. He served as General Counsel for the North Carolina Clinton/Gore campaign and for the Democratic National Committee. He was previously Assistant Dean of Duke University Law School, and Assistant to the Governor of North Carolina. Mr. Harrington has served as a founder, director and officer of several business and non-profit corporations.

Wider Opportunities for Women, Inc.

Wider Opportunities for Women, Inc. (WOW), works nationally and in its home community of Washington, D.C. to achieve economic independence and equality of opportunity for women and girls. For nearly 30 years, WOW has helped women learn to earn, with programs emphasizing literacy, technical and nontraditional skills, and career development. Since 1964, WOW has trained more than 10,000 women for well-paid work. WOW also leads the Women's Work Force Network (WWFN), comprised of over 500 independent women's employment programs and advocates in every state and the District of Columbia.

Biographical Sketch - Cynthia Marano

Cynthia Marano currently serves as Executive Director of Wider Opportunities for Women, Inc. Ms. Marano previously served WOW in directing its national organizing and advocacy arm (the Women's Work Force Network) and as WOW's chief executive officer.

Ms. Marano's previous experience includes serving as founder and first President of the Displaced Homemakers Network; and, Public Affairs Director for the National Federation of Business and Professional Women's Clubs (BPW). Her other leadership roles have included serving as Chair of the National Coalition on Women, Work and Welfare Reform; Chair of the National Women's Vote Project, a board member of the Older Women's League; and, a founder and steering committee member of the National Coalition on Women and the Budget.

Goodwill Industries of America

Goodwill Industries is the largest private-sector employer of people with disabilities in the world, and North America's leading non-profit provider of vocational services for people with disabilities and other special needs. Its mission is to strive for the full participation in society of people with disabilities and other special needs by expanding their opportunities and occupational capabilities through a network of autonomous, community-based organizations. Vocational services are provided directly by 179 autonomous Goodwill organizations located throughout the United States and Canada, and in the Pacific Basin. There are also 48 Goodwill affiliates in 34 countries.

Biographical Sketch - Michael R. Graul

Michael R. Graul has served as Director of Governmental Affairs at Goodwill Industries of America, Inc. (GIA), since 1990. Mr. Graul joined GIA's legislative staff in 1984. Prior to that, Mr. Graul provided legislative representation for a number of professional and trade associations in Washington, D.C.

Mr. Graul serves as Goodwill Industries' chief liaison with the U.S. Congress and Executive Agencies on a broad range of federal policy matters, including vocational rehabilitation/ job training, tax, small business, procurement and labor issues.

The National Low Income Housing Coalition

The National Low Income Housing Coalition is a coalition of organizations and individuals who believe that housing is a human right. Membership is open to all those who want to help end America's low income housing crisis. The Coalition is affiliated with the Low Income Housing Information Service (LIHIS), a nonprofit educational organization that shares offices and staff with the Coalition.

Biographical Sketch - Cushing N. Dolbeare

Cushing N. Dolbeare currently serves as Interim President of the National Low Income Housing Coalition and Interim Executive Secretary of the Low Income Housing Information Service. Ms. Dolbeare founded the coalition in 1974 and served as Chairperson until 1978 and from 1984 until 1992. She is currently chair emeritus of the coalition.

Ms. Dolbeare has authored and co-authored numerous articles and publications on housing issues.

The Church Women United

The Church Women United (CWU) is a national, ecumenical movement that brings together Protestant, Roman Catholic and Greek Orthodox women to work for global justice and the empowerment of women. CWU advocates for public policy that provides economic alternatives for women and children in poverty, universal health care for all and environmental justice.

Biographical Sketch - Mattie P. Patterson

Mattie P. Patterson currently serves as Director of Church Women United Washington, D.C. office. Ms. Patterson's community and civic activities include serving as President of Baptist Ministers Wives of the Metropolitan Area; assisted in establishing a Penal Inmate Scholarship Program for inmates returning to the community; served as Trustee on the Board of the Family and Child Service; and, served as Chairwoman for the International Year of the Child, Progressive National Baptist Convention.

PANEL FOUR

TIME LIMITED ASSISTANCE AND WORK REQUIREMENTS

FRIDAY, AUGUST 20

12:10 PM

BIOGRAPHIES

Manpower Demonstration Research Corporation

Jim Riccio

Information was not provided.

Community Service Society

The Community Service Society (CSS) was formed in 1939 through the merger of two of New York's most prominent and productive social welfare organizations, the Association for Improving the Condition of the Poor and the Charity Organization Society. In the last several years, CSS has focused its attention on the political development of low-income, disenfranchised communities. Their powerlessness in making government officials work in their interest spurred CSS to develop its non-partisan Department of Political Development.

Biographical Sketch - Dr. Linda R. Wolf Jones

Linda R. Wolf Jones currently serves as the Director of Income Security Policy and Research for the Community Service Society (CSS) of New York. Her expertise is in the areas of communications, policy analysis, program development and government affairs. Dr. Wolf's previous positions include Director of Special Projects for the Phoenix House; Director of Public Policy for YMCA of Greater New York; and, Senior Policy Analyst for CSS.

Dr. Wolf is the author of numerous journal articles and reports on socioeconomic issues and public policies.

United States Catholic Conference

The U.S. Catholic Conference has several organizational goals:

Share the social teaching of the Church

Apply Catholic social teaching to major contemporary domestic and international issues which have significant moral and human dimensions

Advocate effectively for the poor and vulnerable and for genuine justice and peace in the public policy arena

Build the capacity of the Church, national and diocesan, to act effectively in defense of human life, human dignity, human rights and the pursuit of justice and peace.

Biographical Sketch - Rev. John H. Ricard, S.S.J.

Rev. John H. Ricard, S.S.J., was named Auxiliary Bishop of Baltimore by Pope John Paul II on May 28, 1984. He was born in Baton Rouge, Louisiana. Bishop Ricard is the member of numerous organizations: The Homeless Relief Advisory Board of the City of Baltimore; Treasurer, Catholic Relief Services, United States Catholic Conference; and Chairman, Committee on Social Development and World Peace, Domestic Social Development.U.S. Catholic Conference

National Head Start Association

Marcie Dingle

Biographical information not provided.

American Friends Service Committee

The American Friends Service Committee is an expression of the beliefs and principles of the Society of Friends (Quakers). Founded in 1917, the AFSC has worked for over 75 years in this country and around the world in the struggle for justice and peace. In 1947 the AFSC, together with Quaker Peace and Service in London, received the Nobel Peace Prize. The AFSC has nine regional offices in the United States, as well as program offices in the United States and overseas.

Over the years, AFSC has worked closely with groups and organizations seeking greater fairness and effectiveness in the system of providing public assistance.

AFSC's current work includes support of economic development on Indian reservations, assistance to homeless and formerly homeless people in developing housing and gaining job skills, work with low income women seeking jobs and services, documentation of human rights abuses, and development of recommendations on aspects of government budget and tax policy.

Biographical Sketch - Anne Turpeau

Anne Turpeau is a member and former chairperson of the AFSC National Community Relations Committee and member of the AFSC Economic Justice Task Force. Her work and community experience include: Program Director, Washington Urban League; Chairperson, D.C. Commission for Women; Executive Assistant to Director of D.C. Office of Human Rights; member and founding co-chair of National Women's Conference Committee; part-time Program Associate, Mental Health Association of D.C.



TALKING POINTS

Welfare Reform

GENERAL GUIDANCE

- o Welfare is a Top Priority Welfare reform is a top priority of the President/Administration/Department. The President is committed to developing a bold program to "end welfare as we know it."
- o Four Values Work, Family, Opportunity, Responsibility. The welfare system discourages work, weakens families, provides no real opportunity, and fails to reward responsibility. Our plan will be based on the values at the core of American beliefs:

WORK -- If you work, you shouldn't be poor; those who play by the rules should be rewarded

FAMILY -- Both parents have an obligation to support their children; parents should support their children, not the government

OPPORTUNITY AND RESPONSIBILITY -- The fundamental linkage underlying the support system: the government should provide people with the support they need to get and hold a job -- training, education, child care or health care. However, individuals, not the government, must be responsible for their families. Both parents must support their children and those who can work will be expected to work to support their families.

- o These Values Lead to the Four Principles Underlying the President's Vision All administration speeches/comments on welfare reform should emphasize the four principles: (1) Making Work Pay; (2) Improving Child Support Enforcement; (3) Providing Education, Training, and Support to help people get and hold jobs; and (4) Creating a System of Time Limited Transitional Support followed by Work. These goals are discussed in more detail on the following page.

CAUTIONS

- o It's Too Early to Discuss Specifics It is too early to address questions about specific aspects of the welfare reform plan. Many policy options are under discussion, and, in general, particular ideas have not been ruled on or off the table.
- o Do Not Discuss Dates/Deadlines/Timelines The Working Group intends to have a plan for the Domestic Policy Council and the President to review as soon as possible, but we are not publicly committing to a date for releasing the plan or submitting legislation.
- o Do Not Discuss Costs/Budgets In Any Detail It is still too early in the Working Group's work to discuss costs. We anticipate that returning welfare to its original purpose as a transitional assistance program will reduce caseloads and save money in the long run.

WELFARE REFORM WORKING GROUP

- o The Welfare Reform Working Group was announced by President Clinton on June 11, 1993.
- o The Working Group is comprised generally of senior, sub-cabinet level appointees from a variety of Departments and White House offices. The list of members is attached. It will be chaired by Bruce Reed, David Ellwood, and Mary Jo Bane.
- o The staff of the Working Group is made up of federal employees. They will be consulting widely with individuals and organizations with an interest and expertise in welfare reform. They will also be working closely with Congress and officials from state and local government. These efforts are described in more detail on the following page.

GOALS

President Clinton has charged the Working Group to develop a proposal to "end welfare as we know it." The Working Group is guided by four principles underlying the President's vision for reform:

- o **Make Work Pay** -- People who work should not be poor. They should get the support they need to ensure that they can work and adequately support their families. The economic support system must provide incentives that encourage families to work and not stay on welfare.
- o **Dramatically Improve Child Support Enforcement** -- Both parents have a responsibility to support their children. One parent should not have to do the work of two. Only one-third of single parents currently receive any court-ordered child support. The system for identifying fathers and ensuring that their children receive the support they deserve must be strengthened.
- o **Provide Education, Training, and Other Services to Help People Get Off and Stay Off Welfare** -- People should have access to the basic education and training they need to get and hold onto a job. Existing programs encouraged by the Family Support Act of 1988 need to be expanded, improved and better coordinated.
- o **Create a Time-Limited Transitional Support System Followed By Work** -- With the first three steps in place, assistance can be made truly transitional. Those who are healthy and able to work will be expected to move off welfare quickly, and those who cannot find jobs should be provided with work and expected to support their families.

Based on these core principles, the Working Group will be developing a detailed proposal that will not simply change the welfare system but will ultimately provide a genuine alternative to it.

PUBLIC INPUT

While the Working Group and its staff are federal employees, they will be working closely with individuals and organizations outside the government in an open and collaborative process to develop ideas and policy options. The Working Group will be taking a number of very specific steps to involve the public in its work:

- o **Hearings/Public Events** -- The Working Group will hold hearings and public events across the country designed to provide the public with an opportunity to present the Working Group to begin to get public reaction to some of the ideas it is developing.
- o **Briefing Papers** -- The Working Group will be publishing a series of working papers over the course of the summer and fall which will be designed to provide information and spark public discussion of the issues underlying the welfare reform effort. These papers will be widely circulated.
- o **Meetings/Briefings** -- Working Group staff will be setting up briefings and meetings and consulting widely with groups and organizations interested in welfare reform. A special office of Public Liaison is being set up by the Working Group to reach out to organizations concerned with welfare issues to ensure that information is widely disseminated and a broad range of opinions are being solicited to inform the efforts of the Working Group.
- o **Intake Center** -- The Working Group is establishing an intake center for all mail and information requests. The Center will ensure that proposals, suggestions, and ideas are forwarded to the appropriate issue groups and that requests for meetings and speakers are handled in a timely manner.

COLLABORATION WITH CONGRESS

Congressional experience, particularly with the Family Support Act of 1988, is also extraordinarily valuable in the development of a welfare reform plan. The administration will work closely with the leadership and committee chairs in both Houses prior to introducing legislation.

COLLABORATION WITH THE STATES AND LOCALITIES

The President believes the experiences of the States provide valuable lessons for the development of national policy. He has, therefore, asked the Governors, State legislators, and State welfare directors to form a group to consult with the administration throughout the development of the welfare reform plan.

Working Group on Welfare Reform, Family Support and Independence

Chairs

- Bruce Reed *Deputy Assistant to the President for Domestic Policy*
- David Ellwood *Assistant Secretary for Planning and Evaluation, Department of Health and Human Services*
- Assistant Secretary for the Administration for Children and Families, Department of Health and Human Services*

Members

- Ken Apfel *Assistant Secretary for Management and Budget, Health and Human Services*
- Walter Broadnax *Deputy Secretary, Department of Health and Human Services*
- Robert Carver *Deputy Assistant Secretary for Returns Processing, Treasury Department*
- Maurice Foley *Office of Tax Policy, Treasury Department*
- Thomas Glynn *Deputy Secretary, Department of Labor*
- Ellen Haas *Assistant Secretary for Food and Consumer Services, Department of Agriculture*
- Elaine Kamarck *Office of the Vice President*
- Madeleine Kunin *Deputy Secretary, Department of Education*
- Alicia Munnell *Assistant Secretary for Economic Policy, Treasury Department*
- Larry Parks *Senior Advisor to the Secretary, Department of Commerce*
- Wendell Primus *Deputy Assistant Secretary for Human Services Policy, Department of Health and Human Services*
- Julie Samuels *Director, Office of Policy and Management Analysis, Department of Justice*
- Isabel Sawhill *Associate Director for Human Resources, Office of Management and Budget*
- Eli Segal *Assistant to the President for National Service*
- Eugene Sperling *Deputy Assistant to the President for Economic Policy*
- Michael Stegman *Assistant Secretary for Policy Development and Research, Department of Housing and Urban Development*
- Joseph Stiglitz *Council of Economic Advisors*
- Fernando Torres-Gil *Assistant Secretary for Aging, Department of Health and Human Services*
- Jeff Watson *Deputy Assistant to the President for Intergovernmental Affairs*
- Kathi Way *Special Assistant to the President for Domestic Policy*
- Surgeon General*
- Assistant Secretary for Intergovernmental and Interagency Affairs, Department of Education*
- Assistant Attorney General for Policy Development, Department of Justice*
- Assistant Secretary, Employment and Training Administration, Department of Labor*

FOR RELEASE UPON DELIVERY
MONDAY, JULY 19, 1993

*REMARKS BY

DONNA E. SHALALA

SECRETARY OF HEALTH AND HUMAN SERVICES

NATIONAL JOB OPPORTUNITY AND BASIC SKILLS TRAINING (JOBS)
DIRECTORS CONFERENCE

ARLINGTON, VIRGINIA

*THIS TEXT IS THE BASIS OF SECRETARY SHALALA'S ORAL REMARKS.
IT SHOULD BE USED WITH THE UNDERSTANDING THAT SOME MATERIAL MAY
BE ADDED OR OMITTED DURING PRESENTATION.

Thank you, Larry [Laurence Love, Acting Assistant Secretary, Administration for Children and Families].

I'm pleased to have the opportunity to talk with you this morning about welfare reform -- one of the Clinton Administration's top priorities.

One of my top priorities.

First, I'd like to tell you about a woman from Virginia who wrote a very thoughtful letter to President Clinton right after the election.

She told the President that she has relied on AFDC for nine years while caring for her severely-disabled, fourteen year-old son, Jarrod. This woman has received only four child support payments from her ex-husband in all those years. The grand total of the last one was four dollars and sixty-one cents.

She wants to work, but, realistically, she can't afford to lose her son's health benefits. She wrote to the President: "The only hope I have to gain employment is to wait until Jarrod's 18th birthday in 1996, when his qualification for SSI and Medicaid is no longer dependent on total family income."

This story demonstrates how far welfare has wandered from the transitional program it was intended to be -- and how little hope it inspires.

There are millions of other stories like it. Stories about people who struggle to leave welfare -- only to be pushed back by a barrage of work-related expenses. Like child care, transportation to work, and rent increases for those who live in subsidized housing.

Our welfare reform strategy is based on a simple notion: welfare must be a temporary, transitional program that builds on core American values -- work, family, opportunity, and responsibility.

Values we want to preserve and pass down to generation after generation, so that we always remain strong and united as a people.

Our current system doesn't reinforce these values, and no one knows it better than you -- who are working on the front lines implementing JOBS programs in all 50 states, and territories.

You know that some welfare recipients face huge barriers in trying to join the workforce. And that others were the children of welfare recipients and barely know there is another way.

Since the late 1980s, the number of families on welfare has grown steadily. So has the number of families in poverty, and the amount of money federal and state governments spend supporting the poor. And so has the paperwork, the complexity, and the perverse incentives that make the welfare system such a nightmare for administrators and recipients.

Aid to Families with Dependent Children is a \$22 billion-dollar-per-year system that too often penalizes work, stigmatizes recipients, and many times locks families into a cycle of dependency.

It's time to find a better way.

After years of attacking the problem in only a piecemeal way, it's time to find fundamental solutions. Comprehensive solutions. Solutions that build on the best and most effective work that you are doing with your customers.

President Clinton has a deeply-felt commitment to welfare reform. As Governor of Arkansas, his innovative ideas enabled thousands of people to move into jobs -- and were influential in the development of the Family Support Act of 1988.

We owe both the President and New York Senator Daniel Patrick Moynihan a debt of gratitude for their vision and tenacious work on a program that pointed us in the direction of continuous change. Many of your own governors have laid out similar visions.

My personal commitment is just as passionate. In the 1980s, when I was President of Hunter College in New York, we developed a program to provide single parents with an undergraduate education -- and social service support. The program created futures, and moved bright young people from the welfare rolls to the tax rolls.

Everybody wants change -- recipients, legislators, tax payers, and all of you who provide social services.

Later in your careers, I hope you will look back on this as a watershed moment in the history of our welfare system. A moment that you helped shape with your work and your voices and your minds.

Last month, the President appointed a Working Group to develop a comprehensive welfare reform plan. The group is led by David Ellwood, the Assistant Secretary for Planning and Evaluation at HHS; Bruce Reed, White House Deputy Policy Advisor; and -- as soon as she gets confirmed -- Mary Jo Bane, the nominee for Assistant Secretary for Children and Families.

These are major policy thinkers who know the human face of welfare, and I firmly support the work they are doing. They will help us develop a plan that is bold and that is fair.

It will be a plan that addresses the diverse causes of welfare, and not just the consequences.

A plan that keeps people from having to enter the welfare system in the first place, while enabling others to get the short-term help they need.

Our work is guided by four basic principles:

First, work must pay. The way things are right now, having a full-time job does not guarantee that you will live above the poverty line. As a result, people lose their incentive to work.

That's not right. And it doesn't reflect those very values I was talking about. Everyone has something to contribute. And in our great country, no one who works hard and plays by the rules should have to raise children in poverty.

Our proposal to dramatically increase the Earned Income Tax Credit, or EITC, will give people an economic incentive to choose work instead of welfare. The EITC is a work-based, refundable tax credit designed to make sure that work pays for low-income families. The President's economic plan makes a strong investment in this bipartisan program.

Our EITC expansion will essentially lift above the poverty line all families with four persons or fewer in which the head of the household is working full-time, year-round.

It will be a building block of comprehensive welfare reform -- a powerful first step at encouraging people to join and stay in the labor market.

Health care reform will also enable people to move from welfare to work. For years, we've ignored the link between the health care crisis and welfare dependency. High health care costs -- and lack of insurance for low-wage workers -- drag down many Americans as they struggle for self-sufficiency. As a result, people who want to work must stay on welfare for years, simply because Medicaid is their only source of health security.

The President's health care plan will remedy this injustice. We will ensure that all Americans receive comprehensive health care at a reasonable cost. Under our system, work will pay -- and it will provide health coverage.

Our second welfare reform principle is that we must build a far better system of child support enforcement. Right now,

twelve million children have parents who could pay child support but do not. This is a national disgrace.

Both parents have a responsibility to provide for their children. As President Clinton has said, governments don't raise children; people do.

When one parent abandons that responsibility, we all pay the price -- but the person who suffers most is the child. We must tighten up on enforcement while making awards more equitable.

Too many children do not have a legal father -- over 500 thousand children born each year. As a result, these children are often deprived of financial support, not to mention love, encouragement, and guidance.

We must improve our capacity to establish paternity at the hospital, right after childbirth. This is critical. There is no better place to get fathers -- especially very young men -- to accept legal responsibility right away for their children.

Our third principle is one that hits home to you. We must strengthen education and training -- and provide other support necessary for recipients to move into the workforce.

In this area, your work is critical. Today, 520,000 Americans are enrolled in JOBS programs to help them re-enter the workforce and regain independence and dignity.

I admire the work you do -- offering families a passageway into the mainstream.

But, to make the welfare rolls shrink, we need to increase the number of AFDC recipients active in programs to help them get jobs -- and hold them.

Although the requirements of current law are being met, less than sixteen percent of all non-exempt AFDC mothers are actually enrolled in JOBS programs. That is not nearly enough.

We need more of the great JOBS success stories that come from your programs. Stories like that of Joyce McLaughlin, a Louisiana mother of three who found herself homeless after separating from her husband.

Desperate to support her children, Ms. McLaughlin moved into a shelter in her home town and applied for AFDC. It was a bitter pill to swallow, since she had worked for much of her adult life.

Then she learned about a local JOBS program called Project Independence. The program provided some transitional support -- child care assistance and bus passes -- which allowed her to hunt

for work. Now she works full-time and has moved her family into an apartment.

Then there's Beverly Curtis, a 19-year-old mother from Oklahoma. Ms. Curtis moved rapidly off welfare with the help of a JOBS program that combines training and work experience. She quickly landed a clerical job at a law firm. After a month, she got an even better job as a computer operator.

Beverly Curtis and Joyce McLaughlin are only two of the millions of Americans who just need a little help to get back on the road to independence.

That's how the system is supposed to function -- providing transitional support to families in trouble, heading off further pain and hardship. And then, parents or guardians getting opportunities to find work -- and piecing their lives back together again.

The families stay together, and the children learn lessons about courage and responsibility that they will pass on to their children.

Work. Family. Opportunity. Responsibility. That's what I call success stories.

We can make these stories the rule, and not the exception, for millions of Americans.

But that won't happen without the fourth principle, which may be the most important of all. We must expect people to work. We must tell healthy people -- in no uncertain terms -- that cash assistance can't go on forever.

Once the major elements of welfare reform are in place, it is critical to set time limits, after which we should require able-bodied recipients to find jobs in the private sector or, if necessary, in community service.

I want to emphasize this point in a loud, strong voice. I've heard people question whether the Clinton Administration has the "stomach" to impose time requirements.

You bet we do.

There has to be a time-certain period, beyond which people don't draw a check for doing nothing when they can do something.

We need to create a new sense of responsibility among all Americans -- including those receiving public assistance. And there's no more compelling reason to do this than our children.

We have to remember the children of Joyce McLaughlin, and of Beverly Curtis. We must offer these children a vision of hope and responsibility. Welfare reform will help renew these values for our children -- who will make up the society of tomorrow.

Reforming welfare won't be easy, and it won't happen overnight. It will take time and courage and leadership. There will be disagreements. There will be unexpected challenges. And we will need your support and your ideas along the way.

We will accomplish this landmark social achievement -- and it will be worth it. As the President has said: We must reform welfare "not by punishing the poor or preaching to them, but by empowering the poor to take care of their children and improve their lives." Thank you.